

Meeting Date/Time: February 18, 2022, 12:00 noon  
Location: Virtual (Zoom) Meeting  
Purpose: Fostering Inclusion

**Attendees:**

TJ Jones	2SLGBTQIA+ Representative on City of St. John's (CSJ) Inclusion Advisory Committee
Dr. Sulaimon Giwa	Co-Chair CSJ Inclusion Advisory Committee
Charlie Murphy	Executive Director - Quadrangle NL
Linda Brown	2SLGBTQIA+ Neurodiversity Disability Activist & Advocate, Community Member
Rachel West	Life Skills Officer & Inclusion Facilitator, Association for New Canadians
Myka Hollahan	Director & Facilitator, Trans Support NL
Kimberly Offspring	2SLGBTQIA+ Services Coordinator, YWCA
Nikki Baldwin	Executive Director - Planned Parenthood NL
Lexx Ambrose	2S-LGBTQ+ Mutual Aid Group on Facebook (Social Justice Co-op)
Kenneth	PFLAG NL
Vanessa Bambrick	Inclusion Coordinator (CSJ)
Natalie Godden	Manager – Healthy City & Inclusion (CSJ)

**Agenda/Overview:**

1. Welcome & Introductions
2. Overview of Inclusion Advisory Committee and 2SLGBTQIA+ Representative Role
3. Background & CSJ Work to Date
4. Feedback from 2SLGBTQIA+ Community

**What We Heard:**

**1. Safe Space**

- the biggest needs are dedicated, safe spaces where 2SLGBTQIA+ Community can gather; access resources; connect; receive advice; receive support (including peer advocacy, employment, awareness campaigns)

- having dedicated, safe, inclusive space with a focus on trans and queer inclusion would elevate the ability to contribute and achieve goals and provide similar supports to those provided by other community centres
- dedicated safe, sober spaces for 2SLGBTQIA+ Community to gather and engage in recreation and leisure activities
- safe spaces with gender neutral washrooms (public spaces, dedicated spaces, businesses, etc)
- queer art spaces in the City
- we are currently working with the City to determine if the former Parkside Community Centre might be a suitable location for a dedicated space
- funding – current funding opportunities are limited and very time consuming

## **2. Barriers to Employment**

- lack of safe employment/spaces for trans people in community
- businesses need to be aware of the importance of inclusion
- difficult for 2SLGBTQIA+ individuals to determine if a prospective employer is safe/inclusive
- would like to see the City facilitate public service campaigns around discrimination at work. Creating safe ways to report discrimination, who to talk to, what processes and supports are in place for people
- policies and procedures and/or accommodation framework for transitioning at work are recommended (similar to city of Toronto)

## **3. Training and Resources**

- City staff to work with 2SLGBTQIA+ community to develop a consistent base level training and have it available on the City's website. Promote as an inclusion initiative.
- Municipal Systems Navigator or resources available at the information center downtown. Would feel great to walk into a building and see a section of rainbow flags or trans flags to send that message.
- TJ suggested bringing together everyone in attendance at the February 18<sup>th</sup>, meeting, and workshop a workshop

### **Recommended Resources:**

“Creating Authentic Spaces” how to create positive space for gender identity and gender expression. <https://www.the519.org/>

Pride at Work: <https://prideatwork.ca/>

Transfocus Consulting: [Transfocus.ca](https://www.transfocus.ca)

Wisdom2Action can assist with HR policies <https://www.wisdom2action.org/>

ANC Rainbow Project [Welcome Rainbow - Association for New Canadians NL \(ancnl.ca\)](http://www.ancnl.ca)

#### **4. Commemorations and Celebrations**

- would like the City to continue to support PRIDE through proclamations, but would like to see more support in the form of waiving fees for street closures during the parade

#### **5. Awareness**

- inclusive signage in City facilities to show that they are safe spaces:
  - similar to what Child & Youth Advocate has provided
  - City branded rainbow flags (age appropriate; different languages) could also be used by other organizations
- develop queer affirming ad campaign
- more public campaigns around normalizing queerness

#### **Other Suggestions**

- would like to see more representation on City Council and staff that is supported/fostered by intentional design to break down barriers:
  - how can 2SLGBTQIA+ community become interested in municipal politics and feel comfortable to assume these roles?
  - how can diversity be supported for any diverse individual?
- it is hard for 2SLGBTQIA+ community newcomers to feel included in the City when they aren't able to vote

#### **Next Steps**

The What We Heard Notes will be shared with those in attendance at the February 18<sup>th</sup> Meeting for their review and revisions

TJ Jones as the 2SLGBTQIA+ representative on the City's Inclusion Advisory Committee (IAC), to work with those in attendance at the February 18<sup>th</sup> meeting to bring forward prioritized recommendations to the IAC and Council (City staff can support this process)