

# Long-Term Action Plan for 2SLGBTQIAP+ Inclusion

This table presents the recommendations made by Ivy + Dean Consulting and the University of Regina, along with Administration’s analysis and action plan.

The recommendations and actions are divided into three sections:

1. General – these recommendations are related to the City’s general operations as an organization
2. City of Regina as an Employer
3. City of Regina as a Service Provider
4. City of Regina as a Funder

Recommendations that are **bolded in dark blue** are short-term priorities, as identified by Ivy + Dean’s reference group.

## 1. General

1.1 Equity, Diversity & Inclusion (EDI) Framework			
Ivy + Dean Consulting	University of Regina	Administration’s Analysis	Administration’s Action Plan
	<p>1.1 Create a comprehensive EDI framework that includes EDI policies and guidelines for implementation across all areas, using an analytical tool such as Gender-Based Analysis Plus (GBA+).</p> <p>1.5 Set measurable goals and implement data gathering processes and accountability measures to track progress for all areas of the EDI framework.</p>	<p>The City is releasing an EDI Framework alongside this Action Plan. The EDI Framework will guide the development of policies, guidelines, goals, and data gathering processes. It will include consideration of an equity-based analytical tool such as Gender-Based Analysis Plus (GBA+).</p> <p>Existing City initiatives to advance EDI include:</p> <ul style="list-style-type: none"> <li>▪ Indigenous Framework</li> <li>▪ 2018-2022 Diversity &amp;</li> </ul>	<p>Ensure the City’s Indigenous Framework is informed by employees and community members who are Two-Spirit, or both Indigenous and LGBTQIAP+.</p> <p>Ensure the EDI Framework takes an inventory of the programs, projects, services and strategies currently underway to advance diversity.</p> <p>Ensure that the new Gender &amp; Sexual Diversity Reference Group proposed in Item #2 below, is engaged in reviews or updates to</p>

		<p>Inclusion Plan</p> <ul style="list-style-type: none"> <li>▪ internal Diversity &amp; Inclusion Advisory Committee</li> <li>▪ Respectful workplaces, anti-harassment, community well-being and Indigenous procurement policies</li> <li>▪ Collaboration with community partners to support Reconciliation Regina</li> <li>▪ Fire &amp; Protective Services' Diversity &amp; Inclusion Plan (2021)</li> <li>▪ Hiring a Director of Indigenous Relations (IR) (2022), followed by a senior Human Resources advisor and an IR Senior Advisor</li> <li>▪ Community Well-being branch with a mandate to build relationships with Indigenous and marginalized communities, including 2SLGBTQIAP+ communities</li> <li>▪ Creation of Community &amp; Social Impact Regina (CSIR) (2022) to create, facilitate and monitor coordinated community and social impact strategies to support the well-being, health, safety, and social inclusion of residents.</li> </ul>	<p>the Indigenous Framework and EDI Framework.</p>
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1.2 Engagement			
Ivy + Dean Consulting	University of Regina	Administration's Analysis	Administration's Action Plan
<p><b>P32.<sup>1</sup> Pursue / recruit 2SLGBTQIAP+ inclusion on city committees.</b></p> <p><b>P33. City Administration and Council should explore offering a formal apology to 2SLGBTQIAP+ communities for how the motion related to conversion therapy ban overwhelming contributed to a negative public discourse about queer and trans people.</b></p> <p><b>P34. Ensure that the Mayor, City Manager and Council meet regularly with 2SLGBTQIAP+ organizations and groups.</b></p> <p>C13.<sup>2</sup> In future consultation activities, invite 2SLGBTQIAP+ and other organizations that serve marginalized communities to host their own discussions.</p>	<p>1.6 Prioritize working with 2SLGBTQIAP+ community leaders to establish trust and build community partnerships; develop a variety of processes for community engagement.</p>	<p>The City does not currently ask prospective or new committee members to self-identify.</p> <p>The consultations related to both the Community Safety &amp; Wellbeing Plan and this 2SLGBTQIAP+ work let organizations serving marginalized communities host their own consultations. This practice can be continued.</p> <p>Through work on this report and other projects, City staff have begun to work with and build trust with 2SLGBTQIAP+ community leaders. This relationship-building can continue.</p>	<p>Amend the committee application and other materials to let prospective and new committee members self-identify.</p> <p>Review the terms of reference for City committees to ensure there is representation from 2SLGBTQIAP+ and other diverse communities.</p> <p>Recruit new members as needed to ensure representation from diverse voices.</p> <p>Once the new Gender &amp; Sexual Diversity Reference Group proposed in Item #2 below is established, promote this group as a corporate-wide resource.</p> <p>Encourage business areas to consult with the group on any project or issue that may impact 2SLGBTQIAP+ communities.</p> <p>In the job description for the new gender &amp; sexual diversity advisor proposed in Item #2 below, include a responsibility for developing and maintaining strong, collaborative relationships with 2SLGBTQIAP+ community leaders.</p>

<sup>1</sup> A "P" means this recommendation came from participants in the community consultations.

<sup>2</sup> A "C" means this recommendation came from consultants based on what they heard in the community consultations.

