



Decision Letter

Two-Spirit, Lesbian, Gay, Bisexual, Transgender and Queer Advisory Committee

Meeting No. 4

Contact Gina Ang, Committee Administrator

Meeting Date Monday, September 23, 2024

Phone 416-397-4592

Start Time 9:30 AM

E-mail 2slgbtq@toronto.ca

Location Committee Room 1, City Hall/Video Conference

Chair Councillor Chris Moise

QS4.6	ACTION	Adopted		Ward: All
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Updating All of City of Toronto Relationship Frameworks to include Gender Inclusive Language

Committee Decision

The Two-Spirit, Lesbian, Gay, Bisexual, Transgender and Queer Advisory Committee recommends that:

1. The Executive Committee request City Council to direct the City Manager to update all City of Toronto Relationship Frameworks to include gender-inclusive language.

Origin

(September 13, 2024) Letter from Councillor Chris Moise

Summary

At its meeting on September 23, 2024, the Two-Spirit, Lesbian, Gay, Bisexual, Transgender and Queer Advisory Committee considered Item [QS4.6](#) and made recommendations to the Executive Committee

Summary from the letter (September 13, 2024) from Councillor Moise

This motion seeks to recommend the Executive Committee to direct the City Manager to update all City of Toronto relationship frameworks to contain gender-neutral language. This includes not only the replacement of gender-specific language but also a thorough review of all underlying assumptions that may inadvertently reinforce binary assumptions about gender.

Gendered language, though traditionally used, marginalises certain communities, and exclude others from conversations. By updating our relationship frameworks to employ gender-neutral language, we are taking a significant step towards ensuring our city is inclusive and respects the identities of all individuals.

The City of Toronto prides itself on its diversity, inclusivity, and commitment to equality. This step is a critical part of the ongoing effort to ensure that our policies, procedures, and conduct reflect these values. By making this change, we are setting a positive example for other municipalities, organisations, and businesses—demonstrating that inclusive language should not be an add-on, but a fundamental part of how we communicate.

Background Information

(September 13, 2024) Letter from Councillor Chris Moise on Updating all City of Toronto Relationship Frameworks to include Gender Inclusive Language

(<https://www.toronto.ca/legdocs/mmis/2024/qs/bgrd/backgroundfile-248682.pdf>)