

**Minutes – Meeting #7 Trans, Two-Spirit, Gender Diversity Taskforce**

**Wednesday, October 21<sup>st</sup>, 2020**

**3:00 – 4:30pm**

**In attendance:** Castricano, Chan, Chattopadhyay, Chow, Decker, Dubois, Frohard-Dourlent, Finlay, Gallardo, Grimaldi, Keenan, Khehra, Macdonald, Mittertreiner, Nelson, Sargeant, Saunders, Scott, Frost, Wiley-Shaw

<p><u>Campus Updates:</u></p>	<ol style="list-style-type: none"><li>1. Search for Chief Health Officer (CHO): H��l��ne connected with Samantha Reid. Rather than focus solely on CHO search, she and Ainsley Carry (VP Students) would like to come present on the vision they have for Student Health and Wellbeing: aiming for presentation at December meeting.</li><li>2. Nov 20<sup>th</sup> Trans day of remembrance: UBCO planning event for this</li><li>3. Mentorship program: Going well, first event coming up, some fluctuation in interest, keeping applications open through the term</li><li>4. UBCO Libraries planning events celebrating: January, Tier System registration</li><li>5. <b>Action item: SOGI UBC: Hosting talks (see poster on Slack). Next one Nov 16 Dr. Bettina Love! Spread the word!</b></li></ol>
<p><u>Discussion Items:</u></p>	<p style="text-align: center;"><u>Gender Diversity Audit at UBC Presentation by TransFocus</u></p> <p>5 key areas in which TNB2S people face challenges:</p> <ol style="list-style-type: none"><li>1. Data collections</li><li>2. Records</li><li>3. Marketing Communications: Written, visual, interpersonal</li><li>4. Programs + Services: Single gender offering presents challenges, not enough options in healthcare</li><li>5. Facilities</li></ol> <p>TransFocus recognizes that UBC has been working on some of these areas and will take that into consideration in this project. TransFocus works with 5 guiding principles for making recommendations: Privacy, Fairness, Safety, Flexibility, Choice.</p> <p style="text-align: center;">Work Plan in 3 Phases</p> <ol style="list-style-type: none"><li>1. Planning in collaboration with Task force (<i>Now to Nov 2020</i>)</li><li>2. Discovery Phase (<i>December 2020- February 2021</i>)<ol style="list-style-type: none"><li>a) Strategy sessions</li><li>b) Campus wide survey</li><li>c) Focus group interviews</li></ol></li><li>3. Solve Phase (<i>March 2021 -June 2021</i>): Analyze results from phase 2, produce report outlining solutions and implementation strategies</li></ol> <p><i>Details of Phase 2: Discovery</i></p> <p>Strategy sessions, survey and interviews will focus on the following areas:</p>

- a) Climate & Safety
- b) Competency Training
- c) Information systems
- d) Student services: including Housing and Student Health (inclusion of gender affirming treatments, mental health support, etc.)
- e) Athletics & Recreation
- f) University Engagement: How to engage in communities to include underrepresented voices

Survey questions will be created with the input of the task force.

Focus group interviews will be conducted with specific sub-groups whose experiences are important to capture (Indigenous people, racialized people, and people with disabilities); selection will happen through the survey and targeted advertisements.

Discussion/Feedback:

→ Important to highlight the experiences of student staff & how they're treated in their employment relationship

→ what avenues do people have if they've been misgendered or treated poorly?

→ Distinction between staff and faculty is important as experiences can differ a lot: survey should have different questions specific to different actors

→ Important to capture frequency and location of exposure to different kinds of mistreatment. Also look for positives - what worked well so we can compare.

→ To what extent do TNB2S students and staff educate others - hidden labour

→ Heat mapping where the safe places on campuses are: Geography of safety: safety is a land-based experience and it is important to map it.

→ Presenting data raises concerns about participant identifiable data, how will the report ensure privacy?

→ Relationships between TNB2S faculty/staff and students is important to investigate

Hoping to have survey questions finalized by end of November: survey questions will be shared beforehand so that task force members can review them/provide further feedback.

**Next meeting: November 20, 2-3:30pm**