1.3 Advising			
Ivy + Dean Consulting	University of Regina	Administration's Analysis	Administration's Action Plan
<p>C14. Consider appointing a Special Advisor to the Mayor on 2SLGBTQIAP+ issues.</p> <p>C15. Strike and maintain a 2SLGBTQIAP+ advisory group for City administration.</p>	<p>2.1 Create a 2SLGBTQIAP+ Advisory Committee with diverse representation.</p> <p>2.2 Develop a policy to ensure that recruitment to this committee is transparent.</p> <p>2.3 Develop a mandate for the work of this Advisory Committee.</p> <p>2.4 Develop a process for the Advisory Committee to review City Administration and City Council decisions impacting 2SLGBTQIAP+ residents.</p> <p>2.5 Develop a process for the Advisory Committee to report directly to both City Council and City Administration.</p> <p>5.1 Create a 2SLGBTQIAP+ Working Group that works to improve the health and well-being of 2SLGBTQIAP+ residents and ensure that 2SLGBTQIAP+ people have access to safe activities, programs, and social opportunities.</p>	<p>The City has an internal Diversity &amp; Inclusion Advisory Committee to implement, monitor and update the 2018-2022 Diversity &amp; Inclusion Plan for employees.</p> <p>In 2015 Council voted to disband six of its seven advisory committees – Arts, Community Leaders, Community Services, Crime Prevention, Environment, and Youth. The Accessibility Committee was retained.</p> <p>The rationale was twofold:</p> <ol style="list-style-type: none"> <li>1. It had been two years since any new committee appointments had occurred. During that time there was little, or no, public interest in serving on the committees.</li> <li>2. The ongoing redesign of Regina.ca would provide new and creative platforms by which to engage the public.</li> </ol> <p>Following the Black Lives Matter rallies in Regina in 2020 the City consulted with representatives from Black Lives Matter, African Canadian Resource Network, Black in Sask, and Indigenous Elders and Knowledge Keepers on how the City could work to address racism and discrimination in Regina.</p>	<p>Appoint a Gender &amp; Sexual Diversity Reference Group, facilitated by the Community Wellbeing branch, to provide advice on projects and operations. This will entail:</p> <ul style="list-style-type: none"> <li>▪ transitioning the Ivy + Dean Reference Group to an interim advisory group,</li> <li>▪ running a promoted, month-long call for applicants to join a permanent advisory group in 2024,</li> <li>▪ developing terms of reference with the group's mandate, scope, recruitment process, engagement expectations, and reporting structure,</li> <li>▪ ensuring representation from Indigenous or Two-Spirit people, ethno-cultural minorities, transgender people, and older adults, and</li> <li>▪ ensuring members are compensated for their time and expertise.</li> </ul> <p>Explore the addition of 2.3 new full-time equivalents (FTEs) at an operating cost of approximately \$187,000 as follows:</p> <ul style="list-style-type: none"> <li>▪ a full-time gender &amp; sexual diversity advisor in the</li> </ul>

		<p>A motion to form an EDI committee, in principle, was passed by Council in August 2020 and Administration was directed to undertake extensive consultations with Black, Indigenous and other visible minority residents and organizations to determine the committee's mandate and goals and assess best practices for EDI committees from other cities.</p> <p>These consultations indicated broad support for an EDI advisory committee. However, it was decided that the new municipal corporation for Community Safety and Well-being was better positioned to form an EDI advisory committee.</p> <p>Feedback from members of the Accessibility Advisory Committee and the City's Disability Reference Group suggests both play a valuable role. They provide advice to Council and Administration on accessibility issues, ensuring projects and reports are reviewed through an accessibility lens.</p>	<p>Community Wellbeing branch to lead and support the work outlined in this report,</p> <ul style="list-style-type: none"> <li>▪ a full-time 2SLGBTQIAP+ community consultant / programmer in the Parks, Recreation &amp; Cultural Services department to liaise with 2SLGBTQIAP+ community-based organizations and community members, develop 2SLGBTQIAP+ recreation and leisure programming, and advise on 2SLGBTQIAP+ inclusion within existing recreation programs and services, and</li> <li>▪ casual recreation worker wages to support an expansion of recreation and leisure programming.</li> </ul>
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<b>1.4 Analytical Tool</b>			
<b>Ivy + Dean Consulting</b>	<b>University of Regina</b>	<b>Administration's Analysis</b>	<b>Administration's Action Plan</b>
	<p>1.1 Create a comprehensive EDI framework that includes EDI policies and guidelines for implementation across all areas, using an analytical tool such as Gender-Based Analysis Plus (GBA+).</p>	<p>The City is releasing an EDI Framework alongside this Action Plan to guide the development of policies, guidelines, goals, and data gathering processes. It will address an equity-based analytical tool such as Gender-Based Analysis Plus (GBA+).</p>	<p>Develop policies, guidelines, goals, and data gathering processes as guided by the EDI Framework.</p> <p>Introduce an analytical tool such as Gender-Based Analysis Plus (GBA+).</p>

## 2. City of Regina as an Employer

2.1 Employee Equity Policies			
Ivy + Dean Consulting	University of Regina	Administration's Analysis	Administration's Action Plan
<p>C1 Include 2SLGBTQIAP+ people as a prioritized equity group in hiring.</p> <p><b>C5. Integrate and incorporate the requirement to take mandatory training related to inclusion, such as Truth &amp; Reconciliation training and Positive Spaces Network Training, into the Employee Code of Conduct.</b></p> <p>P2. Ensure interview processes allow and encourage both managers and applicants to share about their experiences and perspectives about inclusion.</p> <p>P3. Allow digital or Microsoft Team interviews, when possible.</p> <p>P4. Include protections for polyamorous people in anti-harassment and respectful workplace policies.</p>	<p>1.4 Apply a GBA+ equity lens to current HR practices and develop an inclusive hiring policy that includes strategies for: recruitment; training hiring managers and recruitment staff; inviting candidates to self-identify as members of equity groups and ensuring they feel safe to do so; eliminating barriers in the hiring process such as unconscious biases; collecting data on applicants to assess outcomes and measure progress in order to refine strategies.</p>	<p>The City is reviewing its process for collecting EDI information from staff and consulting with the Saskatchewan Human Rights Commission on defined categories, use of information, consent and collection of data.</p> <p>The City conducts digital and Microsoft Teams interviews when needed – i.e., during the pandemic, for out-of-city applicants, etc.</p> <p>All job postings make applicants aware of their ability to request accommodations during the interview process.</p>	<p>Based on the EDI Framework, develop a strategy for measuring and increasing the number of employees from equity-deserving groups, including 2SLGBTQIAP+ employees.</p> <p>Review the process to collect EDI information from prospective and current employees. In the interim, provide an option for prospective and new employees to self-identify.</p> <p>Integrate the requirement to take mandatory training related to inclusion, such as Indigenous Awareness and Positive Spaces Training, into the Employee Code of Conduct.</p> <p>Review and revise anti-harassment and respectful workplace policies to include protections for polyamorous people.</p> <p>Review the interview and recruitment processes to ensure both managers and applicants have an opportunity to share their experiences and perspectives about inclusion.</p>

