



**VANCOUVER POLICE DEPARTMENT** | *Beyond the Call*

January 30, 2018

***I&P Unit Reference: 17-2136A***

**VIA EMAIL**

Dear [REDACTED]:

***Re: Records Access Request***

We are replying to your request for information that was received on July 28, 2017. In that request, you wished to obtain the following:

- 1) "Copies of any documents...distributed to officers during or connected to LGBTQ or trans sensitivity training and copies of any overhead or projected presentations used during these trainings...between January 1, 2015 and July 28, 2017; and
- 2) Copies of any emails, sent and received by Cst. Dale Quiring between January 1, 2015 and July 28, 2017 with the following combination of words:
  - "Training" and "trans"; "transgender"
  - "Training" and "LGBT"; "LGBTQ"
  - "Sensitivity" and "trans"; "transgender"
  - "Sensitivity" and "LGBT"; "LGBTQ". "

In response to item 1), enclosed please find copies of training presentations provided to Vancouver Police Department ("VPD") members. For details of the programs created, please refer to the included curriculum overview document.

The VPD has disclosed to you all responsive information created by the VPD. We have withheld two pages of information, as marked, in reliance on section 22(1) of the *Freedom of Information and Protection of Privacy Act* ("FIPPA"). This information consists of two Facebook pages provided to the VPD, in confidence, and used with consent for training purposes [VPD Cycle 2 Training].

The VPD has withheld responsive information consisting of presentations created by QMUNITY. This information is withheld in reliance on section 21 of FIPPA. Specifically this section requires the VPD to refuse to disclose information that would reveal commercial, financial, or technical information of a third party that is supplied in confidence and the disclosure of which could reasonably be expected to result in one or more of the harms identified. The Third Party was consulted and did not consent to disclosure of their proprietary training / presentation information in the custody of the VPD.

You will note from the Curriculum Overview that VPD members receive Increment Canadian Police Knowledge Network (CPKN) training via e-learning. While this information was not distributed to officers and is therefore not responsive to your request, the VPD received this information in confidence from the Toronto Police Service and would withhold this information on that basis in accordance with section 16(1)(b) of FIPPA. You may wish to direct a request for information to the originating agency, the Toronto Police Service.

In response to item 2), enclosed please find the requested records numbered 76 pages in total. Information has been removed from the emails in accordance with sections 13(1), 15(1)(l) and 22(1) of the FIPPA. Excerpts of these provisions are attached.

We did not include two attachments from the responsive emails as they are publicly accessible: 1) Ontario Association of Chiefs of Police "Best Practices in Policing"<sup>1</sup> and 2) VPD "Walk with Me"<sup>2</sup> training video. Links to these items are included below.

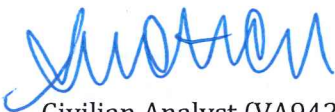
Under s. 52 of the Act, you may ask the Office of the Information and Privacy Commissioner to review our response to your request. You have thirty (30) days from the receipt of this letter to request a review by writing to:

Office of the Information and Privacy Commissioner  
P.O. Box 9038, Stn Prov Govt  
Victoria BC V8W 9A4  
Telephone (250)387-5629 Fax (250)387-1696

If you request a review, please provide the Commissioner's office with a copy of this letter and a copy of your original request to the Vancouver Police Department.

If you have any questions or require clarification on the information that has been sent to you, please contact the Information and Privacy Unit at (604) 717-3071 or email [foi@vpd.ca](mailto:foi@vpd.ca).

Yours truly,



Civilian Analyst (VA9426)  
Information and Privacy Unit  
/sw

cc: OIPC F17-72133 (cover letter only)

---

<sup>1</sup> <http://www.oacp.on.ca/Userfiles/Files/NewAndEvents/OACP%20LGBTQ%20final%20Nov2013.pdf>

<sup>2</sup> <http://vancouver.ca/police/organization/public-affairs/diversity-indigenous-relations/index.html>

### **Policy advice or recommendations**

- 13 (1) The head of a public body may refuse to disclose to an applicant information that would reveal advice or recommendations developed by or for a public body or a minister.

### **Disclosure harmful to law enforcement**

- 15 (1) The head of a public body may refuse to disclose information to an applicant if the disclosure could reasonably be expected to...(l) harm the security of any property or system, including a building, a vehicle, a computer system or a communications system.

### **Disclosure harmful to business interests of a third party**

- 21 (1) The head of a public body must refuse to disclose to an applicant information
- (a) that would reveal
    - (i) trade secrets of a third party, or
    - (ii) commercial, financial, labour relations, scientific or technical information of or about a third party,
  - (b) that is supplied, implicitly or explicitly, in confidence, and
  - (c) the disclosure of which could reasonably be expected to
    - (i) harm significantly the competitive position or interfere significantly with the negotiating position of the third party,
    - (ii) result in similar information no longer being supplied to the public body when it is in the public interest that similar information continue to be supplied,
    - (iii) result in undue financial loss or gain to any person or organization, or
    - (iv) reveal information supplied to, or the report of, an arbitrator, mediator, labour relations officer or other person or body appointed to resolve or inquire into a labour relations dispute.

### **Disclosure harmful to personal privacy**

- 22 (1) The head of a public body must refuse to disclose personal information to an applicant if the disclosure would be an unreasonable invasion of a third party's personal privacy.

---

**From:** QUIRING, Dale  
**Sent:** Thursday, August 31, 2017 10:36 AM  
**To:** QUIRING, Dale  
**Subject:** FW: Best practice  
**Attachments:** OACP LGBTQ final Nov2013.pdf

A/Sgt. Dale Quiring  
Badge # 2075  
Hate Crimes Unit  
LGBTQ Liaison Officer  
Diversity & Indigenous Relations Section Vancouver Police Dept Office Phone: 604-717 22(1) VpdSafePlace.com

-----Original Message-----

From: FLAMAND, Marcie  
Sent: Thursday, December 03, 2015 8:54 AM  
To: QUIRING, Dale  
Cc: JOHNSON, Jeremy  
Subject: FW: Best practice

FYI

Marcie Flamand  
A/Superintendent 1357  
Diversity and Aboriginal Policing Section Vancouver Police Department  
604-717 22(1)  
marcie.flamand@vpd.ca

This transmission may contain confidential or privileged communications and the sender does not waive any related rights and obligations. If you are not the intended recipient and have received this in error, you must immediately destroy it. Unauthorized copying or distribution of any information herein is strictly prohibited and may constitute a criminal offence, a breach of Provincial or Federal privacy laws, or may otherwise result in legal sanctions. We ask that you notify the Vancouver Police Department immediately of any transmission received in error, by reply e-mail to the sender. Thank you.

