

EXECUTIVE SUMMARY

“There aren’t enough safe spaces to exist here”

A report on the experiences of 2SLGBTQIAP+ people with the City of Regina



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About the Report

Provided by Ivy + Dean Consulting, the full report includes the details and findings of a project commissioned by the City of Regina to consult with 2SLGBTQIAP+ and allied communities about their experiences interacting with and working for the City of Regina.

About this Executive Summary

This Executive Summary was prepared by Amanda Guthrie at Ivy + Dean Consulting.

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- Creative Options Regina
- John Howard Society
- Listen to Dis' Community Arts
- Queen City Pride
- Two-Spirit Group (Newo Yotina Friendship Centre)
- UR Pride Centre for Sexuality & Gender Diversity
- YWCA Regina

Thank you to Queen City Pride for their willingness to supply photos of local people at their festival to accompany this report.

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Background

About MN22-4 2SLGBTQIAP+ Communities in Regina

On March 5th 2022, Councillors Dan LeBlanc and Andrew Stevens hosted an online Zoom panel discussion titled: “We’ve Banned Conversion Therapy: Now What?”. Ivy + Dean Consulting was hired by Councillor LeBlanc to provide community outreach, and support in the planning, hosting, and facilitation of this discussion.

The online event featured 2SLGBTQIAP+¹ community experts and researchers who shared their insights about how the City of Regina could tangibly support 2SLGBTQIAP+ communities. During this event, 2SLGBTQIAP+ community members were asked to participate in a conversation where they answered the question: “What does a 2SLGBTQ+ Action Plan look like for the City of Regina?”

Based on this community engagement, Councillor LeBlanc wrote motion MN22-4 2SLGBTQIAP+ Communities in Regina. The motion was considered at City Council and passed unanimously on June 15, 2022.

In September 2022, Ivy + Dean Consulting was hired by the City of Regina to lead the community engagement activities required to fulfill the obligations in MN22-4.

¹ 2SLGBTQIAP+ is an acronym which refers to Two-Spirit, lesbian, gay, bisexual, transgender, queer, intersex, asexual, pansexual and more. While the acronym used to refer to gender and sexually diverse communities may differ depending on the individual, cultural community, or organization, this acronym was selected for this report as it mirrors the acronym used in the City of Regina motion that led to the commissioning of this work. A full glossary of terms can be found in the appendix of this report.



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Project Approach, Scope & Development

In the spirit of the City of Regina’s Community Safety & Well-being Plan (CSWB), our team approached this project through the CSWB Plan’s Foundational Commitments of:

- Accessibility
- Anti-oppression
- Anti-racism
- Collaboration
- Diversity
- Equity
- Intersectionality
- Inclusion; and
- Reconciliation.

This project included the following scope:

- Development and facilitation of a 2SLGBTQ+ Reference Group
- Community engagement plan on points 4, 5 and 6 of MN22-4 (with exception of point 4.e)
- Policy review and recommendations relating to the City of Regina's human resources policies
- Report summarizing results of engagement, including concrete steps, funding, programs and approaches which the City of Regina can implement to improve the lived experience of 2SLGBTQIAP+ people

2SLGBTQ+ Reference Group

A 2SLGBTQIAP+ Reference Group was recruited and established early in the project to guide and approve the community engagement plan, develop exploratory questions, identify potential collaborators, and to review the final report and recommendations submitted to the City.

This Reference Group included representatives from the four 2SLGBTQIAP+ organizations that serve Regina: Queen City Pride, the Gay & Lesbian Community of Regina, TransSask Support Services, and UR Pride Centre for Sexuality & Gender Diversity, as well as from Newo Yotina Friendship Centre's Two Spirit Group. Additionally, the Reference Group included three employee representatives from the City of Regina, and five representatives made up of 2SLGBTQIAP+ community members with professional experience in topics related to the motion. All Reference Group members identified as belonging to 2SLGBTQIAP+ communities, and also included individuals who identify as BIPOC², disabled, trans, newcomers, and/or seniors.

Reference Group members were selected collaboratively by Shayna Stock, Coordinator, Community Wellbeing & Inclusion at the City of Regina and Jacq Brasseur, Lead Consultant at Ivy + Dean Consulting.

