

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

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



ANDREA NORBERG // QUEEN CITY PRIDE



REGINA

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About this Report

Provided by Ivy + Dean Consulting, this 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.

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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

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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.

About Ivy + Dean Consulting

Based in Regina, Ivy + Dean Consulting is a bilingual consulting firm specifically designed to support non-profit and public organizations in incorporating equity into their governance and programming processes. Ivy + Dean’s core team of consultants have over 30 combined years of experience in the non-profit and community sector, mostly within the 2SLGBTQIAP+ human services area.

Ivy + Dean is a Certified LGBT+ Supplier with the CGLCC: Canada’s LGBT+ Chamber of Commerce, meaning that we are certified by Supplier Diversity Alliance Canada as a business that is owned, operated and controlled by a member of the LGBT+ community.

Ivy + Dean is also a member of the Regina & District Chamber of Commerce.

Project Team

The team for this project included:

- **Jacq Brasseur** (they/them), Lead Consultant
- **Julian Wotherspoon** (she/her), Research & Data Analysis Consultant
- **Renée Wahl** (she/her), Jr. Consultant
- **Harmony Grassing** (she/they), Research & Data Analysis Support
- **Kale Maclellan** (she/her), Cultural Consultant
- **Amanda Guthrie** (she/her), Policy Analysis Consultant
- **Nova Latham** (she/her), Administrative Support & Transcription

While not a member of the project team, we also recognize the involvement of Whitney Blaisdell, of Project Play YQR, for her support with data collection during one consultation event.

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.

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**.

Accessibility

It was fundamentally important to our team that everybody had access to participating in community engagement activities. We integrated accessibility during activities by using wheel-chair accessible and scent-free facilities when hosting in-person activities, using closed captioning in virtual activities, and offering transportation and childcare support to participants who needed help getting to and participating fully in engagement activities.

Anti-oppression

Our team deeply considered how power may have impacted how participants engaged with us and our work with the City. When designing engagement activities, we made efforts to identify and mitigate the impacts of systemic discrimination on participants.

Our anti-oppressive approach informed the decision to ensure that raw data stemming from this consultation would not be shared directly with the City of Regina, as sharing personal information was identified as a barrier to engagement for participants. This is because many 2SLGBTQIAP+ people distrust institutions of power, including municipalities, due to a long history of shared information being used to target and discriminate against 2SLGBTQIAP+ people.

Anti-racism

QTBIPOC² communities are impacted by both racism and heterocissexism³. When designing and hosting engagement activities, our team made efforts to specifically connect with organizations and community groups that serve Black, Indigenous and people of colour. This included an acknowledgement that mainstream 2SLGBTQIAP+ serving organizations may lack QTBIPOC leadership or deep connections with QTBIPOC communities.

Collaboration

When approaching any community engagement work, our team always prioritizes meaningful collaboration. This entire project, from the development of consultation instruments to hosting consultation activities to finalizing recommendations, was done through collaboration with both 2SLGBTQIAP+ people in Regina, and with civil society organizations (CSOs) in Regina.

Diversity

Leading a large-scale community engagement project requires valuing the diverse experiences that people may bring with them when sharing their perspectives. We aimed to design consultation instruments that made as few assumptions as possible, as we understand that the experience and perspectives of every 2SLGBTQIAP+ person provides valuable insight. Further to this, we invited non-2SLGBTQIAP+ people to share their perspectives and experiences of inclusion with the City of Regina.

2 QTBIPOC is an acronym used to refer to queer and trans Black, Indigenous and people of colour.

3 See glossary.

Equity

While we provided ample opportunities for participation from non-2SLGBTQIAP+ people, we also made efforts to ensure that our community engagement focused on activities that would facilitate “outcomes that are most appropriate for”⁴ 2SLGBTQIAP+ people.

This meant recognizing that not all 2SLGBTQIAP+ people would be comfortable speaking to or working directly with consultants. We provided opportunities for 2SLGBTQIAP+ people in Regina to participate in discussion groups hosted by a wide range of organizations, creating options for community members to participate even if they did not feel comfortable sharing their experiences directly with the consulting team.

Intersectionality

When selecting the consulting team and Reference Group members, it became vital to recognize how the different parts of people’s identities offered them unique insight into how 2SLGBTQIAP+ experiences can intersect and be compounded by other forms of oppression and privilege. This means that we made efforts to build a project team and Reference Group that included trans people, Indigenous 2SLGBTQIAP+ people, 2SLGBTQIAP+ women, QTBIPOC people, 2SLGBTQIAP+ newcomers, 2SLGBTQIAP+ seniors, and 2SLGBTQIAP+ people impacted by poverty.

Inclusion

It was very important to our team that our community engagement activities were not one-size-fits-all. By developing a wide-range of activities, from traditional surveys and discussion groups to community recreation and family events, and hosting these activities in different physical and virtual spaces, we were able to create space for different people to participate.

Reconciliation

Throughout the project, our team aimed to incorporate the spirit of reconciliation and decolonization into all of our work. This included prioritizing needs of Two-Spirit⁵ groups to participate in consultation activities, and in hosting a closed discussion group for Indigenous employees at the City. These purposeful choices acknowledged that Indigenous communities’ relationships to gender, sexuality, and 2SLGBTQIAP+ identities are complex, being deeply tied to culture and the impacts of colonialism.

Through embodying the spirit of these foundational commitments within all activities, we are confident that the community engagement activities, data collection methodology, data analysis, development of recommendations, and provision of this final report accurately provides the City with deep insight into the experiences of 2SLGBTQIAP+ people in Regina.

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

This scope is explored in further detail on page 11.

4 City of Regina - Community Safety & Well-Being Plan, p. 14

5 See glossary.

Excerpt from the minutes of June 15, 2022 meeting of City Council

MN22-4 2SLGBTQIAP+ Communities in Regina

The following addressed City Council:

- DE22-111 Ariana Giroux, representing UR Pride, Regina, SK
- DE22-112 Aspen Huggins, Regina, SK
- DE22-113 Whitney Blaisdell, representing Project Play YQR, Regina, SK
- DE22-114 Cat Haines, Regina, SK
- DE22-116 Melissa Coomber-Bendtsen, representing YWCA Regina, Regina, SK
- DE22-117 Julian Wotherspoon, Regina, SK
- DE22-118 Jacq Brasseur, Regina, SK

Councillor Dan LeBlanc moved, seconded by Councillor Lori Bresciani, AND IT WAS RESOLVED, that communication CP22-42 Colin Druhan and Patrick Lin, Pride at Work, Toronto, ON, be received and filed.

...

Councillor Dan LeBlanc moved, seconded by Councillor Andrew Stevens that Administration prepare a report for Executive Committee in Q2 of 2023 which explores and makes recommendations regarding:

1. Concrete steps, funding, programs and approaches which the City of Regina can implement to improve the lived experience of 2SLGBTQIAP+ people based on research and a jurisdictional scan of other cities.
2. The inclusion of a 2SLGBTQIAP+ advisory committee and/or a dedicated 2SLGBTQIAP+ Community Consultant within the Community Wellbeing & Inclusion Branch to inform future decisions and programs.
3. The inclusion of a gender-based analysis plus that includes meaningful inclusion of 2SLGBTQIAP+ realities in all reports and matters coming before City Council or committees of Council – in the same way that such reports currently identify potential environmental impacts.
4. The City of Regina as an employer:
 - a. Including 2SLGBTQIAP+ people under all employee equity policies.
 - b. Streamlined name change process (respecting employee identification, email addresses, etc.) for all city staff.
 - c. Provision of all gender change rooms and washrooms.
 - d. Develop expansive education for all leadership and front-line staff;
 - e. Analysis regarding how the part-time nature of City Councillor positions dissuades 2SLGBTQIAP+ people and other marginalized people from seeking those positions. Recommendations flowing from this analysis.
5. The City of Regina as a Service Provider:
 - a. Include 2SLGBTQIAP+ needs such as all gender changing rooms and trans affirming changing room policies in all facility upgrades and developments.
 - b. Include 2SLGBTQIAP+ specific space/programming such as all-body swimming or gym time, all gender youth sports, etc.
 - c. Create priority facility booking and/or permit process for 2SLGBTQIAP+ community events.

- d. 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.

6. The City of Regina as a funder:

- a. Create 2SLGBTQIAP+ funding streams. This funding to include intergenerational programs, and serving 2SLGBTQIAP+ people at all stages of life.
- b. Target funding for 2SLGBTQIAP+ within ethnoracial communities.
- c. Require as a condition of all funding that the applicant/recipient provides services which are available and inclusive of 2SLGBTQIAP+ people.

RESULT: CARRIED [Unanimous]

MOVER: Councillor LeBlanc

SECONDER: Councillor Stevens

IN FAVOUR: Councillors: Bresciani, Findura, Hawkins, LeBlanc, Stadnichuk, Stevens, Zachidniak, and Mayor Masters

ABSENT: Councillor Mohl

AWAY: Councillor Nelson¹

¹ When this motion was passed, Councillor Nelson used a different name. In the spirit of supporting people’s chosen names and identities, we have amended Councillor Nelson’s name to reflect the name she uses when this report was written.



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.

A public and open call was posted on social media and distributed to 2SLGBTQIAP+ organizations in Regina to recruit Reference Group members.

This Reference Group included representatives from 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.

Reference Group members were selected collaboratively by Shayna Stock, Coordinator, Social Inclusion at the City of Regina and Jacq Brasseur, Lead Consultant at Ivy + Dean Consulting. Applications for the Reference Group were reviewed with the aim of including a cross-section of lived experiences, professional experience, length of time working at the City, and department representation across the City.

All Reference Group members identified as belonging to 2SLGBTQIAP+ communities. The Reference Group also included individuals who identify as BIPOC, as disabled, as trans, as newcomers, and as seniors.

To respect the confidentiality of Reference Group members, only those individuals who indicated that they were comfortable with their names being included are listed in this report's acknowledgements. The 2SLGBTQ+ Reference Group Terms of Reference is included in the appendices.

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 recommendations to improve it. Following these recommendations, the Reference Group prioritized the activities in order to ensure that those activities deemed most important took place during the community engagement period.

The final community engagement plan included the following activities throughout January 2023:

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

Community & Public Engagement Activities

The following community engagement activities were developed with support from the 2SLGBTQ+ Reference Group. All activities were promoted online using Ivy + Dean's social media and information on our website. Information regarding all engagement activities was also shared with City Councillors.

<p>Discussion groups with 2SLGBTQ+ People Took place on January 15th 2023 • 1pm - 3pm Hosted on Zoom and in-person at the Regent Place Branch, Regina Public Library Meeting Room RP-1 <i>MN22-4 Focus: Section 5</i></p>	<p>Interviews with 2SLGBTQ+ People Available upon request from January 10th to 25th 2023 • 11am - 3pm daily Hosted on Zoom or over the phone <i>MN22-4 Focus: Section 5</i></p>
<p>Research survey open to any person living in Regina Open from January 11th to 27th 2023 Hosted on SurveySparrow <i>MN22-4 Focus: Section 5</i></p>	<p>Family Movie Day Open from January 21st 2023 • 11am - 2pm Hosted at the RPL Film Theatre, Central Children's Branch, Regina Public Library <i>MN22-4 Focus: Section 5.b & 5.d</i> Collaboration with Project Play YQR</p>
<p>All Bodies Swim Open from January 27th 2023 • 9pm - 10:30pm Hosted at the Northwest Leisure Centre <i>MN22-4 Focus: Section 5.a</i> Collaboration with City of Regina, Social Inclusion</p>	<p>CSO-led Discussion Groups Took place between January 19th and February 3rd 2023 Hosted at CSO-identified venues <i>MN22-4 Focus: Section 5</i> Discussions hosted by 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</p>
<p>Discussion group with 2SLGBTQIAP+ organizations in Regina Took place on January 18th 2023 • 5pm - 7pm Hosted on Zoom <i>MN22-4 Focus: Section 5.c, 6.a & 6.b</i></p>	<p>Survey for CSOs funded by the City of Regina Open from January 12th to 27th 2023 Hosted on SurveySparrow Emailed to all City-funded CSOs <i>MN22-4 Focus: Section 6.c</i></p>

In addition to these activities, we hosted a webinar for CSOs to learn how to host their own discussion group. CSOs interested in hosting discussion groups were provided with logistical support in the form of a discussion guide, resources for honorariums, and administrative support as needed.

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. A list of organizations that did participate can be found in the activity schedule above.

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. Information regarding these engagement activities was sent over email to City staff, posted on CityConnect, and were available on Ivy + Dean's website to ensure access for casual and temporary staff.

<p>Discussion groups with 2SLGBTQ+ employees Took place on January 19th 2023 • 1pm - 3pm Hosted on Zoom <i>MN22-4 Focus: Section 4</i></p>	<p>Online discussion forum for 2SLGBTQ+ employees Took place between January 23rd and 27th 2023 Hosted on Discord <i>MN22-4 Focus: Section 4</i></p>
<p>Discussion group with allied employees Took place on January 19th 2023 • 9am - 11am Hosted on Zoom <i>MN22-4 Focus: Section 4</i></p>	<p>Discussion group with Indigenous employees Took place on January 25th 2023 • 9am - 11am Hosted on Zoom <i>MN22-4 Focus: Section 4</i></p>
<p>Interviews with 2SLGBTQ+ employees Available upon request from January 10th to 18th 2023 • 11am - 3pm daily Hosted on Zoom, over text message, in-person (off-site), in-person (on-site) or over the phone <i>MN22-4 Focus: Section 4</i></p>	<p>Written survey for all employees Available upon request from January 10th to 18th 2023 Hosted on SurveySparrow <i>MN22-4 Focus: Section 4</i></p>

Data Collection, Analysis and Review

Data collection for each activity looked somewhat different, depending on the focus or goal of the activity.

All Ivy + Dean hosted interviews and discussion groups were recorded, transcribed, and anonymized. During the recreation and family event, attendees were invited to participate in a short conversation with a member of the research team. These conversations were recorded, transcribed, and anonymized. Due to the close and tight-knit 2SLGBTQIAP+ community in Regina, participants who requested interviews were invited to speak with a member of the team that they did not know personally.

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

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. Some notes shared with us from CSOs included direct quotations of participants while other notes included only major themes or points.

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.



These codes were organized into categories, which were then explored in an initial report of findings by our Research & Data Analysis Consultant.

These initial findings were shared with the 2SLGBTQ+ Reference Group, who were invited to share any concerns about misinterpretation of data, gaps in data, and areas for future exploration. Reference Group Members did not share any concerns.

Policy Review & Recommendations

Ivy + Dean undertook a policy review of relevant human resources policies and provided recommendations to People & Organizational Culture (P&OC) regarding further analysis.

We requested a list of policies from P&OC, and identified relevant policies for review. Our Policy Analysis Consultant performed a high level review of policies using our professional experience within the 2SLGBTQIAP+ inclusion sector, and provided recommendations regarding their content.

This policy review was not extensive, and did not include specific recommendations regarding each policy. Instead, it involved providing an assessment to P&OC relating to which policies should be reviewed more fully.

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

Narrative Approach in Results & Findings

As a consulting firm with deep roots in community, we made a choice to present our results and findings from community engagement activities using a narrative approach. We want to remind all readers of this report, especially those from the City of Regina, that 2SLGBTQIAP+ people in our City informed every finding, and participated actively in this process.

Too often, 2SLGBTQIAP+ people's voices are unheard or are spoken over. In this report, we have provided direct quotes from the very people in our City who are impacted by these topics and issues. 2SLGBTQIAP+ people generously provided important and insightful perspectives with the goal of making our City a safer and more inclusive place for everyone. We owed it to them to include their voices and stories directly, rather than exclusively through the interpretation of consultants.

A Message from the 2SLGBTQIAP+ Reference Group

The Reference Group would like to commend Ivy & Dean and the City of Regina for their efforts to ensure that this research was undertaken with a diverse group of community members at the helm.

Too often inclusive programs and policy development is undertaken with the best of intentions and unfortunately goes awry of best practice early on due to the lack of consultation with those directly affected by the aforementioned inclusive programs and policy. 2SLGBTQIAP+ people are all too aware of the infinite forms of diversity in infinite combinations that make up our communities, and unless the community is directly and openly consulted in the development and implementation research initiatives there is no way any small group can breach the depth of that diversity. Due to the considerable depth of intersectionality that this endeavor affects, it is vital that this initiative continue to involve members of the 2SLGBTQIAP+ community at all levels. By striking the Reference Group, Ivy & Dean helped set new precedent for how new policy, procedure, and research be undertaken in a positive way.

By striking the Reference Group, the City of Regina and furthermore the Consultant have ensured that 2SLGBTQIAP+ communities are able to determine its own future in Regina. This Reference Group shows a positive step forward toward a future wherein the 2SLGBTQIAP+ community is empowered and valued by the City of Regina. It is our belief that by continuing this initiative a brighter future for all can be achieved. The Reference Group would encourage members of the community from all walks of life to consider the results of this research as significant and important. Through regular consultation with the Reference Group, Ivy & Dean has ensured a reduction in bias and perceptual filters throughout the research process.

Having a consultant enter this project with the intent to develop an inclusive community reference group to direct their research methods is bold, forward, and vital. Ivy & Dean has, by striking the Reference Group, created a vital resource for the City of Regina's further inclusive development and future.

— Written by Ariana Giroux & Carla Harris
On behalf of the 2SLGBTQIAP+ Reference Group

Summary of Findings

We heard from a significant number of 2SLGBTQIAP+ and allied people living in and working at the City of Regina, and much of what we heard supports the jurisdictional scan performed by the University of Regina commissioned by the City for the same project. Overall, we consulted with over 45 employees, over 105 members of the public, and over 30 community organizations.⁶

While our consultations were designed to focus on items directly mentioned in MN22-4, it is important to acknowledge the additional themes that arose from these consultations. When possible and appropriate, we will provide our professional opinion on the connections between these additional themes and their potential future implications.

The City of Regina as an Employer

Consultations with City of Regina employees were incredibly rich. Employees were asked questions related to five key areas:

1. Employee Equity, Hiring and Recruitment;
2. Human Resources Processes;
3. Physical Space and Infrastructure;
4. Education and Professional Development;
5. Workplace and Culture.

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

1. Polyamorous Identities in the Workplace
2. Employee Resource Group
3. Elected Leaders and Impact on Sense of Safety
4. Gender Affirming Care and Health Benefits
5. Responsibility to the Public

Employee Equity, Hiring & Recruitment

A wide range of experiences exist for 2SLGBTQIAP+ employees in the workplace, depending on factors such as department, age, identity within the 2SLGBTQIAP+ communities, and extent to which they are out⁷ in the workplace. Different employees offered perceptions of barriers that may exist for 2SLGBTQIAP+ people when applying for work at the City and opportunities for 2SLGBTQIAP+ employee's advancement.

2SLGBTQIAP+ employees reported that existing data collection regarding employee demographics lack adequate opportunities for 2SLGBTQIAP+ employees to identify themselves as belonging to an equity-seeking group.

2SLGBTQIAP+ employees disagreed about whether their gender or sexual identity impacted their advancement at the City, with some suggesting that there may be some negative impact. In general, employees considered this to be unconscious bias rather than malicious action. Other 2SLGBTQIAP+ employees shared that they felt their performance was the only factor impacting their advancement. This outcome was similar when participants were asked about opportunities for advancement. Some pointed to the lack of 2SLGBTQIAP+ people in leadership roles at the City and hypothesized about why this might be the case, making connections between unconscious bias and career growth:

6 It should be noted that some of those consulted may have participated in multiple activities, and they would have been counted twice.

7 "Being out" refers to a 2SLGBTQIAP+ person being open about their identity in certain contexts.

“I’ve also only been here a couple of years and maybe haven’t seen enough to know for sure but I suspect that like, unconscious bias, contributes to easier promotion for straight people.” *(2SLGBTQIAP-identified employee)*

Some 2SLGBTQIAP+ managers did participate in the consultation, some who were closeted and some who were out at work. 2SLGBTQIAP+ people in management and leadership positions indicated that they’re often approached by less senior employees, and encouraged to speak out on behalf of those who feel less comfortable or secure in their positions. This suggests that there is an important role for 2SLGBTQIAP+ managers and leaders to play at the organization, in acting as a voice for those who are not comfortable challenging anti-2SLGBTQIAP+ behaviour in the workplace.

