



A Preliminary Service Plan for Transgender & Non Binary Youth

CAB: 2SLGBTQ+ Advisory Committee

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Vibrancy of Non Binary & Trans Communities



Overview

1. Brief Overview of Service Plan
 - Purpose
 - Update
2. Building the Service Plan: Phases
3. Discussion

Purpose of the Service Plan for Transgender and Non Binary Youth

- The Preliminary Service Plan for Transgender and Non Binary Youth was created as a result of recommendations from the Toronto Youth Equity Strategy
- The Two-Spirit, Transgender, and Non Binary Service Plan was Council directed to support the most vulnerable youth experiencing violence
- A comprehensive service plan with the **power to improve** the lived realities of Two-Spirit, Trans, and Non Binary youth in Toronto

In Essence...

“When Transfeminine, Non Binary, and Transmasculine people are safe, cisgender women and girls will also experience increased safety from gender-based violence.”

-Preliminary Service Plan for Transgender & Non Binary Youth

Phase I: May 2017- February 2018

General consultations with a Trans and Non Binary Youth Advisory group:

- Identified 5 thematic areas and 70 recommendations
 - 1) Legal Identification & Data Collection
 - 2) Employment
 - 3) Housing
 - 4) Mental Health
 - 5) Safety



City Staff determined that the Service Plan required more culturally inclusive consultations to better meet the needs of Two-Spirit, ABC Black, Non Binary, and Trans communities

Methodology

Community Engagement & Consultation

- Conversation guides for consultation
- Advisory bodies developed and engagement from impacted communities
- Pilot testing programming and engagement i.e. employment

Research and Measurement

- Literature reviews and best practices for serving Two-Spirit, Trans, and Non Binary populations
- “Ground truth” & validate recommendations with impacted communities

Phase II: March 2018 - December 2020

Native Youth Sexual Health Network (NYSHN)

- Developed of a Youth Advisory Council to advise on consultations process
- Conducted a series of consultations to support the development of a City-wide service plan for Two-Spirit youth living in Toronto
- 18 additional recommendations were identified, highlighting the creation of a Two-Spirit and LGBTQ+ specific Service Plan

Black Lives Getting Better Together (Black LGBT) - BlackCAP & SOY Black Queer Youth, Confront Anti-Black Racism Unit (CABR)

- Conducted 3-part series aimed at identifying the specific needs and aspiration of Toronto's Black queer, Trans youth and their parents/caring adults
- BlackCAP utilizes learning from CABR's Black Lives Getting Better Together project to inform ongoing programming for community

Phase III: January 2021 – Present

BlackCAP

- Developing framework to address the change needed in workplaces for African, Caribbean, and Black (ACB) Trans, Non Binary people
- Created an advisory committee comprised of 7 members of the ABC Trans and Non Binary community
- Conducting pilot geared to ABC Trans and Non Binary people 16+ years old in order to connect to employers and opportunities
- Conducting consultations with members of the ABC Trans and Non Binary community to create recommendations in a Trans and Non Binary Service Plan
- Conducting a literature review to understand best practices implemented in other municipalities

Next Steps

1. Build Relationships with Two Spirit Communities

- Seek guidance from Indigenous Affairs Office
- Consultation and engagement with Two-Spirit, Trans, and Non Binary communities to validate approach and immediate next steps

2. Report Development, Q3 2022

- Development of the Two-Spirit, Trans, and Non Binary Service Plan



Questions?



Thank You!