



## Trans, Two-Spirit and Gender Diversity Task Force

---

**Date/Time** Tuesday, April 21st 2020 – 1:30pm to 3:00pm

---

**Attendees** Zuleka Bliss, JP Catungal, Atmaza Chattopadhyay, Kip Chow, Jordy Decker, Skylar Dubois, H el ene Frohard-Dourlent, Lindi Frost, Sophie MacDonald, Bec Chan, Sara-Jane Finlay, Seren Friskie, Daniel Heath Justice, A. Gonzalez, Daniel Gallardo Zamora, Jesse Grimaldi, Hannah Kia, Harper Keenan, Em Mittertreiner, Mary Ann Saunders, Janice Stewart, Sasha Wiley-Shaw

---

**Regrets**

- Jodey Castricano  
Bec Chan
- Ky Sargeant

**Location** Remote: Zoom

---

### 1. Introductions

### 2. Campus Updates

- Inclusive Washroom Consultation - In partnership between EIO + facilities – consultation (survey) is currently happening – you can fill out the survey until May 15th. For more information:  
<https://facilities.ubc.ca/projects/inclusive-washrooms-at-ubc/>  
[https://ubc.ca1.qualtrics.com/jfe/form/SV\\_bp82xMGL0LnQj11](https://ubc.ca1.qualtrics.com/jfe/form/SV_bp82xMGL0LnQj11)
- New email account at EIO – [trans.inclusion@equity.ubc.ca](mailto:trans.inclusion@equity.ubc.ca) - For any queeries about trans issues - the goal is to centralize queries to make sure questions are being answered correctly and quickly. Currently meant for both campuses
- Data Governance - This group is working with UBC Senior leadership to create standards and consistency in how data is collected about students, staff and faculty. Equity & Inclusion Office has helped create Data Standards for names, pronouns, and relationships. Also working with this group to shift assumptions from everyone needing to have access to legal name. Goal is that with the new systems for students and employees (Workday), the legal name would not be shared by default very broadly, the primary piece of information shared is chosen name. Hopefully this would become the standard across the campus
- Pronouns - At the start of Summer Term 1, Canvas users will have the option of displaying their pronouns. There are some limitations to how Canvas developed this feature (only one set of pronouns per user, users have to choose from a set list) but it was determined it was enough of an improvement to be implemented



### 3. Community Agreements

Requests for the following additions:

- We honour ourselves and our bodies by giving ourselves what we need during meetings, like through stretching, taking breaks and taking time
- We create multiple ways of participating so everyone can feel good about contributing, in terms of creating visibility for all amidst existing power dynamics

### 4. Terms of Reference

- Draft terms of reference document – when proposal was put forward to VP's to form Task Force, one of the first tasks assigned was to create terms of reference
- Document provides background, context, mandate, scope and composition
- Task Force needs to create a terms of reference, return terms of reference to VPs and get their sign off
- Terms of reference reflects Task Force understanding of the need and the work that it's believed the Task Force can do in the next year or so
- Actions: Email Sara-Jane with any suggestions regarding the document

### 5. Communications to campus community on Task Force

- When Task Force was formed an initial communication was sent through UBC Today and EIO channels
- It was intended that another communication would be provided when the initial Task Force was announced, in order to close to loop and provide details regarding the composition of the Task Force
- Actions: Task Force leadership to draft communication and shared with members before release
- Actions: Task Force leadership to put together a plan for sharing member information and bring it to next meeting for discussion

### 6. Consultation and engagement with Indigenous communities on campus and beyond

- Create a smaller working group that can talk with Musqueam and other groups at UBCV and UBCO to determine what would make this a reciprocal, respectful engagement with different communities
- Janice has been in touch with Margaret Moss to coordinate work between the Task Force and the longhouse – create space, potential for collaborative events etc.
- Should also consider consultation with community groups off-campus
- Actions: If interested in participating in a sub-group doing this work, please reach out to H  l  ne



## 7. Additional opportunities to get involved beyond monthly meetings

- Third party consulting firm to do audit of campus to obtain a comprehensive and deep sense of what is going on across campus for various groups (trans, two spirit, gender diverse) amongst students, faculty and staff. Might also be an opportunity to get a sense of what is going on across campus for cis gender folks in order to compare the various experiences
- Request for proposal was sent out in early April and 2 proposals have been received
- The EIO is looking at expanding the trans education it offers
- Actions: If students are interested in adjudicating proposals that have been received from the consulting firms, please email H  l  ne if interested. It will not a huge time commitment between now and the next meeting in May
- Actions: If interested in giving feedback and/or being involved, please email H  l  ne

**Next meeting: 1 - 2:30pm, Monday, May 25th**