-----Original Message-----

From: FLAMAND, Marcie  
Sent: Thursday, December 03, 2015 8:53 AM  
To: RANKIN, Laurence  
Cc: YEE, Jeannie; MANOJLOVIC, Drazen; DANROTH, Jeff; TARNOWSKY, Carol; BLUSCHKE, Barb; FROESE, Betty; DE HAAS, John  
Subject: FW: Best practice



Good morning Superintendent Rankin,

As per our discussion this morning, please see attached Best Practices in Policing LGBTQ document from the Ontario Association of Chiefs of Police. Incidentally, I just got back from a meeting in Toronto with the CACP's PWFNMIP's (Policing with First Nations Metis and Inuit People's) committee where this topic came up and it was clear to me that other agencies are taking action and being proactive on this issue in their agencies. It really speaks to the need to deliver LGBTQ training to our members. In light of the Angela Dawson Human Rights ruling, I am recommending the VPD's training section partner with QMUNITY to deliver Queer Competency Training (3 hours) during Cycle training for 2017. I understand from talking with Betty Froese this morning that 2016 is all booked up and that 2017 Cycle training is still open. On November 16, 2015, yourself, Cst. Barb Bluschke and I all took this training and found it to be very good. In speaking to you this morning, you offered your support in moving forward with this. I would further suggest that before I meet with the COV's LGBTQ+ Advisory Committee in January that we hold a pre-meeting to discuss our plan and where we are with the recommendations from that Human Rights ruling.

Marcie Flamand  
A/Superintendent 1357  
Diversity and Aboriginal Policing Section Vancouver Police Department  
604-717 22(1)  
marcie.flamand@vpd.ca

This transmission may contain confidential or privileged communications and the sender does not waive any related rights and obligations. If you are not the intended recipient and have received this in error, you must immediately destroy it. Unauthorized copying or distribution of any information herein is strictly prohibited and may constitute a criminal offence, a breach of Provincial or Federal privacy laws, or may otherwise result in legal sanctions. We ask that you notify the Vancouver Police Department immediately of any transmission received in error, by reply e-mail to the sender. Thank you.

-----Original Message-----

From: Kate Leeb [mailto:Kate.Leeb@edmontonpolice.ca]

Sent: Monday, November 30, 2015 9:17 AM

To: Bob Christmas (Staff Sergeant), Winnipeg Police Service; Brian Ford (Inspector), Fredericton Police Service; Chief Jerel (Jerry) Swamp, Akwesasne Mohawk Police; Chief JP Levesque, Thunder Bay Police Service; Chief Lee Boyd, Blood Tribe Police; Chief William Moffat, Listuguj Police Service; Curtis Zablocki (Superintendent), RCMP Battle River; Dan Jones; Dave Whitlow (Deputy Chief), Anishinabek Police Service; David Snoddy (Director of Comm.Dev.), Ottawa Police Service; Dean Rae (Deputy Chief), Regina Police Service; Jacquie Genaille (Insp), Dakota Ojibway Police Service; FLAMAND, Marcie; Mark A Pritchard (Supt) Aboriginal Policing Bureau; Micheline Lavoie (Director), Public Safety Canada; Mitch Yuzdepski (Inspector), Saskatoon Police Service; National Aboriginal Policing & CP Service Shirley Cuillierrier (Director; Norm Lipinski (Assistant Commissioner), RCMP E Division HQ; Robert Davis (Chief of Lethbridge Regional Police Service); Robert Johnson (Superintendent), Toronto Police Department; Susanne Decock (Director), OPP-Aboriginal Policing Directorate; Tammy Pozzobon (Superintendent), Calgary Police Service

Cc: Angela Nelli (EA), Thunder Bay Police; Gayle Ryan, CACP Executive Assistant; Janet Dunn (AA-Shirley Cuillierrier), National Aboriginal Policing & Crime Prevention Services; Janine Zack (EA), Anishinabek Police Service; Karen Haines; Kate Leeb; Lorie CHAMASCHUK, (AA to C/Supt. Curtis Zablocki), RCMP K Division Alberta; Marc Saindon, Dakota Ojibway Police Service; Sara Sowiet, CACP; Shaun Penfold (AA), Calgary Police Service; Sophia Sheridan (EA), Fredericton Police Service; Yanick M Gelin (EA), Ottawa Police Service

Subject: FW: Best practice

Hello everyone,

Attached is the best practices document that David spoke of at our meeting. It's a good model for what could be achieved with our own best practices project.

Thank you!

Kate Leeb  
Administrative Assistant  
Investigative Support Branch  
Edmonton Police Service  
Nexus Business Park

22(1)

-----Original Message-----

From: Snoddy, David [mailto:SnoddyD@ottawapolice.ca]  
Sent: November 26, 2015 10:56  
To: Kate Leeb  
Cc: Dan Jones; shirley.cuillierier@rcmp-grc.gc.ca  
Subject: Best practice

David Snoddy  
from mobile device

**CONFIDENTIALITY CAUTION:**

This message is intended only for the use of the individual or entity to which it has been addressed and may contain information that is privileged and confidential. If you are not the intended recipient, or the employee or agent responsible for delivering the message to the intended recipient, you are hereby notified that any dissemination, distribution or copying of this communication is strictly prohibited. If this communication has been received in error, respond immediately via telephone or return e-mail, and delete all copies of this material.

