To: **Dr. Sara-Jane Finlay**, Associate Vice-President Equity and Inclusion, UBC V & Chair, Vice-Presidential Strategic Implementation Committee on Equity and Diversity and Chairs, Vice-Presidential Oversight Group: **Dr. Angela Redish**, Provost and Vice-President Academic pro tem, UBC V; **Dr. Louise Cowin**, Vice-President Students, UBC V; **Dr. Deborah Buszard**, Deputy Vice Chancellor & Principal, UBCO and **Lisa Castle**, Vice-President Human Resources, UBC V.

FROM: **Dr. Mary Bryson**, Chair & Senior Associate Dean and Professor, Faculty of Education, and Members, **Trans, Two-Spirit and Gender Diversity Working Group**: **Linda Mcknight**, Director, HR Advisory Services, UBC V; **Harlan Pruden**, PhD Program, UBC V & Managing Editor, TwoSpiritJournal.com; **Jodye Castricano**, Professor, Department of English, UBC O; **Michael V. Smith**, Associate Professor, Faculty of Creative and Critical Studies, UBCO; **Jesse Grimaldi**, Admissions Assistant, Robert H. Lee Graduate School, UBC V; **Lyra McKee**, MA Program, Gender, Race, Sexuality and Social Justice, Arts, UBC V; **Daniel Heath Justice**, Chair, First Nations and Indigenous Studies Program, Professor and Canada Research Chair, Department of English, UBC V; **Evan Taylor**, PhD Program, Faculty of Education, UBC V; **Dr. Martin Blum**, Associate Professor, Head of Critical Studies, UBC O; **Dr. Ilya Parkins**, Associate Professor, Gender and Women’s Studies, UBC O; **Dr. Susana Caxaj**, Assistant Professor, School of Nursing, UBC O; **Dr. Janice Stewart**, Chair, Critical Studies in Sexuality and Undergraduate Program Chair, Senior Instructor, Institute of Gender, Race, Sexuality and Social Justice, UBC V; **Dr. Rachael E. Sullivan**, Office of Equity and Inclusion, UBC V; **Dr. Hélène Frohard-Dourlent**, Post-doctoral Research Fellow, Faculty of Education & Department of Sociology, UBC V; **Jim Oulton**, Registered Social Worker, Counselling Services, UBC V; **Sherri Springle**, BEd NITEP Program, First Nations House of Learning, UBC V; **Wade Janzen**, Community-Based Experiential Education Advisor, UBC V; **Dr. JP Catungal**, Instructor, Institute of Gender, Race, Sexuality and Social Justice, UBC V.

After careful consideration of our mandate, trajectory and achievements at our Working Group meeting of March 27, 2017, members of the Trans, Two-Spirit and Gender Diversity Working Group have come to the conclusion that it is time to bring our work in this iteration – a Working Group that reports to the Vice-Presidential Strategic Implementation Committee on Equity and Diversity – to an end.

Given the addition of Gender Identity and Expression to the BC Human Rights Code (Bill 27) and the addition of Gender Identity and Expression as named grounds to UBC’s Policy #3 ‘Discrimination and Harassment’ it has become clear that 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 Working Group’s assessment of the landscape for institutional equity initiatives germane to trans, two-spirit and gender diversity is that has significantly shifted over the past year, in the following ways:

- Addition of Gender Identity and Expression to the BC Human Rights Code and Policy #3
- Widespread empirical verification of assessment of trans, two-spirit and gender diverse students and staff as especially precarious, including the most recent findings from the Undergraduate Survey at UBC, which show that UBC Trans and Gender-Diverse students express the lowest levels of belonging and well being of all the student groups surveyed,
- Increased incidence of hate crimes toward Trans, Two-Spirit and Gender Diverse faculty, staff and students across the globe, which pose unique, entirely unprecedented and substantive threats to academic freedom, safety and well being
- Major implementation challenges of institutional gender diversity initiatives due to underfunding, scale and lack of any overall plan

Our conclusion, as members of the Trans, Two-Spirit and Gender Diversity Working Group is then, that the scope of work to do at UBC is so significant that it is therefore time to take up one of the key recommendation of the *President’s Task Force on Gender-Based Violence and Aboriginal Stereotypes* (2014) which was 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”

Areas for immediate action include:

- Cultural Competency training for all UBC staff
- Cultural Competency training for all UBC staff providing Health Care
- Academic Freedom protections and risk mitigation tailored to Trans, Two-Spirit or Gender Diverse faculty, staff and students given the sharp rise in hate crimes linked with Bill C-16
- Housing & Residences
- Curriculum and Academic Programs
- University Information Systems, Records and Documents
- Athletics and Facilities

We underscore here our hope that the Office of Equity & Inclusion specifically, and the University more broadly, continue to consider one of the key foundational principles with which we began our work in the Trans, Two-Spirit and Gender Diversity Working Group, which is to say, self-determination for trans, two-spirit and gender diverse faculty, staff and students at the University of British Columbia. “Nothing About Us, Without Us” ([https://en.wikipedia.org/wiki/Nothing_About_Us_Without_Us](https://en.wikipedia.org/wiki/Nothing_About_Us_Without_Us)) is an important principle in designing this trajectory which, if heeded, will put UBC in a better position politically and strategically in carrying out work on this important set of goals.

In the core Guiding Principles of the T/TS/GD Working Group, we noted that: “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.” Accordingly, regarding the ongoing T/TS/GD Working Group consultation with Musqueam regarding the implications of adding Gender Identity and Gender Expression to Policy #3, and
the bi-directional learning opportunities that are lodged in an appreciation of the many ways in which Indigenous knowledge concerning “two-spirit” provides access to knowledge that has a different trajectory than a Western concept of “gender” as distinct from “sexuality”, we are pleased to report to our colleagues that Dr. Daniel Justice, in his capacity as Director of First Nations and Indigenous Studies at UBC and his colleagues are continuing this consultation and will report back to both the Vice-Presidential Strategic Implementation Committee On Equity and Diversity and the Vice-Presidential Oversight Group.

Accordingly, the Trans, Two-Spirit and Gender Diversity Working Group brings forward the following Motion to the Vice Presidential Implementation Committee:

<Be it resolved> That <the Vice Presidential Oversight Group recommend that> the President’s Office set up a President’s Trans, Two-Spirit and Gender Diversity Advisory Committee modeled on the purpose and administrative structure of the President’s Advisory Committee on Aboriginal Affairs http://aboriginal.ubc.ca/strategic-plan/presidents-advisory-committee/. Given the current membership of the Trans, Two-Spirit and Gender Diversity Working Group, which includes faculty, staff and students from both UBC Vancouver and UBC Okanagan as well as representation from the Office of Equity and Inclusion, we would recommend only that we add community leaders to this Advisory Committee.

We look forward to seeing action at the University of British Columbia on the major strategic goals for equity and inclusion relative to Trans, Two-Spirit and Gender Diversity and to our continued participation in providing leadership germane to this important trajectory.