Community Engagement Plan

In determining the community engagement activities, Ivy + Dean presented the 2SLGBTQ+ Reference Group with a draft list of activities, their targeted audience, and connection to MN22-4. The Reference Group reviewed this plan and provided the following prioritized activities:

- Discussion group with 2SLGBTQIAP+ people
- Interviews with 2SLGBTQIAP+ people
- Research survey for all people living in Regina
- Discussion group with 2SLGBTQIAP+ civil society organizations (CSOs)
- Survey for CSOs funded by the City of Regina
- CSO-led discussion groups
- Community recreation and family events

A list of the activities including the date they were hosted, location, and more can be found in the full report.

In addition to these activities, we hosted a webinar for CSOs to learn how to host their own discussion group. Organizations that hosted their own discussion groups included YWCA Regina, Queen City Pride, Listen to Dis', Newo Yotina Two-Spirit Group, Creative Options Regina, John Howard Society Regina, UR Pride's Youth Group, and UR Pride's 55+ Club.

We invited the following organizations to host their own discussion groups, however they were unable to do so due to issues of capacity: Black in Sask, Gay & Lesbian Community of Regina, TransSask Support Services, Regina Seniors' Centre and the Regina Open Door Society.

² BIPOC is an acronym used to describe people who are Black, Indigenous or People of Colour.



Employee Engagement Activities

The following employee engagement activities were developed in collaboration with People & Organizational Culture (P&OC) at the City of Regina, and validated by employee representatives on the 2SLGBTQ+ Reference Group:

- Discussion groups with 2SLGBTQ+ employees
- Online discussion forum for 2SLGBTQ+ employees
- Discussion group with allied employees
- Discussion group with Indigenous employees
- Interviews with 2SLGBTQ+ employees
- Written survey for all employees

A list of the activities including the date they were hosted, location, and more can be found in the full report.

Data Collection, Analysis & Review

All Ivy + Dean hosted interviews and discussion groups were recorded, transcribed, and anonymized. Due to the close and tight-knit 2SLGBTQ+ community in Regina, participants who requested interviews were invited to speak with a member of the team that they did not know personally.

CSOs who hosted their own discussion groups were asked to submit notes taken throughout their discussion group. They were encouraged to identify two note-takers to mitigate bias.

Survey data was collected using SurveySparrow, a platform similar to SurveyMonkey.

This data was analyzed using thematic coding, capturing consistent or reoccurring themes or topics shared by participants. No codes were pre-established. Our Research & Data Analysis Consultant performed an initial reading of all data and identified codes for use by all research team members. Initial findings were shared with the 2SLGBTQ+ Reference Group, who were invited to share feedback and concerns. Reference Group Members did not share any concerns.

Policy Review & Recommendations

Ivy + Dean undertook a policy review of relevant human resources policies and provided an assessment to People & Organizational Culture (P&OC) regarding which policies should be reviewed more fully based upon our recommendations.

These policy review documents were provided directly to Nancy Amyotte, Senior Human Resources Advisor, and are not included in the full report.

Summary of Findings

The City as an Employer

Consultations with City of Regina employees were incredibly rich. Employees were asked questions related to five key areas and the following findings emerged:

1. Employee Equity, Hiring & Recruitment

Experiences of 2SLGBTQIAP+ employees at the City of Regina were varied and diverse, based upon age, identity, the department that they worked within, and the extent to which they are out³ in the workplace. Overall, 2SLGBTQIAP+ employees agreed that current data collection on employee demographics lack adequate opportunities for 2SLGBTQIAP+ employees to identify themselves. Employees disagreed on whether their gender or sexual identity impacted their advancement, but that any impact is due to unconscious bias rather than malicious action. Employees also commented on the lack of 2SLGBTQIAP+ representation within leadership at the City which, again, was thought to be related to unconscious bias. Finally, employees spoke about the potential divide between office and operational departments at the City, with one employee referencing a feeling of “luxury” that they work in a department that seems to understand the importance of diversity more so than other departments.

