

Trans, Two-Spirit and Gender Diversity Task Force Terms of Reference

The Task Force acknowledges that UBC Vancouver is located on the traditional, ancestral, and unceded territory of xʷməθkʷəy̓əm (Musqueam), and that UBC Okanagan is located on the traditional, ancestral and unceded territory of Syilx (Okanagan Nation).

Background and context:

In 2017, the former Trans, Two-Spirit and Gender Diversity Working Group noted in their final letter to VPSICED: “the scope of work that needs to be carried out at UBC so as to address the very significant range of major issues relevant to transgender, two-spirit and gender diversity far exceeds the capacity of an unfunded Working Group with an unclear mandate and relationship with various UBC offices and governance structures.”

The convening of this Task Force is meant to address these concerns, with a clear mandate endorsed by the Executive, a report structure that involves the Executive directly as well as VPSICED to ensure broad support for the work, and adequate resourcing.

This Task Force is essential for UBC to meet the mandate set by President Ono’s [Strategic Plan](#) around equity, inclusion, and human rights. It is also aligned with the goals and strategies of the [Indigenous Strategic Plan](#) as well as the [Inclusion Action Plan](#), which outlines the following goals for institutional change: (1) Capacity Building, (2) Recruitment, Retention, and Success, (3) Learning, Research & Engagement, (4) Systems Change and (5) Accountability.

We respectfully recognize that many of us are guests on this land as members of the UBC community, and we all have a duty to honour the special relationship to the Musqueam Nation and Okanagan Nation as well as other Indigenous nations. Gender-based and transphobic violence is based in the imposition of a colonial gender binary, and as such, gender-based and trans liberation is bound up in efforts towards decolonization.

Mandate:

The Task Force aims to:

- Include the marginalized voices of trans, Two-Spirit, and non-binary community members in the strategic planning of the University
- Provide strategic direction to UBC’s senior leadership and create a sustainable and ongoing architecture by which community feedback, requests and concerns that pertain to gender identity, gender expression and human rights can be made visible and addressed
- Provide strategic direction on building an infrastructure to support trans, Two-Spirit, and non-binary related research and scholarship, including fostering connection across faculty and disciplinary boundaries, and creating pathways for students to engage with trans scholarship.
- Detail the primary areas that need attention and improvement such that UBC can address areas of inequality and human rights that impact directly members of trans, Two-Spirit and non-binary communities, including legacies of colonial gender-based violence (legacies that indirectly impact the whole UBC community)

- Develop a set of actionable recommendations for the Provosts, Deputy Vice Chancellor, Vice President, Student and Vice President, Human Resources with the goals to address gaps in systems, policies, procedures and practices in the area of gender diversity, improve the recruitment and retention of trans, Two-Spirit and non-binary students, faculty and staff, and create work and learning environments on UBC campuses that allow gender diversity to thrive.

Scope:

Building on the work of the former VPSICED Trans, Two-Spirit and Gender Diversity Working Group and the broad areas its members identified for immediate action. The scope of this Task Force includes an examination of, including but not limited to:

- climate and safety
- education and cultural competency training needs
- gender data and gendered records
- trans, Two-Spirit, and non-binary related research and scholarship
- programs and services, including health, counselling services and student aid (financial and non-financial)
- athletics and recreation.

Composition:

Self-determination for trans, Two-Spirit and gender diverse faculty, staff and students provides a key foundational principle for equity and diversity advocacy and institutional work at the postsecondary level and provides one means of building sound governance and institutional capacity. The Task Force also values members who work or conduct research in the area of gender diversity and are familiar with current issues or initiatives related to the topic. Finally, a diversity of voices, experience and expertise are essential to ensure that the Task Force takes a comprehensive, intersectional approach to its work, including representation from both main campuses.

Leadership:

- Sara-Jane Finlay (Co-Chair)
- Janice Stewart (Co-Chair)
- Jesse Grimaldi (Associate Chair)
- Hannah Kai (Associate Chair)
- Ruthann Lee (Associate Chair) (sabbatical until July 2020)

Membership:

- Five faculty members
 - Jodey Castricano
 - JP Catungal
 - Daniel Heath Justice
 - Harper Keenan
 - Mary Ann Saunders

- Three graduate students
 - Daniel Gallardo
 - Sophie MacDonald
 - Corrina Sparrow
- Seven undergraduate students
 - Bec Chan
 - Atmaza Chattopadhyay
 - Kip Chow
 - Skylar Dubois
 - A. Gonzalez
 - Em Mittertreiner
 - Ky Sargeant
- Three staff members
 - Jordy Decker
 - Seren Friskie
 - Sasha Wiley-Shaw
- HR representative:
 - Lindi Frost
- Equity & Inclusion Office staff (operational and strategic support):
 - H el ene Frohard-Dourlent

Commitment:

Meetings will take place monthly between March 2020 and February 2021. Members are expected to attend monthly meetings to the best of their ability, and may be asked to contribute to conversations between meetings.