On recruitment, few employees identified specific barriers they faced personally when applying to work at the City of Regina. However, many spoke about the potential divide between office and operational departments at the City. For example, one 2SLGBTQIAP+ employee referenced a feeling of “luxury”, working within a department that seemed to understand the importance of diversity and inclusion more so than others. Another 2SLGBTQIAP+ employee shared that when they make efforts to encourage 2SLGBTQIAP+ friends to apply into labour roles, there is a hesitancy because of a concern that those spaces “aren’t safe for people like [them].”

Human Resources Processes

Both 2SLGBTQIAP+ and non-2SLGBTQIAP+ employees agreed that the City of Regina's Respectful Workplace policy does provide clear directions and expectations to mitigate risk of anti-2SLGBTQIAP+ behaviour occurring in the workplace. Some employees suggested that while P&OC would most likely interfere when instances of homophobia or transphobia in the workplace were brought to their attention, there are some scenarios where this type of discrimination or workplace violence is not recognized by those within P&OC.

When considering how employees are often expected to address interpersonal conflicts individually before bringing them to the attention of management, one 2SLGBTQIAP+ manager offered this perspective:

"If employees have an issue with another employee, the first step an employee is supposed to do is confront the person they're having a problem with and try to deal with it between themselves. [...] I've always been worried about that because, let's face it, not everyone stands up for themselves, and we need the policies for people like that. That's what you need, they need to know this city has their back." *(2SLGBTQIAP-identified manager)*

Employees were invited to share their insight into the name change process at the City of Regina, and while the majority of employees explained that they believed the process was pretty simple, few employees could describe the process itself. Most employees were confident that they would be able to find the information about how to change their name in the workplace. However, it was identified that this information is only available on CityConnect or directly from your manager. While this may seem like an effective way of sharing this information, many employees do not have access to City of Regina email addresses and databases, managers may not have up-to-date knowledge, and employees may not be willing to approach their manager with this issue.

There was a difference of understanding amongst employees about whether or not City employees could change their names without having gone through a legal or governmental name change. Throughout employee consultations, we did not hear from any employee who expressed a concern about their colleagues being able to use non-legal names in the workplace. Some employees recognized that it may not be possible to only use a person's chosen name throughout the entire organization (on their benefit documents, for instance), but there was agreement that employees should be able to have their chosen name appear on any front-facing materials.



While name change processes are an important tool for transgender employees to exist authentically at work, Indigenous employees offered insightful perspectives into how processes around names also impact them in negative ways. Indigenous employees were unsure about their ability to use Indigenous or family names that have syllabics, or are longer than most European names. These employees offered a cultural understanding that names carry importance for people's identities and sense of self, and expressed concern that processes requiring shortened names such as in City email addresses are inappropriate.

Physical Space and Infrastructure

A major finding in relation to physical space at the City of Regina is that there are not enough gender neutral washrooms and change rooms for non-binary employees. The first floor gender neutral bathroom at City Hall was discussed at length throughout multiple consultation activities with employees expressing concern that this bathroom was broken or out of order for significant periods of time. Employees also offered concerns that this washroom is only one of the few accessible washrooms, meaning that there may be increased demand from both disabled employees and trans or non-binary employees.

Throughout discussion about gender neutral and trans-inclusive washrooms, it became evident that it is not only 2SLGBTQIAP+ communities being impacted by how gendered washrooms and change rooms have been set up in City facilities. We heard overwhelmingly from employees in operational settings that there is also a lack of adequate access to women's change rooms and washrooms. This is a particular concern in older buildings.

While consultation instruments related to physical space and infrastructure for City employees focused mostly on gender neutral washrooms and change rooms, employees offered some insight into the way in which City spaces could be more welcoming to both their colleagues and to the public.

"[...] City Hall, which in my mind should be a more public building than it is and usually people come into pay, their taxes or whatever and leave, but when the homelessness motion was happening at Budget at Council, and there were, like, so many people in there feeding each other, just hanging out chatting. Animating our spaces, I think, goes a long way to making me feel more like I'm a part of a community and not just, like, in this sterile, alienating environment." (2SLGBTQIAP-identified employee)

Indigenous employees in particular offered important insight into how their physical workplaces could improve and become more welcoming for both 2SLGBTQIAP+ and non-2SLGBTQIAP+ employees alike:

"All of our rooms are named after Colonial Figures. I think a few name changes of a few rooms to Indigenous leaders, or whatever that may be, to make them a little more inclusive, and a welcoming safe environment. I think a small thing [like that] goes a long way." (*Indigenous and allied employee*)



Education and Professional Development

Education and professional development training were consistently valued by the vast majority of employees, including both 2SLGBTQIAP+ and non-2SLGBTQIAP+ employees. However, varied opinions were given on the existing Positive Spaces Network training program that is currently being offered for City employees.

Employees overwhelmingly expressed that they believed the training program should be mandatory for all City representatives, including elected officials. This was named multiple times, throughout almost every consultation activity and conversation. Employees felt that with only voluntary participation, it felt like "preaching to the choir", while their peers who may need more help in challenging ignorance or anti-2SLGBTQIAP+ sentiments were unlikely to attend on their own. Access to training was also identified as an issue, as learning calendars are posted in locations that are not accessible to all employees, particularly casual or seasonal staff.

It was acknowledged that making any training mandatory could lead to undesired outcomes, such as 2SLGBTQIAP+ people being forced to share space with people who may express anti-2SLGBTQIAP+ attitudes. Employees suggested offering multiple trainings, one for those who require some extra support in challenging ignorance, and one for others who already consider themselves allies.

Both 2SLGBTQIAP+ and non-2SLGBTQIAP+ employees expressed negative experiences with the facilitators of the Positive Spaces Network training, explaining that it did not feel like a safe space where people could learn or ask questions, with various employees recounting specific examples.

"The [...] facilitator has not made it a safe space and I again have had employees come to me, and this breaks my heart, come to me and apologise to me and I'm like 'What're you talking about? You haven't done anything!' I just think that a training session that is supposed to be about celebrating and acknowledging people's differences has become a very traumatising experience for people that is actually really not doing our community a service." (*2SLGBTQIAP-identified manager*)

Other employees expressed positive experiences with the training, expressing an interest in being able to take it more regularly and have opportunities to apply their learnings in the workplace. Aside from the Positive Spaces Network training, employees expressed an appreciation of other kinds of training that the City offers such as bystander training, unconscious bias training, and respectful workplace training.

"I think I took that training like a while back. It's a good reminder to retake it, actually, because it's been a while. I mean, I think, that the criticism that I have of almost all training, and probably any organisation, is that, like the training is good, but you actually have to use what's in the training regularly afterwards for it to stick." *(allied employee)*

"In that [Positive Space] training I took I learned things I didn't even realize. Like, where, say, someone says 'what did you do on the weekend?' and everyone else says 'I did this with my wife' or whatever, I didn't realize that maybe, even though the person's gay, and out, open, they might not say 'Well I went with my husband or my boyfriend to the movies.' They might not even say that because they don't feel safe enough, even though they're open." *(2SLGBTQIAP-identified employee)*

"I will say that a lot of the training that I've done at the city around like creating safe spaces, bystander training, is that I'm always amazed at the, like the broad spectrum of departments that are represented, and how active a lot of people are in the conversations that, like my own assumptions, are like 'Wow! Amazing, someone who works over the landfill is like super-dedicated to making sure that space is like open and supportive and that's amazing', you know?" *(allied employee)*

Workplace and Culture

Overall, employees agree that the City of Regina is making efforts to be supportive and incorporate 2SLGBTQIAP+ inclusion into the organization. Examples of these efforts described by employees include the "I love Regina" Pride t-shirts, participating in the Pride parade, and the current Mayor's involvement in a drag fundraiser. While appreciating these efforts, 2SLGBTQIAP+ employees expressed that they felt this work was often symbolic and performative, rather than meaningful inclusion.

"It's kind of the rainbow washing that comes with pride month, and I don't believe that that's any of the City's intention, but [...] it's more like: 'everybody's doing it, so we're doing it' kind of thing, and it should be more of the community." *(2SLGBTQIAP-identified employee)*

Allied employees echoed this concern and shared more insight into how these performative actions furthered the divide between office and operational departments:

"I participated in at City Hall last year, during Pride Month, which was pretty well attended, but to my assessment there, I don't think there were very many employees from operational areas... like, how many people were told: 'Okay, you can stop doing forestry work for three hours to go downtown if you want to'... like, inviting [them] specifically to stop [their] work to go and attend this." *(allied employee)*

Employees across the organization expressed an overall sense that some managers may lack understanding of how participating in any kind of workplace or community event benefits the City as a whole. We heard from employees about a fear that some supervisors perceive their desires to participate in events as an interest in getting paid time off work, which indicates unequal access to participation between hourly and salaried employees. For instance, an hourly employee who wants to participate at the Pride festival during the work day ends up losing a whole days' pay, while a salaried employee is able to attend as part of their day-to-day activities.

Some 2SLGBTQIAP+ employees identified that the City of Regina was a welcoming and inclusive place to work, and that they felt as though they could be their authentic selves in the workplace. A lot of these employees identified specific individuals in their department or office that contributed to these inclusive spaces.

"It comes down to individual relationships and I think about all the people that I've interacted with [that] have been very accepting, understanding, [and] inclusive. [...] I recently facilitated a training for supervisors and I could openly talk about my husband [...] and everyone was just like, [...] there was no judgement in that space and so I would say overall, incredibly accepting and welcoming and there are some key leaders. I think about my boss, he has always been fantastic and just really understanding." (2SLGBTQIAP-identified manager)

Other 2SLGBTQIAP+ employees shared negative experiences that contrasted heavily with their peers who shared positive stories. Many expressed feeling as though they shouldn't speak about their identity or personal lives in the workplace. Incidents described by 2SLGBTQIAP+ employees included use of anti-2SLGBTQIAP+ slurs in the workplace. Employees also described situations and events that led them to remain closeted at work, despite their desire to live authentically as who they are at work:

"Last [year], I was like: 'This is the [year] I'm going to come out to everybody. It's gonna be great, it's gonna be awesome.' And then the City had this workplace harassment thing where everybody could like, jump in and say things, and a lot of things got said. [...] It went into like LGBTQ issues and all of that stuff and people were voicing their comments and stuff [in the anonymous presentation], there were a ton of like 'leftist brainwashing' and that was the nicest of the bunch. [Just saying things] about queer people in general. And I took a quick look at all the managers standing in the back row and they were all mortified, and nobody said anything. [...] Like, looking at the managers and everybody in charge, they were like, obviously not going to agree with everything, but you know, this is a workplace, a company, and you can't have that." (2SLGBTQIAP-identified employee)

Other 2SLGBTQIAP+ employees described a workplace that had more of a "Don't Ask, Don't Tell" culture, whereby they were not necessarily ever instructed or given the direct suggestion to not mention their gender or sexual identities, but still had concerns about how they would be treated or supported by their peers if they did come out in the workplace.

The wide range of both positive and negative experiences points to a high degree of variability between City departments. It also represents how different 2SLGBTQIAP+ identities experience varying levels of acceptance and discrimination. All positive workplace experiences were shared by employees who identified themselves as cisgender⁸. Transgender employees were more likely to describe experiences of discrimination and harassment, or general feelings of isolation in their workplace.

Additional Themes

Polyamorous Identities in the Workplace

While MN22-4 does not specifically address questions of polyamory⁹ with regards to the City as an employer, it is important to acknowledge that section 5.d of MN22-4 includes taking on more expansive definitions of family. Doing so includes recognizing polyamorous families.

It should be noted that while polyamorous people are not all members of 2SLGBTQIAP+ communities, the realities of these two groups often intersect because both are impacted by stereotypes, stigma and discrimination related to norms connected to gender, sexuality and relationships.

⁸ Not transgender. For more detail, see glossary.

⁹ See glossary.

It was made clear during consultations with employees, that there are employees at the City of Regina who identify as polyamorous or practice polyamory in their relationships. Employees who felt comfortable enough to disclose this during discussion groups or interviews expressed an immense amount of fear and concern about their ability to be safely open about this part of their life at work.

"I am also polyamorous, and that is definitely something I, like, have not shared with anyone at the City and yeah, wouldn't feel comfortable doing so right now. I think there's still, like, a lot of stigma, and I just don't even hear it talked about at all, like in all of the discussion around harassment and discrimination, and all of that, it's not ever something that there's even like an awareness of so just to have those conversations would be... It just feels [...] impossible." (2SLGBTQIAP-identified employee)

Polyamorous identified employees expressed that their fear of being out at work was related to the fact that polyamory is not protected grounds in the human rights act.



THE GENDER SPECTRUM COLLECTION // VICE

Employee Resource Group

Throughout conversations with employees, participants expressed an interest in developing more meaningful opportunities for 2SLGBTQIAP+ employees to contribute to workplace safety and culture. Moreover, employees discussed at length the importance of representation and not feeling alone as 2SLGBTQIAP+ in the workplace. For some 2SLGBTQIAP+ employees who participated in the peer discussion group, this activity itself was an example of what kinds of employee resources could exist to build more of a sense of inclusion:

"I keep feeling like if we had some familiar faces, like people who are in the City, who work for the City, for example - Me. I'm not volunteering, but just saying... If we had that, it would just feel more open - like it is a community [...] We find allyship amongst each other, so maybe that's the commonality that I've kind of detected today [at the discussion group.]" (2SLGBTQIAP-identified employee)

Being able to participate in an Employee Resource Group, Affinity Group or Workplace Gender/ Sexuality Alliance (GSA) was a particularly exciting idea for those 2SLGBTQIAP+ employees who had indicated that they didn't know any other 2SLGBTQIAP+ person in their workplace.

Elected Leaders and Impact on Sense of Safety

Despite the fact that no questions were asked to employees relating specifically to elected officials or City government, consultations with both 2SLGBTQIAP+ and non-2SLGBTQIAP+ employees included discussion regarding the behaviour of City Council during the Conversion Therapy Ban debate that took place in July 2021.

Both 2SLGBTQIAP+ and non-2SLGBTQIAP+ employees offered personal testimonies to how the conversations that played out at City Hall during this debate, and the lack of response by City Administration leadership, harmed them and contributed to low employee morale.

"I think that realistically the failure of leadership to say anything during the conversion therapy conversation, I think, impacted my perception of this organisation." *(2SLGBTQIAP-identified employee)*

"[...] After we have witnessed brutal events at Council related to discussion regarding 2SLGBTQIAP+ topics, [...] there is obviously a lot of work that needs to be done and a repairing of relationships that have been damaged that is going to take a significant amount of work on the part of the City to undertake. I think one point I would really like to make is that the environment at the City is pretty dismal for all staff at the moment." *(allied employee)*

"You have a duty to represent your employees, and it's just, you've failed. I think that acknowledging that. [...] I recognize it's hard to have those conversations, it's hard to know when you've done something wrong. But when somebody has told you that you've done something wrong, just take some [...] accountability and apologise for it rather than blaming [others]." *(2SLGBTQIAP-identified employee)*

"It would have been very great if the City of Regina had made a statement following certain political comments that were made over the course of the summer, that was basically the City of Regina's employer and a model for [...] all employers Regina-wide." *(allied employee)*

Employees did acknowledge that elected officials and hired leadership are different, and that the behaviour of one group does not necessarily indicate support from the other. However, some employees shared a general sense of disappointment about what they perceived as a lack of willingness from City Administration leadership to speak up and address potential harm that was done to 2SLGBTQIAP+ employees. That being said, other 2SLGBTQIAP+ employees shared that they had felt a collective sense of support and care from individual managers or allied colleagues who checked in with them to provide emotional support and care after the events of the conversion therapy debate.

Gender Affirming Care and Health Benefits

During consultation with employees, some individuals mentioned their lack of knowledge in relation to the City's health benefits plan and how it might provide access to gender affirming care for trans and non-binary employees.

"How do people know what kind of benefits they have? Do they have access to check their benefits? So, if somebody is considering a medical appointment or requires surgery for whatever, you know? If they're going through a change, like if a trans person would like to seek out those opportunities, can they even access that information? Do they know what they have access to? I would encourage communication to be a number one priority for that." *(allied employee)*

Responsibility to the Public

Throughout our consultations with City employees, it became clear that many employees see their responsibility in supporting 2SLGBTQIAP+ peers and citizens as a matter of public duty as civil servants.

"I don't think that [anti-2SLGBTQIAP+] ideology should really have a place in the City of Regina... understanding that we are here to serve the citizens in our city, and that means all citizens." (*allied employee*)

"I think it's my duty, but this is me, being a helper or whatever. It is my duty and that is my job. It is my job to advocate. I recognize that." (*2SLGBTQIAP-identified employee*)

While perhaps more relevant to our consultation activities regarding section 5 of the motion, we felt that it was important to recognize and celebrate City employees who work hard to build a more inclusive city for the people who live here.



ALLAN HALL // QUEEN CITY PRIDE

The City of Regina as a Service Provider

In order to capture community input related to the comprehensive list of items in MN22-4, we hosted a significant number of engagement activities, each with its own unique focus. This was different than our employee consultations, which focused on five key areas in each activity. Instead, our community and public consultations invited more general perspectives.

Through the analysis of this data, we were able to identify the following major themes:

1. Education and Awareness for City Staff
2. Safety and Visibility
3. Perception of the Mayor and City Council
4. 2SLGBTQIAP+ Inclusive Programming and Spaces
5. Regina Public Library as an Inclusive Space
6. Expansive Definitions of Family
7. Social and Health Needs of 2SLGBTQIAP+ People

Some of these conversations invited clear suggestions and recommendations directly from community members in Regina. These recommendations will be presented within the recommendations section of this report.

Education and Awareness for City Staff

Civil society organizations (CSOs) who hosted their own discussion groups reported participants describing negative interactions with City employees where they are misgendered¹⁰ or assumed to be heterosexual. While many CSOs shared that their participants wanted to see mandatory 2SLGBTQIAP+ inclusion training for all staff, certain departments within the City were identified as having gaps when it comes to knowledgeable and culturally competent staff.

Participants from CSO conversations expressed that they often feel unsafe on public transit, where it seems as though transit operators aren't inclusive or knowledgeable about 2SLGBTQIAP+ communities.

"But you know, the person running the info desk at the front City Hall should not misgender people. Especially customer facing services like the bus drivers, should make sure that they go through some various trainings and conflict resolutions and stuff, because there's definitely instances on the bus where people don't feel safe."
(2SLGBTQIAP+ community member)

It was especially important for many community members to see training for City employees that is intersectional, in order to provide City staff with understandings of how 2SLGBTQIAP+ identity intersects with other identities, such as being disabled or being Indigenous. Many Indigenous participants shared stories of harassment and City staff being rude or refusing to respect their chosen pronouns.

While transit employees were specifically named as needing more awareness around 2SLGBTQIAP+ communities, participants articulated clearly that they wanted diversity education for everyone, from frontline staff, to senior managers, to the Mayor and City Councillors.

"We need safe space training for everybody, starting from [the] Mayor to the one who cleans the toilets at City Hall. Just to be clear that this is how people are going to feel welcome. And this is how people are going to be feeling comfortable enough to ask for services."
(2SLGBTQIAP+ community member)

¹⁰ To misgender somebody means referring to them with gendered terms that align with a gender different than how they identify.



JUSTIN BUKOWSKI // GLOBAL NEWS

Safety and Visibility

Community members indicated that being able to identify 2SLGBTQIAP+ culture, imagery or symbols in the physical environment and being represented in the overall culture of the space leads directly to feelings of safety when accessing those spaces and services. Some community members offered appreciation for the City of Regina's involvement in supporting the Queen City Pride festival, and for raising the Pride flag every year, but most agreed that these activities seem performative and symbolic, rather than tangible ways the City is building an inclusive community.

Some participants expressed that Regina may sometimes seem like it's inclusive of 2SLGBTQIAP+ people, based on these performative actions, but that upon closer look, it is actually not really a safe place.

"It feels progressive until you go out into larger centers. There aren't enough safe spaces to exist here. A lot of people don't feel safe being themselves in Regina. I find that concerning. It hit me when a person reached out to me the other day; they were at a bible study and were told that being gay is wrong. And this is a young person, and it affects their relationships in the community." (2SLGBTQIAP+ community member)

Participants expressed feeling like outside of Pride month, the City seems to lack representation or visibility of 2SLGBTQIAP+ people and imagery. Many 2SLGBTQIAP+ people in Regina indicated that they feel included and welcome when they see symbols of the 2SLGBTQIAP+ community in City facilities, such as Pride flags or stickers. Participants also shared that the presence of a gender neutral bathroom provided a sense of comfort and safety for them in City spaces.

