

Meeting #3 of the Trans, Two-Spirit and Gender Diversity Task Force

Monday, May 25, 2020

1:00 - 2:30pm

Remote (Zoom)

Present: Bliss, Castricano, Catungal, Chan, Chattopadhyay, Dekker, Dubois, Finlay, Frost, Frohard-Dourlent, Gallardo, Gonzalez, Grimaldi, Justice, Keenan, Kia, MacDonald, Mittertreiner, Saunders, Stewart

Regrets: Chow, Friskie, Sargeant, Sparrow, Wiley-Shaw

1. Land Acknowledgment

2. Introductions

3. Updates

- Pronoun feature on canvas now available. Overall positive feedback from community. H el ene is gathering feedback and noting what other options people would like to see available (e.g., multiple pronouns)
- New project to create a resource guide for trans students, led by two students from the Totem Park Pride Collective. The guide will include information, experiences, and tips about navigating UBC as a trans student. See Slack channel for more information re: discussion groups on June 1st and 2nd to inform content of the guide.
- Increasing awareness around preferred names – especially in email communications. H el ene is currently working with staff members on ways to get the message out, particularly to administrative staff, to ensure more consistency.

4. Community Agreements

- Positive feedback provided by task force members. One piece will be added about transcripts of Zoom chat since confidentiality cannot be guaranteed (anyone can save the chat).

5. Official Campus Announcement of Task Force

- Hannah, H el ene, Jesse, Janice and Sara-Jane have drafted the official announcement with the help of the EIO communications team.
- The announcement will be communicated through the channels of the EIO office – inclusion newsletter, website, UBC Today as well as potentially through the Positive Space committee at UBCO
- Also open to communicate the announcement to any other groups that may be interested
- Confidentiality of membership – this communication will not name anyone in the task force specifically

Feedback:

- Desire to recognize students in official communication but also protect against uncertainties of doing so when information is released
- Indigenous Strategic Plan and Inclusion Action Plan should also be mentioned where the Strategic Plan is mentioned

Actions:

- **Send any final feedback on this proposal to H el ene by Friday, May 29th**
- **Sara-Jane to reach out to Paul Hancock re: FOI requests related to students**

6. Engagement with Indigenous and Two-Spirit communities

- Janice has reached out to different groups including the Longhouse through Margaret Moss and also folks at Musqueam and UBCO
- The general feedback is that due to the current situation with Covid-19, the capacity does not exist to have fulsome discussions about ways in which these groups can currently participate in this work
- This work will be picked back up by these groups in the future
- There may be a way, as part of Longhouse events, to bring some information about the task force and engage with people who may have similar interests in the Longhouse

7. Terms of Reference

- H  l  ne has incorporated member feedback into the document
- Mandate made clearer in terms of inclusion of marginalized voices in the strategic planning of the university
- Addition in the mandate about recognising importance of trans-related research and scholarship; recruiting and retaining of students, faculty and staff and fostering connections across disciplinary boundaries
- Final addition in the mandate – conducting a needs based assessment with the community at least twice a year to understand and address evolving needs. Idea of an ongoing standing committee is important but likely not in the mandate (more a recommendation) and may go beyond timeframe of task force.
- Addition to scope – student financial aid

Feedback:

- *Add mention of Indigenous Strategic Plan*
- *Recommendations should have an eye to the ongoing need for community members to give their feedback - include the notion of sustainability and community engagement in mandate to gesture to that*
- *Clarify new point in mandate - potentially make separate bullet points out of recruitment and retention, leadership, research and scholarship.*
- *Use of gender diverse as an adjective may not make sense - instead use gender diversity when possible to emphasize structural/broad changes or non-binary when talking about specific communities*

Actions:

- **H  l  ne to make changes to document based on feedback.**

8. Campus Audit

- Purpose of audit to explore themes of climate and safety, education and cultural competency training needs for UBC faculty, staff and students, information systems, records and documents, student services including housing, health and counseling services, athletics and recreation. Goal is to provide recommendations for the university to better sustain and support gender diversity.
- Contacted 3 organizations, received 2 proposals. TransFocus Consulting overall was a better fit for the campus audit.
- Conditions for accepting proposal – need more attention to intersectionality and need for the proposal to reflect intersectionality of groups that are concerned, especially: two-spirit and indigenous issues, racialized communities, folks living with disabilities and neurodiversity. Also need more of a plan for qualitative engagement.

- Decision to revisit the audit in the new year (a lot of the work requires in person engagement with community stakeholders - impossible in the midst of COVID-19)
- Will connect with TransFocus to incorporate the feedback provided
- Initiate the audit sometime between January and March 2021
- Have some time to consider additional feedback on the proposals – send additional feedback to task force leadership

Next meeting: 9 - 10:30am, Thursday June 25th