**From:** QUIRING, Dale  
**Sent:** Thursday, August 31, 2017 10:37 AM  
**To:** QUIRING, Dale  
**Subject:** FW: Follow up to our meeting Feb 16

*A/Sgt. Dale Quiring*  
*Badge # 2075*  
*Hate Crimes Unit*  
*LGBTQ Liaison Officer*  
*Diversity & Indigenous Relations Section*  
*Vancouver Police Dept*  
*Office Phone: 604-717 22(1)*  
[VpdSafePlace.com](http://VpdSafePlace.com)

 Follow @dale2075



---

**From:** QUIRING, Dale  
**Sent:** Wednesday, March 09, 2016 10:14 AM  
**To:** 'Drew Dennis'  
**Subject:** RE: Follow up to our meeting Feb 16

Hi Drew

I was just wondering if you had any feedback on the Policy and specifically the reference guide? I am looking at the word "Transsexual" specifically on the reference guide and wonder from my research if Transgender should replace all the references to this word.

I have consulted with other people in the community specifically Velvet Steele who still likes the term "Transsexual" and doesn't feel it's outdated. I think the more current use I find should be Transgender.

Thoughts?

Thanks

*Det/Cst. Dale Quiring*  
*Badge # 2075*

*Hate Crimes Unit  
Diversity & Aboriginal Policing Section  
Vancouver Police Dept  
Office Phone: 604-717-22(1)  
[dale.quiring@vpd.ca](mailto:dale.quiring@vpd.ca)*



---

**From:** Drew Dennis 22(1)  
**Sent:** Wednesday, March 02, 2016 12:44 PM  
**To:** QUIRING, Dale  
**Cc:** Morgane Oger; Metha Brown; Chase Willier  
**Subject:** Re: Follow up to our meeting Feb 16

Hi Dale -

I am sorry to hear that our committee's feedback didn't leverage the extra production time you were hoping for. Still, glad to hear that it is underway and that you are feeling good about the participants and progress thus far.

If there is an opportunity to review upon completion, or in the draft stages, we would most certainly be glad.

April sounds good to set a time to meet again and discuss next steps in moving forward a steering/advisory group. And we will be in touch, as promised, with any feedback we have to offer on the Reference Guide and policy.

Warmly,  
Drew

-----  
Drew Dennis  
Co-Chair, LGBTQ2+ Advisory Committee  
City of Vancouver

22(1)

[Connect on LinkedIn](#)

On Wednesday, March 2, 2016 11:15 AM, "QUIRING, Dale" <[dale.quiring@vpd.ca](mailto:dale.quiring@vpd.ca)> wrote:

Hi Drew

Thanks for the email, I have sent your feedback up the chain of command but as I mentioned at our meeting, the timeline is out of my hands. To update, I do have an abundance of people who volunteered to be in the video and I believe the content and script constructed will be appreciated by our membership and the Trans community.

Once it's completed I will let you know, hopefully we can meet up and give your committee a chance to view it. Once April is upon us, let's look at meeting again, to construct a name for our committee and a plan of action moving forward for subsequent meetings.

Thanks Drew

*Det/Cst. Dale Quiring*  
*Badge # 2075*  
*Hate Crimes Unit*  
*Diversity & Aboriginal Policing Section*  
*Vancouver Police Dept*  
*Office Phone: 604-717 22(1)*  
[dale.quiring@vpd.ca](mailto:dale.quiring@vpd.ca)



---

**From:** Drew Dennis 22(1)  
**Sent:** Sunday, February 28, 2016 5:37 PM  
**To:** QUIRING, Dale  
**Cc:** FLAMAND, Marcie; Chase Willier; Morgane Oger; Metha Brown; Rachaal Steele  
**Subject:** Re: Follow up to our meeting Feb 16

Hi Dale -

Thanks for your update. We are truly glad to hear that the video is progressing. At this stage, it seems you have all in hand. If it is decided that you do wish to engage the consultation and support of the LGBTQ2+ Advisory Committee with regards to the video, please let us know.

Dale, I also wanted to mention that this past week our committee received a request for the committee's logo from Kristen Harding, Cuator, Vancouver Police Museum. She thoughtfully expressed her interest in acknowledging the committee's role in the *Walk With Me* training video as part of an upcoming permanent exhibit the museum is curating titled, "Policing a DiverCITY". We

respectfully declined given we have not played any significant consultative or collaborative role and did not feel it was warranted nor deserving. You will see that I copied you on our reply to Kristen.

We continue to look forward to building an ongoing relationship with you and your team through a steering or advisory committee as you had suggested when we last met. As well, we will forward any feedback we have on the Reference Guide shortly.

Thank you,  
Drew

-----  
Drew Dennis  
Co-Chair, LGBTQ2+ Advisory Committee  
City of Vancouver

22(1)

[Connect on LinkedIn](#)

On Wednesday, February 24, 2016 9:47 AM, "QUIRING, Dale" <[dale.quiring@vpd.ca](mailto:dale.quiring@vpd.ca)> wrote:

Thanks Drew, your email will be shared with our Executive, at this stage the video is progressing at a positive speed. I have several meeting over the next two weeks with cast members and have been approached by several different individuals in the community willing to assist.

Talk soon.

*Det/Cst. Dale Quiring*  
*Badge # 2075*  
*Hate Crimes Unit*  
*Diversity & Aboriginal Policing Section*  
*Vancouver Police Dept*  
Office Phone: 22(1)  
[dale.quiring@vpd.ca](mailto:dale.quiring@vpd.ca)



---

**From:** Drew Dennis 22(1)  
**Sent:** Tuesday, February 23, 2016 4:08 PM  
**To:** QUIRING, Dale  
**Cc:** FLAMAND, Marcie; Chase Willier; Morgane Oger; Metha Brown  
**Subject:** Follow up to our meeting Feb 16

Hi Dale -

Thank you again for your time to meet last week. We are pleased to see the VPD's commitment to address the recommendations arising from the Angela Dawson Human Rights Decision and, in particular, the care you are taking to produce an educational video that can foreground the personal stories and unique challenges of members of the transgender community.