Beyond flags and symbols, participants frequently expressed desire to see 2SLGBTQIAP+ culture reflected in City spaces through increased art in City facilities and through an increase of visibly 2SLGBTQIAP+ employees working at the City.

"I think this is a safe and welcoming place to live for 2SLGBTQIAP+ people."

57% disagreed

percentage of all survey respondents (n=33) who somewhat disagreed, disagreed or strongly disagreed with this statement.

"I think this is a safe and welcoming place to live for trans and non-binary people."

74% disagreed

percentage of all survey respondents (n=33) who somewhat disagreed, disagreed or strongly disagreed with this statement.

"I think representation. I think seeing staff, at least for me, seeing staff that are openly queer or openly disabled, I feel like would be so good for me, because, as a queer autistic person, I often go into spaces and like, meet someone and immediately feel like they're judging me or [...] something, and [...] I would love to just, not even just with City of Regina facilities or services, but like, any services." (2SLGBTQIAP+ community member)

This lack of representation and imagery in City spaces leads to 2SLGBTQIAP+ peoples' feelings of isolation and feeling unsafe to show affection to partners or present themselves the way they'd like to. This causes a lack of confidence in City staff or program leaders to look out for them or enforce anti-harassment policies.

Indigenous 2SLGBTQIAP+ participants shared important insight into feeling unsafe in various City spaces, often related to the intersection of anti-Indigenous racism, and homophobia or transphobia. In one consultation that was hosted with a Two-Spirit Group in Regina, all participants expressed only negative thoughts and ideas around living in Regina.

Perception of the Mayor and City Council

Related to feelings of safety in Regina, we repeatedly heard how the public discourse and behaviour of elected City leaders create harm and feelings of animosity between the City and 2SLGBTQIAP+ people.

"When Councillors are still publically arguing over conversion therapy it's hard to feel safe in this city. It's clear that a number of City Councillors do not care about LGBTQIAP2+ people and that they haven't bothered to try and learn about experiences of people different than them." (2SLGBTQIAP+ community member)

Participants also expressed a concern that what they perceive as anti-2SLGBTQIAP+ behaviours and attitudes of elected leaders may also be shared by City staff and administrators.

"To tell the truth, the City Council, with some of the stuff that's been going on, it makes you wonder, about the City Administration and [City staff], do they think the same way? City staff are a reflection of the City, and if those negative attitudes are happening within our Council, then that's giving liberty or permission to other folks that work for the City to have those negative attitudes." (2SLGBTQIAP older adult)

Community members shared additional insight into how City Council's behaviour affected them in their personal lives, outside of only their interactions with City services, but also in impacting the culture amongst people who live in Regina.

"It's definitely weird, having elected officials debate whether you should have the right to exist. Very uncomfortable, because it almost like, allows for people in your life to be like, 'Wow, these people who are in charge don't really think that you should exist, so I don't either,' and it like, allows them to like, it trickles down... the hate trickles down, even if [they don't believe that] their ideas are [...] rooted in hate, it fuels other people's hate." (2SLGBTQIAP+ community member)

While discussion often focused on more recent events at City Council, we did hear from participants about the positive influence that Regina's current Mayor has had on their perception of the City's commitment to 2SLGBTQIAP+ communities and issues. For example, one 2SLGBTQIAP+ community organization explained that Mayor Sandra Masters is the only mayor in recent history who has ever explicitly reached out and requested a meeting with them. Moreover, there were multiple community members who mentioned and appreciated the Mayor's involvement in the Drag Competition fundraiser for Lulu's Lodge.

"When [Mayor Masters] got into office, she specifically reached out to [our organization] to have a meeting with us, to find out what our needs were. [...] She's been the only mayor I know of in the history of Regina thus far who has actually done that. [...] That was pretty neat. It gave me more faith. Yeah, it gave me more faith that there was going to be someone who cared at the top." *(2SLGBTQIAP+ organization leader)*

2SLGBTQIAP+ Inclusive Programming and Space

Participants communicated a lack of trust in spaces promoted as inclusive due to prior negative experiences accessing spaces that were poorly facilitated and therefore not safe.

"There's a lot of distrust with the City of Regina, for, like my age group, I guess, at least and so, I think, queer specific events would really encourage people to participate. Like, if it's like a queer basketball night, or whatever [...] something like that, where it's like, specified for queer people, but, like, allies are welcome. [...] Then it is for everyone, but it specifies that, like, the focus is making sure that queer people are welcome, because I know, like, I have friends who grew up playing sports, but then, once they came out as trans, for example, they didn't really have access to the same sports and then, there's a lot of like intimidation, and just generally not being safe accessing sports leagues... even like, rec sports leagues as a trans person, because, if you're outed it could be dangerous." *(2SLGBTQIAP+ community member)*



FREEPIK

While we mostly heard from 2SLGBTQIAP+ people who had negative experiences accessing City programming and spaces, there were some individuals who shared that they had positive experiences.

"In a related area, my friends (all of whom are queer) and I feel safe in City of Regina facilities, not necessarily to the point of being fully open with who we are, as other members of the public are there and effect this, but to the point where we view the actual facility as a safe enough space, with workers present to support/diffuse discriminatory confrontations." *(2SLGBTQIAP+ survey respondent)*

Community members consistently discussed the importance of having access to recreation spaces that were 2SLGBTQIAP+ specific, primarily aquatic and fitness facilities. While participants appreciated the recent initiative of the City in hosting All Bodies Swim nights, they named the late start time of the event as a barrier to participation. This is tied to findings that there is a big interest for programming and spaces that are targeted towards families. Interestingly, both 2SLGBTQIAP+ and allied people recognized 2SLGBTQIAP-inclusive programming as important for their families:

"One of my concerns is making sure that my child and children are exposed to good influences and diverse influences. And so, for example, though I'm not a part of the queer community, I would feel safer, better, having her exposed to people at explicitly queer friendly and queer focused events than I would at other events." *(allied caregiver)*

Related to the desire for family programming, parents and caregivers of 2SLGBTQIAP+ children expressed concern that ungendered sports and recreation opportunities became harder to find as their children grew, which indicates a need to focus on all age groups—whether it's young children, young adults, adults, or older adults—when developing 2SLGBTQIAP+ inclusive programs.

Participants connected the notion of 2SLGBTQIAP+ specific space and programs to ideas of community building. 2SLGBTQIAP+ specific spaces could be a partial solution to the social isolation described by many participants. Further to this, participants indicated that it was necessary to ensure that these spaces are fully accessible in order to support intersecting disabled and 2SLGBTQIAP+ identities.

Interestingly, community members suggested that providing 2SLGBTQIAP+ specific spaces may allow for people to become more comfortable in City spaces leading to increased use of facilities by 2SLGBTQIAP+ people outside of specific programming.

"The way to start that is to do specific programming, to get people comfortable with the space and comfortable with the people, because much like we talked about, some of the buildings are kind of intimidating." *(2SLGBTQIAP+ community member)*

Participants also indicated interest in being able to identify which City programs are facilitated by either 2SLGBTQIAP+ instructors, or by facilitators who have completed the Positive Spaces Network training.

CSOs indicated interest in collaborating with the City on creating these spaces or programs but shared frustration that they were often asked to collaborate without compensation for their time or expertise. While organizers and community leaders want to support the creation of more inclusive spaces, they are often responsible for delivering vital services in community with few resources. Taking on additional responsibility with the City of Regina adds to their workload without compensating them for their time.

Regina Public Library as an Inclusive Space

The Regina Public Library was consistently identified as a place that offered positive experiences for 2SLGBTQIAP+ people and families. Some 2SLGBTQIAP+ community members went as far as to say that the Regina Public Library was the only service and space at the City of Regina that they felt safe accessing.



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"[I'm] happy that the library is so awesome. It's clear that the library is a little step ahead of some of the other City programming in terms of inclusion and initiatives. I think it's by definition of who they serve and how they've evolved. I'm always proud of Regina Public Library." *(caregiver in a 2SLGBTQIAP+ family)*

2SLGBTQIAP+ community members mentioned multiple times that they noticed that trans people worked at the Library, which helped them feel safer and represented. While participants generally appreciated the Library as a whole, there were some mentions of specific branches of Regina Public Library that seemed to offer more of a sense of 2SLGBTQIAP+ inclusion, notably the Connaught Library, the māmawêyatitân centre, and the Central Children's Branch.

"I really like that [...] there seems to often be, like, in the children's area, like, you know the area where there's books sitting, like, up on display versus only seeing their spines and I noticed there seems to be a push for like, more inclusive books that are showing, you know, about kids who are [...] different genders, [...] and then, like, books about where there's all different skin types represented and things like that and that's been really nice!" *(2SLGBTQIAP+ community member)*

This finding clearly indicates that the Regina Public Library could be leaders in building inclusion within the City.

Expansive Definitions of Family

Throughout all the community engagement activities, 2SLGBTQIAP+ and allied community members shared how their families participated in City programs and accessed City spaces.

"In my experience, registration forms leave room for me to properly describe my family or family arrangement."

36% agreed

percentage of all survey respondents (n=33) who somewhat agreed, agreed, or strongly agreed with this statement.

"In my experience, registration forms leave room for me to properly describe my family or family arrangement."

11% agreed

percentage of all 2SLGBTQIAP+ respondents who somewhat agreed, agreed, or strongly agreed with this statement.

The current definition of family that is used by the City of Regina for admissions is: "2 adults over 25 and up to 8 additional members of the same household". Both 2SLGBTQIAP+ and allied community members expressed that this definition doesn't work for their family.

"It's just like, when we're filling out forms, it's like, there's a spot for mom and a spot for dad and then there's no spot for our third parents, [step parent]. So, I would like to see just like, more friendly notices and forms when we're filling out, just more inclusive, like, ways to incorporate our family more so that we don't have to scribble in and make an extra column for [our family]." *(caregiver in a 2SLGBTQIAP+ family)*

"The last time that I went to go to a family swim time, I saw [the City's definition of 'family'] and I was like, literally haven't gone back because it feels so... just to see that: 'Okay, so I guess we're not a family.' And I know that like, logistically I could just pay for myself and my kid but that definition of family is really important and when you have people from marginalized groups who get to see stuff like that every single day and then we have to actually [...] visually see it." *(caregiver in an allied family)*

Some participants expressed confusion at the reference to a "household" in the definition provided by the City, particularly those who may be a part of divorced families, intergenerational families, or polyamorous families.

"With my family, we don't all live in the same household but we're still a family, so you know, if someone got nit-picky about it, it would get awkward." (*caregiver in an allied family*)

"To me, family would be one adult with two children, not necessarily two at any given point. I'm a divorced dad with shared custody, it's one adult with two kids, that's my family." (*caregiver in an allied family*)

"I have some friends who [...] have families with more than two adults, like polyamorous families, that are definitely not seen in that definition." (*caregiver in a 2SLGBTQIAP+ family*)

Generally, community members with expansive families seemed to trust that City staff would not challenge them in accessing City programs via a family admission. However, they still reported feelings of alienation due to the definition used by the City.



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Social and Health Needs of 2SLGBTQIAP+ People

In every engagement activity, community members spoke about their social and health needs in the City. When offering their insights, participants expressed a deep desire for self-determination and self-leadership—meaning any service or policy designed for 2SLGBTQIAP+ people must be designed by 2SLGBTQIAP+ people. There was also shared understanding across discussion groups and interviews that 2SLGBTQIAP+ identities intersect heavily with other marginalized communities, and these community needs often align. The desire for inclusive spaces, infrastructure, programs, and culture in the City was often related to the needs of others, just as much as 2SLGBTQIAP+ people.

After safety and accessible physical spaces within the City, the most commonly mentioned community need was transit. 2SLGBTQIAP+ people in Regina reported often relying on public transit systems that are unsafe, inefficient, and inaccessible. The reliance on public transit is important to note as many 2SLGBTQIAP+ people spoke about the isolation they feel living in Regina, and not being able to connect with other 2SLGBTQIAP+ people easily.

"One thing for Regina that always sticks out is transport. You must have a vehicle, or you have to live within a pocket of people that do, or spaces that are familiar like you have to live downtown, because that's where the queer bar is, that's where employment is." (*2SLGBTQIAP+ community member*)

"I would like to attend [City leisure programs], but the online registration is not accessible and I can't drive. I live nowhere near these facilities and I can only go during the hours when Regina transit is running on an hourly schedule. That means if I bus to a place it takes an extra hour to bus home." (*2SLGBTQIAP+ survey respondent*)

"Navigating [transit] sucks, getting a bus pass is hard. Staff can be mean, staff can be condescending. [They] don't slow down or care about invisible mobility issues. No regard for safety and [they] deny people entry on cold days. The bus is not a safe space. Queer people already have hard experiences with people in public [...] and it makes it harder when staff are accosting people. I feel anxious about using the bus. I have been using the bus for years, it needs to be safer." *(2SLGBTQIAP+ community member)*

In addition to public transit, participants identified that housing was a big concern for 2SLGBTQIAP+ communities in Regina. 2SLGBTQIAP+ people experience housing discrimination, are more likely to be low income, and are often barred from accessing emergency or crisis services that are gendered or run by religious groups. Community members articulated a need for 2SLGBTQIAP+ shelters for youth (such as Lulu's Lodge), as well as for adults. Participants felt that the City has a responsibility to care for the people who live here, including those who are unhoused.

"I worked in a shelter for too long, and there were a couple of trans women who needed shelter, and they were not let in, because I don't know, I guess, because they were not born female. That was totally something that was unfair, and I ran into lots of problems because I don't think it should be like that, and I don't know if the City has anything to do with it. But this city needs to change that mentality." *(2SLGBTQIAP+ older adult)*

Finally, insights offered thanks to the discussion groups hosted by CSOs were particularly informative when it comes to understanding the unique social and health needs of 2SLGBTQIAP+ people who belong to other marginalized groups.

Specific Needs of 2SLGBTQIAP+ Older Adults

2SLGBTQIAP+ older adults reported being isolated from what programs and services do exist due to the inaccessibility of transit and the lack of adequate snow/ice removal from the City. This group also pointed out that, as those with the longest histories of being forced to hide, the lack of access to 2SLGBTQIAP+ inclusive or specific programming for older adults is harmful. This isolation is described by participants as being effectively forced back into the closet.

"[For] the older generation to feel safe right now, it [...] has changed a bit, but we still live in our minds in the time we were illegal, with no rights. We keep the defensiveness, and to protect us, we don't want to be out, we don't wanna be recognized, we are really careful... Who do we talk to? Which places do we go?" *(2SLGBTQIAP+ older adult)*

2SLGBTQIAP+ older adults shared stories about past police interactions that can help to understand the continued resistance to police presence in 2SLGBTQIAP+ spaces. Regina Police have a history of violence and over-policing in some 2SLGBTQIAP+ communities, while ignoring or dismissing calls for help in others. These historic injustices have never been meaningfully addressed, and understanding the full scope of past police behaviour toward 2SLGBTQIAP+ people in Regina is necessary.

"What we did in those times, is try to get the police on our side... invite them to meetings, to the parade. And they didn't respond, [or they gave excuses]. Eventually, we had a big gathering, I don't remember the year, at the [gay] club, with the Chief of Police. But it didn't change much, in terms of the people who were the frontline responders to our calls for protection. [...] We don't feel safe with them. That's the bottom line." *(2SLGBTQIAP+ older adult)*

Finally, some 2SLGBTQIAP+ older adults expressed frustration when explaining that current mainstream seniors organizations receive all funding for older adult programming but do not consider their needs.



Specific Needs of Two-Spirit and 2SLGBTQIAP+ Indigenous People

Two-Spirit and 2SLGBTQIAP+ Indigenous people who participated in the discussion groups shared that there was a significant lack of resources like housing and shelter that are safe and inclusive, explaining that they felt that the City seems to "focus too much on the suburbs."

These participants expressed a desire for improved comprehensive cultural programming with Two-Spirit Elders or Elders who are Two-Spirit-affirming so that urban Two-Spirit people can access ceremonial spaces in Regina.

While many non-Indigenous 2SLGBTQIAP+ people who participated in community consultation activities alluded to complicated and tense relationships between police and 2SLGBTQIAP+ communities, Two-Spirit and 2SLGBTQIAP+ Indigenous community members specifically identified that they had a need for unarmed crisis intervention services in the City that do not include calling police, that would de-escalate situations and link people with services like 2SLGBTQIAP+ inclusive peer support.

Specific Needs of Disabled 2SLGBTQIAP+ People and 2SLGBTQIAP+ People with Disabilities¹¹

Throughout the consultation, participants consistently referenced the large overlap of 2SLGBTQIAP+ identity and disability. We heard from a large number of 2SLGBTQIAP+ people with experiences of disability, including physical disabilities, intellectual disabilities, as well as those who identify as autistic and/or neurodivergent. Participants expressed a need for 2SLGBTQIAP+ inclusion at the City to incorporate considerations of accessibility.

"There needs to be more inclusive spaces and information for people who are both 2SLGBTQ+ and have an intellectual or physical disability. A lot of 2SLGBTQ+ groups or services that exist are simply not accessible to a lot of people, and that could be because of the physical accessibility of the building, literacy level, lighting/surroundings, duration, or the need for a caregiver, to name a few." *(2SLGBTQIAP+ community member with experiences of disability)*

¹¹ We recognize that some people with lived experiences of disability may prefer people-first language (i.e. "people with disabilities"), while others may prefer identity-first language (i.e. "disabled people"). We have chosen to use both phrases to encompass both of these preferences. Disabled members of the 2SLGBTQIAP+ Reference Group during this project expressed a preference for identity-first language, and requested an acknowledgement of this difference in preferred language.

Some community members with experiences of disability expressed a desire to spend time in current 2SLGBTQIAP+ spaces that exist in the City, such as Q Nightclub, but were frustrated at a lack of accessibility in these spaces.

"I know there are like, queer spaces in Regina, but they're not all accessible, so I don't know if, like, the City of Regina would... if they wanted to invest in ramps, or whatever like accessibility tools are needed to make these spaces more accessible, that would be a way that the City could like, support the queer community." (2SLGBTQIAP+ community member with experiences of disability)

Transit and transportation were strongly identified as barriers for participants with experiences of disability, reiterating what we heard throughout all consultation activities. These participants reported that operators were often rude or rough when getting them onto the bus, and they pointed out that it's hard to access services this way.

Participants who spend a lot of time in facilities or programs run by disability organizations shared concern about how some organizations limit access to information about 2SLGBTQIAP+ identities and health information on public computers.

Specific Needs of 2SLGBTQIAP+ Youth Under 19

CSOs that hosted consultations with 2SLGBTQIAP+ youth under 19 in Regina reported similar themes that we have already explored. Youth discussed the importance of 2SLGBTQIAP-inclusive programming and spaces, of accessible and affordable transit, and their perception of elected officials and leaders of the City of Regina.

2SLGBTQIAP+ youth shared a love of the Regina Public Library, particularly those branches that have easy access to gender neutral bathrooms. Youth primarily reported accessing aquatic recreation spaces and indicated that the lack of all gender changing facilities at the Lawson Aquatic Centre are a source of stress.



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Some youth shared that they don't interact with City programs or services at all, because they don't feel safe due to past experiences. Young people expressed a desire to see funds currently spent on policing redirected to social programs that benefit 2SLGBTQIA+ communities. Other youth described their hope for more queer art and representation to be added to City facilities and spaces, along with the development of City programs and spaces that help educate the community about 2SLGBTQIAP+ people and experiences.

2SLGBTQIAP+ youth reported wanting fare free transit for high school students, explaining that lack of free transportation makes high school students, particularly queer and trans students, more vulnerable to violence while walking home before and after school. Youth also shared that before and after high school transit buses are too full and over-crowded, creating unsafe environments for 2SLGBTQIAP+ students and a lack of access for disabled students.

Echoing what adults shared throughout engagement activities, 2SLGBTQIAP+ youth had concerns about their perception of some elected officials at the City of Regina being unsupportive or "opposed" to 2SLGBTQIAP+ issues. Young people reported feeling like some neighbourhoods, particularly North Central, are being completely neglected by City leadership. Finally, 2SLGBTQIAP+ youth expressed clear desire for the City to publicly denounce hateful demonstrations that occur in the City, and to clearly, publicly, explicitly communicate and meaningfully enforce anti-harassment policies in City spaces.