## 2.2 Streamlined Name Change Process

Ivy + Dean Consulting	University of Regina	Administration's Analysis	Administration's Action Plan
<p>P5. Create material relating to name change processes in the workplace that are available to all employees, including casual, seasonal and temporary employees.</p> <p>P6. Develop a name change policy that addresses the urgency of these requests.</p> <p>P7. Investigate and implement options for employees to be able to include Indigenous syllabics in their names at work.</p> <p>P8. Ensure that employees can change their names in City systems without requiring the provision of legal documentation.</p>		<p>The City's name change policy requires employees to submit evidence of a legal name change. However, a review of the policy is already underway, to be completed in 2023.</p> <p>While the Canada Review Agency (CRA) requires employers to match an employee's legal name with their CRA registered name registered for payroll purposes, there are opportunities for improvement. This includes the option to use chosen names on email addresses and identification badges (without a legal name change) and the option to include Indigenous syllabics.</p>	<p>Revise the name change policy to reflect Ivy + Dean's recommendations.</p> <p>Create material relating to name change processes in the workplace that are available to all employees, including casual, seasonal and temporary employees.</p>

## 2.3 All Gender Change Rooms and Washrooms

Ivy + Dean Consulting	University of Regina	Administration's Analysis	Administration's Action Plan
<p>C2. Maintain a list of gender neutral change rooms and washrooms in City facilities and make this list available online to the public.</p> <p><b>C3. Write into policy that trans and gender diverse employees have the right to access washrooms and change rooms they are most comfortable in.</b></p> <p>C4. Perform a review of access for women's change rooms and washrooms in City facilities, with a particular emphasis on operational environments.</p> <p>P9. Ensure that existing gender neutral washrooms in City Hall and other City facilities are maintained to an appropriate standard.</p> <p>P.17 Renovate older buildings to include more gender neutral washrooms and change rooms, and ensure new buildings have adequate gender neutral facilities.</p> <p><b>P18. Develop policy that affirms trans peoples' rights to use whichever gendered washrooms or</b></p>	<p>4.1 Review the City's interpretation of the National Building Code and be proactive in amending current practices; communicate with all city establishments operating under the National Building Code that they are not required to provide separate washrooms for men and women.</p> <p>4.2 Develop policy to ensure that all municipal buildings have accessible gender-inclusive washrooms.</p> <p>4.3 Develop policy to ensure that all relevant municipal buildings have accessible gender-inclusive change rooms.</p> <p>4.4 Develop policy that allows service clients to safely use whichever washroom and/or change room aligns with their gender identity.</p> <p>4.5 Follow best practice design principles when creating inclusive washrooms and change rooms to promote safety for 2SLGBTQIAP+ people.</p>	<p>The City's interpretation of the National Building Code aligns with the University's recommendation.</p> <p>New public City facilities have between 60 to 100 per cent all-gender washrooms. New or renovated non-public City facilities have at least one all-gender washroom and there are plans to add more.</p> <p>Existing facilities can have space and infrastructure limitations, but through renovation projects the City is increasing the number of all-gender washrooms and change rooms. The adapted recreation capital program will see many recreation facilities upgraded between 2023 and 2028, and all-gender washrooms and change rooms will be added to some facilities.</p> <p>The City is developing a corporate accessibility plan in 2023 which will provide more opportunities to address washroom access for 2SLGBTQIAP+ people.</p> <p>The City is compiling a list of all-gender washrooms and change rooms in the City's public recreation facilities. This can be</p>	<p>Convert gendered single-stall washrooms and change rooms into all-gender washrooms or change rooms by replacing signage.</p> <p>Develop a plan to expand access to all-gender washrooms and change rooms in City facilities.</p> <p>The Plan should include:</p> <ul style="list-style-type: none"> <li>▪ minimum standards,</li> <li>▪ targets, priorities and timelines for renovations to existing facilities, and</li> <li>▪ a review of access to women's washrooms and a plan to address any gaps.</li> </ul> <p>Update the Accessibility &amp; Inclusion Guide for public facilities to identify accessibility and inclusion features including all-gender washrooms and change rooms.</p> <p>Expand the Inclusive Washroom and Change Room policy to affirm that trans and gender-diverse residents and employees may access their preferred washrooms and change rooms in any City facility. Include a communications and implementation plan that</p>

<p><b>change rooms they feel comfortable accessing.</b></p>	<p>4.6 Change signage to clearly indicate gender-inclusive or universal washrooms and change rooms.</p>	<p>expanded to include other City facilities.</p>	<p>prepares and supports front-line staff and informs the public.</p>
	<p>4.7 Provide information to the public on the locations of all gender-inclusive washrooms and change rooms in municipal buildings; indicate which are wheelchair accessible.</p>	<p>The City's current practice is to allow residents to access the washroom or change room that aligns with their gender identity. There is a draft Inclusive Washroom and Change Room policy for City recreation facilities, to formalize this practice. There is an opportunity to expand it to apply to all City facilities.</p>	
	<p>5.5 Provide access to gender-inclusive or universal washrooms and change rooms in all municipal recreational facilities.</p>	<p>The City approved an Accessible Signage policy in April 2023 which ensures clear, consistent signage for all-gender washrooms and change rooms.</p>	