2. Human Resources Processes

Employees spoke to both the City’s Respectful Workplace Policy and Name Change Policy. While both 2SLGBTQIAP+ and non-2SLGBTQIAP+ employees agreed that the Respectful Workplace policy provides clear directions and expectations to mitigate discriminatory behaviour in the workplace, some employees shared their concerns with how policy procedure expects employees to first engage with the person who they are in conflict with in order to begin the resolution process. This procedural first step does not account for employees who do not feel safe to stand up for themselves.

Regarding the Name Change Policy, employees believe the process to be quite simple, however upon further questions it became clear that further education and information is needed for employees to confidently understand the process and how to access information on the policy procedure.

Furthermore, employees shared that information was only accessible through CityConnect which is not available to all City of Regina employees. Finally, Indigenous employees shared how this policy connects to the importance of Indigenous names and how name-related practices at the City, such as character limits on emails, prevents Indigenous employees from being able to express their sense of self.

3. Physical Space & Infrastructure

Gender neutral spaces were the main focus of discussion regarding physical space and infrastructure within City facilities and the lack of both gender neutral washrooms and change rooms within all City buildings. Of particular note was that gender neutral washrooms are often also the accessible washroom within a building, leading to increased demand from both disabled employees and citizens and transgender employees and citizens.

Additional findings included the lack of adequate access to women’s change rooms and washrooms for employees within operational settings, along with feedback from Indigenous employees who noted that at present noteworthy rooms within City buildings are named after Colonial Figures and that a change to using Indigenous leader’s names may make City buildings feel more inclusive, welcoming, and safe.

3 3 “Being out” refers to a 2SLGBTQIAP+ person being open about their identity in certain contexts.

4. Education & Professional Development

Employees consistently rated education and professional development as valued and important, and overwhelmingly expressed that they believed training should be mandatory for City employees and elected officials. Varied experiences were shared regarding the current Positive Spaces Network Training, however overall employees view education as critically necessary in order to create a more 2SLGBTQIAP+ inclusive work environment.

5. Workplace & Culture

Overall, employees agree that the City of Regina as an employer is making efforts to be more inclusive and were able to identify examples such as the “I Love Regina” Pride t-shirts, the Mayor’s involvement in a drag fundraiser, and participation in Pride Festival events. However, employees were also hesitant that these actions lack depth and may not lead to necessary culture change. When asked for personal experiences within the workplace, 2SLGBTQIAP+ employees gave a very wide array of answers from extremely positive to negative. This wide range of experiences points to a high degree of variability between City departments and how different 2SLGBTQIAP+ identities experience varying degrees of acceptance.

Additional Themes

Outside of these key focus areas, additional themes emerged including:

- Polyamorous Identities in the Workplace
- Employee Resource Group
- Elected Leaders and Impact on Sense of Safety
- Gender Affirming Care and Health Benefits
- Responsibility to the Public

These additional themes are discussed and explored more fully in the full report.



The City as a Service Provider

1. Education & Awareness for City Staff

Similar to feedback from employees regarding educational training, participants who took part in our community-based discussion groups also voiced support for mandatory training for all staff. However certain departments, such as Transit, were flagged as especially needing training. Additionally, many participants requested that training be intersectional in approach in order to ensure that City staff have an understanding of how 2SLGBTQIAP+ identity intersects with other identities (e.g. being Indigenous and 2SLGBTQIAP+). Finally, the Mayor and Council were also flagged as a group that many participants wanted to see complete mandatory training.

2. Safety & Visibility

Feedback included the need for identifiable 2SLGBTQIAP+ imagery and symbolism within City spaces and that the addition of gender neutral washrooms within spaces makes them feel included, comfortable, and safe. Beyond flags and symbols, participants expressed desire to see 2SLGBTQIAP+ art and visibly 2SLGBTQIAP+ employees working at the City, and that the current lack of visibility leads to feel a lack of confidence in City staff or programs to be safe and inclusive spaces, free of harassment. Of particular note, was feedback from an entirely Two Spirit discussion group where all participants expressed only negative thoughts about living in Regina.