The LGBTQ2+ Advisory Committee is willing to provide support in the following ways:

- Assistance to connect you with transgender residents who may be willing to participate in the video
- Consultation on initial video outline, script and interview questions
- Feedback on first and final drafts

Our concern is that your expedited production deadline does not allow for this sort of meaningful engagement as suggested above. From our experience of working with the Vancouver Park Board, it can save much time and expense to bring the consultation of LGBTQ2+ voices in at the outset of the process. In order to ensure a video that will prove effective with VPD personnel and maintain authentic representation of the marginalized communities it is intended to bridge and build trust with, we would recommend extending the production timeline by 2-3 months.

We also thank you for sharing the Reference Guide you have drafted. We will aim to forward any feedback we have on that and the proposed policy: Appropriate Interaction with Transgender Individuals by end of next week.

Dale, we thank you again for your reach out to our committee. We look forward to working with you and your team to further foster and cultivate improved relationships between the VPD and transgender communities.

With appreciation,  
Drew

-----  
Drew Dennis  
Co-Chair, LGBTQ2+ Advisory Committee  
City of Vancouver

22(1)

[Connect on LinkedIn](#)

---

**From:** QUIRING, Dale  
**Sent:** Thursday, August 31, 2017 10:38 AM  
**To:** QUIRING, Dale  
**Subject:** FW: Emailing: Board Report on CoV Trans Equality Initiative  
**Attachments:** Board Report on CoV Trans Equality Initiative.docx

A/Sgt. Dale Quiring  
Badge # 2075  
Hate Crimes Unit  
LGBTQ Liaison Officer  
Diversity & Indigenous Relations Section Vancouver Police Dept Office Phone: 604-717 22(1) VpdSafePlace.com

-----Original Message-----

From: MANOJLOVIC, Drazen  
Sent: Tuesday, September 06, 2016 12:37 PM  
To: JOHANSEN, Stephanie (Police Board)  
Cc: FLAMAND, Marcie; QUIRING, Dale  
Subject: Emailing: Board Report on CoV Trans Equality Initiative

Here is the last one!





# VANCOUVER POLICE DEPARTMENT

## REPORT TO THE VANCOUVER POLICE BOARD

REPORT DATE: September 6, 2016  
BOARD MEETING DATE: September 15, 2016  
BOARD REPORT # 1609P03  
*Regular*

TO: **Vancouver Police Board**

FROM: Drazen Manojlovic, Director, Planning, Research and Audit Section

SUBJECT: Response to the City of Vancouver's Trans Equality and an Inclusive Vancouver Initiative

---

### RECOMMENDATION:

**That the Vancouver Police Board receive this report for information and forward it to the City of Vancouver in response to their "Trans Equality and an Inclusive Vancouver" initiative.**

### SUMMARY:

In July, 2015, City of Vancouver (CoV) Council passed a motion titled "Ensuring Trans Equality and an Inclusive Vancouver." A result of that motion was a consultant's review of CoV facilities, operations, and programs, in order to determine how inclusive they are for transgender people. In July, 2016, CoV Council received a report that described various recommendations which CoV staff were responding to. This Council report also had a motion "THAT Council refer the report to the Vancouver Public Library Board and the Vancouver Police Board for review, as part of their ongoing progressive work in this area."

This Board report lists the recommendations that are specific to the Vancouver Police Department (VPD) and describes our response to each recommendation. The VPD is well-positioned to respond positively to all of the recommendations, and indeed, the VPD has already implemented many of them. Specifically, the VPD's "Walk With Me" video, our policy titled *Initial Contact With Transgender People*, and the Safe Place program, are tangible examples of these efforts. Currently, the VPD is also consulting with its LGBTQ Advisory Committee on changes to policy specific to searching transgender people. Furthermore, in 2017, the VPD will deliver training to its front-line members specifically about the issues transgender people face.

### BACKGROUND:

In July, 2015, CoV Council passed a motion titled "Ensuring Trans Equality and an Inclusive Vancouver", to demonstrate Council's "ongoing commitment to equity, diversity and inclusion by

tackling forms of exclusion and discrimination for trans, gender-variant and two-spirit people.” The motion directed staff to report back on how the CoV could build on the work of the Vancouver Park Board and Vancouver Board of Education to “make civic facilities, operations, and programs safe and inclusive spaces for trans and gender-variant communities.”

A consultant’s review was conducted to assess how inclusive CoV facilities, operations, and programs are for transgender people. The consultant’s report is extensive, containing a total of 14 recommendations with 31 sub-recommendations for the CoV to consider. Recommendations for the CoV are divided into five pillars. These adapted pillars include:

- 1) Public Space, Facilities and Signage
- 2) Programs and Services
- 3) Human Resources
- 4) Communications and Data
- 5) Community Consultation and Public Partnerships

In March, 2016, VPD staff met with CoV staff and consultants to preliminarily assess the VPD’s inclusiveness with regard to transgender people. In July, 2016, CoV Council received a report updating them on the status of CoV progress and in that report there was a motion “THAT Council refer the report to the Vancouver Public Library Board and the Vancouver Police Board for review, as part of their ongoing progressive work in this area.” Attached to the CoV Council Report was an appendix where there are recommendations to the Vancouver Police Board. This report provides responses to those recommendations.

## DISCUSSION:

As previously mentioned, there are five pillars that the recommendations are categorized into. The following tables list each recommendation and the VPD’s response:

<b>Pillar 1: Public Spaces, Facilities and Signage</b>		
<b>Recommendation</b>	<b>Sub-Recommendation</b>	<b>Response</b>
1A. Continue construction and retrofits underway by increasing Universal washrooms and function based signage within City-owned buildings	VPD-1Bi. Update single stall washroom signage.	The VPD has 17 single use washrooms available to the public in its facilities. Updating the signage is not an issue and should be done relatively quickly. <b>(Underway)</b>
<b>Pillar 2: Programs + Services</b>		
<b>Recommendation</b>	<b>Sub-Recommendation</b>	<b>Response</b>
2B. Integrate TGV2S-inclusion into all existing programs and services	VPD-2Bi. Update guidelines on interacting with TGV2S community members.	The June 2016 Police Board approval of the <i>Initial Contact With Transgender People</i> policy achieves this sub-recommendation. <b>(Completed)</b>
	VPD-2Bii. Update procedure, jail manual.	Currently the VPD is in the midst of discussions with its LGBTQ Advisory Committee on updating policy specific to searches