<p><b>2.4 Training &amp; Resources for Staff</b></p>			
<p><b>Ivy + Dean Consulting</b></p>	<p><b>University of Regina</b></p>	<p><b>Administration's Analysis</b></p>	<p><b>Administration's Action Plan</b></p>
<p>P1. Develop materials for managers on how to prepare for incoming 2SLGBTQIAP+ employees.</p> <p><b>P10. Identify 2SLGBTQIAP+ employees who can work to co-develop training with existing providers, and pursue a co-facilitation model.</b></p> <p><b>P.11 Provide designated training sessions for employees who are required or urged by their managers to take the</b></p>	<p>1.3 Develop mandatory training and learning opportunities on 2SLGBTQIAP+ issues, EDI policies, and implementation for all City managers, supervisors, and employees across all sectors, as well as for City Councilors.</p>	<p>The City offers six EDI learning opportunities for staff.</p> <p>Two are mandatory:</p> <ul style="list-style-type: none"> <li>▪ <i>Respectful Workplace Training</i> and <i>Bystander Awareness Training</i> are designed to ensure safe and harassment-free workplaces.</li> </ul> <p>Four are voluntary:</p> <ul style="list-style-type: none"> <li>▪ <i>Positive Spaces</i> training provides education on gender and sexual diversity. This</li> </ul>	<p>Develop a comprehensive training program for all staff on 2SLGBTQIAP+ inclusion, to be phased in over the next three years, and then delivered as part of employee onboarding.</p> <p>This training will be informed and/or co-facilitated by the new Employee Resource Group proposed below.</p> <p>Invite the Mayor and City Councilors to attend this training.</p>

<p><b>Positive Space Network training.</b></p> <p><b>P12. Require 2SLGBTQIAP+ diversity training to be mandatory for all employees, as well as Mayor and City Councillors.</b></p> <p><b>P.13 Perform a review of the Positive Spaces Network training program.</b></p> <p><b>C6. Offer opportunities for employees impacted by anti-2SLGBTQIAP+ discourse surrounding debates at City Council to share their stories with City Administration and leadership.</b></p> <p>P.14 Work with managers to identify ways they can address homophobia, transphobia, bullying and harassment when they notice it, even if the person impacted does not want to file an official complaint.</p> <p><b>P35. Provide targeted 2SLGBTQIAP+ inclusion training to transit staff, including accessible transit staff.</b></p> <p>C17. Develop a “Supporting 2SLGBTQIAP+ Riders” resource for transit staff.</p>		<p>training is under review while the City pilots a new vendor.</p> <ul style="list-style-type: none"> <li>▪ <i>Indigenous Awareness Training – Modules I and II</i> cover terminology, demographics, Treaty Negotiations, the <i>Indian Act</i> and the Métis story.</li> <li>▪ <i>Understanding our Unconscious Bias</i> training teaches participants how to identify the impact of bias and strategies to eliminate bias in day-to-day interactions.</li> </ul> <p>The City has recruitment training in place for managers and supervisors, which includes information on eliminating bias. While not mandatory, it is being delivered to high-priority areas.</p>	<p>Review the results of the pilot for Positive Spaces training and retain a vendor.</p> <p>Arrange separate sessions for employees who are required or urged by supervisors to attend.</p> <p>Target training for transit staff and paratransit staff.</p> <p>Develop a “Supporting 2SLGBTQIAP+ Riders” resource for transit staff.</p> <p>Develop materials to help prepare managers for new employees from diverse groups, including 2SLGBTQIAP+ people.</p> <p>Work with the new Employee Resource Group to explore opportunities for employees impacted by anti-2SLGBTQIAP+ discourse to share their stories with City Administration and leadership.</p>
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<b>2.5 Employee Resource Groups</b>			
<b>Ivy + Dean Consulting</b>	<b>University of Regina</b>	<b>Administration's Analysis</b>	<b>Administration's Action Plan</b>
P.15 Implement an Employee Resource Group or Affinity Group for 2SLGBTQIAP+ employees.	1.2 Prioritize the development of an inclusive workplace culture with the creation of designated employee or affinity groups.	As part of its efforts to foster a diverse, inclusive workplace, in 2021 the City developed a framework to support the creation of employee resource groups. The groups are intended to provide support and create a safe space for shared interests or identities.	Develop an Employee Resource Group for 2SLGBTQIAP+ employees.

<b>2.6 Employee wellness rooms</b>			
<b>Ivy + Dean Consulting</b>	<b>University of Regina</b>	<b>Administration's Analysis</b>	<b>Administration's Action Plan</b>
P16. Explore the creation of spaces that can be adapted for employee wellness rooms, breastpumping and chestpumping rooms, prayer rooms, or other private spaces for City employees.		Space in most City facilities is limited, but employees can request accommodations to access private space to breast-pump, pray, etc.	In developing the corporate accessibility plan, consider opportunities to include policies and standards for employee wellness rooms.

## 2.7 Part-time nature of City Councillor positions

Ivy + Dean Consulting	University of Regina	Administration's Analysis	Administration's Action Plan
<p><i>* Ivy + Dean was not asked to provide recommendations on this issue.</i></p>	<p><i>* The University of Regina was not asked to provide recommendations on this issue.</i></p>	<p>There is general consensus that the part-time nature of councillor positions is a barrier because it means candidates must be financially stable or make a significant financial investment.</p> <p>To address this barrier, in August 2020 Council approved a pay increase of 26 per cent over three years for councillors. It was hoped that the increase may encourage younger, more diverse people to run for City Council. However, there is no data available on the diversity of the candidates that did run in the municipal election held a few months later.</p>	<p>Amend Council and committee application and other materials to invite prospective and existing members to self-identify.</p>