The City as a Funder

Consulting with community organizations about the City as a funder required two key audiences: 2SLGBTQIAP+ organizations who may or may not access funding, and all CSOs who currently access funding at the City of Regina. While funding was mentioned throughout various consultation activities, we curated two specific activities focused on funding: a discussion group with 2SLGBTQIAP+ organizations, and a survey of CSOs who received funding from the City of Regina in 2022.

About City of Regina Grants & 2SLGBTQIAP+ Organizations

The City of Regina's funding programs are comprehensive. We received a full list of CSOs that received funding in the past year from the City of Regina in all funding streams. These included organizations funded through:

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

There are a significant number of 2SLGBTQIAP+ organizations, or 2SLGBTQIAP-specific programs from mainstream organizations that serve populations in Regina. Some of these organizations provide direct human service work such as mental health support, youth programs, seniors programs, and housing. Some of these organizations provide arts and culture programming, and some of these organizations provide social connection.

Despite this rich and populated sector, the City of Regina's grant programs are currently only being accessed by three organizations that are serving 2SLGBTQIAP+ communities in Regina: Regina Pride (known as Queen City Pride), UR Pride Centre for Sexuality & Gender Diversity, and Queer City Cinema. In 2022, the City of Regina only received three applications from 2SLGBTQIAP+ serving organizations. All three applications were funded, meaning that in 2022, 2SLGBTQIAP+ organizations had a 100% success rate in being awarded funding. This suggests that the City's grant adjudication committees are keen to award funding to 2SLGBTQIAP+ organizations, but many aren't applying.

3

number of City of Regina grants that were applied for and received by 2SLGBTQIAP+ organizations in 2022

100%

percentage of 2SLGBTQIAP+ applicant organizations who received funding in 2022

\$29,040

funds distributed from City of Regina grants to 2SLGBTQIAP+ organizations in 2022

0.95%

percentage of Social Development and Cultural Grant funds that were awarded to 2SLGBTQIAP+ organizations in 2022

List of 2SLGBTQIAP+ Organizations and Groups in Regina

2SLGBTQIAP+ Organizations in Regina	Description
UR Pride Centre for Sexuality & Gender Diversity	Human service organization providing services to both students at the University of Regina, and to the public at large
SPACE for Saskatchewan Queer & Trans Youth	Youth centre run by UR Pride Centre (closing March 31st 2023)
Regina Pride	Hosts community events in Regina, including the annual Queen City Pride Festival; completely volunteer run
Gay & Lesbian Community of Regina	Longest running 2SLGBTQIAP+ organization in Regina; owns and operates the Q Nightclub & Lounge, the last community owned and operated gay bar in Canada, if not North America; completely volunteer run
Imperial Sovereign Court of the Governing Body Golden Wheat Sheaf Empire - Regal Social Association of Regina	Regina chapter of the International Imperial Court System (IICS), one of the oldest and largest LGBT organizations in the world; a collective of drag artists who fundraise for Regina charities having raised over \$500,000 since 1991
Breadbasket Sisters of Perpetual Indulgence	Regina chapter of the Sisters of Perpetual Indulgence, a charity, protest, and street performance organization; volunteers at local 2SLGBTQIAP+ events and distributes micro-grants to youth-led projects
Queer City Cinema	Arts organization that runs a biennial annual film and performing arts festival in Regina
Camp fYrefly	Summer camp run by UR Pride Centre and OUTSaskatoon; based in Regina every second year
TransSask Support Services	Provincial transgender rights organization; has staff based in Regina; has hosted Regina's Trans Pride
PFLAG Saskatchewan	Saskatchewan chapter of PFLAG; lead volunteer based in Regina
Lulu's Lodge	2SLGBTQIAP+ youth group home run by John Howard Society - Regina Branch

This list is based on Ivy + Dean's knowledge, and may not be complete.



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2SLGBTQIAP+ Groups & Collectives in Regina	Description
Lesbian Avengers YQR	Grassroots collective of lesbian people providing mutual aid to communities in Regina
55+ Club	Group of 2SLGBTQIAP+ seniors, hosted under UR Pride
2SLGBTQIA+ Addictions Support Group	Group for 2SLGBTQIAP+ people seeking support through addiction, hosted under UR Pride
Two-Spirit Group	Group of Two-Spirit and Indigenous 2SLGBTQIAP+ people, hosted under Newo Yotina Friendship Centre
En toute fierté	Provincial program and group of 2SLGBTQIAP+ francophone and francophiles, hosted under l'Association communautaire fransaskoise; hosts events in Regina
PRISM Choir	2SLGBTQIAP+ choir, hosted by a community member
Queer Mass & Support Group	Group for 2SLGBTQIAP+ liturgical people of faith, hosted by a community member

This list is based on Ivy + Dean's knowledge, and may not be complete.

Key Themes

Throughout consultations with CSOs about City of Regina funding, a handful of key themes emerged:

1. Underfunding of 2SLGBTQIAP+ Organizations
2. Misunderstanding of 2SLGBTQIAP+ Sector and Needs by Funders
3. Collaborations for 2SLGBTQIAP+ Communities
4. 2SLGBTQIAP+ Inclusion in City-funded Organizations
5. Capacity Building of City-funded Organizations
6. Responsibility of Funders in Supporting 2SLGBTQIAP+ Inclusion

Underfunding of 2SLGBTQIAP+ Organizations and Programs

Leaders of 2SLGBTQIAP+ organizations reported consistent trends of underfunding for their work, both by the City of Regina and by other funders. Our analysis of City of Regina's funding distribution in 2022 supports these experiences, whereby only three 2SLGBTQIAP+ community organizations received funding from the City.

2SLGBTQIAP+ CSO representatives shared a range of ideas about why they may be underfunded. These insights included potential bias of adjudicators for funding, the need for funding that is not project based, lack of awareness of funding opportunities, the need to compete in order to access funding, and lack of capacity to apply for funding.

"A thing for the City to keep in mind is, for our smaller community organizations, like even the smaller barriers, just due to, like, our small staff sizes... like, those are just due to our capacity... some of those can just become huge mountains. So, having everything as streamlined as possible is really important for smaller orgs." *(2SLGBTQIAP+ organization leader)*

Some organizations expressed frustration at the need to re-apply for funding every year, explaining that this is often burdensome for volunteer-ran organizations. Considering that the majority of 2SLGBTQIAP+ organizations in Regina are volunteer-run, this finding is particularly relevant.

"Every year, they give you 15,000 bucks for X, Y and Z. Why do you have to apply every year? Just give it to us annually, and get it over with, and then give us 6 months notice that you're going to cancel it, as opposed to the other way around." *(2SLGBTQIAP+ organization leader)*

Organizations did seem to prefer the idea of designated funding for 2SLGBTQIAP+ organizations in Regina, to both mitigate the risk of potential bias from adjudicators who prefer to fund more mainstream groups and to counter the long history of 2SLGBTQIAP+ CSOs being chronically underfunded. Although a designated 2SLGBTQIAP+ funding stream was preferred, one participant did recognize that this may not be realistic to expect from the City. They explained that, in this case, they hoped that the City would specifically name 2SLGBTQIAP+ communities as an underserved sector in their evaluation criteria:

"It doesn't necessarily need to be a dedicated fund specifically for trans folks, but I need to know in your evaluation criteria that we are like, an underserved sector that is going to be considered as part of the adjudication." *(2SLGBTQIAP+ organization leader)*

A designated funding pot for 2SLGBTQIAP+ organizations could also reduce feelings of 'competition' amongst 2SLGBTQIAP+ organizations in Regina. Representatives of 2SLGBTQIAP+ CSOs who focus more on providing opportunities for community members to socialize shared they could understand that the financial need for 2SLGBTQIAP+ CSOs who provide human services are greater, and felt conflicted about trying to compete for funding with these organizations.

While discussion of underfunding mostly occurred during consultations with 2SLGBTQIAP+ organizations themselves, some community members throughout the public consultation activities expressed fears that the organizations they rely on to feel safe, supported and healthy in their communities would be forced to close programs and services because of a lack of funding.

"[The City should] create continuous funding for 2SLGBTQIA services so we can stop asking 'When is this funding going to run out and I'm going to lose my main support group?'" (Chris Kelly, *Indigiqueer community member*¹²)

Misunderstandings of 2SLGBTQIAP+ Sector and Needs by Funders

Throughout community engagement activities with the public, 2SLGBTQIAP+ people shared a diverse range of experiences, needs, and interests. They also spoke about the wide range of programs and services that they accessed in community from different kinds of 2SLGBTQIAP+ organizations. Various 2SLGBTQIAP+ CSOs were mentioned by community members as being important and vital resources for them, and expressed that each organization had value in the community landscape in Regina.

Leaders from 2SLGBTQIAP+ CSOs reported feeling frustrated that funders had a consistent practice of conceptualizing all 2SLGBTQIAP+ related activities and projects as "the same", rather than seeing the important role that different kinds of resources play in serving a diverse community.

"Often organizations, like governments or funders think, you know, 'Okay. Well, we gave. You know, we gave one gay organization money and so now we've helped. We've helped the LGBT community,' without recognizing that actually, one organization can't and shouldn't do everything because everybody's not gonna feel served by the same organization and so recognizing the importance of supporting multiple different groups who might be able to support people in different places." (2SLGBTQIAP+ organization leader)

There was also concern from these organizations that if "too many" 2SLGBTQIAP+ organizations applied for the same funding, that funders could perceive it as greed from the 2SLGBTQIAP+ community, despite this not being the case for other community sectors.

"If Q Nightclub applied for a grant, then TransSask applied for the same grant, and then Queen City Pride applied for the same grant, and then UR Pride applied for the same grant, they'd like: 'Oh, that's weird! The queers are trying to double dip! Oh, we should just give one of these queers the money, because, obviously all queers are the same queers.' ... And I'm just like, 'Yes, because all the churches are the same church also!'" (2SLGBTQIAP+ organization leader)

12 While every other direct quote from participants are anonymous to maintain confidentiality, this participant explicitly requested that we attribute this statement to them. As we heard from the individual who facilitated the space where we heard from this participant: "[attributing this quote] gives people a sense that our group was real people not just faceless 'participants' in this project".



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Community members, particularly 2SLGBTQIAP+ older adults, shared the vital role that gay bars have played in their lives and sense of safety in Regina. 2SLGBTQIAP+ organization leaders, not only those from the Gay & Lesbian Community of Regina (which owns and operates Regina's only gay bar, Q Nightclub), expressed the belief that people outside of the 2SLGBTQIAP+ community lack understanding of the role the local gay bar plays as a gathering place for those who feel isolated and alone. For example, many people may not be aware that the Gay & Lesbian Community of Regina hosts a Christmas dinner on Christmas Day every year that provides opportunities for 2SLGBTQIAP+ people, many of whom are older adults, to come together and socialize.

"People who aren't deeply connected to LGBTQ communities don't understand the important role that community bars play in the lives and well-being and social community and social fabric of LGBTQ communities. So, I think that, you know, it's like, well, it's not just a bar, actually. And if you were a member of the LGBT community who was like, knowledgeable about that, then would it be more duly considered [for funding]?"

(2SLGBTQIAP+ organization leader)

Collaborations for 2SLGBTQIAP+ Communities

While not necessarily discussed at length, both community members and 2SLGBTQIAP+ CSOs themselves identified the need for greater collaboration between 2SLGBTQIAP+ organizations, as well as between both mainstream and 2SLGBTQIAP+ organizations.

One CSO who held their own discussion group with community members reported that conversation took place around the competitive relationships between 2SLGBTQIAP+ groups, and how if there were more chances to work together within Regina, that might help increase access to community resources.

Reasons for these competitive relationship were not explored within community consultations.

2SLGBTQIAP+ Inclusion in City-funded Organizations

In order to understand how City-funded organizations currently integrate 2SLGBTQIAP+ inclusion in their work, we distributed a funding survey to all organizations that received funding in 2022. Information about this survey was sent over email to a list provided by the City of Regina, and 30 organizations responded to the survey.

The results of this survey strongly indicate that a large majority of City-funded organizations are interested in incorporating 2SLGBTQIAP+ inclusion into their programming and work.

30

number of City-funded CSOs who completed the funding survey

96.5%

percentage of survey respondents who support or want to support 2SLGBTQIAP+ inclusion within their organization

73%

percentage of survey respondents who agreed or strongly agreed that CSOs have an obligation to build 2SLGBTQIAP+ inclusion and capacity

83%

percentage of survey respondents who agreed or strongly agreed that CSOs should be expected to provide services or programs that are welcoming of 2SLGBTQIAP+ people

76%

percentage of survey respondents who agreed or strongly agreed that funders have an obligation to ensure the organizations they fund are inclusive of all communities, including 2SLGBTQIAP+ people

3.5%

percentage of survey respondents who agreed or strongly agreed that it would impact their ability to apply for funding if the City required them to be inclusive of 2SLGBTQIAP+ communities

The City of Regina currently does not require applicant organizations to indicate whether or not their programs or services are inclusive of 2SLGBTQIAP+ communities. Of the 30 organizations who responded to this survey, only one indicated that such a requirement would impact their ability to access City of Regina funding.

It was discussed by both 2SLGBTQIAP+ CSOs, as well as 2SLGBTQIAP+ community members, that such a requirement could be complicated, as "inclusive" is a subjective term. Even more so, community consultation participants expressed concern that the City could accidentally perceive an organization as being "inclusive" without necessarily having assessed if this was true.

While these are important considerations, it was also identified that the City's funding applications currently require applicants to indicate their commitment to reconciliation and the TRC's Calls to Action. An organization's "commitment" to reconciliation is also subjective, and the City has found ways to adjudicate these applications.

Need for 2SLGBTQIAP+ Capacity Building Amongst City-funded Organizations

In the funding survey¹³, City-funded CSOs were invited to describe themselves in relation to their level of 2SLGBTQIAP+ inclusion within their organizations. Following this question, they were asked to indicate which practices for 2SLGBTQIAP+ inclusion had already been implemented in their organizational activities. These best practices represented three areas:

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

Our analysis of this data included comparing the self-assessment of each CSO with their description of current practices within the organization. These actions were tallied out of a possible score of 40. For the purposes of this study, a score of:

- 30 - 40 would indicate an affirming organization,
- 20 - 29 would indicate an organization that is well on its way to integrate affirming practices into their work,
- 10 - 19 would indicate that some important progress has been made with lots of opportunity to grow, and
- 1 - 9 would indicate an organization that has not yet had the opportunity to address 2SLGBTQIAP+ inclusion.

¹³ The survey provided to City-funded CSOs is included in the Appendix.

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

Organizations who accessed Special Event funding scored the lowest, with an average score of 3.6, followed by Sports & Recreation funding (average: 5.8), Snow Angels / Winter Initiatives (average: 8.9), Social Development (average: 10.2), and Culture (average: 11.4). These findings suggest that specific interventions in special event and Sports and Recreation Funding could be the most beneficial in building capacity amongst City-funded organizations.

While most CSOs surveyed considered themselves to be welcoming and affirming of 2SLGBTQIAP+ people and communities, our survey shows that most organizations would benefit from organizational capacity building and education about 2SLGBTQIAP+ people. However, respondents to the survey largely indicated an openness to and support for 2SLGBTQIAP+ inclusion. CSO's identified funding and volunteer capacity as barriers to taking on more work in this area. Our survey responses also indicate that a lack of knowledge as to the specific needs of 2SLGBTQIAP+ communities is associated with a lower inclusion score on the survey measure.



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Responsibility of Funders in Supporting 2SLGBTQIAP+ Inclusion

Amongst the 30 City-funded organizations who responded to the survey, 76% percent agreed or strongly agreed that funders have an obligation to ensure the organizations they fund are inclusive of all communities, including 2SLGBTQIAP+ people. This suggests that the majority of City-funded organizations believe that the City of Regina has a responsibility to support the agencies they fund to be 2SLGBTQIAP+ inclusive.

While exploring the possibility for a 2SLGBTQIAP+ specific stream of funding, community members expressed a concern that only allowing 2SLGBTQIAP-led organizations to apply for funding could lead to some important programs and services not receiving funding. It was noted that many 2SLGBTQIAP+

organizations in Regina are led by mostly white and non-Indigenous people, while there are a significant number of other CSOs in the City who provide targeted programming and services to 2SLGBTQIAP+ communities, including those who experience multiple forms of marginalization.

Leaders of 2SLGBTQIAP+ CSOs agreed that a 2SLGBTQIAP+ specific stream of funding could be made available to organizations who aren't 2SLGBTQIAP+ focused, however they also indicated that, in this case, the City of Regina would have an obligation to ensure that successfully funded organizations had the respect of and meaningful connections with 2SLGBTQIAP+ communities.

"If there was LGBTQ specific funding from the City, it would be important that any organization who applies for that money is respected or seen amongst 2SLGBTQ community members, as you know, as an appropriate sort of service, provider, or sort of space, because I think, even to the point from earlier around the [mainstream organization], who, you know, they heard this thing from queer [people and implemented it themselves without queer input], and then, they're like, 'oh, we'll do that!' and it's like, well, but, are you the right people to be doing that work?" *(2SLGBTQIAP+ organization leader)*

Recommendations from Findings

We presented the finding of these consultations thematic to provide a comprehensive picture of 2SLGBTQIAP+ perspectives. In presenting these recommendations, we have proposed them by each corresponding line item in section 4, 5 and 6 of MN22-4 (with exception to 4.e), along with general recommendations stemming from additional findings.

It is important to acknowledge that a large number of these recommendations come directly from community members in Regina, and not as coming from consultants. When providing recommendations, we will clearly indicate whether or not a recommendation came from our team's combined lived experiences as 2SLGBTQIAP+ people and professional expertise working in the 2SLGBTQIAP+ sector, or if the recommendation is informed directly by perspectives or suggestions from community members.

These recommendations are available in an abbreviated list as an Appendix.

Recommendations Relating to the City of Regina as an Employer

Employees at the City of Regina were incredibly forthcoming with ideas and suggestions for how to improve the experiences of 2SLGBTQIAP+ and allied staff at the City.

MN22-4: 4a. Including 2SLGBTQIAP+ people under all employee equity policies

Include 2SLGBTQIAP+ people as a prioritized equity group in hiring.

Ivy + Dean Recommendation

The purpose of equity in hiring practices are to ensure that a workforce is representative of the people they serve and work with. 2SLGBTQIAP+ people experience barriers to employment, and while there are 2SLGBTQIAP+ people who work at the City of Regina, many reported not knowing of any 2SLGBTQIAP+ colleagues in their workplace.

Moreover, 2SLGBTQIAP+ community members in Regina clearly articulated that they would feel more safe and included in their City if they could see more 2SLGBTQIAP+ people working for the City.

Develop materials for managers on how to prepare for incoming 2SLGBTQIAP+ employees.

Recommendation informed directly by participants

Managers who participated in consultations reported a sense of uncertainty about how to adequately support their 2SLGBTQIAP+ staff. This was particularly true for managers who were seeking information about how best to provide a safe and welcoming work environment for transgender and non-binary staff members. Participants suggested that topics for these materials could include a list of what accommodations may be possible (e.g. name change processes, expansive family leave) or what requests they might expect from 2SLGBTQIAP+ employees.

It is important to note that any materials developed should include clear communication that 2SLGBTQIAP+ communities are not a monolith, and each individual person may need unique things to feel safe or comfortable in the workplace.

Ensure interview processes allow and encourage both managers and applicants to share about their experiences and perspectives about inclusion.

Recommendation informed directly by participants

In recounting their experiences of being hired at the City, many employees reported that they perceived the interview to be very formal and business focused. For some employees, they shared that this led them to feel like they were unable to ask questions about inclusion or other topics that may not seem relevant to a specific role. Employees explained that being able to ask inclusion-related questions would allow them to gauge whether a hiring manager was safe for them to disclose their 2SLGBTQIAP+ (or other marginalized) identity to.

At Ivy + Dean, our professional experience in inclusive hiring has led us to integrate a question like: "What do you expect from an inclusive workplace?" This question allows us to get a sense of whether a candidate shares our values and expectations, while also indicating a deep desire on our part to create a supportive workplace for them.

Allow digital or Microsoft Team interviews, when possible.