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3. Perception of the Mayor & City Council

Connected to feelings of safety and visibility, participants repeatedly spoke of the harm and feelings of animosity between City Council and the 2SLGBTQIAP+ community. Participants shared their concerns that opinions openly shared by Councillors during the conversion therapy debate may also be held by City employees. While some participants acknowledged that Mayor Sandra Masters has made meaningful and purposeful efforts to engage with 2SLGBTQIAP+ organizations and communities, such as her participation in the Drag Fundraiser with Lulu's Lodge, it was clear that recent Council debates have caused harm for many participants.

4. 2SLGBTQIAP+ Inclusive Programming & Spaces

While our findings showed consistent negative experiences by participants who access City facilities and programming, some participants shared that while they weren't comfortable to be fully out and open when accessing City facilities, they did feel safe. Participants voiced strong enthusiasm for 2SLGBTQIAP+ specific events and programming, primarily at aquatic and fitness centres, and stated they were extremely interested in 2SLGBTQIAP+ family programming, whether they were part of the community or not. Finally, participants offered the idea that by providing 2SLGBTQIAP+ specific programming, community members may then feel more comfortable to visit City facilities and programming outside of 2SLGBTQIAP+ specific events.

5. Regina Public Library as an Inclusive Space

Regina Public Library (RPL) was consistently identified as a place that offered positive experiences for 2SLGBTQIAP+ people and families, with some participants saying that RPL was the only City space that they felt safe in. Participants identified that RPL employs visibly 2SLGBTQIAP+ staff and seemed intentional within their programming and leadership, resulting in an overall feeling of safety and trust from participants.

6. Expansive Definitions of Family

Both 2SLGBTQIAP+ and allied participants stated that the City's current definition of family, "2 adults over 25 years of age and up to 8 additional members of the same household", does not adequately work for their family. Whether coming from a family with young parents, families with multiple parents, or families who do not all live within one household, participants expressed confusion with the current definition. While participants were certain City staff would not challenge them while accessing City facilities, the definition left participants feeling alienated and confused.

7. Social & Health Needs of 2SLGBTQIAP+ People

In every engagement activity participants highlighted their social and health needs as they relate to accessing City services. Of particular note, participants routinely tied their social and health outcomes to City of Regina transit, and therefore the need to feel safe and included when utilizing transit services. Housing was also listed as a consistent theme, related to the fact that since 2SLGBTQIAP+ people are more likely to be low income, 2LGBTQIAP+ people can often struggle to find inclusive and safe housing.

The full report goes into depth on each of the following areas and how 2SLGBTQIAP+ identities intersect with the following identities to create specific needs:

- Specific Needs of 2SLGBTQIAP+ Older Adults
- Specific Needs of Two Spirit and 2SLGBTQIAP+ Indigenous People
- Specific Needs of Disabled 2SLGBTQIAP+ People and 2SLGBTQIAP+ People with Disabilities
- Specific Needs of 2SLGBTQIAP+ Youth Under 19

The City as a Funder

Consultations with community organizations were done with two audiences: 2SLGBTQIAP+ organizations who may or may not access City of Regina funding, and all community service organizations (CSOs) who do currently access City of Regina funding. Consultations were structured through a discussion group with 2SLGBTQIAP+ organizations and a survey administered to CSOs who received City funding in 2022.

The City of Regina currently provides the following funding streams:

- Cultural Grants
- Social Development Grants
- Adapted Sport & Recreation Grant
- Hosting Grants
- Special Events Grants
- Harm Reduction Grants
- Snow Angels Community Grants
- Winter Initiative Grants

Of grants awarded within the 2022/23 fiscal year, the following was found regarding 2SLGBTQIAP+ outcomes:

- 3 grants were awarded to 2SLGBTQIAP+ organizations
- \$29,040 in total funding was distributed amongst these 3 grants
- 100% of 2SLGBTQIAP+ organizations who applied for funding, were awarded at least partial funding
- 0.95% of Social Development and Cultural Grant funds were awarded to 2SLGBTQIAP+ organizations

Our consultations with 2SLGBTQIAP+ organizations and general CSOs resulted in the following findings:

1. Underfunding of 2SLGBTQIAP+ Organizations

Leaders within 2SLGBTQIAP+ organizations unanimously reported trends of underfunding, both by the City of Regina and other funders, which is supported by our analysis of the City of Regina’s funding distribution. 2SLGBTQIAP+ Organization Leaders spoke to potential reasons for underfunding such as: potential bias of funding adjudicators, lack of awareness of funding opportunities, and a lack of capacity to apply for funding. The organizations also spoke to the barriers created by annual funding cycles and also suggesting the creation of designated funding for 2SLGBTQIAP+ organizations, in order to mitigate the risk of bias from adjudicators and to counter the history of 2SLGBTQIAP+ organizations being underfunded.



