Trans, Two-Spirit and Gender Diversity Working Group

Terms of Reference

The Working Group would like to acknowledge that UBC Vancouver is located on the traditional, ancestral, and unceded territory of the Musqueam and Coast Salish people, and that UBC Okanagan is located on the traditional, ancestral and unceded territory of the Okanagan Nation. We respectfully acknowledge that as members of the UBC community we are guests on this land and thank the peoples of Musqueam Nation and Okanagan Nation.

“The Task Force recognizes the breadth of current research in Canadian (and other international) contexts that identifies and documents how it is that gender-based violence and safety issues uniquely and disproportionately impact the safety and wellbeing of transgender and gender diverse people and communities. ... Confronting intersectional gender-based violence requires that we acknowledge, in particular, that the safety and wellbeing of transgender and gender diverse people and communities are not currently being adequately addressed or acknowledged at UBC, and therefore that we as a community need to take action. A focused plan is necessary to address both overt discrimination and violence and the day-to-day subtleties of gender discrimination on campus that are not necessarily covered in wider policies, particularly those issues unique to transgender and gender diverse people.”

Transforming UBC and developing a culture of equality and accountability: Confronting rape culture and colonialist violence. Report of the President’s Task Force on Gender-Based Violence and Aboriginal Stereotypes (2014)

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Mandate:
The purpose of the Working Groups is to create action-oriented recommendations to the Strategic Implementation Committee on the implementation of strategic initiatives relevant to equity and diversity related reports and plans such as Transforming UBC and developing a culture of equality and accountability: Confronting rape culture and colonialist violence. Report of the President’s Task Force on Gender-Based Violence and Aboriginal Stereotypes (2014).

At issue at the heart of the work of the Trans¹, Two-Spirit² and Gender Diversity³ Working Group is that, “Transgender students typically feel isolated and marginalized, rather than welcomed and included, at most institutions” (Beemyn, 2005). With the University of British Columbia’s key Equity statements articulating core values of “Inclusiveness” and “Respect”, the institution is poised to affect change and to create a safer and more inclusive environment for all faculty, staff and students on campus, including trans, two-spirit and gender diverse people.

¹ “Trans” is an abbreviation of the word “Transgender”.
Therefore, in particular, the primary charge that defines the work of the Trans, Two-Spirit and Gender Diversity Working Group will be to investigate, consult and report on the primary areas of concern relevant to providing a set of Next Step Recommendations. It may be the case that the Trans, Two-Spirit and Gender Diversity Working Group Recommendations will form an evidentiary foundation for a new group to then take up Recommendation #6 of the UBC President’s Task Force on Gender-Based Violence and Aboriginal Stereotypes (2014) which is as follows:

To establish an intersectional transgender and gender diversity Task Force that will provide expertise and take a lead role in the development and oversight of a new “Intersectional Gender and Sexual Diversity Strategic Plan”.

Guiding Principles

- Self-determination for Trans, Two-Spirit and Gender Diversity faculty, staff and students at the University of British Columbia;
- Particular and significant role for cisgender allies;
- Gender Identity and Expression differences are both linked with and entirely distinct from Sexuality differences. Gender Identity and Expression are invariably intersectionally embodied such that Trans, Two-Spirit and Gender Diverse people represent a highly diverse and in some cases, multiply marginalized group;
- In doing work related to systemic discrimination it can be helpful to try to be clear when one is “speaking as” (e.g., a Trans person, an ally), speaking for, and speaking with. None is a neutral speaking voice and we are all located;
- Trans, two-spirit and gender diverse peoples’ histories relative to differential exposure to institutional betrayal can produce unique challenges in carrying out decolonizing work in institutional settings;
- Language is not always our friend in addressing issues of intersectional and systemic discrimination. We need to agree to disagree with a great deal of compassion. Careful and attentive use of gender markers, like pronouns, can be part of a respectful environment for trans, two-spirit and gender diverse people;
- Systemic discrimination requires Universities to make careful plans that move the institution from “preservationist” goals circumscribed by and limited to “respect and sensitivity” to a set of “decolonizing” goals that enlist the organization in building institutional capacity for providing culturally competent and safer modes of care, education and policy infrastructures.

Scope

1. Provide a report to the VP Equity and the Strategic Implementation Committee detailing what are the primary areas that need attention and improvement such that UBC can address areas of blatant inequality and legacies of colonial gender-based violence that impact directly, members of trans, two-spirit and gender-variant communities and indirectly, the whole of society.