		(including at the Vancouver Jail). <b>(Underway)</b>
	VPD-2Biii. Update search guidelines.	See above. <b>(Underway)</b>
	VPD-2Biv. Incorporate a trauma-informed response lens in TGV2S interactions.	The VPD's "Walk with Me" video has been released to all staff and enquiries from police departments across Canada and the USA are coming in with regard to borrowing the video for their training needs. <b>(Completed)</b>
<b>Pillar 3: Human Resources</b>		
<b>Recommendation</b>	<b>Sub-Recommendation</b>	<b>Response</b>
3A. Dedicate staff resources to lead implementation team and coordinate TGV2S inclusion work across departments	VPD-3Ai. Consider a full time LGBTQ2+ Constable Position.	The current Hate Crimes Investigator is also the VPD's LGBTQ Liaison Officer, who is making significant progress in this role. There is merit to the concept that the liaison position is full-time and this will be part of the VPD's Operational Review. <b>(Underway)</b>
	VPD-3Aii. Identify and dedicate departmental staff leads.	The VPD's Diversity and Aboriginal Policing Section is best suited to be the 'departmental lead'. <b>(Completed)</b>
3B. Create city-wide TGV2S inclusive policy and ongoing and iterative competency training	VPD-3Bi. Expand HR policies to include TGV2S population.	Gender Identity already is covered in the VPD's Respectful Workplace policy and Gender Expression has been added. <b>(Completed)</b>
	VPD-3Bii. VPD developing a full-day curriculum and identifying subject matter experts to assist with the training on TGV2S issues and challenges to 700 officers.	Future training with E-Comm, the Training and Recruiting Section, and Human Resources, are under development. Training on transgender issues is planned for 2017 and the VPD/LGBTQ Advisory committee is pleased with the progress. <b>(Underway)</b>
3C. Promote TGV2S inclusive employment practices in recruitment, hiring and workplace relations	VPD-3Ci. Support TGV2S employees in the workplace.	The VPD's systems are in place to support current employees for any needs they may have. There have been past employees who have altered their gender

		identity and the VPD has been responsive to their needs, and we will continue to do so. <b>(Completed)</b>
	VPD-3Cii. Position the VPD as an Employer of Choice for TGV2S applicants.	The Diversity and Aboriginal Policing Section has been working with the Training and Recruiting Section on various outreach recruiting efforts in the community. <b>(Underway)</b>
<b>Pillar 4: Communications + Data</b>		
<b>Recommendation</b>	<b>Sub-Recommendation</b>	<b>Response</b>
<b>4A. Create and conduct TGV2S inclusive data collection methods</b>	VPD-4Ai. Consider adopting the Vancouver Park Board standard of gender categories wherever VPD collects gender data: <ul style="list-style-type: none"> <li>o Woman</li> <li>o Man</li> <li>o Transgender</li> <li>o Gender-variant</li> <li>o I Identify As</li> </ul> Allow as optional, and check all that apply.	This issue was addressed at the time of the development of the <i>Initial Contact With Transgender People</i> policy. The VPD is obligated to participate in the police provincial records management system and other justice databases, and as such our data entry must be harmonized with those systems and databases. When those databases are modified to reflect the issues specific to the recommendation, the VPD will be pleased to participate. <b>(Not Applicable)</b>
	VPD-4Aii. Introduce privacy measures around disclosure.	This will be considered and developed when the above point is eventually addressed. <b>(Not Applicable)</b>
	VPD-4Aiii. Analyze gender data.	This will be considered and developed when the first point in this pillar is eventually addressed. <b>(Not Applicable)</b>
<b>Pillar 5: Community Consultation + Public Partnerships</b>		
<b>Recommendation</b>	<b>Sub-Recommendation</b>	<b>Response</b>
5A. Conduct intentional and ongoing TGV2S-specific consultation and outreach	VPD-5Ai. Consult with communities on implementation.	The VPD's LGBTQ Advisory Committee is the primary community consultation vehicle, and members of that Committee are on the CoV's LGTBQ2+ Committee and on the Trans Alliance Society. <b>(Completed)</b>

5C. Establish partnerships with TGV2S service providers and organizations	VPD-5Aii. Create partnerships for training purposes.	The groups described above would be involved in such partnerships. <b>(Completed)</b>
---	--	---

## CONCLUSION:

The VPD has made significant progress in ensuring our facilities, operations, and programs are inclusive for transgender people. The VPD's "Walk With Me" video has been exceptionally well-received and police departments across North America have contacted the VPD about using the video for their training purposes. In fact, the VPD's LGBTQ Liaison Officer will be delivering training to the Royal Newfoundland Constabulary, at their request, in late November.

The VPD's policy on *Initial Contact With Transgender People* was also very well received by the community as well as receiving favourable commentary from legal advocates from the community. The VPD is also consulting with its LGBTQ Advisory Committee on changes to policy specific to searching transgender people. The "Walk With Me" video, along with policy development and the recent implementation of the Safe Place program, combined with training on issues faced by transgender people that will be delivered to front-line members in 2017, are tangible examples of the ground-breaking efforts the VPD has made.

To summarize, the VPD is well-positioned to respond positively to all of the recommendations, and indeed, the VPD has already completed many of them. These efforts will be on-going and moving forward, the VPD looks forward to future dialogue with the transgender community as we look for other opportunities to improve our service.