2. Misunderstanding of 2SLGBTQIAP+ Sector & Needs by Funders

2SLGBTQIAP+ organizations also spoke to the need for funders at all levels to better understand the range of programs, services, and events that 2SLGBTQIAP+ organizations provide. A particular focus of the conversation was Gay & Lesbian Community of Regina, which owns and operates Q Nightclub, Regina’s only gay bar. Participants noted that mainstream understandings of a bar fail to fully encapsulate all that Q Nightclub offers to the community, and that within 2SLGBTQIAP+ communities gay bars offer events and programming outside of what is typically thought of in terms of “bar culture”.

3. Collaborations for 2SLGBTQIAP+ Communities

Another theme that emerged was the need for collaboration between 2SLGBTQIAP+ organizations and that the current City of Regina funding models can result in competition rather than collaboration between organizations.



4. 2SLGBTQIAP+ Inclusion in City-funded Organizations

In order to fully assess 2SLGBTQIAP+ inclusion within City-funded organizations, Ivy + Dean distributed a funding survey to all organizations that received funding in 2022. Thirty organizations responded to the survey and provided the following insights:

- 96.5% of respondents support or want to support 2SLGBTQIAP+ inclusion within their organization
- 73% of respondents agreed or strongly agreed that CSOs have an obligation to build 2SLGBTQIAP+ inclusion and capacity for inclusion
- 83% if respondents agreed or strongly agreed that CSOs should be expected to provide services or programs that are welcoming of 2SLGBTQIAP+ people
- 76% of respondents agreed or strongly agreed that funders have an obligation to ensure that organizations they fund are inclusive of all communities, including 2SLGBTQIAP+ people
- 3.5% of respondents agreed or strongly agreed that if the City of Regina required them to be inclusive of 2SLGBTQIAP+ communities, that it would impact their ability to apply for funding

The City of Regina's current funding applications require applicants to indicate their commitment to reconciliation and the TRC's Calls to Action. So while 2SLGBTQIAP+ CSOs and community members gave mixed feedback on how to navigate the addition of 2SLGBTQIAP+ inclusion within City of Regina funding applications, the City of Regina has in fact found ways to adjudicate applications in regards to the need and calls for reconciliation, so similar approaches could be used for 2SLGBTQIAP+ inclusion.

5. Capacity Building of City-funded Organizations

Within the survey that was administered to City-funded organizations within the 2022/23 fiscal year, CSOs were invited to describe their current level of 2SLGBTQIAP+ inclusion, which included indicated which practices had already been implemented within their operational activities. These activities were:

- **Leadership & Governance:** the organization's capacity for inclusive hiring practices, supporting 2SLGBTQIAP+ people in leadership positions, and professional development for working with 2SLGBTQIAP+ communities.
- **Services & Environment:** the organization's ability to maintain a professional service environment that is safe for 2SLGBTQIAP+ people, address potential challenges or harms when they happen, and consult 2SLGBTQIAP+ communities in key areas of service provision.
- **Intersectionality:** the extent to which the organization integrates 2SLGBTQIAP+ inclusion into their work targeting other demographic groups and vice-versa.

Through our survey with these organizations, we invited them to self-report regarding their level of 2SLGBTQIAP+ inclusion. We invited these organizations to share details about their inclusion activities, and, using our own assessment framework, provided them a ranking based on our expertise within the sector. More details about this assessment framework can be found in the full report.

Level of 2SLGBTQIAP+ Inclusion:	Self-Assessment (n=30)	Total Score (n=29)
Affirming (30 - 40)	43%	0%
Well on our way (20 - 29)	7%	10%
Made some progress (10 - 19)	31%	31%
Requires attention (1 - 9)	17%	58%
Not a priority	3.5%	N/A

The assessments show that organizations who accessed Special Event funding scored the lowest followed by organizations who accessed Sport & Recreation funding. This suggests that specific interventions targeting these two groups could provide the most benefit to increasing 2SLGBTQIAP+ inclusion capacity levels.