### 3. City of Regina as a Service Provider

3.1 Policies and Definitions			
Ivy + Dean Consulting	University of Regina	Administration’s Analysis	Administration’s Action Plan
<p>P19. Review registration forms and similar documents to ensure that 2SLGBTQIAP+ people can properly describe themselves and their families.</p> <p><b>P31. Remove the age identity for adults, as well as the requirement for two adults, in the definition of family used for admissions.</b></p> <p>C7. Develop program policy that affirms trans and gender non-conforming people, including children, to be able to participate in gendered programs that feel the best for them.</p> <p>C10. If admission is based on household, change the name of “Family Admission” to “Household Admission”.</p> <p><b>C11. Adopt and promote a more expansive understanding of family for staff across program development purposes.</b></p> <p>C12. Adopt a “Group Admission”</p>	<p>5.2 Develop an inclusive recreation policy taking into account the needs of 2SLGBTQIAP+ communities.</p>	<p>Some of this work is already underway and new work will be guided by the EDI Framework released alongside this report.</p> <p>Many forms have been amended to remove gender as a field where it is not necessary.</p> <p>Recreation staff have reviewed the recommendations and are clarifying and updating the City’s family/household/group definitions within the existing Leisure Fees Bylaw. A more comprehensive review will be completed when the next fees and charges report comes forward in 2024.</p>	<p>With the help of the new Gender &amp; Sexual Diversity Reference Group proposed under #2 above:</p> <ul style="list-style-type: none"> <li>▪ ensure that registration forms and similar documents let Indigenous and LGBTQIAP+ people properly describe themselves and their families,</li> <li>▪ ensure that admission rate categories support Indigenous and LGBTQIAP+ people, and</li> <li>▪ ensure that recreation policies support EDI generally, and Indigenous and LGBTQIAP+ people specifically.</li> </ul> <p>As part of the regular review of the City’s fees and charges for admissions, leisure passes and rentals at its sport, culture and recreation facilities, review and update the City’s family/household/group definitions in consultation with the Gender &amp; Sexual Diversity Reference Group.</p>

which would allow for families who are in multiple households or chosen families to still use facilities or programs together.			
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<b>3.2 Programming</b>			
<b>Ivy + Dean Consulting</b>	<b>University of Regina</b>	<b>Administration's Analysis</b>	<b>Administration's Action Plan</b>
<p>P21. Host more 2SLGBTQIAP+ specific programs.</p> <p>P22. Ensure any 2SLGBTQIAP+ specific programs are accessible to disabled people and people with disabilities.</p> <p>P23. Ensure 2SLGBTQIAP+ specific programs are early in the day to allow for families to participate.</p> <p>P24. Collaborate with Two-Spirit and/or Indigenous groups to host programming and spaces that are specifically designed to support Two-Spirit communities.</p> <p>P25. Host non-gendered equivalents of leisure and recreation programs for people of all ages.</p> <p>P26. Seek out community facilitators/instructors who would facilitate 2SLGBTQIAP+ specific</p>	<p>5.3 Provide 2STGD competency training to staff at all City leisure facilities.</p> <p>5.4 Offer initiatives in City facilities, such as: weekly swim sessions for 2STGD people, supervised by pool staff who have received 2STGD competency training; programs in spaces exclusively reserved for 2STGD people and their friends and families; weekly 2STGD workout classes led by fitness instructors who are members of the 2STGD communities; weekly 2SLGBTQIAP+ art and gym programs for children and youth.</p>	<p>The City offers multiple adapted and inclusive programs, including:</p> <ul style="list-style-type: none"> <li>▪ an Adapted Leisure Swim for people with disabilities and their families and supports, and</li> <li>▪ an All Bodies Swim for people who are transgender, non-binary and/or gender non-conforming and their allies.</li> </ul> <p>The City is committed to expanding these options as budgets and staffing levels permit.</p> <p>The City provides recreation staff with training as allocated within annual training budgets. In 2021 an additional \$30,000 was allocated annually for accessibility training as part of the Adapted Recreation Plan.</p> <p>Instructors' names are not listed in the Leisure Guide for privacy reasons and due to substitutions and/or changes in instructors. However, the City is working to</p>	<p>Expand 2SLGBTQIAP+ recreation and leisure programming, including:</p> <ul style="list-style-type: none"> <li>▪ make all programs accessible to people with disabilities,</li> <li>▪ deliver programs at various times to accommodate families,</li> <li>▪ hire facilitators who identify as 2SLGBTQIAP+,</li> <li>▪ collaborate with Two-Spirit and/or Indigenous groups to host supportive programming and spaces,</li> <li>▪ hold programs in spaces that do not have a regular police presence or symbols, and</li> <li>▪ explore program partnerships with the Regina Public Library, to leverage its role as an inclusive space for many.</li> </ul> <p>Encourage City programming, rec centre and community centre staff to collaborate with 2SLGBTQIAP+ organizations to host events and programs in City</p>

<p>programming.</p> <p>P27. Indicate in the leisure/recreation guide which community facilitators/instructors have participated in a Positive Spaces network training.</p> <p>P28. Create spaces for 2SLGBTQIAP+ specific programming that does not include police presence or symbols of police.</p> <p><b>P29. Encourage City programming, rec centre and community centre staff to collaborate with 2SLGBTQIAP+ organizations to host events and programs in City spaces.</b></p> <p>C8. Leverage the Public Library's role as an inclusive space for many 2SLGBTQIAP+ people, and increase visiting hours.</p>		<p>ensure that front-line recreation workers have Positive Spaces training.</p>	<p>spaces.</p> <p>The new 2.3 full-time equivalent positions proposed under Item #2 above will lead and support the work outlined in the report broadly and this section specifically.</p>
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### 3.3 Arts & Culture