Author: Drazen Manojlovic Telephone: 604-717 22(1) Date: Sept.6, 2016

Submitting Executive Member:

DCC Steve Rai Date: September 6, 2016

---

**From:** QUIRING, Dale  
**Sent:** Thursday, August 31, 2017 10:38 AM  
**To:** QUIRING, Dale  
**Subject:** FW: For Review: Draft Recommendations- Trans\* and Gender Variant Inclusion Consultation [by Friday June 3]  
**Attachments:** DraftRecommendations-VPD.docx; MeetingNotes-VPD17May2016.docx

*A/Sgt. Dale Quiring*  
*Badge # 2075*  
*Hate Crimes Unit*  
*LGBTQ Liaison Officer*  
*Diversity & Indigenous Relations Section*  
*Vancouver Police Dept*  
*Office Phone: 604-717-22(1)*  
[VpdSafePlace.com](http://VpdSafePlace.com)

 Follow @dale2075



---

**From:** Dale Quiring [Personal email of PC Quiring redacted: s. 22(1)]  
**Sent:** Saturday, November 05, 2016 9:09 PM  
**To:** QUIRING, Dale  
**Subject:** Fwd: For Review: Draft Recommendations- Trans\* and Gender Variant Inclusion Consultation [by Friday June 3]

Begin forwarded message:

**From:** "QUIRING, Dale" <[dale.quiring@vpd.ca](mailto:dale.quiring@vpd.ca)>  
**Subject:** FW: For Review: Draft Recommendations- Trans\* and Gender Variant Inclusion Consultation [by Friday June 3]  
**Date:** May 27, 2016 at 10:35:16 AM PDT  
**To:** [Personal email of PC Quiring redacted: s. 22(1)]

[Revise](#)

Pages 16 through 25 redacted for the following reasons:

-----

13(1)

Det/Cst. Dale Quiring  
Badge # 2075  
Hate Crimes Unit  
Diversity & Aboriginal Policing Section  
Vancouver Police Dept  
Office Phone: 604-717 22(1)  
[dale.quiring@vpd.ca](mailto:dale.quiring@vpd.ca)  
Twitter: @dale2075



---

**From:** TARNOWSKY, Carol  
**Sent:** Thursday, May 26, 2016 3:26 PM  
**To:** QUIRING, Dale; MANOJLOVIC, Drazen  
**Subject:** RE: For Review: Draft Recommendations- Trans\* and Gender Variant Inclusion Consultation [by Friday June 3]

Hi Dale/Drazen:

Attached are my comments/edits to the two documents provided by Metha. I consulted Recruiting on the recommendations that they made relative to hiring/recruiting and provided feedback on the training recommendations.

Let me know if you have any questions.

I trust that you will be sending to Metha once all input has been provided?

Carol

**A/Staff Sergeant Carol Tarnowsky**

Training and Recruiting Section  
Support Services Division  
Vancouver Police Dept.  
604-717 22(1)  
E:carol.tarnowsky@[vpd.ca](mailto:vpd.ca)

*This transmission may contain confidential or privileged communications, and the sender does not waive any related rights and obligations. If you are not the intended recipient and have received this in error, you must immediately destroy it. Unauthorized copying or distribution of any information herein is strictly prohibited and may constitute a criminal offence, a breach of Provincial or Federal privacy laws, or may otherwise result in legal sanctions. We ask that you notify the Vancouver Police Department immediately of any transmission received in error, by reply email to the sender.*



---

**From:** QUIRING, Dale  
**Sent:** Wednesday, May 25, 2016 11:39 AM  
**To:** MANOJLOVIC, Drazen; TARNOWSKY, Carol  
**Subject:** RE: For Review: Draft Recommendations- Trans\* and Gender Variant Inclusion Consultation [by Friday June 3]

Hi

Just wondering if we are all giving individual feedback or should this be a coordinated effort? I do some items of note that need to be revised.

*Det/Cst. Dale Quiring*  
*Badge # 2075*  
*Hate Crimes Unit*  
*Diversity & Aboriginal Policing Section*  
*Vancouver Police Dept*  
*Office Phone: 604-717-22(1)*  
[dale.quiring@vpd.ca](mailto:dale.quiring@vpd.ca)

**From:** Metha Brown 22(1)  
**Sent:** Friday, May 20, 2016 4:52 PM  
**To:** QUIRING, Dale; MANOJLOVIC, Drazen; TARNOWSKY, Carol  
**Cc:** Kai Scott  
**Subject:** For Review: Draft Recommendations- Trans\* and Gender Variant Inclusion Consultation [by Friday June 3]

Hello Dale, Drazen and Carol-

First, let me say again how deeply grateful we are for the vision, openness and commitment you all shared on Tuesday. It was tremendous to hear about the work underway and the opportunities for increasing trans\* and gender variant inclusion at the VPD. Policing is one of the most complex pieces where the work that could be done to support our most marginalized trans\* and gender variant community members will have the highest degrees of impact. We are very excited to bring these recommendations forward in the report and to see the ways they can shape a more inclusive Vancouver.

Attached you will find the Draft Recommendations arising from our Trans\* and Gender Variant Inclusion consultation meeting as well as the extended meeting minutes notes.

As you all noted in our meeting, the timeline we have been given is especially tight. We recognize how very busy you are and thank you in advance for taking this forward to the chief in a manner that will allow us to ensure the report remains on time for the City Council meeting.

**Please provide your review, comment, and verification of the enclosed Draft Recommendations by Friday June 3rd.** This will enable us to have our draft to the EEO office as agreed by the following Monday, June 6th.

- **Draft Recommendations (included in the report to council):** We extrapolated recommendations based on our discussion during our meeting. We wanted to give you an opportunity to see our early thinking before finalizing the recommendations. Please add and/or revise the draft recommendations as necessary in track changes, or send me an email, whichever is easiest. Please note that due to the timing of our meeting, we will not have time to bring these recommendations to the CoV LGBTQ2+, VPB TGVI and VSB Pride Advisory Committees or to the TGV Service Providers participating in this stakeholder process.

- **Meeting Minutes** (not included in the report to council): Additionally, if you have time, please read through the notes with an eye to accuracy of the information, suggestions, and ideas each one you provided during the meeting. Per our discussion, we wrote these as a summary of themes rather than attributed statements. If there are any revisions, additions, or deletions, please make the changes in track changes directly in the attached Word document, or again by email, whichever is easiest. If the notes accurately reflect the meeting, no further action is required.

We will be cc'ing Anne Nickerson (EEO) on the final version of the meeting minutes and Draft Recommendations. The meeting minutes will not be a part of the final report; however, the meeting minutes with all stakeholders will be submitted to EEO for safe storage and future internal use and reference (where needed).