6. Responsibility of Funders in Supporting 2SLGBTQIAP+ Inclusion

Survey results showed that 76% of respondents agreed or strongly agreed that funders have an obligation to ensure the organizations they fund are inclusive of all communities, including the 2SLGBTQIAP+ community. This suggests an openness to the City including 2SLGBTQIAP+ inclusion as a requirement in funding applications. Only one organization indicated that this requirement would impact their organization.

Finally, in discussing a 2SLGBTQIAP+ specific funding stream, it was noted that both 2SLGBTQIAP+ specific and non-2SLGBTQIAP+ specific organizations offer important and necessary programming for 2SLGBTQIAP+ people. Therefore, if the City were to offer a specific funding stream that it would be inclusive of 2SLGBTQIAP+ programming along with 2SLGBTQIAP+ organizations.

Recommendations from Findings

The following recommendations are representative of both community recommendations and recommendations from Ivy + Dean. The full report provides details regarding which recommendations stem directly from consultants versus community.

City of Regina as an Employer	
MN22-4: 4a.	Including 2SLGBTQIAP+ people under all employee equity policies
	<ul style="list-style-type: none"> C1. Include 2SLGBTQIAP+ people as a prioritized equity group in hiring P1. Develop materials for managers on how to prepare for incoming 2SLGBTQIAP+ employees. P2. Ensure interview processes allow and encourage both managers and applicants to share about their experiences and perspectives about inclusion. P3. Allow digital or Microsoft Team interviews, when possible. P4. Include protections for polyamorous people in anti-harassment and respectful workplace policies.
MN22-4: 4b.	Streamlined name change process for all City staff
	<ul style="list-style-type: none"> P5. Create material relating to name change processes in the workplace that are available to all employees, including casual, seasonal and temporary employees. P6. Develop a name change policy that addresses the urgency of these requests. P7. Investigate and implement options for employees to be able to include Indigenous syllabics in their names at work. P8. Ensure that employees can change their names in City systems without requiring the provision of legal documentation.
MN22-4: 4c.	Provision of all gender change rooms and washrooms
	<ul style="list-style-type: none"> C2. Maintain a list of gender neutral change rooms and washrooms in City facilities and make this list available online to the public. C3. Write into policy that trans and gender diverse employees have the right to access washrooms and change rooms they are most comfortable in. C4. Perform a review of access for women's change rooms and washrooms in City facilities, with a particular emphasis on operational environments. P9. Ensure that existing gender neutral washrooms in City Hall and other City facilities are maintained to an appropriate standard.
MN22-4: 4d.	Develop expansive education for all leadership and front-line staff
	<ul style="list-style-type: none"> C5. Integrate and incorporate the requirement to take mandatory training related to inclusion, such as Truth & Reconciliation training and Positive Spaces Network Training, into the Employee Code of Conduct. P10. Identify 2SLGBTQIAP+ employees who can work to co-develop training with existing providers, and pursue a co-facilitation model. P11. Provide designated training sessions for employees who are required or urged by their managers to take the Positive Spaces Network training. P12. Require 2SLGBTQIAP+ diversity training to be mandatory for all employees, as well as Mayor and City Councillors. P13. Perform a review of the Positive Spaces Network training program.

Additional Recommendations Regarding the City as an Employer

- C6. Offer opportunities for employees impacted by anti-2SLGBTQIAP+ discourse surrounding debates at City Council to share their stories with City Administration and leadership.
- P14. Work with managers to identify ways they can address homophobia, transphobia, bullying and harassment when they notice it, even if the person impacted does not want to file an official complaint.
- P15. Implement an Employee Resource Group or Affinity Group for 2SLGBTQIAP+ employees.
- P16. Explore the creation of spaces that can be adapted for employee wellness rooms, breastpumping and chestpumping rooms, prayer rooms, or other private spaces for City employees.



