

Toronto Trans Coalition Project Needs Assessment Report



“From Surviving to Thriving”

January 20, 2020

To: Toronto Budget SubCommittee

By: Susan Gapka – Co-Chair

“From Surviving to Thriving”
A Needs Assessment of Trans and Nonbinary People
in Toronto Based on the Social Determinants of Health

- Focused on needs of trans and nonbinary community based on the social determinants of health
- Area: City of Toronto
- Funded by Sherbourne Health Centre
- Designed and conducted by Evan Vipond
- Online survey ran from late August to end of October
 - 281 submissions, 236 from GTA, 181 from Toronto
- 31 participants in 9 in-person focus groups
- Good distribution of ages, identities, ethnicities, socio-economic status, etc
- Report now available:
<http://www.transcoalitionproject.com/index.php/survey>

Needs Assessment Survey Demographics

- Median age 25-34
- 65% of respondents assigned female at birth, 31% assigned male at birth
- 37% of respondents are students
- 45% of respondents have a disability

Employment and Financial Security

- Many respondents are struggling financially:
 - Median annual income of respondents \$20,000- 29,999
 - 61% of respondents earn <\$30,000/year
 - 56% live paycheque to paycheque
 - 17% of respondents are unemployed, 40% are in precarious work
 - 40% of respondents have multiple jobs
- But there are trans people who are succeeding
 - 12% of respondents earn >\$80,000/year
- Discrimination remains an issue:
 - 62% of respondents have experienced discrimination or harassment at work
 - 19% of respondents believe they were not hired because of their gender identity or expression

Education

- We are a well-educated community (cf with financial security)
 - 66% of respondents have completed some level of post-secondary education
 - 65% of respondents desire further education
- Support in schools is improving:
 - 46% of respondents said their school had trans-inclusive policies
 - 44% believed their school was trans-inclusive
- But 50% of respondents had experienced discrimination or harassment at school

Housing

- Many respondents are underhoused, they report their current living situation as:
 - unstable (23%)
 - unsafe (12%)
 - unhealthy (13%)
- 25% of respondents have experienced homelessness
- Discrimination remains an issue:
 - 22% of respondents have been denied housing due to discrimination
 - 36% of respondents have experienced discrimination where they live

Health and Well-Being

- 25% of respondents feel their health needs aren't being met
- 56% of respondents have experienced discrimination by medical practitioners
- 22% of respondents have been denied medical care due to their gender identity or expression
- 16% of respondents cannot afford to fill their prescriptions every month

High-Level Directions

Next Steps:

- Develop projects to address gaps/barriers found in needs assessment
- Mix of:
 - Smaller grassroots projects with faster implementation and less time to results
 - Larger projects with bigger long-term impact
- Seek partners, especially for larger projects, with skills and experience in key areas

Thoughts on Projects: Employment

- Trans-specific employment – partner for food prep training & cafe work experience
- Internship/shadow programs at corporations
 - also include mentoring
- Similar partnership with unions and technical companies for trades opportunities
- Work with CLGCC/Pride at Work on ensuring trans certification requirements included in their certifications

Thoughts on Projects: Housing

- Create survival guide for trans people at risk or homeless
- Add trans education to college property management courses
- Education and certification of major landlords in GTA
- Partner with TCHC, City of Toronto, and a supportive housing provider to buy and renovate building for trans supportive housing
 - similar partnership with a supportive housing program and City of Toronto Rooming House program

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Development

- Continue to search for sources for on-going operational funding
 - Labour, faith communities,...
- Seek project funding from partners, corporate foundations, government sources,...
- To focus on Employment/Income Security and Housing
- Two committees formed:
 - ❑ Corporate Employment Proposal
 - ❑ Trades/Labour Employment Proposal



From Surviving to Thriving is available
for free download at:

<http://transcoalitionproject.com/index.php/survey-pdf>

Project designed and conducted by Evan Vipond

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THANK YOU!