

MOTION

June 15, 2022

To: Mayor Masters and City Councillors

Re: 2SLGBTQIAP+ Communities in Regina

WHEREAS Two Spirit and Indigiqueer, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual and Pansexual (2SLGBTQIAP+) people are important members of Regina's community;

WHEREAS 2SLGBTQIAP+ people deserve to feel safe, celebrated and welcomed throughout Regina;

WHEREAS 2SLGBTQIAP+ people have cultural and community practices and needs which are not identical to those of the broader public;

WHEREAS many 2SLGBTQIAP+ people do not feel safe, celebrated and welcomed throughout Regina;

WHEREAS the City of Regina can – and should - materially improve the lived experience of 2SLGBTQIAP+ through concrete action; and

WHEREAS the City of Regina acts on its priorities of anti-racism and anti-discrimination based on homophobia and transphobia;

THEREFORE BE IT RESOLVED that Administration's prepare a report for Executive Committee in Q2 of 2023 which explores and makes recommendations regarding:

1. Concrete steps, funding, programs and approaches which the City of Regina can implement to improve the lived experience of 2SLGBTQIAP+ people based on research and a jurisdictional scan of other cities.
2. The inclusion of a 2SLGBTQIAP+ advisory committee and/or a dedicated 2SLGBTQIAP+ Community Consultant within the Community Wellbeing & Inclusion Branch to inform future decisions and programs.
3. The inclusion of a gender-based analysis that includes meaningful inclusion of 2SLGBTQIAP+ realities in all reports and matters coming before City Council or

committees of Council – in the same way that such reports currently identify potential environmental impacts.

4. The City of Regina as an employer:
 - a. Including 2SLGBTQIAP+ people under all employee equity policies.
 - b. Streamlined name change process (respecting employee identification, email addresses, etc.) for all city staff.
 - c. Provision of all gender change rooms and washrooms.
 - d. Develop expansive education for all leadership and front-line staff;
 - e. Analysis regarding how the part-time nature of City Councillor positions dissuades 2SLGBTQIAP+ people and other marginalized people from seeking those positions. Recommendations flowing from this analysis.

5. The City of Regina as a Service Provider:
 - a. Include 2SLGBTQIAP+ needs such as all gender changing roomsⁱ and trans affirming changing room policiesⁱⁱ in all facility upgrades and developments.
 - b. Include 2SLGBTQIAP+ specific space/programming such as all-body swimmingⁱⁱⁱ or gym time, all gender youth sports, etc.
 - c. Create priority facility booking and/or permit process for 2SLGBTQIAP+ community events.
 - d. An analysis of the City's existing "family" programming, including exploration of whether the implied meaning of family includes family as commonly understood amongst 2SLGBTQIAP+ people^{iv}.

6. The City of Regina as a funder:
 - a. Create 2SLGBTQIAP+ funding streams. This funding to include intergenerational programs, and serving 2SLGBTQIAP+ people at all stages of life.
 - b. Target funding for 2SLGBTQIAP+ within ethnoracial communities.
 - c. Require as a condition of all funding that the applicant/recipient provides services which are available and inclusive of 2SLGBTQIAP+ people.

Respectfully submitted,



Dan LeBlanc
Councillor – Ward 6

ⁱ All gender changing rooms refer to changing rooms that are open to people of any gender.

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- ii Trans affirming changing room policies refer to policies that affirm trans people's rights to use whichever changing room aligns with their identified gender. E.g. policy that explicitly states trans women's right to use the women's changing room, and trans men's right to use the men's changing room.
 - iii All-body swims refer to swim times and events that include specialized trans-affirming and inclusive practices and policies such as genderless changerooms and increased flexibility around swim apparel. Participants attend all-body swims with the understanding of these practices and policies, to reduce the likelihood of trans-antagonistic or transphobic attitudes at the event.
 - iv Many 2SLGBTQIAP+ communities recognize the importance of chosen family. Chosen family refers to people who may not be traditionally considered as family members, either through marriage, blood relation or legal adoption, but who maintain close kinship ties.