

September 13, 2024

Two-Spirit, Lesbian, Gay, Bisexual, Transgender and Queer Advisory Committee
City Hall, Committee Room 1
100 Queen Street West Toronto
ON M5H 2N2

Dear Committee Members,

Re: Updating all City of Toronto Relationship Frameworks to include Gender Inclusive Language

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.

RECOMMENDATIONS:

1. The Two-Spirit, Lesbian, Gay, Bisexual, Transgender and Queer Advisory Committee recommends the Executive Committee direct the City Manager to update all City of Toronto Relationship Frameworks to include gender-inclusive language.

Chris Moise
City Councillor
Ward 13 - Toronto Centre

CM/mh