Ivy + Dean Consulting	University of Regina	Administration's Analysis	Administration's Action Plan
<p>P20. Commission local 2SLGBTQIAP+ artists to create visual art in City facilities and spaces.</p>		<p>The City has a Civic Art Policy to ensure diversity within its collection, including representation from 2SLGBTQIAP+ artists.</p> <p>The collection has an annual budget of \$150,000. The City's practice is to save to invest in larger and more expensive pieces every few years. Since 2019 the funding has been saved to invest in a monument for MMIWG2S.</p> <p>In 2020 the City conducted a harmful legacies review of its collection. The feasibility of a broader EDI review is being assessed, which would provide an inventory of existing pieces and identify representation and diversity gaps. The review would inform future acquisition decisions.</p> <p>The City offers an annual Artist-in-Residence program in the Neil Balkwill Civic Arts Centre. There is an opportunity to designate future residencies for 2SLGBTQIAP+ artists.</p> <p>All artist calls invite artists to self-identify.</p>	<p>Continue to assess the equity of the Civic Art Collection to ensure representation from 2SLGBTQIAP+ artists.</p> <p>Purchase new work by 2SLGBTQIAP+ artists, with preference for artists with a connection to Treaty 4 Territory.</p> <p>Designate the Neil Balkwill Artist-in-Residence position for a 2SLGBTQIAP+ artist in 2024 and consider purchasing art completed through the residency.</p>

<b>3.4 Facility Booking</b>			
<b>Ivy + Dean Consulting</b>	<b>University of Regina</b>	<b>Administration's Analysis</b>	<b>Administration's Action Plan</b>
<p>C9. Improve communication regarding existing staff members (e.g., Community Consultant Special Events, Community Consultant Sport Facilities) at the City of Regina who can act as liaisons for community and volunteer groups who need support on facility booking or permitting processes.</p>		<p>The City has allocation policies for athletic fields and facilities to address the high demand and meet current needs. These policies prioritize non-profit groups over private bookings.</p> <p>The City's community consultant for special events acts as a liaison for events and programming in City parks.</p> <p>There is also a community consultant for sport facilities responsible for outdoor athletic field bookings.</p>	<p>Develop a communications plan to better share information on facility booking or permitting processes that includes support for community and volunteer groups.</p> <p>The two new full-time positions – a gender &amp; sexual diversity advisor and a 2SLGBTQIAP+ community consultant / programmer – will serve as key points of contact to help groups connect with the appropriate City staff and navigate processes.</p>

<b>3.5 Transit</b>			
<b>Ivy + Dean Consulting</b>	<b>University of Regina</b>	<b>Administration's Analysis</b>	<b>Administration's Action Plan</b>
<p>C16. Write a complementary appendix to the Regina Transit Master Plan that includes 2SLGBTQIAP+ voices, expertise and perspectives regarding topics explored. Ensure that future Transit reviews, or public engagement related to transit, include 2SLGBTQIAP+ voices.</p>		<p>In 2022 Council approved the Transit Master Plan. The external consultant who led the project was part of the 2SLGBTQIAP+ community and 2SLGBTQIAP+ people were included in the stakeholder consultations.</p> <p>The plan addresses accessibility, inclusion and age-friendliness. Equity is expressly mentioned as one of its three strategic priorities.</p> <p>Safety is another high priority in</p>	<p>Ensure future transit reviews and public engagement continue to include 2SLGBTQIAP+ voices.</p>

		<p>the plan. One action to improve safety is to establish a team of Peace Officers who will “be trained to respond to security-related incidents, conduct mobile and foot patrols and investigate complaints.” This is identified as a short-term priority (2023-2030), but a budget has not yet been allocated.</p> <p>Transit managers have reviewed the transit-related content within Ivy + Dean’s report and will ensure the perspectives and knowledge shared here will be considered in their future work.</p>	
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<b>3.6 Community Wellbeing</b>			
<b>Ivy + Dean Consulting</b>	<b>University of Regina</b>	<b>Administration’s Analysis</b>	<b>Administration’s Action Plan</b>
<p><b>P37. Identify alternatives to armed responders for mental health crises.</b></p> <p><b>P38. Invest in supports and resources for survivors and perpetrators of violence in the 2SLGBTQIAP+ community that are alternative from police.</b></p>	<p>3.1 Join the United Nations Safe Cities Initiative.</p> <p>3.2 Conduct an audit of violence against 2SLGBTQIAP+ persons in city public space and review how the City is working to prevent and address such violence.</p> <p>3.3 Survey 2SLGBTQIAP+ residents about their experiences with violence in city public spaces.</p> <p>3.4 Develop a strategic plan in partnership with community organizations that both</p>	<p><i>Safe Cities and Safe Public Spaces</i> is a worldwide United Nations Women’s initiative that draws attention to the issue of violence against women and girls in public spaces.</p> <p>In 2021 Regina City Council adopted a Community Safety &amp; Well-being Plan. Designed as a multi-year strategy to improve safety and well-being for Regina residents, the plan outlines six priorities for immediate action – domestic violence &amp; intimate partner violence, food insecurity, substance use, racism &amp; discrimination, safety and service systems. Each priority area is</p>	<p>Explore the possibility of joining the United Nations Safe Cities Initiative, including membership requirements and costs.</p> <p>Work with Community &amp; Social Impact Regina to explore these recommendations further. This review should include a dialogue with the Regina Police Service and other stakeholders.</p> <p>Ensure the inclusion of 2SLGBTQIAP+ voices in any plans or reports related to policing and violence.</p> <p>Consult with the new Gender &amp; Sexual Diversity Reference</p>