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City of Regina as a Service Provider

MN22-4: 5a. Include 2SLGBTQIAP+ needs such as all gender changing rooms and trans affirming changing room policies in all facility upgrades and developments

- P17. Renovate older buildings to include more gender neutral washrooms and change rooms, and ensure new buildings have adequate gender neutral facilities.
- P18. Develop policy that affirms trans peoples' rights to use whichever gendered washrooms or change rooms they feel comfortable accessing.
- P19. Review registration forms and similar documents to ensure that 2SLGBTQIAP+ people can properly describe themselves and their families.
- P20. Commission local 2SLGBTQIAP+ artists to create visual art in City facilities and spaces.

MN22-4: 5b.	Include 2SLGBTQIAP+ specific space/programming such as all-body swimming or gym time, all gender youth sports, etc.
<p>C7. Develop program policy that affirms trans and gender non-conforming people, including children, to be able to participate in gendered programs that feel the best for them.</p> <p>C8. Leverage the Public Library’s role as an inclusive space for many 2SLGBTQIAP+ people, and increase visiting hours.</p> <p>P21. Host more 2SLGBTQIAP+ specific programs.</p> <p>P22. Ensure any 2SLGBTQIAP+ specific programs are accessible to disabled people and people with disabilities.</p> <p>P23. Ensure 2SLGBTQIAP+ specific programs are early in the day to allow for families to participate.</p> <p>P24. Collaborate with Two-Spirit and/or Indigenous groups to host programming and spaces that are specifically designed to support Two-Spirit communities.</p> <p>P25. Host non-gendered equivalents of leisure and recreation programs for people of all ages.</p> <p>P26. Seek out community facilitators / instructors who would facilitate 2SLGBTQIAP+ specific programming.</p> <p>P27. Indicate in the leisure / recreation guide which community facilitators / instructors have participated in a Positive Spaces Network training.</p> <p>P28. Create spaces for 2SLGBTQIAP+ specific programming that does not include police presence or symbols of police.</p>	
MN22-4: 5c.	Create priority facility booking and/or permit process for 2SLGBTQIAP+ community events
<p>C9. Improve communication regarding existing staff members (e.g. Community Consultant Special Events, Community Consultant Sport Facilities) at the City of Regina who can act as liaisons for community and volunteer groups who need support on facility booking or permitting processes.</p> <p>P29. Encourage City programming, rec centre and community centre staff to collaborate with 2SLGBTQIAP+ organizations to host events and programs in City spaces.</p> <p>P30. Create event grants to 2SLGBTQIAP+ and other groups led by marginalized communities to be able to host their own programs or events in City spaces.</p>	
MN22-4: 5d.	An analysis of the City’s existing “family” programming, including exploration of whether the implied meaning of family includes family as commonly understood amongst 2SLGBTQIAP+ people
<p>C10. If admission is based on household, change the name of “Family Admission” to “Household Admission”.</p> <p>C11. Adopt and promote a more expansive understanding of family for staff across program development purposes.</p> <p>C12. Adopt a “Group Admission” which would allow for families who are in multiple households or chosen families to still use facilities or programs together.</p> <p>P31. Remove the age identify for adults, as well as the requirement for two adults, in the definition of family used for admissions.</p>	

Additional Recommendations Regarding the City as a Service Provider - Local Governance

- C13. In future consultation activities, invite 2SLGBTQIAP+ and other organizations that serve marginalized communities to host their own discussions.
- C14. Consider appointing a Special Advisor to the Mayor on 2SLGBTQIAP+ issues.
- C15. Strike and maintain a 2SLGBTQIAP+ advisory group for City administration.
- P32. Pursue / recruit 2SLGBTQIAP+ inclusion on City committees.
- P33. City Administration and Council should explore offering a formal apology to 2SLGBTQIAP+ communities for how the motion related to conversion therapy ban overwhelming contributed to a negative public discourse about queer and trans people.
- P34. Ensure that the Mayor, City Manager and Council meet regularly with 2SLGBTQIAP+ organizations and groups.

Additional Recommendations Regarding the City as a Service Provider - Transit

- C16. Write a complementary appendix to the Regina Transit Master Plan that includes 2SLGBTQIAP+ voices, expertise and perspectives regarding topics explored. Ensure that future Transit reviews, or public engagement related to transit include 2SLGBTQIAP+ voices.
- C17. Develop a “Supporting 2SLGBTQIAP+ Riders” resource for transit staff.
- P35. Provide targeted 2SLGBTQIAP+ inclusion training to transit staff, including accessible transit staff.

