



Summary Document: TGD2S Safety and Inclusion Action Plan

Summer 2025

Overview

The City of Vancouver is renewing its transgender, gender diverse and Two-Spirit (TGD2S) plan with a stronger focus on making sure TGD2S communities feel safe and included. The City is connecting with TGD2S individuals and allies to create a plan that is effective and meaningful.

Why this work matters

TGD2S people face discrimination in multiple areas of life that impacts their safety and well-being:

- Hate crimes against the 2SLGBTQI community have increased by 388% between 2016 and 2023. (Source: [Hate crimes targeting 2SLGBTQI communities are rising every year: Egale Canada calls on all levels of government to take action - Egale Canada](#))
- The unemployment rate for transgender people is double the general population, and 1 in 5 have been refused houses or apartments because of their gender. (Source: [2014_prc-LGBTQ-poverty-factsheet.indd](#))
- 29% of transgender people report being turned away when trying to access shelters. (Source: [2014_prc-LGBTQ-poverty-factsheet.indd](#))
- 54% of transgender and non-binary people in Canada worry about being harassed by police, with this number being much higher for BIPOC individuals. (Source: [QuickStat #4 – Anticipated discrimination from police among trans and non-binary participants - Trans PULSE Canada](#))

Background

The City of Vancouver, working with community, created its [first plan](#) to support TGD2S people in 2016. Since then, the City has completed the 'early actions' in that plan including:

- Updating the City of Vancouver Building By-Laws to require gender-neutral washrooms at new or renovated Vancouver businesses.
- Opening the [Aoki Ross House](#) - a supportive housing project in the DTES providing inclusive, safe, culturally appropriate housing for TGD2S people.
- Installing "Gender diverse people welcome" washroom signage in City-run buildings.
- Applying new TGD2S guidelines in the planning of all newly constructed or renovated City-owned buildings.
- Updating City grant priorities to reflect TGD2S inclusion.
- Providing TGD2S awareness training to more than 2,500 City of Vancouver staff.

Read a full progress report in the [Dec 2024 Memo to Mayor and Council – Update on Renewal of TGD2S Safety and Inclusion Action Plan \(RTS 16122\)](#)

Creating a renewed TGD2S Safety and Inclusion Action Plan

In November 2023, Vancouver City Council voted unanimously to renew the TGD2S plan, with a stronger focus on making sure TGD2S people feel safe and included.

As part of the renewal process in 2024, we conducted a review of the original 2016 plan. Alongside this review, we did some early engagement with TGD2S community members, and organizations that support them, to better understand current experiences around safety and inclusion.

Drawing from this review and community input, we developed a set of goal areas where the City could focus its efforts to improve safety and inclusion for TGD2S people. Each goal area is supported by a series of proposed initiatives to help the City achieve meaningful progress.

1. **Community Spaces and Safety:** Create and improve public spaces like streets, parks, and plazas that are inclusive, accessible, and welcoming for TGD2S individuals, ensuring they can participate fully and safely in community life.

How? For example:

- Accessible all-gender washrooms in public facilities and gender-neutral, multilingual signage across public spaces.
- Training for frontline City staff on inclusive practices for TGD2S individuals.

2. **Programs and Services:** Develop, expand, and support programs and services that cater to the diverse needs of TGD2S individuals, promoting well-being, empowerment, and community engagement.

How? For example:

- Culturally specific programs and resources for Two-Spirit, transgender and gender diverse people of colour as well as programs that meet the needs of TGD2S youth and seniors.
- Support for TGD2S artists, art spaces, and cultural production.

3. **Working at the City of Vancouver - Human Resources and Staff Experience:** Foster an inclusive and supportive work environment for TGD2S people working at the City of Vancouver ensuring equitable opportunities and a culture of respect and belonging.

How? For example:

- Diversity and inclusion training for City staff members that focuses on TGD2S issues.
- Clear anti-discrimination workplace policies and reporting process.

4. **Housing and Homelessness Services:** Improve housing for the TGD2S community and create housing solutions that are inclusive, accessible, and reflective of community needs and priorities.

How? For example:

- Anti-discrimination policies and TGD2S-inclusive training for housing and shelter providers supported by the City of Vancouver.
- Support for TGD2S specific shelter spaces.

5. **Engagement & Visibility:** Better engage TGD2S people in City consultations and increase visibility of TGD2S communities and issues on City of Vancouver

communications (e.g. social media). This will help to create a more inclusive and supportive environment for the TGD2S community.

How? For example:

- Improve participation of TGD2S people in City consultations, such as City of Vancouver surveys and feedback sessions.
- Increased TGD2S representation in City of Vancouver communications like City-run social media accounts and webpages to support increasing visibility for TGD2S people in Vancouver.

To see the full list of goal areas and potential initiatives, go to [ShapeYourCity/TGD2S](#).

Get involved - Engagement 2025

As we take the next steps in renewing the TGD2S Safety and Inclusion Action Plan, we'd like to know what you think of our proposed goal areas and initiatives. We also want to know your thoughts about how we can make Vancouver safer and more inclusive for transgender, gender diverse and Two-Spirit people.

Your feedback will help us develop the final TGD2S Safety and Inclusion Action Plan which will be presented to Vancouver City Council in winter 2025 for approval.

We want to hear from all corners of the TGD2S community - including youth, parents and caregivers, chosen family, TGD2S-serving organizations and sex workers.

[Take our short survey to share your thoughts!](#) The survey is about 10 minutes long and open until August 10, 2025.

Please note that healthcare, transportation, education, housing laws, and policing, are handled by senior governments —not the City of Vancouver. However, the City of Vancouver can support community advocacy for actions in these areas.

If you would like additional support completing the survey, please email TGD2S@Vancouver.ca.