Once we have finalized the recommendations from the service providers, I will forward a copy of the slide deck that we used in the presentation. More recommendations may have emerged in the VPB and VBE consultations later this week and we anticipate including more Trans 101 information in the report. I want to provide you with the strongest set of material for your records.

Please feel free to email or call me with any questions and/or suggestions

22(1)

With thanks,  
Metha

---

**From:** QUIRING, Dale  
**Sent:** Thursday, August 31, 2017 10:39 AM  
**To:** QUIRING, Dale  
**Subject:** FW: VPD + LGBTQ2S+ Training Curriculum

*A/Sgt. Dale Quiring*  
*Badge # 2075*  
*Hate Crimes Unit*  
*LGBTQ Liaison Officer*  
*Diversity & Indigenous Relations Section*  
*Vancouver Police Dept*  
*Office Phone: 604-717 22(1)*  
[VpdSafePlace.com](http://VpdSafePlace.com)

 Follow @dale2075



**From:** Joel Harnest [mailto:education@qmunity.ca]  
**Sent:** Thursday, November 17, 2016 12:05 PM  
**To:** FROESE, Betty  
**Cc:** QUIRING, Dale; CJ Rowe  
**Subject:** VPD + LGBTQ2S+ Training Curriculum

Good morning Betty,

In advance of Nov 18th request, I wanted to provide you with an outline of what we discussed QMUNITY could provide in LGBTQ2S+ competency training with the VPD. Be in touch if any of this is different from what you may have been expecting based on our Nov 1 meeting.

And of course, the offer still stands that we are happy to provide additional feedback or discussions on what the rest of the day would look like. If I recall, the afternoon would be Dale providing some VPD context around new policies, practices and procedures, and Velvet Steele sharing some of her own lived experiences as a trans woman and offering an open Q&A of sorts.

### **LGBTQ2S+ Competency Training - 2.5 hours**

- Discussion of language & terminology including words, labels and identities of significance within the LGBTQ2S+ communities **(45 minutes)**

- Exploration of gender frameworks and models - overarching assumptions we/society make about sexuality and gender identity, and what are alternative or more liberated ways of thinking about gender identity & sexuality **(15 minutes)**
- **BREAK (15 minutes)**
- Practicing pronouns, including how to ask people for their pronouns and introduction of gender-neutral pronouns (i.e. they/them/their); will rely on VPD policies to bring this exercise to life **(15 minutes)**
- Contextualizing LGBTQ2S histories in Canada, including landmark policy changes (i.e. decriminalizing homosexuality); historical events/protests/rallies; mainstream media/pop culture events; etc. **(25 minutes)**
- Reflecting on lived experiences of LGBTQ2S+ individuals to highlight certain experiences of oppression and/or marginalization experienced by the LGBTQ2S+ communities **(20 minutes)**

Happy Thursday,  
Joel

---

## Joel Harnest

Education and Training Coordinator

Pronouns: He/Him/His

## QMUNITY

BC's Queer Resource Centre

1170 Bute Street, Vancouver, B.C. V6E 1Z6

T: **604.684.5307** ext. 115

E: [education@qmunity.ca](mailto:education@qmunity.ca)

[qmunity.ca](http://qmunity.ca)

---

Join us at **Stack the Rack on November 29** — [Tickets Now Available!](#)

---

**From:** QUIRING, Dale  
**Sent:** Thursday, August 31, 2017 10:39 AM  
**To:** QUIRING, Dale  
**Subject:** FW: Cycle 2: Transgender Awareness Through a Blue Lens

*A/Sgt. Dale Quiring*  
*Badge # 2075*  
*Hate Crimes Unit*  
*LGBTQ Liaison Officer*  
*Diversity & Indigenous Relations Section*  
*Vancouver Police Dept*  
*Office Phone: 604-717 22(1)*  
[VpdSafePlace.com](http://VpdSafePlace.com)

 Follow @dale2075



---

**From:** FROESE, Betty  
**Sent:** Tuesday, November 29, 2016 2:22 PM  
**To:** QUIRING, Dale  
**Cc:** TARNOWSKY, Carol  
**Subject:** Cycle 2: Transgender Awareness Through a Blue Lens

Hi Dale

I hope you are doing well and that your community engagements are starting to slow down a bit.

I have compiled the times provided by QMUNITY for their training portion and your items into one agenda. Based on the times that were provided we are short about 30 minutes of content at the end of the day. Since our members are obligated to attend an 8 hr training day we will need to consider this 30 minute block. Unfortunately we cannot just dismiss them early like we used to in the olden days.

This is something we will have to follow-up in January as we hammer out the curriculum more and more. For now I will present it as is to the Training Board.

For your consideration at this point.

	Time	Content and Presenter
--	------	-----------------------

LGBTQ2S & Competency Training (2.5 hrs) - Provided by Qmunity	8:00-8:45	LGBTQ2S Language and Terminology Competency (words, labels, significance within LGBTQ2S community)
	8:45-9:00	Gender Frameworks and Models (overarching assumptions about sexuality and gender identity; alternative ways of thinking about gender identity and sexuality)
	9:00-9:15	Break
	9:15-9:30	LGBTQ2S Pronouns and Relation to VPD Policy (exercise practicing gender neutral pronouns, i.e., they, them, their; will rely on VPD policy to conduct activity)
	9:30-10:00	Contextualizing LGBTQ2S Histories in Canada (landmark policy changes, historical events/rallies; mainstream media)
	10:00-10:20	Reflection: LGBTQ2S Lived Experiences (experiences of oppression and/or marginalization experienced by the LGBTQ2S Community)
	10:20-10:30	Evaluation & Q & A
	10:30-10:45	Break
VPD Diversity Unit - Presented by Cst. Dale Quiring	10:45-11:45	Empathy / Active Listening / Matthew Sheppard Story (Documentary)
	11:45-12:45	Lunch
	12:45-14:00	Legislation and VPD Policy (changes to BC HMR 2016, Bill C-16, Fed HRC, Criminal Code Amendments, VPD Policy, Scenarios, Video - Walk With Me)
	14:00-14:15	Break
	14:15-15:15	Guest Panel (Velvet Steele, personal story, dialogue, Q & A)
	15:15-15:45	TBD
	15:45-16:00	Course Evaluation