2. Provide specific recommendations to the VP Equity and the Strategic Implementation Committee detailing how the University of British Columbia can provide greater gender-affirming inclusivity through:
• Non-Discrimination and other Related Equity Policies
• Health Care
• Housing
• Curriculum and Academic Programs
• Washrooms
• University Information Systems, Records and Documents
• Programming, Training, and Support
• Athletics and Facilities

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. Working Groups will also consist of members who work or conduct research in the topic covered and are familiar with current issues or initiatives related to the topic. Where relevant, the committee will have representation from both campuses. Efforts should be made to ensure a diversity of voices are represented on the Working Group. One member of the Working Group will be designated as the chairperson by the Associate Vice President. A member of the Equity and Inclusion Office will provide administrative and research support to the Working Group.

Membership:

<table>
<thead>
<tr>
<th>Name/Title</th>
<th>Department/Campus</th>
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<tbody>
<tr>
<td>Mary Bryson, CHAIR, Trans, Two-Spirit and Gender Diversity Working Group</td>
<td>Faculty of Education</td>
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<tr>
<td>Senior Associate Dean, Administration &amp; Innovation &amp; Professor</td>
<td>Language and Literacy Education</td>
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<td>Faculty of Arts</td>
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<td>Institute for Gender, Race, Sexuality and Social Justice</td>
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<td>Vancouver Campus</td>
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<td>Linda McKnight, Director, HR Advisory Services</td>
<td>Human Resources, Vancouver Campus</td>
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<tr>
<td>Harlan Pruden (First Nation Cree/ nēhiyaw) Ph.D. student</td>
<td>Interdisciplinary Studies Graduate Program</td>
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<tr>
<td>Managing Editor,</td>
<td></td>
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<tr>
<td>Name</td>
<td>Role/Program</td>
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<tr>
<td>Jodey Castricano</td>
<td>Professor, Department of English</td>
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<tr>
<td>Michael V. Smith</td>
<td>Associate Professor, Creative Writing</td>
</tr>
<tr>
<td>Jesse Grimaldi</td>
<td>Admissions Assistant, Robert H. Lee Graduate School</td>
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<tr>
<td>Lyra McKee</td>
<td>MA Program</td>
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<tr>
<td>Daniel Heath Justice</td>
<td>Chair, First Nations and Indigenous Studies Program</td>
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<tr>
<td>Evan Taylor</td>
<td>PhD Candidate</td>
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<tr>
<td>Dr. Martin Blum,</td>
<td>Associate Professor, English</td>
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<tr>
<td>Dr. Ilya Parkins</td>
<td>Associate Professor, Gender and Women’s Studies, Okanagan Campus</td>
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<tr>
<td>Dr. Susana Caxaj,</td>
<td>School of Nursing, Okanagan Campus</td>
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UBC Faculty of Creative & Critical Studies
Okanagan Campus
UBC Sauder School of Business
Vancouver Campus
Gender, Race, Sexuality and Social Justice, Arts, Vancouver Campus
First Nations and Indigenous Studies and English
Faculty of Arts
Vancouver Campus
Faculty of Education
English
Head of Critical Studies, Okanagan Campus
Gender and Women’s Studies, Okanagan Campus
School of Nursing, Okanagan Campus
Assistant Professor

Dr. Janice Stewart, Senior Instructor
Chair, Critical Studies in Sexuality and Undergraduate Program Chair
Institute for Gender, Race, Sexuality and Social Justice, Vancouver Campus

Dr. Rachael E. Sullivan
Office of Equity & Inclusion

Dr. Hélène Frohard-Dourlent
Post-doctoral Research Fellow
Teaching Fellow, UBC Department of Sociology
Stigma and Resilience Among Vulnerable Youth Centre (SARAVYC)
Faculty of Education, UBC Sexual Orientation and Gender Identity (SOGI) Education Fund

Jim Oulton,
Registered Social Worker
Counselling Services, Vancouver Campus

Sherri Springle,
Student
First Nations House of Learning, Vancouver Campus

Wade Janzen,
Community-Based Experiential Education Advisor
Community Engaged Learning, Vancouver Campus

Dr. JP Catungal, Instructor
Institute for Gender, Race, Sexuality and Social Justice, Vancouver Campus

Duties of Chair:
The Chair will sit as a member of both the Working Group and the Strategic Implementation Committee for the duration of the life of the Working Group. Working with their administrative support, the chair will:

- schedule meetings of the Working Group
- set the agenda
- chair the meetings
- ensure that all members have an equal opportunity to speak
- provide follow-up from the Strategic Implementation Committee meetings to the Working Group
- provide a report to the Strategic Implementation Committee

Meetings:
All efforts will be made to ensure the meetings take place in a room with video-conference technology, so members from both campuses can participate.
Commitment:
The Working Group will aim to provide recommendations to the Strategic Implementation Committee.

Recommendations:
After its deliberations, the Working Group will identify recommendations that it will propose to the Strategic Implementation Committee on Equity and Diversity. The Strategic Implementation Committee will review the Working Group’s recommendations and make suggestions for changes as may be necessary. After deliberation, the Strategic Implementation Committee will recommend some or all of the recommendations to the Vice Presidents and Deputy Vice Chancellor for action.