Recommendation informed directly by participants

Employees shared that for trans and gender diverse candidates, coming to City facilities can be stressful. When we consider added context we learned from community members with regards to access to transit and experiences of City facilities, it can be easy to understand how requiring a trans or gender diverse person to come to a space they aren't comfortable in would most likely lead to an interview where they underperform.

Until City facilities are able to provide bathrooms that everyone can access and facilities that feel welcome and inclusive for all, allowing candidates to interview through digital means will allow for marginalized people to be able to focus on their interview performance, rather than on anxiety associated with being in an uncomfortable space.



THE GENDER SPECTRUM COLLECTION // VICE

Include protections for polyamorous people in anti-harassment and respectful workplace policies.

Recommendation informed directly by participants

The few polyamorous employees who felt comfortable enough to disclose about their polyamorous identities clearly articulated a fear of stigma and workplace violence associated with people finding out about their relationship style. Participants directly linked this to the fact that polyamory is not a protected ground under existing human rights legislation.

While including protections from harassment and violence for polyamorous people in the workplace may not completely erase fears from polyamorous employees, it could go a long way in terms of communicating to polyamorous employees that they should be able to talk about and celebrate their whole families at work.

MN22-4: 4b. Streamlined name change process (respecting employee identification, email addresses, etc.) for all city staff

Create material relating to name change processes in the workplace that are available to all employees, including casual, seasonal and temporary employees.

Recommendation informed directly by participants

We consistently heard from employees that they were unsure of the process of how to change your name in the workplace. Participants were also uncertain if you required a legal name change in order to change your name in the City's system. Developing material to help raise awareness for employees about what this process looks like could help address the uncertainty that most employees seem to have.

When developing material, it is important that it be made available to all employees, even those without access to CityConnect or Regina.ca email addresses. Furthermore, People & Organizational Culture (P&OC) could consider creating a publicly available link on the City's website to provide this information to trans and gender diverse people who may be pursuing a career at the City of Regina.

Some examples of materials could include a FAQ document, a brochure, incorporating information into onboarding processes, or developing physical signage for employee facilities.

Develop a name change policy that addresses the urgency of these requests.

Recommendation informed directly by participants

Employees felt that the City lacked an understanding of the urgency of name change requests, particularly for trans and gender diverse employees, and shared concerns that having to wait for a change to propagate through the entire system could cause undue stress for some staff. Participants acknowledged that changing a person's name in an organizational wide system may be complicated for IT and other City departments, and suggested that if these things cannot be addressed quickly, that public and workplace facing areas such as emails, log-ins, timesheets, schedules and directories, should be prioritized when changing names of employees.

Investigate and implement options for employees to be able to include Indigenous syllabics in their names at work.

Recommendation informed directly by participants

Indigenous employees who participated in the consultation activities identified that name change processes go further than only supporting trans and gender diverse employees. They articulated that an inability to add syllabics in their names could cause frustration and a sense of stigma for Indigenous employees who have to instead choose to use English and/or colonial names in the workplace.

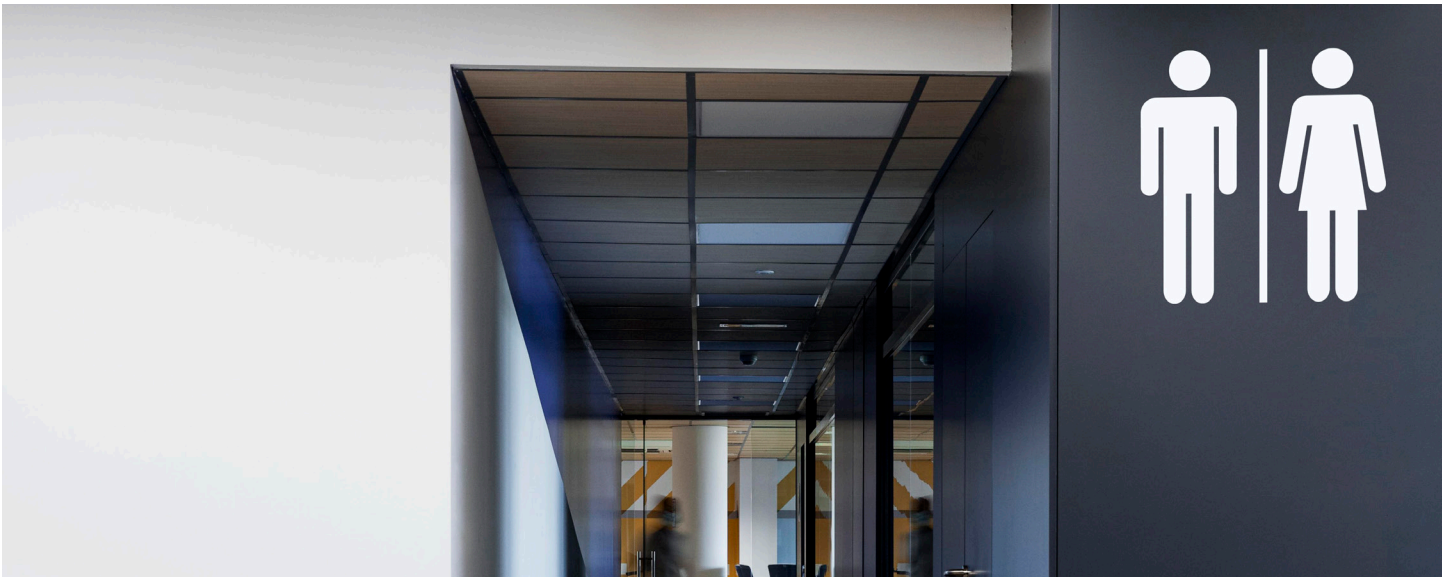
City Administration should direct IT to review existing IT infrastructure and systems and explore options for adding Indigenous syllabics into these systems.

Ensure that employees can change their names in City systems without requiring the provision of legal documentation.

Recommendation informed directly by participants

Navigating legal requirements to change one's name can be complex and cumbersome. For some employees, particularly gender diverse employees and Indigenous employees, there may be various personal reasons why they have not chosen to legally change their name.

Identifying a chosen name for use in the workplace at the City of Regina should not require having to prove a legal name change.



MN22-4: 4c. Provision of all gender change rooms and washrooms

Ensure that existing gender neutral washrooms in City Hall and other City facilities are maintained to an appropriate standard.

Recommendation informed directly by participants

Throughout the course of employee consultations, we became more and more confident that we would hear mention of the broken gender neutral washroom on the first floor of City Hall. While this wasn't the only gender neutral washroom that was described as being consistently unavailable for use, it was the most notable one.

These discussions suggest that the maintenance concerns related to gender neutral washrooms are not addressed in a timely manner, particularly when so many employees, both 2SLGBTQIAP+ and allied, have expressed frustration.

City's maintenance departments should make consistent efforts to fix and maintain gender neutral washrooms so that all employees have access to a washroom at work.

Maintain a list of gender neutral change rooms and washrooms in City facilities and make this list available online to the public.

Ivy + Dean Recommendation

When asked about the number of gender neutral washrooms and facilities at the City, employees were generally unable to reference more than just one or two. Overwhelmingly, employees indicated that there weren't enough at the City, despite not knowing how many may exist.

Providing a list of gender neutral spaces in facilities could accomplish two things: providing trans and non-binary people with the knowledge of where they can go to the washroom comfortably, and communicating to all employees about the City's commitment to building accessible spaces.

Write into policy that trans and gender diverse employees have the right to access washrooms and change rooms they are most comfortable in.

Ivy + Dean Recommendation

A number of managers expressed concerns that they were fearful for their trans or gender diverse staff when they accessed washrooms, being unsure if transgender employees ever experienced negative comments or bullying for using their chosen washroom.

By incorporating the right for trans and gender diverse employees to use their chosen washroom directly into policy, it provides a clear document to point to if managers or employees express discriminatory and anti-trans sentiments about transgender staff members using the washroom.

Perform a review of access for women's change rooms and washrooms in City facilities, with a particular emphasis on operational environments.

Ivy + Dean Recommendation

When asked about gender neutral washrooms and change rooms at the City, women who worked in operational departments provided insight into a lack of equitable and appropriate facilities for women. Many of these employees explained that while their work environment lacked gender neutral options, they also lacked options for women.

While gender neutral washrooms and change rooms are important, it is equally important to recognize the need for women to have equal access to change rooms and washrooms that they feel comfortable in.

This recommendation is not to suggest that the provision of trans-inclusive washrooms and of women's washrooms are contradictory—women's washrooms and change rooms should be made available to all women, including transgender women, while gender neutral washrooms and change rooms are available to any person who would rather be in an ungendered space.

MN22-4: 4d. Develop expansive education for all leadership and front-line staff

Identify 2SLGBTQIAP+ employees who can work to co-develop training with existing providers, and pursue a co-facilitation model.

Recommendation informed directly by participants

Employees who participated in the Positive Spaces Network training expressed an interest in seeing training that was more specific and knowledgeable about the realities and culture at the City of Regina.

By combining the professional and educational expertise of local 2SLGBTQIAP+ providers such as UR Pride Centre with the City of Regina workplace experience of 2SLGBTQIAP+ employees, the training provided could be more relevant to specific needs within the City, and be more responsive in addressing questions and issues within the corporate culture. Furthermore, providing opportunities for 2SLGBTQIAP+ employees to see role models in their workplace could contribute to increased satisfaction amongst 2SLGBTQIAP+ employees as a whole.

Any 2SLGBTQIAP+ employees who take on the role of co-facilitation or co-development of training need to be properly provided the time and resources to do this work. At Ivy + Dean, we have heard from other employers and organizations who select employees with experiences of marginalization to do work specifically related to diversity, equity and inclusion education, without their managers understanding that this work will require them to unload other work responsibilities.

Moreover, it is particularly important for any 2SLGBTQIAP+ employee involved in delivering of training to be emotionally supported by their workplace. Providing 2SLGBTQIAP+ education can be difficult, emotional, disheartening and hurtful because of the way that it requires facilitators to be somewhat vulnerable to anti-2SLGBTQIAP+ sentiments and attitudes in the classroom.



FREPIK

Provide designated training sessions for employees who are required or urged by their managers to take the Positive Spaces Network training.

Recommendation informed directly by participants

Employees shared stories of attending trainings or seminars with staff members who perpetuated harmful and discriminatory ideas, and how this impacted them as 2SLGBTQIAP+ employees or how this impacted their 2SLGBTQIAP+ colleagues. While participants were generally in support of employees who perpetuated workplace disrespect against 2SLGBTQIAP+ people being expected to take training, they were also worried about how it could cause harm against 2SLGBTQIAP+ people who have to share space with them.

Splitting up training sessions could allow for 2SLGBTQIAP+ people to be shielded from homophobic or transphobic attitudes, but it could also allow for the development of more targeted education. After all, the learning needs of allies and 2SLGBTQIAP+ people differ greatly from the learning needs of people who are still at the beginning of their journey in understanding gender and sexual diversity.

Require 2SLGBTQIAP+ diversity training to be mandatory for all employees, as well as Mayor and City Councillors.

Recommendation informed directly by participants

Both employees and community members overwhelmingly agreed that any 2SLGBTQIAP+ education needs to be mandatory for all employees, especially managers and senior administrative leaders. Employees pointed out consistently that voluntary training means that those who need it the most and are the least uninformed are the same people who will refuse to take it.

Furthermore, employees expressed a concern that some employees had less access to training as others, such as hourly employees, seasonal and casual workers, and temporary staff. By requiring training for all employees, it eliminates the possibility of a manager or supervisor discouraging staff from taking the training.

Finally, both community members and employees named that it was important for Positive Spaces Network Training to extend to Mayor and City Councillors, and not to stop only at staff members.

Perform a review of the Positive Spaces Network training program.

Recommendation informed directly by participants

Experiences of the Positive Spaces Network training program were incredibly varied. Some employees reported fantastic learning experiences that helped them learn more about a community they didn't know much about, while others shared negative experiences of employees feeling mocked or berated for making mistakes. Multiple 2SLGBTQIAP+ employees expressed their own disappointment by the training, explaining that they felt like it didn't create conducive spaces for their non-2SLGBTQIAP+ colleagues to be able to safely ask questions or seek clarification about sensitive topics.

Additionally, Indigenous employees who participated in the Positive Spaces Network training shared that they had alternative understandings of cultural and Indigenous related gender and sexual diversity topics, and felt like the training didn't properly incorporate the various and multitude of ways that Two-Spirit identities are understood.

P&OC should undertake a review of the Positive Spaces Network Training either independently through tools like evaluation surveys or workshop auditing, or by engaging a third-party organization who may be more knowledgeable about effective training.

If hiring a third-party, P&OC could consider collecting initial evaluation data to identify clear gaps, and select an ideal third-party to perform a review. For example, if evaluation data suggested that the 2SLGBTQIAP+ content was missing the mark, hiring another 2SLGBTQIAP+ organization such as OUTSaskatoon or Pride at Work Canada could help address this gap, whereas, if evaluation data suggested that the course structure was ineffective, P&OC may choose instead to hire a curriculum developer or instructional designer from the University of Regina.

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.

Reference Group Recommendation

In discussing other recommendations related to training, employee representatives on the Reference Group provided the suggestion that the Employee Code of Conduct be amended to include a recognition that if an employee is asked to take training related to inclusion, that they are expected to do so.

By clearly stating this in a Code of Conduct, employees who are asked to take Positive Spaces Network Training (as well as other types of training related to inclusive workplaces) would have already acknowledged their responsibility to do so when accepting a job at the City of Regina.



ALLAN HALL // QUEEN CITY PRIDE

Other Recommendations

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.

Recommendation informed directly by participants

Managers who consulted throughout the engagement activities reported feeling concerned that they weren't adequately addressing workplace homophobia or transphobia, often because they didn't feel like it's appropriate to intervene when there hasn't been a formal or official complaint from a 2SLGBTQIAP+ employee.

Because of the identified process whereby employees are expected to address conflict individually before bringing it to the attention of a manager, there could very well be situations where employees simply choose to ignore homophobia or transphobia rather than have to approach an anti-2SLGBTQIAP+ colleague about having hurt them.

Managers at the City of Regina are clearly wanting to reduce instances of homophobia and transphobia in the workplace, and to address instances of workplace bullying in a meaningful way, but currently lack the knowledge of how to do so appropriately.

Implement an Employee Resource Group or Affinity Group for 2SLGBTQIAP+ employees.

Recommendation informed directly by participants

A consistent theme throughout our consultations with 2SLGBTQIAP+ employees was the feeling of isolation or loneliness as 2SLGBTQIAP+ people at work. Many 2SLGBTQIAP+ participants indicated that they didn't know a lot of other people like them at the City, and suggested strongly that building a sense of community amongst 2SLGBTQIAP+ employees could help in improving attachment to the organization and in creating a more inclusive and welcoming workplace culture.

P&OC should identify potential 2SLGBTQIAP+ employees and leaders within the City to implement the creation of an Employee Resource Group (ERG) for 2SLGBTQIAP+ employees. Running an Employee Resource Group is hard work, and the City of Regina could provide resources to employees interested in leading this group. Pride at Work Canada's FLOURISH program is an eight-week course designed for 2SLGBTQIAP+ ERG leaders, and the CGLCC: Canada's LGBT Chamber of Commerce has a Toolkit for employers about starting an employee resource group that is available on their website.

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.

Recommendation informed directly by participants

Indigenous employees in particular identified that the lack of privacy for a lot of employees at the City of Regina could potentially cause feelings of unsafety for 2SLGBTQIAP+ and allied employees. While not specifically a recommendation related to 2SLGBTQIAP+ needs, during the discussion group with Indigenous employees, participants reported having an interest in establishing space for employees to be able to have peaceful, private time without being in a large group.

The conversation amongst employees related to this recommendation was not extensive, meaning that it could be beneficial to explore this idea in more detail with other employee groups, such as the Joint Culture Committee.

Offer opportunities for employees impacted by anti-2SLGBTQIAP+ discourse surrounding debates at City Council to share their stories with City Administration and leadership.

Ivy + Dean Recommendation

Throughout every consultation activity, both with employees and with the general public, people disclosed that they were significantly impacted by the conversion therapy ban debate in July 2021. Employees, both 2SLGBTQIAP+ and non-2SLGBTQIAP+, reported feeling angry and deeply disheartened by the discourse that came from the conversion therapy debate, with some expressing a worry that the harmful rhetoric on display during City Council meetings reflected poorly on them as employees of the City. Some 2SLGBTQIAP+ employees reported feeling as though there weren't considerations from City Administration about how these events impacted them.

Multiple employees made mention of the hope for an apology from City Administration and City Council about how this discourse perpetuated homophobia and transphobia within both the City and the community. We imagine that the full impacts of the events from July 2021 are still not fully understood or grasped, and we sincerely urge the City to identify ways for employees to have Administration and leadership witness their stories about these impacts.

Recommendations Relating to the 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

Renovate older buildings to include more gender neutral washrooms and change rooms, and ensure new buildings have adequate gender neutral facilities.

Recommendation informed directly by participants

Participants recognized that it may not be possible for all City facilities, especially older buildings, to have gender neutral washrooms and change rooms, however it was a consistent theme that the City does not have enough gender neutral spaces.

With the recently built māmawêyatitân centre in 2017, the City built 21 gender neutral washrooms and change rooms within this facility. The City should continue this trend with new builds, ensuring that gender neutral facilities are available to all those who may need them. When renovating older buildings, the City should make all efforts to include gender neutral washrooms and change rooms.

Develop policy that affirms trans peoples' rights to use whichever gendered washrooms or change rooms they feel comfortable accessing.

Recommendation informed directly by participants

Some trans and non-binary people shared about negative experiences when accessing gendered washrooms City facilities. It is important to understand that trans and non-binary people are at heightened risk of violence in washrooms and change rooms, and that they often make choices to use specific gendered spaces in order to protect themselves.

The City should develop clear policy and procedure that affirms trans peoples' rights to use the washroom or change room that they feel more comfortable accessing. Staff who may provide directions or instructions regarding washrooms and change rooms should be fully aware of this policy and procedure, and should be able to communicate it to facility-users who ask.

Signage and posters can be created and posted in City facilities that communicates this policy.

There may be some facility-users may be uncomfortable sharing washrooms or change rooms with trans or non-binary people. When this happens, City staff should provide alternative options to those who are uncomfortable, such as staff washrooms or single stall/private spaces.

Review registration forms and similar documents to ensure that 2SLGBTQIAP+ people can properly describe themselves and their families.

Recommendation informed directly by participants

Some community members reported that City's registration forms and documents often don't include options for them to describe their families and relationships.

The City should review these documents and update all templates to include expansive language and options in relation to gender, family and relationships. For instance, including room for more than two parents and caregivers to be listed, listing gender as an open box or removing gender altogether if it is not relevant to a program, and inviting chosen names and pronouns to be indicated on forms.



FREPIK

Commission local 2SLGBTQIAP+ artists to create visual art in City facilities and spaces.

Recommendation informed directly by participants

Various 2SLGBTQIAP+ and allied people in Regina who participated in the community engagement activities spoke about how the City of Regina's buildings and facilities feel formal, cold and unwelcoming. Employees spoke about how positive it felt to work in City facilities that feel warm and inviting to community members.

Multiple community members suggested the addition of 2SLGBTQIAP+ and queer art to existing City facilities and spaces. To address this suggestion, the City should commission local 2SLGBTQIAP+ artists to create visual art that reflects the diversity and experiences of the vibrant 2SLGBTQIAP+ community in Regina.

If deemed cost prohibitive, the City could consider accessing SKArts' Artists in Communities funding to allow for this work.