Additional Recommendations Regarding the City as a Service Provider - Houselessness

- C18. Ensure the inclusion of 2SLGBTQIAP+ voices in any plans or reports related to housing or addressing houselessness in Regina.
- P36. Work with community partners and organizations to fill the gap of safe shelters and housing supports for 2SLGBTQIAP+ adults.

Additional Recommendations Regarding the City as a Service Provider - Policing & Addressing Violence

- P37. Identify alternatives to armed responders for mental health crises.
- P38. Invest in supports and resources for survivors and perpetrators of violence in the 2SLGBTQIAP+ community that are alternatives from police.



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City of Regina as a Funder	
MN22-4: 6a.	Create 2SLGBTQIAP+ funding streams. This funding to include intergenerational programs, and serving 2SLGBTQIAP+ people at all stages of life
<p>C19. Encourage existing seniors' organizations or programs that access City of Regina funding to provide information about their inclusion of 2SLGBTQIAP+ older adults.</p> <p>P39. Pilot a 2SLGBTQIAP+ project funding stream for community organizations.</p> <p>P40. Ensure 2SLGBTQIAP+ representation on all grant adjudication committees, and ensure that this representation includes somebody with an understanding of the 2SLGBTQIAP+ sector in Regina.</p> <p>P41. Prioritize 2SLGBTQIAP+ organizations who are seeking investment in capital projects to improve infrastructure for older adults and/or people with disabilities.</p>	
MN22-4: 6b.	Target funding for 2SLGBTQIAP+ within ethno-racial communities
<p>C20. Facilitate and promote partnerships and collaborations between 2SLGBTQIAP+ and ethno-racial organizations for City-funded projects.</p> <p>P42. In any 2SLGBTQIAP+ project funding stream, ensure that ethno-racial organizations, even those that are not 2SLGBTQIAP+ led, can apply and be considered for funding.</p>	
MN22-4: 6c.	Require as a condition of all funding that the applicant/recipient provides services which are available and inclusive of 2SLGBTQIAP+ people
<p>C21. Any changes to City funding application requirements should be accompanied by supportive capacity building initiatives.</p> <p>P43. Amend the application for City funding to ask if proposed projects are open and inclusive of all people, including 2SLGBTQIAP+ communities.</p>	
Additional Recommendations Regarding the City as a Funder	
<p>C22. Ensure that existing grant or program officers at the City are knowledgeable about the 2SLGBTQIAP+ community sector, and hire people with experience in the 2SLGBTQIAP+ community sector.</p> <p>C23. Review The Enchanté Network's recommendations for funders regarding supporting 2SLGBTQ+ organizations.</p> <p>P44. Promote the existence of City staff who act as community liaisons in the City of Regina funding departments.</p> <p>P45. Host webinars and information sessions for community organizations in Regina to learn more about funding opportunities.</p> <p>P46. Specifically invite 2SLGBTQIAP+ organizations to apply for City funding.</p>	

Conclusion

2SLGBTQIAP+ people and our allies are an important part of what makes Regina such a vibrant place to live. We have unique experiences of this place, and this city is our home, just as much as it is anybody else's.

It has been an honour for our team to be able to work on this project. Supporting the city that we live in to better help and meet the needs of our community has felt like a big start in building a meaningful, reciprocal, and respectful relationship between 2SLGBTQIAP+ people and our City government.

Whether participants were sharing stories of negative experiences at City facilities, or positive memories of some of their favourite places and interactions at the City, we took our responsibility seriously in translating all of the data and information we learned into purposeful and tangible recommendations to contribute to a more inclusive municipality for all.

Unfortunately, as we heard from one participant, "there aren't enough safe spaces to exist here" for 2SLGBTQIAP+ people in the City. We hope, that one day, this city will be safe for everyone, no matter their gender or sexuality.

We believe that this work commissioned by the City, and the deep, genuine commitment from employees at the City who worked on this project, brings us one step closer to accomplishing this goal.



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