	<p>acknowledges and targets the root causes of gender-based and anti-2SLGBTQIAP+ violence from an intersectional lens.</p> <p>3.5 Educate and engage the public through an awareness campaign.</p> <p>3.6 Develop a hate activity policy that: publicly condemns the actions of hate groups; denies people and organizations that spread hate access to public city facilities and spaces; and requires anyone using public city spaces, facilities, and properties to sign a declaration of compliance with the City's anti-harassment policy.</p> <p>3.7 Adopt a bylaw that makes harassment in city public spaces an offence, requiring violators to pay a fine.</p>	<p>supported by a series of recommendations to be implemented within the next one to five years.</p> <p>To oversee this work, the City established Community &amp; Social Impact Regina (CSIR) as a municipal corporation with a board of directors that receives guidance from a cross-sectoral leadership group.</p> <p>The board receives funding from the City and is accountable to a leadership committee headed by the Mayor. The board will also seek advice and direction from the collection of community action tables established to advance the recommendations in each of the plan's six priority areas.</p> <p>There is an opportunity for CSIR to explore these recommendations further, with input from the Regina Police Service and other stakeholders.</p>	<p>Group proposed under Item #2 above and other stakeholders on the development of a hate activity policy that:</p> <ul style="list-style-type: none"> <li>▪ publicly condemns the actions of hate groups,</li> <li>▪ denies people and organizations that spread hate access to public city facilities and spaces, and</li> <li>▪ requires users of public spaces, facilities, and properties to sign a declaration of compliance with the City's hate activity policy.</li> </ul> <p>Ensure the policy's implementation and communication plans consider the possibility of backlash against 2SLGBTQIAP+ people.</p>
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## 4. City of Regina as a Funder

4.1 Community Investment Grants Program (CIGP)			
Ivy + Dean Consulting	University of Regina	Administration's Analysis	Administration's Action Plan
<p><b>P30. Provide event grants to 2SLGBTQIAP+ and other groups led by marginalized communities to be able to host their own programs or events in City spaces.</b></p> <p>P39. Pilot a 2SLGBTQIAP+ project funding stream for community organizations.</p> <p><b>P40. Ensure 2SLGBTQIAP+ representation on all grant adjudication committees, and ensure that this representation includes somebody with an understanding of the 2SLGBTQIAP+ sector in Regina.</b></p> <p>P41. Prioritize 2SLGBTQIAP+ organizations who are seeking investment in capital projects to improve infrastructure for older adults and/or people with disabilities.</p> <p>P42. In any 2SLGBTQIAP+ project funding stream, ensure that ethno-racial organizations, even those</p>	<p>7.1 Establish a fund dedicated to the initial start up and ongoing maintenance of municipally-led services aimed at supporting 2SLGBTQIAP+ residents.</p> <p>7.2 Conduct a scan of current municipally funded social services in Regina using a framework such as GBA+ to determine where 2SLGBTQIAP+ communities may be underserved.</p> <p>7.3 Conduct a review of provincially funded initiatives in order to:</p> <p>a. determine whether municipal funding could enhance the current provincially funded initiatives;</p> <p>b. explore the potential for new collaborative funding opportunities to enhance the services that may currently be provincially funded.</p> <p>7.4 Invite community-led groups to share with the City the initiatives they undertake to</p>	<p>There are three 2SLGBTQIAP+ organizations that have applied for CIGP funding in recent years. These three organizations received an average of 88% of the amount applied for.</p> <p>While funding to 2SLGBTQIAP+ applicants has increased significantly over the past ten years, it remains a small proportion of the overall funding provided.</p> <p>Ivy + Dean's report demonstrates that there are many other 2SLGBTQIAP+ organizations and groups in Regina who have not applied for CIGP funding.</p> <p>While the City has staff to help organizations with their applications, there is a need to widely advertise and promote that service.</p> <p>CIGP funding is highly competitive, with past recipients prioritized over new organizations.</p> <p>Many of the awareness</p>	<p>Develop a new CIGP annual funding stream , in consultation with 2SLGBTQIAP+ organizations, to support:</p> <ul style="list-style-type: none"> <li>▪ events and initiatives for 2SLGBTQIAP+ people,</li> <li>▪ partnerships and collaborations between 2SLGBTQIAP+ and ethno-racial organizations,</li> <li>▪ initiatives for 2SLGBTQIAP+ older adults, including capital upgrades to improve accessibility of facilities,</li> <li>▪ 2SLGBTQIAP+ shelters or housing initiatives,</li> <li>▪ non-police supports and resources for survivors and perpetrators of violence in the 2SLGBTQIAP+ community,</li> <li>▪ awareness campaigns on local 2SLGBTQIAP+ identities, rights and concerns,</li> <li>▪ development of resources related to local 2SLGBTQIAP+ services, promotion of allyship, etc., and</li> <li>▪ any other priorities identified</li> </ul>