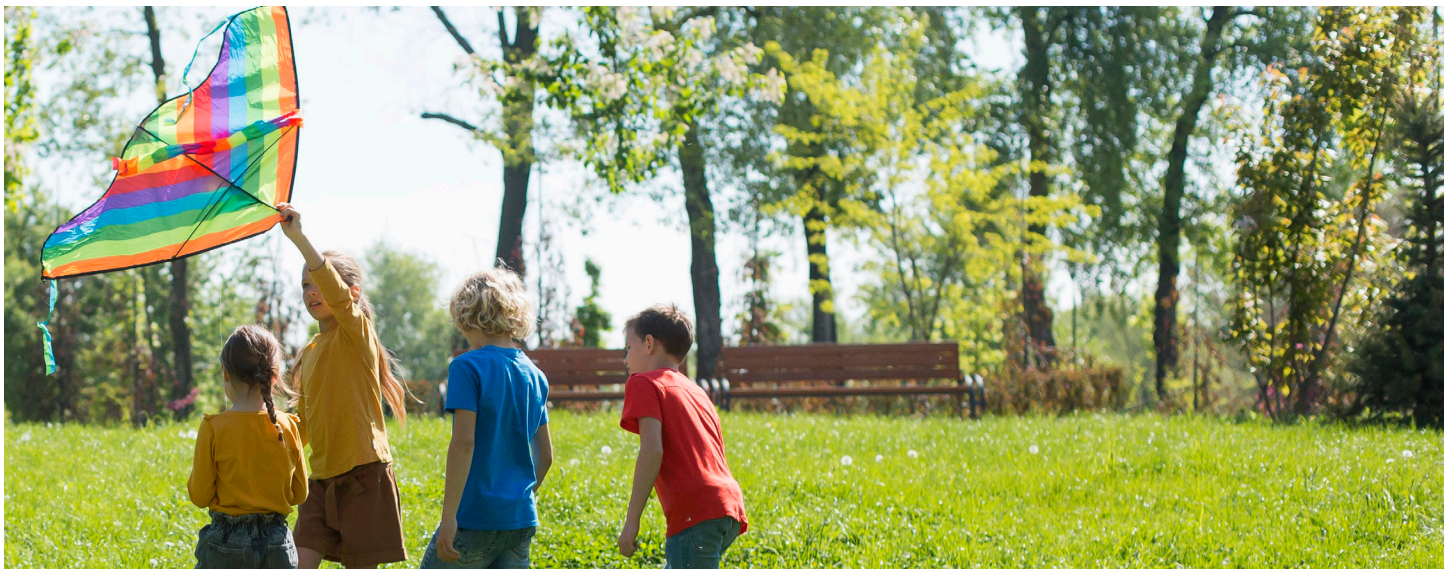
MN22-4: 5b. Include 2SLGBTQIAP+ specific space/programming such as all-body swimming or gym time, all gender youth sports, etc.

Host more 2SLGBTQIAP+ specific programs.

Recommendation informed directly by participants

The recent announcement of the All Bodies Swim program through Social Inclusion was exciting for many participants who heard about it for the first time during these consultations. 2SLGBTQIAP+ community members offered other ideas about what kinds of programs specifically targeted to 2SLGBTQIAP+ people could help promote a more inclusive City. These suggestions included dance and movement classes, life skills classes, and arts & culture programs. Family focused programming was particularly identified as important resources for 2SLGBTQIAP+ people.

While it remains important that the City make efforts to ensure that all of their programming is welcoming of all people, including 2SLGBTQIAP+ people, the City should still pursue opportunities to host programs that are specifically targeted to 2SLGBTQIAP+ people.



FREEPIK

Ensure any 2SLGBTQIAP+ specific programs are accessible to disabled people and people with disabilities.

Recommendation informed directly by participants

Significant discussions took place throughout the consultations that indicated that there is a large crossover between 2SLGBTQIAP+ people and disabled people and people with disabilities. When the City hosts 2SLGBTQIAP+ specific programs, it is fundamental that these programs are accessible to all people, and that unique considerations regarding accessibility are kept in mind.

Ensure 2SLGBTQIAP+ specific programs are early in the day to allow for families to participate.

Recommendation informed directly by participants

The family event that was hosted as part of these consultation activities was incredibly well attended, and both 2SLGBTQIAP+ and allied families expressed immense joy at being able to find opportunities for their children to exist in 2SLGBTQIAP+ spaces.

In developing and hosting programs for 2SLGBTQIAP+ people in Regina, the City needs to consider the interest of families in participating. Hosting events too late in the evening means that many families aren't able to attend.

Collaborate with Two-Spirit and/or Indigenous groups to host programming and spaces that are specifically designed to support Two-Spirit communities.

Recommendation informed directly by participants

2SLGBTQIAP+ Indigenous people suggested that the City create cultural programming with Two-Spirit Elders or Elders who are Two-Spirit affirming. This would provide opportunities for urban Two-Spirit people to access ceremonial spaces in Regina. Participants expressed an interest for 2SLGBTQIAP+ specific programs, and the same rings true for Two-Spirit communities.

Throughout existing Indigenous programs and spaces led by the City, it is also important that those involved, especially Elders, are welcoming and inclusive of Two-Spirit and 2SLGBTQIAP+ Indigenous people. Two-Spirit and Indigenous 2SLGBTQIAP+ people should be invited and embraced to participate in the work of Reconciliation Regina, and other cultural and Indigenous initiatives.

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.

Ivy + Dean Recommendation

Similarly to gendered spaces, trans and gender non-conforming children and adults should be able to access gendered programming that feels best for them. Trans and non-binary people may prefer one gendered space over others, often relating to their sense of safety and comfort in those spaces.

Host non-gendered equivalents of leisure and recreation programs for people of all ages.

Recommendation informed directly by participants

Parents of non-binary children shared frustrations at their children aging out of non-gendered leisure and recreation programming. The City of Regina should implement non-gendered equivalents for programs for people other than only young children.

When identifying programs to pilot, the City should focus on programs that were described as priorities for participants, including aquatic programs, fitness spaces and equipment for those who've been traditionally excluded from those spaces, and arts and culture programs.

Seek out community facilitators / instructors who would facilitate 2SLGBTQIAP+ specific programming.

Recommendation informed directly by participants

2SLGBTQIAP+ community members want those that teach City leisure and recreation programs to have similar lived experiences as they do. The City should make efforts to recruit and hire 2SLGBTQIAP+ people in Regina to facilitate programs and activities, which will provide a sense of safety and comfort to those who are nervous about experiencing homophobia or transphobia from instructors.

Indicate in the leisure / recreation guide which community facilitators / instructors have participated in a Positive Spaces Network training.

Recommendation informed directly by participants

In addition to hiring more facilitators and instructors who are part of the 2SLGBTQIAP+ community, existing facilitators and instructors who have taken Positive Spaces Network training should be identified as such in the leisure guide.



Leverage the Public Library's role as an inclusive space for many 2SLGBTQIAP+ people, and increase visiting hours.

Ivy + Dean Recommendation

Community members shared their love of the Regina Public Library throughout consultations, explaining that it was an inclusive and welcoming space for 2SLGBTQIAP+ people. Two-Spirit people and 2SLGBTQIAP+ youth also shared that they often had a hard time finding safe spaces to go downtown in Regina in the evenings.

Considering this, the City of Regina should leverage the Library's role as an inclusive space and increase visiting hours on weekends past 5pm. This could potentially be a venue and time for the City to host 2SLGBTQIAP+ specific programming.

Create spaces for 2SLGBTQIAP+ specific programming that does not include police presence or symbols of police.

Recommendation informed directly by participants

Community members reported negative experiences with police, and feeling unsafe around police or symbols of police. 2SLGBTQIAP+ people, particularly trans, non-binary and 2SLGBTQIAP+ people of colour, experience police violence at an increased rate compared to other groups. Because of this, spaces that are designed to be inclusive of 2SLGBTQIAP+ people should generally lack police presence and symbols of police.

When implementing 2SLGBTQIAP+ specific programming, the City should aim to do so in police-free spaces.

MN22-4: 5c. Create priority facility booking and/or permit process for 2SLGBTQIAP+ community events

Encourage City programming, rec centre and community centre staff to collaborate with 2SLGBTQIAP+ organizations to host events and programs in City spaces.

Recommendation informed directly by participants

2SLGBTQIAP+ CSOs expressed interest in collaborating with the City on promoting more inclusive spaces. The City should take advantage of this willingness and encourage City programming departments to seek out partnerships with 2SLGBTQIAP+ organizations.

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.

Recommendation informed directly by participants

The majority of 2SLGBTQIAP+ organizations are volunteer-run, meaning that they often lack capacity and funds to plan additional activities or events outside of their regular programming. Despite this, they are keen to support the City in encouraging 2SLGBTQIAP+ community members to spend time in City facilities and spaces.

The City should provide small event grants or bursaries to community groups that serve marginalized communities in exchange for hosting 2SLGBTQIAP+ specific programming in City facilities.

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.

Ivy + Dean Recommendation

2SLGBTQIAP+ CSOs reported difficulty in navigating the myriad of ways that they have to book City facilities or apply for permits. Groups described feeling confused at all the different documents or paperwork they may need to complete, and how these bureaucratic processes especially hindered volunteer-run organizations who may not have the resources or time to follow through.

By identifying a staff member who can support organizations in booking facilities or getting permits, the City could see an increase in facility use and community events. Meanwhile, event organizers and volunteers will experience reduced stress during their planning, leaving them to focus instead on providing services and events to the communities they serve.

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

Remove the age identify for adults, as well as the requirement for two adults, in the definition of family used for admissions.

Recommendation informed directly by participants

Families in Regina are expansive and do not only include two adult families. Families might include parents under 25, fewer than two parents, and more than two parents, and more. While participants reported that they had generally not had issues with City staff questioning their family in the case of a family admission, some did express that it felt alienating to see a definition of family that excludes their own.

The City should remove the requirements for two adults as well as the age requirement, and instead use language such as "at least one caregiver", which would allow for young parents (including those who are under 18, and therefore, not "adults"), as well as both single parents and more than two parent families.



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If admission is based on household, change the name of “Family Admission” to “Household Admission”.

Ivy + Dean Recommendation

Family and household mean two different things, and while there is often overlap, many families exist throughout multiple households.

To capture the spirit of this admission type, the City should change the name to "Household Admission", which would maintain an 8-person group, without labelling those who don't "fit" in that group structure as "not a family".

Adopt and promote a more expansive understanding of family for staff across program development purposes.

Ivy + Dean Recommendation

The definition of family for purpose of admission is alienating for some families who see an ill-fitting definition. If those responsible for developing and hosting family programs in Regina also use this definition, it means that City programs aren't being created with all families in mind.

The City should implement a clear and expansive descriptions of family and distribute amongst programming departments. This will lead to programs being more responsive to the needs of all people who live in Regina, and not only those in traditional families.

Adopt a “Group Admission” which would allow for families who are in multiple households or chosen families to still use facilities or programs together.

Ivy + Dean Recommendation

Regina families offered clear examples of how their families are more expansive than only a traditional family or one household. One family we heard from shared about their family being spread across multiple households, with step parents. Another talked about their friends in polyamorous families, with more than two partners. Another described a family made up of parents, grandparents, and aunties.

With this in mind, the City should adopt a group admission option that would allow for chosen families to access and use facilities together. This admission type could allow for multiple households, and for childless families.

Other Recommendations

Recommendations Relating to Local Governance

Pursue / recruit 2SLGBTQIAP+ inclusion on City committees.

Recommendation informed directly by participants

The impacts of lack of representation for 2SLGBTQIAP+ community members should be addressed through multiple approaches. As discussed in the recommendations regarding the City as an Employer, hiring 2SLGBTQIAP+ people can help improve this gap. However, community members also shared a frustration at City committees that seemed to be composed of only non-2SLGBTQIAP+ people.

The City should make efforts to recruit 2SLGBTQIAP+ inclusion on City committees. This can be done through targeted recruitment, and through integrating 2SLGBTQIAP-inclusion measures across committees, such as encouraging committee members to include their pronouns on their listings in the Meeting Portal.



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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.

Recommendation informed directly by participants

Both 2SLGBTQIAP+ and allied community members expressed the hurt they experienced when witnessing the debate and discourse that took place in July 2021 around conversion therapy in the City. People feel unsafe, ignored, and disrespected by their City government because of this situation.

The City's choice to offer an apology and acknowledgement of harm could go an immensely long way in beginning to redevelop trust and a sense of community for 2SLGBTQIAP+ and allied people. It could also signal to community members that the City takes their commitment to diversity and community safety seriously.

In future consultation activities, invite 2SLGBTQIAP+ and other organizations that serve marginalized communities to host their own discussions.

Ivy + Dean Recommendation

Research survey respondents indicated that traditional kinds of consultation activities that the City undertakes lack meaningful and safe options for 2SLGBTQIAP+ and other marginalized people to participate. Many participants shared that this consultation process was the first time that they felt really engaged by the City as members of the 2SLGBTQIAP+ community.

Findings suggest that 2SLGBTQIAP+ people don't feel comfortable engaging in traditional consultations. The City should identify consistent expectations for both internal and external consultants to be inviting community organizations to host their own consultation activities related to topics the City is exploring. Potentially, this could be done through a standing interagency group made up of community organizations serving marginalized people, acting as a community consultation steering board for the City.

Ensure that the Mayor, City Manager and Council meet regularly with 2SLGBTQIAP+ organizations and groups.

Recommendation informed directly by participants

2SLGBTQIAP+ CSOs discussed the positive impact it had on them when Regina's current Mayor reached out to begin a relationship with them. This helped organizations feel considered and understood.

The City Manager should make meaningful efforts to meet with 2SLGBTQIAP+ organizations regularly, which could help rebuild relationships that have been tense following July 2021. City Administration should also strongly encourage the Mayor and Council to do the same.

Consider appointing a Special Advisor to the Mayor on 2SLGBTQIAP+ issues.

Ivy + Dean Recommendation

Community members, both 2SLGBTQIAP+ and allied, report feeling as though there is a lack of understanding from Council about how 2SLGBTQIAP+ communities experience living and working here.

Applying a similar framework as the Prime Minister of Canada did in 2016 when the Federal government was working to build strong relationships with 2SLGBTQIAP+ communities, the Mayor could appoint a Special Advisor on 2SLGBTQIAP+ issues. This Advisor would have a deep understanding of the 2SLGBTQIAP+ community sector in Regina, a strong grasp on municipal city issues, and would be able to act as a liaison between the community and the Mayor's office.

Strike and maintain a 2SLGBTQIAP+ advisory group for City administration.

Ivy + Dean Recommendation

Throughout this work, it became abundantly clear that no one person can speak with full authority about what is best for the 2SLGBTQIAP+ community in Regina. The Reference Group that has provided guidance for Ivy + Dean for this project has been instrumental in ensuring meaningful intersectionality and developing comprehensive strategies for engaging with community.

The City should formally strike a paid Advisory Group on 2SLGBTQIAP+ issues for City Administration. We recommend transitioning the existing Reference Group to an interim Advisory Group, and doing a promoted, month-long open call for applicants to join a permanent Advisory Group next fiscal year. Existing Reference Group members could support the City in identifying members for the first permanent Advisory Group.

Recommendations Relating to Transit

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.

Ivy + Dean Recommendation

Transit was the most discussed City-related social issue amongst 2SLGBTQIAP+ people. While the City recently released a Regina Transit Master Plan, 2SLGBTQIAP+ communities are not mentioned once throughout this document. This community engagement work indicates that 2SLGBTQIAP+ people have unique perspectives that could have contributed meaningfully to this plan, and providing a follow up appendix, even just incorporating findings from this report and this project's jurisdictional scan, could ensure that those working to address gaps within transit at the City incorporate 2SLGBTQIAP+ realities.

Any review of the transit system needs to include voices of 2SLGBTQIAP+ people, particularly those who have intersectional lived experiences of both gender and sexual diversity, as well as disability.



Provide targeted 2SLGBTQIAP+ inclusion training to transit staff, including accessible transit staff.

Recommendation informed directly by participants

Employees expressed concerns that existing 2SLGBTQIAP+ inclusion training isn't adequately educating all staff who need to learn more about gender and sexual diversity. Meanwhile, employees also indicated that there is a divide between office workers and operational workers in terms of accessing information about training and workplace diversity initiatives.

Considering these findings, P&OC should work to co-develop unique training that addresses experiences of 2SLGBTQIAP+ riders of transit for provision to transit staff and operators. It is vital that any training includes accessible transit operators, and incorporates education about the intersection of 2SLGBTQIAP+ identity and disability.

Develop a “Supporting 2SLGBTQIAP+ Riders” resource for transit staff.

Ivy + Dean Recommendation

Operational staff reported having a difficult time accessing learning opportunities or other inclusion activities because of the requirement to leave their assigned post for long periods of time, without support from managers. Implementing a second approach to education for transit staff will mitigate this barrier, by providing opportunities for transit operators to learn on their own time, if they're unable to access a training session.

The City should identify internal employees within Social Inclusion and Transit who can work together to develop an educational resource about how transit staff can support 2SLGBTQIAP+ riders. It is important that any resource is developed or reviewed by people who are knowledgeable about 2SLGBTQIAP+ issues, as well as issues for people with disabilities.

Recommendations Relating to Houselessness

Ensure the inclusion of 2SLGBTQIAP+ voices in any plans or reports related to housing or addressing houselessness in Regina.

Ivy + Dean Recommendation

Houselessness in Regina has been a big topic at City Hall and across departments for a long time. The City has a number of reports that have been written over the years about housing, including the Plan to End Homelessness released in 2019. The full technical report includes a small section about LGBTQ2S+ experiences of homelessness, but the Executive Summary lacks any mention of gender and sexual diversity.

Housing is a 2SLGBTQIAP+ issue. The City must ensure that any work done on housing includes 2SLGBTQIAP+ considerations and a 2SLGBTQIAP+ lens. This means ensuring that future committees or advisory groups on housing include a representative from organizations addressing 2SLGBTQIAP+ homelessness, and that staff working on housing files have an understanding of 2SLGBTQIAP+ issues.

Work with community partners and organizations to fill the gap of safe shelters and housing supports for 2SLGBTQIAP+ adults.

Recommendation informed directly by participants

Lulu's Lodge, a shelter for 2SLGBTQIAP+ youth, is a necessary resource for 2SLGBTQIAP+ young people navigating houselessness in Regina. It is also the only shelter in the City, for any age group, that focuses on serving 2SLGBTQIAP+ people. 2SLGBTQIAP+ adults in Regina who need access to housing resources often have to rely on mainstream community organizations, which may not provide culturally appropriate care.

The City of Regina should work with their housing partners, through the Plan to End Homelessness, to incorporate meaningful resources for 2SLGBTQIAP+ adults seeking safe shelter and housing supports.

Recommendations Relating to Policing & Addressing Violence

Identify alternatives to armed responders for mental health crises.

Recommendation informed directly by participants

Two-Spirit and Indigenous 2SLGBTQIAP+ people clearly indicated that emotional and mental health services that rely on police don't meet their needs. Additional community members, such as 2SLGBTQIAP+ youth, shared similar perspectives, providing their perspective that police don't create a sense of safety for marginalized 2SLGBTQIAP+ people, particularly trans, non-binary and 2SLGBTQIAP+ people of colour.

The City should work closely with their community partners, such as the Community Support Program, to ensure that 2SLGBTQIAP+ people, especially Two-Spirit and Indigenous 2SLGBTQIAP+ communities, have access to mental health crisis responders who are unarmed and unaffiliated with police.

Invest in supports and resources for survivors and perpetrators of violence in the 2SLGBTQIAP+ community that are alternatives from police.

Recommendation informed directly by participants

Community members shared a desire for supports to address violence within the 2SLGBTQIAP+ community without being required to call the police. 2SLGBTQIAP+ people expressed concerns that police are unable to respond to the needs of 2SLGBTQIAP+ communities, and suggested that the City of Regina should be investing in alternatives to police, such as youth programs, mental health support, accessible transit, and housing.

As older adults expressed during consultation, until the painful history of police violence and inaction with 2SLGBTQIAP+ peoples is meaningfully addressed, non-police responses to crisis within 2SLGBTQIAP+ communities is necessary to ensure that people feel safe and supported in their City.

Recommendations Relating to the 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

Pilot a 2SLGBTQIAP+ project funding stream for community organizations.

Recommendation informed directly by participants

2SLGBTQIAP+ CSOs received less than 1% of City of Regina funding in 2022. Community members in Regina report relying strongly on community organizations and programs to provide them with the social and well-being support they need. The organizations that run these programs and social supports are chronically underfunded, leading to unsustainable and unstable programs.

To help local 2SLGBTQIAP+ groups support their communities, the City of Regina should pilot a 2SLGBTQIAP+ funding stream. This funding stream should be open to 2SLGBTQIAP+ organizations, and organizations with specific 2SLGBTQIAP+ programs and services. Organizations that are not led-by or governed-by 2SLGBTQIAP+ people would need to provide a letter of collaboration / support from a 2SLGBTQIAP+ organization, to ensure that funding focuses on serving the needs of 2SLGBTQIAP+ people.

When planning this pilot funding stream, the City should put together a 2SLGBTQIAP+ community advisory group to design the funding stream and review applications. This could be the same Advisory Group recommended earlier, or a unique committee specifically for this purpose.

