



Trans, Two-Spirit and Gender Diversity Task Force

Date/Time Thursday, March 4th 2020 – 1:30pm to 3:00pm

Attendees Janice Stewart, Hannah Kia, Lindi Frost, H el ene Frohard-Dourlent, Jordy Decker, Kip Chow, Sophie MacDonald, Bec Chan, Sara-Jane Finlay, Zuleka Bliss, Sasha Wiley-Shaw, A. Gonzalez, Ky Sargeant, Daniel Gallardo Zamora, Em Mittertreiner, Jesse Grimaldi, Jodey Castricano, Atmaza Chattopadhyay, Skylar Dubois, Daniel Heath Justice

Regrets

- JP Catungal
- Seren Friskie
- Harper Keenan
- Mary Ann Saunders
- Corrina Sparrow

Location **UBC-V:** Allard Hall, Room 335, 1822 East Mall, Vancouver, BC V6T 1Z1
UBC-O: EME 3112, 1137 Alumni Avenue, Kelowna, BC V1V 1V7

Background/Context: Sara-Jane

- In 2013, a task force report on Gender-based Violence and Aboriginal Stereotypes was released. This was an analysis of the UBC campus and provided recommendations. The report can be viewed [here](#).
- The Associate Vice-President of the Equity & Inclusion Office (EIO) reports to four VP's – Provost & VP Academic, VP Human Resources, VP Students and Deputy & Vice-Chancellor UBCO.
- A working group – VPSICED - was formed in 2016 to function as an advisory committee for the VPs to better understand priorities across the UBC campus relating to equity and diversity. The advisory committee made recommendations to the VPs which they could then adopt and operationalize in their various portfolios.
- The working group model used still exists and various working groups have been formed around different topics – e.g. Race and Leadership: still exists and is turning into a standing committee; Retaliation: resulted in the creation of a retaliation policy; Employment Equity: resulted in revisions to the questions to include gender diversity on the employment equity survey.



- The Trans, Two-Spirit, Gender Diversity working group met for about one year. The working group assisted in pursuing the inclusion of gender identity and gender expression into Policy 3 of UBC Policy in advance of the Canadian adoption into the Canadian Human Rights Code.
- There was a lack of resources and lack of mandate to actually “do the work” within the working group. The work was only meant to provide recommendations, which didn’t work for the group as there was a great deal of expertise and experience around the table.
- The working group made recommendations about mandate, scope, resourcing and funding which eventually have now been taken up by the provost and other VP’s in order to bring about this taskforce which responds to those recommendations.
- The scope of necessary recommendations for change were also too large for a working group model. There was a desire to form a taskforce with more resourcing to support work on campus and to provide leadership by folks with actual lived experience.
- A key difference between the working group and task force models is that the working group was intended to be short term and to only make recommendations for VP’s to act on (much more restricted scope) and didn’t really envisage a lot of consultation, thus resulting in a very limited mandate.

Vision for Taskforce: Hannah Kia

- What issue(s) facing trans, two-spirit and gender-diverse communities are you most concerned with?
- Do you have specific hopes and wishes for the task force?

Hélène will collate answers.

Community Agreement: Jesse Grimaldi

These Community Agreements aim to hold guidelines for group interaction among members of the Task Force: it is meant to be briefly reviewed at every meeting and if necessary, amended to address the evolving needs of the group.

- We recognize the diverse needs of UBCO and UBCV;
- We acknowledge the personal experience of Faculty/staff/students has an equal voice with theory, while treating personal experience with care;
- We assume we are all coming with the best intentions, with the outcome of giving back to our communities;



- We recognize and acknowledge power dynamics and knowing when to step forward/step back;
- We center marginalized voices and knowing when to step forward/step back;
- We uphold privacy and exercise consent with sharing information: we take the learning outside while keeping the stories inside;
- We strive to make a safe space for all and take care of each other through check-ins;
- We are willing to call each other in on privilege and we are willing to receive feedback when we're called in on our privilege.

The meeting was interrupted by a fire alarm, and follow-up will happen via email.