<p>that are not 2SLGBTQIAP+ led, can apply and be considered for funding.</p> <p>P43. Amend the application for City funding to ask if proposed projects are open and inclusive of all people, including 2SLGBTQIAP+ communities.</p> <p><b>P44. Promote the existence of City staff who act as community liaisons in the City of Regina funding departments.</b></p> <p>P45. Host webinars and information sessions for community organizations in Regina to learn more about funding opportunities.</p> <p><b>P46. Specifically invite 2SLGBTQIAP+ organizations to apply for City funding.</b></p> <p>C19. Encourage existing seniors' organizations or programs that access City of Regina funding to provide information about their inclusion of 2SLGBTQIAP+ older adults.</p> <p>C20. Facilitate and promote partnerships and collaborations between 2SLGBTQIAP+ and ethno-racial organizations for City-funded projects.</p>	<p>support the needs of 2SLGBTQIA+ residents, and what services they could offer with the support of municipal funding.</p> <p>7.5 Work collaboratively with community-led groups, offering financial support for, and visible promotion of, the work being done.</p> <p>8.1 Establish a fund dedicated to the creation of municipally-backed awareness campaigns.</p> <p>8.2 Conduct research within the city to determine the attitudes and beliefs held by Regina residents to best understand the current climate, enabling the creation of an informed strategy for awareness campaigns; commit to ongoing research to be able to evolve the strategy as required.</p> <p>8.3 Establish metrics by which to judge the effectiveness of the campaigns.</p> <p>8.4 Partner and consult with community-led groups to create targeted campaigns and a plan for implementation; offer campaigns in a number of languages to reflect the make-up of the city.</p> <p>8.5 Ensure that awareness</p>	<p>campaign recommendations are best led by community organizations who are better positioned for this work, with financial resources and support provided by the City. While other Cities may be well-positioned to organize awareness campaigns and develop resources on 2SLGBTQIAP+ inclusion, the City must consider the local context along with its priorities and resources. For example, feedback from the Community Action Table on Racism &amp; Discrimination suggests that the City should “get its own house in order” before leading an awareness campaign.</p> <p>The Enchanté Network is a national network connecting and supporting over 200 pride centres and 2SLGBTQI+ service providers across Canada. It has recommendations for funders of 2SLGBTQ+ organizations.</p>	<p>by 2SLGBTQIAP+ organizations.</p> <p>Host a series of information sessions on City funding opportunities and:</p> <ul style="list-style-type: none"> <li>▪ invite all known 2SLGBTQIAP+ organizations, and</li> <li>▪ ensure organizations are aware of the City’s support during the application process.</li> </ul> <p>Ensure all grants staff are familiar with The Enchanté Network’s recommendations for funders of 2SLGBTQ+ organizations.</p>
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<p>C21. Any changes to City funding application requirements should be accompanied by supportive capacity building initiatives.</p> <p>C22. Ensure that existing grant or program officers at the City are knowledgeable about the 2SLGBTQIAP+ community sector, and hire people with experience in the 2SLGBTQIAP+ community sector.</p> <p>C23. Review The Enchanté Network’s recommendations for funders regarding supporting 2SLGBTQ+ organizations.</p>	<p>campaigns are clearly being endorsed by the City.</p> <p>9a.1 Create a list of 2SLGBTQIAP+ resources that can easily be accessed online or in community centres.</p> <p>9a.2 Ensure that the City’s front line workers have up-to-date knowledge of resources.</p> <p>9a.3 Work with community-led groups to determine gaps in resources; create a plan to address those gaps.</p> <p>9a.4 Create policy for a review of resources and community offerings at a regular cadence to ensure that supports continue to meet the needs of the 2SLGBTQIAP+ communities.</p> <p>9b.1 Work with 2SLGBTQIAP+ community groups to create resources, including toolkits, for 2SLGBTQIAP+ allies.</p> <p>9b.2. Ensure resources that promote allyship are clearly endorsed by the City.</p> <p>9b.3 Work with community groups to determine how best to reach residents in their preferred language, translating documents and knowledge offerings.</p>		
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## 4.2 Houselessness & Housing

Ivy + Dean Consulting	University of Regina	Administration's Analysis	Administration's Action Plan
<p><b>C18. Ensure the inclusion of 2SLGBTQIAP+ voices in any plans or reports relating to housing or addressing houselessness in Regina.</b></p> <p><b>P36. Work with community partners and organizations to fill the gap of safe shelters and housing supports for 2SLGBTQIAP+ adults.</b></p>	<p>6.1 Allocate funding to support 2SLGBTQIAP+ shelters.</p> <p>6.2 Work to strengthen the City's relationship with the federal and provincial governments to increase public investments for affordable housing for 2SLGBTQIAP+ people.</p> <p>6.3 Develop trans-inclusive guidelines for municipal shelters to ensure they have trans-inclusive policies and procedures in place.</p> <p>6.4 Connect 2SLGBTQIAP+ people who are accessing shelters and housing with 2SLGBTQIAP+ community supports.</p>	<p>Advancing affordable and social housing is one of Council's strategies to achieve its community safety &amp; well-being strategic priority.</p> <p>The City provides policy direction as well as programs and resources to address Regina's housing needs. It also works with residents, community groups, businesses, property owners, housing providers, and other stakeholders to improve the long-term success of the community and address more immediate housing needs, including addressing chronic homelessness.</p> <p>Through the City's Permanent Supportive Housing initiatives, project partners are required to report on the number of non-binary or gender non-conforming residents, and number of residents that identify as 2SLGBTQIAP (if available).</p> <p>The City's Housing Incentives Policy (HIP) provides additional scoring for affordable housing that targets vulnerable populations. While 2SLGBTQ+ people are not directly referenced, they are considered a "vulnerable population" and are included in the National Housing</p>	<p>Explore these recommendations in relation to the City's Plan to End Homelessness.</p> <p>Develop trans-inclusive guidelines for the City and its housing-related service partners.</p> <p>Consider targeting a future RHI project on housing for 2SLGBTQIAP+ people.</p> <p>Meet with prospective 2SLGBTQIAP+ housing providers to identify potential City supports and/or connect with provincial and federal supports.</p> <p>Ensure the inclusion of 2SLGBTQIAP+ voices in any plans or reports relating to housing or houselessness in Regina.</p>

		<p>Strategy definition of vulnerable populations. The challenge is that the HIP does not typically drive development; it requires a housing provider to come forward with a project.</p> <p>In 2021 the City received funding through the federal government’s Rapid Housing Initiative (RHI) to create new permanent affordable housing units for people and populations who are vulnerable and prioritized under the National Housing Strategy. The City is using the funding to support two projects:</p> <ul style="list-style-type: none"><li>▪ the Home Fire Complex will see at least 29 new units created, and</li><li>▪ a new project (name TBD) will see at least 25 new units created.</li></ul> <p>2SLGBTQ+ people were identified as a vulnerable population to be targeted with RHI funding. If future RHI funding were available for additional projects, the City could choose to focus on housing for 2SLGBTQ+ people. This would require more information about the level of need and the housing partners available to submit proposals (i.e., which support agencies could partner with a housing provider). Successful organizations must commit to serving the population over the timeline of the 20-year agreement.</p>	
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