Ensure 2SLGBTQIAP+ representation on all grant adjudication committees, and ensure that this representation includes somebody with an understanding of the 2SLGBTQIAP+ sector in Regina.

Recommendation informed directly by participants

The individuals who serve on City of Regina grant adjudication committees have immense responsibility to distribute funding to the arts, culture, recreation and social development sectors in Regina.

Including 2SLGBTQIAP+ people on these adjudication groups will ensure that 2SLGBTQIAP+ organizations who apply will have people who understand their sector and work. This inclusion will also allow for informed grant adjudicators who can better assess whether or not funded projects will be welcoming to 2SLGBTQIAP+ people.

The City of Regina should work to purposefully recruit 2SLGBTQIAP+ people, particularly 2SLGBTQIAP+ people of colour and 2SLGBTQIAP+ people with disabilities on these adjudication committees.



FREPIK

Encourage existing seniors' organizations or programs that access City of Regina funding to provide information about their inclusion of 2SLGBTQIAP+ older adults.

Ivy + Dean Recommendation

2SLGBTQIAP+ seniors reported concerns that mainstream seniors' organizations lack the skills, interest or competency to properly consider their needs in programs, services and resources for older adults. The City of Regina can act as a facilitator to improve this gap.

As a funder, the City is well positioned to challenge seniors' organizations in considering the needs of 2SLGBTQIAP+ older adults in their programs, and to encourage collaborations between the 55+ Club, the only 2SLGBTQIAP+ seniors' group in Regina, and existing senior agencies.

Prioritize 2SLGBTQIAP+ organizations who are seeking investment in capital projects to improve infrastructure for older adults and/or people with disabilities.

Recommendation informed directly by participants

2SLGBTQIAP+ CSOs want to be able to provide accessible spaces for people with disabilities and for seniors, but the financial investment is too cumbersome for most agencies. Meanwhile, people with disabilities are wanting to participate in existing 2SLGBTQIAP+ organizations' programs, but are unable to because of a lack of accessibility.

The City of Regina should strongly encourage these 2SLGBTQIAP+ organizations to apply for City grant programs that would allow them to invest in large scale capital projects to improve accessibility in their spaces.

MN22-4: 6b. Target funding for 2SLGBTQIAP+ within ethno-racial communities

Facilitate and promote partnerships and collaborations between 2SLGBTQIAP+ and ethno-racial organizations for City-funded projects.

Ivy + Dean Recommendation

2SLGBTQIAP+ people of colour are underserved by community organizations in our City, often experiencing either racism or homophobia and transphobia when accessing services or participating in programs. While there aren't any established 2SLGBTQIAP+ BIPOC organizations in Regina, there are organizations that serve ethno-racial communities that are interested in or are already providing supports to 2SLGBTQIAP+ BIPOC communities.

The City of Regina should provide support to 2SLGBTQIAP+ and ethno-racial organizations who are seeking opportunities for collaboration and partnerships, so they can access funding for joint projects.

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.

Recommendation informed directly by participants

Because there are no established 2SLGBTQIAP+ BIPOC organizations in Regina, community members expressed fears that a 2SLGBTQIAP+ project funding stream with restrictive eligibility criteria could end up creating a situation where the only funded projects are those that have mostly white participants.

When the City implements a pilot funding stream for 2SLGBTQIAP+ organization, it's important that any criteria leaves space for BIPOC-led organizations to be able to access funding to focus on their 2SLGBTQIAP+ clients' needs and interests.

MN22-4: 6c. Require as a condition of all funding that the applicant/recipient provides services which are available and inclusive of 2SLGBTQIAP+ people

Amend the application for City funding to ask if proposed projects are open and inclusive of all people, including 2SLGBTQIAP+ communities.

Recommendation informed directly by participants

Of the City-funded organizations who responded to our survey, only one reported that a requirement for 2SLGBTQIAP+ inclusive programs and projects could impact their ability to access funding. This suggests that the community sector in Regina overwhelmingly recognizes the responsibility of the City in ensuring that the projects they fund are inclusive of all people who live in Regina.

The City should include a question regarding 2SLGBTQIAP+ inclusion of applicant organizations. Before amending the application, the City could implement a one-time funding stream for capacity building around 2SLGBTQIAP+ inclusion for community groups in Regina to be able to prepare for this future requirement.

If funding this capacity building is cost-prohibitive, the City should instead consider engaging a 2SLGBTQIAP+ organization or hiring a temporary staff member to provide consultation and support to community organizations in Regina to build capacity around 2SLGBTQIAP+ inclusion.

Any changes to City funding application requirements should be accompanied by supportive capacity building initiatives.

Ivy + Dean Recommendation

City-funded community organizations overwhelmingly agreed that their projects and organizations should be 2SLGBTQIAP+ inclusive. However, findings suggest that organizations may not have the skills and knowledge to implement tangible actions that promote 2SLGBTQIAP+ inclusion, despite wanting to do so.

To address this gap, it's important that the City of Regina accompany any changes to funding requirements or criteria with resources so organizations can realistically meet these expectations. This may include education and professional development opportunities, best practice or policy recommendation summaries, or evaluation tools to help organizations meet inclusion requirements while continuing to offer their usual programming.

Other Recommendations

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.

Ivy + Dean Recommendation

A major barrier for accessing funding by 2SLGBTQIAP+ organizations is the concern that those in charge of fund distribution don't understand the nuances and complex histories of 2SLGBTQIAP+ community groups and the sector at large.

The City of Regina should invest in professional development for existing grant and program officers at the City to gain more knowledge in the 2SLGBTQIAP+ civil society sector. The City should also seek out potential employees who have direct experience within these sectors.

Promote the existence of City staff who act as community liaisons in the City of Regina funding departments.

Recommendation informed directly by participants

Volunteer-run 2SLGBTQIAP+ CSOs reported feeling confused and overwhelmed by grant writing or funding processes, explaining that for smaller organizations, even the smallest barriers can feel like mountains to overcome.

Participants expressed a desire for designated staff to help them understand and apply for funding with the City. While these staff exist, it is clear that 2SLGBTQIAP+ groups (and potentially other volunteer-run organizations focusing on marginalized communities) don't know about them.

The City should prioritize these activities for these staff members, and promote the existence of these roles. Other funders, for example, SaskCulture and SKArts, indicate staff liaisons directly on their websites and encourage interested applicants to connect with them.



PRESSMASTER // FREEPIK

Host webinars and information sessions for community organizations in Regina to learn more about funding opportunities.

Recommendation informed directly by participants

Many 2SLGBTQIAP+ leaders were unaware of grant programs and potential funding opportunities through the City of Regina. Organizations were surprised to learn that the City has funding that they would even be eligible for.

Other funding bodies, such as the Federal government and private foundations, regularly host webinars or information sessions that promote their grant programs, and answer frequently asked questions for community organizations who are interested in applying.

The City of Regina should implement a regular webinar and information session for community organizations who are seeking funding, and should promote these webinars and information sessions on social media and through word-of-mouth.

Specifically invite 2SLGBTQIAP+ organizations to apply for City funding.

Recommendation informed directly by participants

2SLGBTQIAP+ CSOs were confused as to how they had never heard of City funding opportunities, particularly if they might be eligible for them. This suggests a communications gap for the City's grant department in reaching community organizations who are underresourced.

The City of Regina should purposefully invite 2SLGBTQIAP+ organizations to apply for funding, while ensuring to communicate that they are not guaranteed funds, and provide them with support in developing grant applications. These invitations can be made by sending emails, contacting groups over social media, and by relying on word-of-mouth from 2SLGBTQIAP+ organizations that already have partnerships with the City of Regina.



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Review The Enchanté Network's recommendations for funders regarding supporting 2SLGBTQ+ organizations.

Ivy + Dean Recommendation

The Enchanté Network, a network of 2SLGBTQIAP+ service providers across Canada, recently released a report about how funders can best support organizations. This report could help provide additional insight into the City of Regina's grant programs, and how they can better facilitate the work of 2SLGBTQIAP+ organizations in the City.

This report is available on The Enchanté Network's website.

Limitations & Considerations

MN22-4 was a comprehensive motion that required an incredibly broad consultation process, in order to seek out answers to each item described. Our team is proud of the work that we did in hearing from community members about the City's role in 2SLGBTQIAP+ people's lives. We made extensive efforts to hear from a broad range of people with different lived experiences.

While we're confident that our consultation has led us to important insights and recommendations that we know will impact the lives of 2SLGBTQIAP+ people for the better, we also acknowledge that there are some limitations and considerations with regards to this project.

Scope of Work and Timeline

Generally, for a project of this magnitude with over 14 separate consultation activities, we would have identified a longer timeline that would've allowed for deeper investigation and research, and a longer period for community outreach.

The entire consultation process, from development to collection to analysis, took place between September 2022 and February 2023 over a period of only five months. The bulk of data collection activities took place in mid/late January 2023. Because the project was partially designed by a Reference Group, the consultation activities were not finalized until mid-December, meaning that activities weren't promoted until the first week of January.

Despite the condensed timeline, we successfully hosted or facilitated more than 14 separate consultation activities that contributed to a significant body of data to review about 2SLGBTQIAP+ experiences.

Capacity of Community Organizations to Host Consultations

We were pleased to have eight community groups participate in hearing from their community about 2SLGBTQIAP+ inclusion in Regina. However, we had hoped to see as many community organizations as possible hosting their own discussion groups.

We sought out involvement from organizations that were identified by our Reference Group as serving underrepresented communities, such as Black in Sask and the Regina Open Door Society, but multiple organizations we asked to participate didn't have capacity to participate because they had other projects they had to focus on. For example, Black in Sask explained that they would have appreciated being able to participate, but were too busy with planning for Black History Month in February to host something with us in January.

As we learned throughout these consultation activities, 2SLGBTQIAP+ organizations are overwhelmingly volunteer-run and under-funded in Regina. Ironically, this is the main reason why some of these 2SLGBTQIAP+ organizations were unable to host their own consultation activities.

For future community-focused consultation projects, we anticipate inviting community organizations a lot earlier into the process, so that they can help identify and confirm schedules.

Outreach and Recruitment for Participants

Throughout the project, we connected with over 45 employees, over 105 members of the public, and over 30 community organizations. While we are satisfied with the number of participants we learned from, we're also thoughtful that there are significantly more 2SLGBTQIAP+ people and organizations serving 2SLGBTQIAP+ people who may have been interested in participating, but hadn't learned about the project in time.

Because the bulk of activities took place in January, we spent much of December doing recruitment and outreach work. December is not a good time of year to do outreach, as a lot of people are on

holidays or are directing attention to year end projects rather than starting new ones. This was made apparent when we sent out a major outreach email in mid-December, only to receive dozens of out-of-office replies.

Additionally, we were uncomfortable asking the City to rely on their social media channels for promotion of consultation activities, because of the possibility of anti-2SLGBTQIAP+ comments being made on social media networks. This meant that we relied on our company's social media following to get the word out about the project activities. We know that this helped us recruit many participants, but we also know that our social media following tends to be more people who work within the Saskatchewan non-profit sector, rather than the general public living in Regina.

Recruitment of Employees

While we did our best to communicate consultation activities to all employees, we learned part way through the project that some employees, such as seasonal, casual and term employees, may have not received communication via official employer/employee channels due to the constraints of current communication procedures at the City.

The other likelihood is that there were many employees who were simply unable to participate in ways that felt comfortable for them. While we did hear from some operational employees, including those who don't work in an office setting, the majority of employee participants worked in similar departments and similar settings.

The information we learned from participating 2SLGBTQIAP+ and allied employees was incredibly insightful. However, we also know that there are perspectives that may have been missed because of some of these constraints mentioned.

Tight-Knit and Connected 2SLGBTQIAP+ Communities

2SLGBTQIAP+ communities in Regina are diverse and include thousands of people, but 2SLGBTQIAP+ communities are also notoriously tight-knit social spaces, where many people are already familiar with one another. In developing this project, we anticipated this limitation and tried our best to mitigate it. However, we acknowledge that this may have been a barrier for some potential participants.

As experienced 2SLGBTQIAP+ organizers and community leaders, a lot of the participants had worked with members of our team in other contexts, or had friendships with members of our team. We anticipated this limitation at the beginning of the project, and purposefully sought out professionals to join the project team without extensive relationships within the 2SLGBTQIAP+ community. This allowed us to ensure that throughout all consultations, no participant was required to share vulnerable stories or perspectives with people they may have close personal relationships with.

Mitigating this possibility was also why we incorporated community-hosted consultation activities, ensuring that community members who may have been uncomfortable with our team even knowing they had participated to remain completely anonymous from us.

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 the 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.



CHRISTINE SELINGER // QUEEN CITY PRIDE

Appendices

Appendix: Complete Table of Recommendations

City as an Employer

MN22-4: 4a. Including 2SLGBTQIAP+ people under all employee equity policies	
<i>Recommendations informed directly by participants</i>	
P1. Develop materials for managers on how to prepare for incoming 2SLGBTQIAP+ employees.	Ivy + Dean Recommendations
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 (respecting employee identification, email addresses, etc.) for all city staff	
<i>Recommendations informed directly by participants</i>	
P5. Create material relating to name change processes in the workplace that are available to all employees, including casual, seasonal and temporary employees.	Ivy + Dean Recommendations
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	
<i>Recommendations informed directly by participants</i>	
P9. Ensure that existing gender neutral washrooms in City Hall and other City facilities are maintained to an appropriate standard.	Ivy + Dean Recommendations
<i>A recommendation regarding the addition of gender neutral washrooms is included under MN22-4: 5a.</i>	
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.	
MN22-4: 4d. Develop expansive education for all leadership and front-line staff	
<i>Recommendations informed directly by participants</i>	
P10. Identify 2SLGBTQIAP+ employees who can work to co-develop training with existing providers, and pursue a co-facilitation model.	Ivy + Dean Recommendations
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.	<i>Reference Group Recommendations</i>
	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.

Additional Recommendations Regarding the City as an Employer	
	<i>Ivy + Dean Recommendations</i>
<p>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.</p> <p>P15. Implement an Employee Resource Group or Affinity Group for 2SLGBTQIAP+ employees.</p> <p>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.</p>	<p>C6. Offer opportunities for employees impacted by anti-2SLGBTQIAP+ discourse surrounding debates at City Council to share their stories with City Administration and leadership.</p>

City 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	
	<i>Ivy + Dean Recommendations</i>
<p>P17. Renovate older buildings to include more gender neutral washrooms and change rooms, and ensure new buildings have adequate gender neutral facilities.</p> <p>P18. Develop policy that affirms trans peoples' rights to use whichever gendered washrooms or change rooms they feel comfortable accessing.</p> <p>P19. Review registration forms and similar documents to ensure that 2SLGBTQIAP+ people can properly describe themselves and their families.</p> <p>P20. Commission local 2SLGBTQIAP+ artists to create visual art in City facilities and spaces.</p>	
MN22-4: 5b. Include 2SLGBTQIAP+ specific space/programming such as all-body swimming or gym time, all gender youth sports, etc.	
	<i>Ivy + Dean Recommendations</i>
<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>	<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>
MN22-4: 5c. Create priority facility booking and/or permit process for 2SLGBTQIAP+ community events	
	<i>Ivy + Dean Recommendations</i>
<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>	<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>

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	<i>Ivy + Dean Recommendations</i>
P31.	Remove the age identify for adults, as well as the requirement for two adults, in the definition of family used for admissions.	C10. If admission is based on household, change the name of "Family Admission" to "Household Admission".
		C11. Adopt and promote a more expansive understanding of family for staff across program development purposes.
		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.
Additional Recommendations Regarding the City as a Service Provider - Local Governance		
		<i>Ivy + Dean Recommendations</i>
P32.	Pursue / recruit 2SLGBTQIAP+ inclusion on City committees.	C13. In future consultation activities, invite 2SLGBTQIAP+ and other organizations that serve marginalized communities to host their own discussions.
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.	C14. Consider appointing a Special Advisor to the Mayor on 2SLGBTQIAP+ issues.
P34.	Ensure that the Mayor, City Manager and Council meet regularly with 2SLGBTQIAP+ organizations and groups.	C15. Strike and maintain a 2SLGBTQIAP+ advisory group for City administration.
Additional Recommendations Regarding the City as a Service Provider - Transit		
		<i>Ivy + Dean Recommendations</i>
P35.	Provide targeted 2SLGBTQIAP+ inclusion training to transit staff, including accessible transit staff.	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.
Additional Recommendations Regarding the City as a Service Provider - Houselessness		
		<i>Ivy + Dean Recommendations</i>
P36.	Work with community partners and organizations to fill the gap of safe shelters and housing supports for 2SLGBTQIAP+ adults.	C18. Ensure the inclusion of 2SLGBTQIAP+ voices in any plans or reports related to housing or addressing houselessness in Regina.
Additional Recommendations Regarding the City as a Service Provider - Policing & Addressing Violence		
		<i>Ivy + Dean Recommendations</i>
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.	
City 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	<i>Ivy + Dean Recommendations</i>
		<i>Ivy + Dean Recommendations</i>
P39.	Pilot a 2SLGBTQIAP+ project funding stream for community organizations.	C19. Encourage existing seniors' organizations or programs that access City of Regina funding to provide information about their inclusion of 2SLGBTQIAP+ older adults.
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.	
P41.	Prioritize 2SLGBTQIAP+ organizations who are seeking investment in capital projects to improve infrastructure for older adults and/or people with disabilities.	

MN22-4: 6b.	Target funding for 2SLGBTQIAP+ within ethno-racial communities
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><i>Recommendations informed directly by participants</i></p> <p>Ivy + Dean Recommendations</p> <p>C20. Facilitate and promote partnerships and collaborations between 2SLGBTQIAP+ and ethno-racial organizations for City-funded projects.</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
P43. Amend the application for City funding to ask if proposed projects are open and inclusive of all people, including 2SLGBTQIAP+ communities.	<p><i>Recommendations informed directly by participants</i></p> <p>Ivy + Dean Recommendations</p> <p>C21. Any changes to City funding application requirements should be accompanied by supportive capacity building initiatives.</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>	<p>Additional Recommendations Regarding the City as a Funder</p> <p><i>Recommendations informed directly by participants</i></p> <p>Ivy + Dean Recommendations</p> <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>

Appendix: Short Term Priorities

Upon reviewing the complete list of recommendations, we were asked by the City of Regina to identify short term priorities.

The 2SLGBTQIAP+ Reference Group was consulted to identify these priorities. While the list included here are the recommendations that the Reference Group felt would be the most urgent to address, and the most impactful immediately, it is important to note that the Reference Group expressed concern that by reducing these recommendations to "short term priorities", that other recommendations would be ignored.

This list is not meant to be a list of recommendations that are more important than others. All recommendations are important, however the recommendations that are listed here were identified by the Reference Group and Ivy + Dean as being urgent.

Priority Recommendations - Short Term	
C3	Write into policy that trans and gender diverse employees have the right to access washrooms and change rooms they are most comfortable in.
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.
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.
C6	Offer opportunities for employees impacted by anti-2SLGBTQIAP+ discourse surrounding debates at City Council to share their stories with City Administration and leadership.
P18	Develop policy that affirms trans peoples' rights to use whichever gendered washrooms or change rooms they feel comfortable accessing.
P29	Encourage City programming, rec centre and community centre staff to collaborate with 2SLGBTQIAP+ organizations to host events and programs in City spaces.
P30	Provide event grants to 2SLGBTQIAP+ and other groups led by marginalized communities to be able to host their own programs or events in City spaces.
C11	Adopt and promote a more expansive understanding of family for staff across program development purposes.
P31	Remove the age identify for adults, as well as the requirement for two adults, in the definition of family used for admissions.
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.

Priority Recommendations - Short Term	
P35	Provide targeted 2SLGBTQIAP+ inclusion training to transit staff, including accessible transit staff.
P36	Work with community partners and organizations to fill the gap of safe shelters and housing supports for 2SLGBTQIAP+ adults.
C18	Ensure the inclusion of 2SLGBTQIAP+ voices in any plans or reports related to housing or addressing houselessness in Regina.
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.
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.
P44	Promote the existence of City staff who act as community liaisons in the City of Regina funding departments.
P46	Specifically invite 2SLGBTQIAP+ organizations to apply for City funding.

Terms of Reference

2SLGBTQ+ Reference Group

Purpose

This document supports the administration and provides direction on the operation of the 2SLGBTQ+ Reference Group. The Group will provide expert advice to Ivy + Dean Consulting on the design and implementation of the **2SLGBTQ+ Communities Engagement Project** with the City of Regina. The Group serves in an advisory capacity only and does not have decision making authority.

Scope

This document guides the selection and implementation of the Group including; composition, roles and responsibilities, qualifications, time commitment, membership term length, honorarium, quorum, decision making, and confidentiality.

Reporting

The Group shall report to Ivy + Dean Consulting.

Composition

The Group is composed of up to 15 members.

- **Chairperson** - The Lead Consultant of the project will chair the Group
- **City Member(s)** - Between one and three members of the Group shall be City staff members, at least one of whom must be within scope
- **Organizational Members** - Shall include one member representative of each of the following community organizations: UR Pride Centre, Queen City Pride, TransSask, GLCR, Newo Yotina Friendship Centre's 2SLGBTQ+ Support Group
- **Community Members** - Between three and six members of the Group shall be community members based in Regina. Community members will be chosen to represent a variety of experience within touching on items listed in Appendix A.

Roles & Responsibilities

All members will be expected to:

- Sign the Reference Group Member Agreement;
- Abide by the City of Regina's Code of Conduct;
- Maintain confidentiality of the Reference Group;
- Prioritize the dignity and spirit of the project;
- Be honest and transparent while working towards consensus and compromise on decisions

The **Chairperson** is a non-voting member and is responsible for keeping the Group on task, providing context and information of the project expectations and ensuring decisions are made in consideration of the goals of the project. The Chairperson will facilitate Group Member selection, oversee the scheduling of meetings, and the preparation of documentation.

The **City Member(s)** are voting members who are responsible for providing informed insight into the experiences of 2SLGBTQIAP+ people who work at the City of Regina, and for providing feedback about how the project can meaningfully engage with 2SLGBTQIAP+ people who work or may work in the future at the City of Regina.

The **Organizational Members** are voting members who are responsible for providing informed insight into the experiences of the 2SLGBTQIAP+ people they serve in Regina, and for providing feedback about how the project can meaningfully engage with 2SLGBTQIAP+-serving organizations in Regina.

The **Community Members** are voting members who are responsible for providing informed insight into the intersection of their specific field of expertise and the experiences of 2SLGBTQIAP+ people.

Qualifications

All Group Members shall:

- Be eighteen years of age or older, self identify as 2SLGBTQIAP+, and be based in Regina or the surrounding area;
- Have good communication and interpersonal skills; and
- Have the ability to analyze information and participate in making recommendations through Group consensus.

City Members shall:

- Be currently employed by the City of Regina;

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2138 McIntyre Street

Yellowknife Office
200 - 5112 52nd Street

- Have understanding of workplace barriers for 2SLGBTQIAP+ people at the City of Regina; and
- Be supported by their manager to participate on this Group as part of their existing role.

Organizational Members shall:

- Be endorsed by the organization they represent at the Group;
- Have a broad understanding of the experiences and needs of 2SLGBTQIAP+ people the organization serves; and
- Have authority to make decisions regarding the participation of the organization in the project.

Community Members shall:

- Have professional expertise related to one or more of the following:
 - Human Resources;
 - Social work with youth;
 - Social work with families;
 - Indigenous social work;
 - Community work with Indigenous communities;
 - Community work with BPOC communities;
 - Recreation and sport;
 - Facilities and maintenance;
 - Gerontology or work with seniors;
 - Law;
 - Fund development; and/or
 - Community-led research.
- Have understanding of 2SLGBTQIAP+ communities and issues.

Meeting & Communication Format

All virtual meetings shall include live transcribing.

Any deadlines should be included the subject line of any email correspondence among the Reference Group.

Time Commitment

The Group will meet a minimum of six (6) times from October 2022 to March 2023. The length of the meetings will be dependent on discussions held. The Group will also be expected to review and provide feedback on documentation or project work outside of meetings. Administration may schedule additional meetings as required.

Membership Term Length

The length of the term on the 2SLGBTQ+ Reference Group shall be from October 2022 to March 2023.

Honorarium

The **Chairperson** and **City Members** shall not be remunerated for their time on the Group.

Organizational Members shall be provided with an honorarium of \$50 per meeting, payable to the Organization they represent.

Community Members who are receiving employment earnings to take part in the Group are not eligible for an honorarium. If a Community Member is self-employed or is not receiving employment earnings to take part in the Group shall be provided with an honorarium of \$50 per meeting.

Quorum

Quorum is achieved when 50% + 1 members of the Group are present. Final decisions and recommendations made by the Group, however, cannot be made unless all Group Members have had an opportunity to review those recommendations and have their input considered.

Group Members who are not in attendance of meetings shall be encouraged to provide feedback within five (5) business days of receiving notice of the proposed recommendations. Ivy & Dean will try to encourage the City of Regina to include feedback beyond deadlines, however, it should be noted that the City may decide not to implement feedback provided after the deadline.

Confidentiality

- All deliberations, discussions, and preliminary decisions of the Group are confidential
- No decisions of the Group shall be communicated to any parties until they are made public by Ivy + Dean Consulting or the City of Regina.
- Any questions regarding confidentiality or questions from the public regarding the Group deliberations and decisions must be forwarded to the Group Chairperson.

Decision Making

Group Members are expected to work together to come to a consensus on recommendations or decisions.

If a decision cannot be reached, a simple vote of Group Members may be called at the discretion of the Chairperson.

Resignation

Group Members must provide signed letters of resignation should they be unable to complete their role as a Group member for whatever reason.

Removal

The Chairperson may dismiss a member of the Group if it is deemed that they are not abiding by these Terms of Reference.

Vacancies

Depending on the timing and number of vacancies, the Chairperson shall determine whether to proceed with the number of existing Group Members or to solicit new members to the Group.

SOGIE Glossary

This glossary was developed by i+d as part of their **Queer & Trans Equity** workshops and trainings.

All definitions and terms are defined by Jacq Brasseur, CEO & Principal Consultant, unless otherwise specified. It is important to remember that these definitions are just a starting point, and that different people understand words differently.

Furthermore, these terms have been defined in a particular sociocultural context, one that is entrenched in colonial, Eurocentric practices and perspectives. Please consider seeking additional information from anti-racist and anti-colonial SOGIE organizers and educators.

This glossary was last updated on **February 16th 2023** and we urge readers to remember that language shifts and evolves constantly within 2SLGBTQ+ communities. To suggest a correction or change, please contact us.

Note: If you would like to use a portion or the entirety of this document for any purpose other than personal use, please contact us to inquire.

Affectionality

See romantic orientation.

Agender

Agender is an adjective used to describe a person who feels as though they are genderless.

Androgynous

Androgynous is a term used to describe a collection of behaviours, objects, appearances, or attitudes that include both masculine and feminine components, or a combination of both. It is important to note that what is or is not considered androgynous by any person is often intimately tied to a person's culture and to a specific time period, meaning that there is often disagreement amongst individuals about what is or is not androgynous.

Aromantic

Often shortened to aro, aromantic is a term used to describe people who experience little to no romantic attraction. It is important to recognize that aromanticism is a spectrum, and includes a wide range of experiences related to lacking romantic attraction. An aromantic individual may be asexual, or may have a different sexual orientation.

Asexual

Often shortened to ace, asexual is a term used to describe people who experience little to no sexual attraction. It is important to recognize that asexuality is a spectrum, and includes a wide range of experiences related to lacking sexual attraction. An asexual individual may be aromantic, or may have a different romantic orientation.

Assigned sex at birth

Assigned sex at birth refers to the sex (and usually gender) a person was assigned at birth, usually based on the outward appearance of their genitals.

Biromantic

Biromantic is a term used to describe people who experience romantic attraction to people of the same or different gender than themselves.

Bisexual

Coined in a similar medicalized context as the term 'homosexual', bisexual was originally a term used to describe a person who experiences sexual attraction to both people of the same gender and people of other genders. While the term is sometimes defined as attraction to both men and women, this definition is overwhelmingly challenged by most bisexual scholars and theorists. Today, many bisexuals understand the prefix bi- to refer to a combination of hetero- and homo-, meaning that bisexuality is an attraction to both the same gender ("homo-") and different genders ("hetero-").

Boy

Boy is a noun generally used to describe a young person who identifies as part of the binary, masculine gender category. How any person understands the term 'boy' will differ depending on their social, religious or cultural context.

Cisgender

Coined in the 1990s but popularized by Julia Serano in her book *Whipping Girl*¹, cisgender is an adjective used to describe a person who is the same gender that they were assigned at birth. Florence Ashley describes cisgender as a gender modality, rather than a gender itself. The term includes the prefix "cis-", which can be interpreted as meaning "on the same side of" in Latin.

Cissexism

Referring to a kind of structural form of oppression, cissexism is the systemic force that prioritizes cisgender people over transgender and non-binary experiences.

Demiromantic

Considered a part of the aromantic spectrum, demiromantic is a term used to describe a person who experiences romantic attraction to a person only when they have developed an intimate emotional bond with them.

Demisexual

Considered a part of the asexual spectrum, demisexual is a term used to describe a person who experiences sexual attraction to a person only when they have developed an intimate romantic bond with them.

Female

When referencing a human's biological sex, female is a term used to describe a person who has XX chromosomes, produces ova, and generally who has an internal reproductive system

¹ Julia Serano - Julia Serano's compendium on cisgender, cissexual, cissexism, cisgenderism, cis privilege, and the cis/trans distinction <http://juliaserano.blogspot.com/2014/12/julia-seranos-compendium-on-cisgender.html>

including a vagina, a uterus, ovaries and fallopian tubes. It is important to note that people are often assigned female based on the appearance of a vulva as their external genitalia. This happens despite the fact that some people may have a vulva, but not have XX chromosomes, produce ova or have other characteristics generally understood as part of a female reproductive system.

Feminine

Feminine is a term used to describe behaviours, objects, appearances, or attitudes that are socially accepted as being traits associated with women or girls. It is important to note that what is or is not considered feminine by any person is often intimately tied to a person's culture and to a specific time period, meaning that there is often disagreement amongst individuals about what is or is not feminine.

Gay

Gay is an adjective often used as an umbrella term to describe a person who is sexually and/or romantically attracted to people of the same gender. Originally used to only refer to men who were exclusively sexually attracted to other men, the term has been adopted by many as a catch-all term to include any person who is not heterosexual. Some people amongst the 2SLGBTQ+ community disagree on whether or not this is an appropriate use of the term.

Gender

Gender, sometimes redundantly referred to as gender identity, refers to the way a person identifies with regards to the social and cultural categories of "woman", "man" or other words. According to the World Health Organization, "[g]ender refers to the characteristics of women, men, girls and boys that are socially constructed. This includes norms, behaviours and roles associated with being a woman, man, girl or boy, as well as relationships with each other. As a social construct, gender varies from society to society and can change over time."²

Gender attribution

Gender attribution refers to the way that other people assign a gendered category to us, based on a shared sociocultural understanding of gender. Gender attribution was studied and explored extensively by Suzanne J. Kessler & Wendy McKenna in their book *Gender: An Ethnomethodological Approach*³.

Gender expression

Gender expression refers to how a person chooses to express their gender through their appearance, clothing, mannerisms and more.

Genderfluid

Genderfluid is an adjective used to describe a person who feels as though their gender ebbs and flows over time. A person may identify as just "genderfluid", or may use the term as an addendum to another gender such as "genderfluid woman" or "genderfluid man".

² World Health Organization - Gender and health https://www.who.int/health-topics/gender#tab=tab_1

³ Kessler, S. J. & McKenna, W. - Gender: An Ethnomethodological Approach. <https://press.uchicago.edu/ucp/books/book/chicago/G/bo3629888.html>

Gender modality

Proposed by scholar Florence Ashley⁴, gender modality refers to how a person's assigned gender relates to their current gender. For instance, a person who was assigned male at birth and identifies as a woman may have a *transgender* gender modality, while a person who was assigned female at birth and identifies as a woman may have a *cisgender* gender modality. Both of these people's genders are *woman*, however their relationship to their gender (i.e. womanhood) may differ.

Gender neutral

Gender neutral is a term used to describe behaviours, objects, appearances, or attitudes that are not necessarily associated with any gender. This is different from androgyny, in that gender neutral is not associated with any gender, rather than a combination of genders.

Genderqueer

Genderqueer is an adjective used to describe a person who identifies as having a gender that disrupts societal understandings of gender and gender expression. A person may identify as just "genderqueer", or may use the term as an addendum to another gender such as "genderqueer woman" or "genderqueer man".

Girl

Girl is a noun generally used to describe a young person who identifies as part of the binary, feminine gender category. How any person understands the term 'girl' will differ depending on their social, religious or cultural context.

Heterocissexism

Referring to a kind of structural form of oppression, heterocissexism is the combined systemic forces of heterosexism and cissexism that prioritizes cisgender, straight people over transgender, non-binary and 2SLGBTQIAP+ people.

Heterosexism

Referring to a kind of structural form of oppression, heterosexism is the systemic force that prioritizes straight people over people who gay, lesbian, bisexual, pansexual and other sexual minorities.

Heterosexual

Originally used to describe a pathologized obsessive attraction to people of the 'opposite' sex, the term heterosexual is modernly used to refer to any person who experiences attraction to genders different than their own. Hetero- is a Latin prefix meaning "different".

Homosexual

Originally coined in a medicalized context to describe same sex attraction as a psychological disorder, the term homosexual is modernly used to refer to any person who experiences attraction to the same gender as their own. Homo- is a Latin prefix meaning "same". Some people find this term offensive or triggering due to its history as a medical term used to institutionalize or criminalize LGBTQ+ people.

⁴ Florence Ashley - 'Trans' is my gender modality: A modest terminological proposal.
https://www.florenceashley.com/uploads/1/2/4/4/124439164/florence_ashley_trans_is_my_gender_modality.pdf

Intersex

According to InterACT, “[i]ntersex is an umbrella term for differences in sex traits or reproductive anatomy. Intersex people are born with these differences or develop them in childhood. There are many possible differences in genitalia, hormones, internal anatomy, or chromosomes, compared to the usual two ways that human bodies develop.”⁵

Lesbian

Lesbian is a term that, historically, has meant to describe any woman who is sexually and/or romantically attracted to people of the same gender, while the term today is generally used to describe women who are exclusively sexually and/or romantically attracted to other women. Today, people who identify as lesbians often disagree on who the term includes, for example, whether the term includes non-binary people who are attracted to women, people who are attracted to women and non-binary people, or women who are attracted to women but may experience attraction to other genders from time to time. It is important to remember that the term “lesbian” has a complex, rich and political history, and may mean different things to different people who identify with the term.

Male

When referencing a human’s biological sex, male is a term used to describe a person who has XY chromosomes, produces sperm that fertilize ova, and generally who has an external reproductive system including testicles, scrotum and a penis. It is important to note that people are often assigned male based on the appearance of a penis and scrotum as their external genitalia. This happens despite the fact that some people may have a penis, but not have XY chromosomes, be able to produce sperm or have other characteristics generally understood as part of a male reproductive system.

Man

Man is a noun generally used to describe an adult person who identifies as part of the binary, masculine gender category. How any person understands the term ‘man’ will differ depending on their social, religious or cultural context.

Masculine

Masculine is a term used to describe behaviours, objects, appearances, or attitudes that are socially accepted as being traits associated with men or boys. It is important to note that what is or is not considered masculine by any person is often intimately tied to a person’s culture and to a specific time period, meaning that there is often disagreement amongst individuals about what is or is not masculine.

Monoromanticism

Monoromanticism is used as an umbrella term to describe any affectionality that involves a romantic attraction to only one gender, such as gay or straight.

Monosexuality

Monosexuality is used as an umbrella term to describe any sexuality that involves a sexual

⁵ InterACT - Frequently Asked Questions: What is the definition of intersex?
<https://interactadvocates.org/faq/#definition>

attraction to only one gender, such as gay or straight. Mono- is an ancient Greek prefix meaning “one”.

Non-binary

When referring to gender, non-binary is an adjective used to describe a person whose gender is neither “man”/“boy” nor “woman”/“girl”. In most Eurocentric societies, gender is seen as a binary social system, meaning that non-binary people identify as falling outside of this binary.

Pansexual

Popularized in the late ‘90s, pansexual is a term used to describe people who experience an attraction to all genders or to people irregardless of their gender. Sometimes described simply as ‘gender blindness’, the prefix pan- is Latin for “all”.

Personal pronouns

Personal pronouns refer to the words a person uses to refer to themselves in the third person.

Polyamory

Polyamory refers to a practice where a person may have multiple, concurrent, consensual romantic and/or sexual partnerships. This may also be referred to as ethical non-monogamy. Polyamory should not be confused with polygamy, which refers to multiple marriages, or confused with cheating, which refers to the practice of engaging in a romantic and/or sexual relationship with another person without your partner's consent.

Polyromanticism

Polyromanticism is used as an umbrella term to describe any affectionality that involves a romantic attraction to only one gender, such as panromantic or biromantic.

Polysexuality

Polysexuality is used as an umbrella term to describe any sexuality that involves a sexual attraction to more than one gender, such as pansexual or bisexual. Poly- is an ancient Greek prefix meaning “many”.

Queer

Originally used to describe things that are considered weird, strange or bizarre, the term queer became known as a slur used against gender and sexually diverse people in the early 1900s. Around the 1990s, many LGBTQ and AIDS organizations began using the term queer in a type of reclamation process, eventually leading to the common phrase: “We’re Here, We’re Queer, Get Used to It!”

Today, the term is used in different ways by people within the 2SLGBTQ+ community, most common as an umbrella term to refer to any person who is not heterosexual (straight) and cisgender. Some people use it as a political identity to refer to a sexual or gender identity that actively challenges or disrupts society norms around SOGIE. The term is also often used in academic or scholarly contexts while referencing the field of queer studies.

While many in the 2SLGBTQ+ community continue to reclaim the term, it is important to note that there are many people who are offended, harmed and triggered by the term.

Relationship Dynamic

Relationship dynamic refers to how a person decides to have personal, romantic or sexual partnerships with other people.

Romantic orientation

Romantic orientation refers to how a person experiences romantic attraction to other people.

SOGIE

SOGIE is an acronym used for sexual orientation, gender identity & expression, referring to the different aspects of a person's identity related to their sexuality and gender. SOGIESC may also be used to include the addition of sex characteristics. These acronyms do not only refer to 2SLGBTQ+ people.

Sexuality

See sexual orientation.

Sexual orientation

Sexual orientation refers to how a person experiences sexual attraction to other people.

Straight

Straight is a term used to describe a person who is sexually and/or romantically attracted to people of a different gender.

Transgender

Transgender is an adjective used to describe a person who is a gender different than the gender they were assigned at birth. Florence Ashley describes transgender as a gender modality, rather than a gender itself. Often used as an umbrella term to describe a wide range of diverse experiences of those who identify as a gender across from their assigned gender at birth, the term includes the prefix "trans-", which can be interpreted as meaning "across" in Latin.

Two Spirit

Dr. Myra Laramée explains that Two Spirit "cannot be defined."⁶

According to OUTFSaskatoon, "Two Spirit is meant to be an umbrella term that points to the important roles that Two Spirit people held prior to colonization; however, as an umbrella term, specific teachings, roles, meanings, and language must come from the community. For example a Cree 'Two Spirit' person from the plains area could go by aayahkwew (roughly translates to "neither man nor woman") while a Mohawk 'Two Spirit' person could go by Onón:wat (I have the pattern of two spirits inside my body). Furthermore, the teachings, roles, and responsibilities for a Two Spirit person differs from community to community."⁷

It is important to note that Two Spirit is a term that should only be used by Indigenous people to describe themselves. Non-Indigenous people should not use the term to refer to their own identities or experiences. That being said, some Indigenous people, particularly Elders, may choose to describe non-Indigenous people as Two Spirit when applying their own cultural worldview to help them understand other people's identities.

⁶ Two Spirit - A Movement born in Winnipeg (Video) - youtube.com/watch?v=Eu4xNUq2hGE

⁷ OUTFSaskatoon - Two-Spirit. https://www.outfsaskatoon.ca/two_spirit1

Woman

Woman is a noun generally used to describe an adult person who identifies as part of the binary, feminine gender category. How any person understands the term 'woman' will differ depending on their social, religious or cultural context.