Kindly,  
Betty Froese

---

**From:** QUIRING, Dale  
**Sent:** Thursday, August 31, 2017 10:41 AM  
**To:** QUIRING, Dale  
**Subject:** FW: Videos for Fred

*A/Sgt. Dale Quiring*  
*Badge # 2075*  
*Hate Crimes Unit*  
*LGBTQ Liaison Officer*  
*Diversity & Indigenous Relations Section*  
*Vancouver Police Dept*  
*Office Phone: 604-717 22(1)*  
[VpdSafePlace.com](http://VpdSafePlace.com)

 Follow @dale2075



---

**From:** OLDENDORF, Frederick  
**Sent:** Friday, March 03, 2017 7:55 AM  
**To:** FROESE, Betty; TARNOWSKY, Carol  
**Cc:** QUIRING, Dale  
**Subject:** RE: Videos for Fred

I converted the 3 videos into .wmv format so they can be easily utilized in any presentation. The files are quite large and are in the following location on the M: drive:

15(1)(l)

Regards,

Fred

**Cst. Fred Oldendorf, PC 2038**  
Operations Training Officer  
Education and Training Unit  
Vancouver Police Department  
Phone: 604-717 22(1)  
E-mail: [frederick.oldendorf@vpd.ca](mailto:frederick.oldendorf@vpd.ca)

*This transmission may contain confidential or privileged communications, and the sender does not waive any related rights and obligations. If you are not the intended recipient and have received this in error, you must immediately destroy it. Unauthorized copying or distribution of any information herein is strictly prohibited and may constitute a criminal offence, a breach of Provincial or Federal privacy laws, or may otherwise result in legal sanctions. We ask that you notify the Vancouver Police Department immediately of any transmission received in error, by reply email to the sender.*

---

**From:** FROESE, Betty  
**Sent:** Wednesday, March 01, 2017 10:54 AM  
**To:** OLDENDORF, Frederick; TARNOWSKY, Carol  
**Cc:** QUIRING, Dale  
**Subject:** FW: Videos for Fred

Hi Fred

Cst. Dale Quiring is preparing his portion of the Transgender Awareness Training for Cycle 2. The following videos are part of his curriculum, but as you know the VPD does not allow youtube access on site.  
Can you pull these off youtube for me so I can have them inserted into his presentation.

Please and thank you.

Kindly,  
Betty Froese

---

**From:** QUIRING, Dale  
**Sent:** Wednesday, March 01, 2017 8:39 AM  
**To:** FROESE, Betty  
**Subject:** FW: Videos for Fred

Hi

I need these 3 videos for presentation.

Thx

*Det/Cst. Dale Quiring  
Badge # 2075  
Hate Crimes Unit  
LGBTQ Liaison Officer  
Diversity & Aboriginal Policing Section  
Vancouver Police Dept  
Office Phone: 604-717-22(1)  
[VpdSafePlace.com](http://VpdSafePlace.com)*

 Follow @dale2075





---

**From:** Dale Quiring [Personal email of PC Quiring redacted: s. 22(1)]  
**Sent:** Wednesday, March 01, 2017 8:38 AM  
**To:** QUIRING, Dale  
**Subject:** Fwd: Videos for Fred

Begin forwarded message:

**From:** Dale Quiring [Personal email of PC Quiring redacted: s. 22(1)]  
**Subject:** Videos for Fred  
**Date:** February 27, 2017 at 7:23:26 AM PST  
**To:** Dale Quiring [Personal email of PC Quiring redacted: s. 22(1)]

1. Rene Brown Empathy <https://youtu.be/1Evwgu369Jw>
2. It gets better, Texas Counsellor Joel Burns <https://youtu.be/ax96cghOnY4>
3. Ben Shapiro <https://youtu.be/gkONHNXGfaM>

---

**From:** QUIRING, Dale  
**Sent:** Thursday, August 31, 2017 10:42 AM  
**To:** QUIRING, Dale  
**Subject:** FW: VPD Cycle 2 Training Logistics

*A/Sgt. Dale Quiring*  
*Badge # 2075*  
*Hate Crimes Unit*  
*LGBTQ Liaison Officer*  
*Diversity & Indigenous Relations Section*  
*Vancouver Police Dept*  
*Office Phone: 604-717 22(1)*  
[VpdSafePlace.com](http://VpdSafePlace.com)

 Follow @dale2075



**From:** Joel Harnest [mailto:education@qmunity.ca]  
**Sent:** Thursday, April 06, 2017 4:05 PM  
**To:** FROESE, Betty  
**Cc:** QUIRING, Dale; BALE, Alison  
**Subject:** Re: VPD Cycle 2 Training Logistics

Hello,

Betty, I was hoping to arrange a day in which I could sit in on the rest of the training day, after my workshop portion. This will give me a definitive sense of what else is being covered from Dale and Velvet. I think the earlier I can do this, the better, in the event I should change any of my workshop content. I think any changes would be minor at this point; I just think it's a good strategy to ensure some synergy between my workshop and the rest of the day.

So with all of that being said, any problems with me sitting in on the first day, Monday?

As for your requests...

- 1) I'll be taking transit or biking most days, so no worries there.
- 2) Speaker Bio

Joel joined QMUNITY with 10 years of experience in outreach, group facilitation and adult education. His passion is in the power of stories: sharing his own, while holding space for others to feel comfortable and safe enough to share theirs. An open exchange of ideas, shared with humility and in the true spirit of collaboration and consensus-building are the greatest assets we have at our disposal in working towards creating space for people from all walks of life to feel fully human: respected, dignified and valued.

In his role at QMUNITY, Joel is a skilled facilitator who will run over 80 workshops each year with service providers, health care practitioners, educators and business leaders, building their capacity to be queer and trans inclusive in their client services and customer relations. In addition, Joel acts as the main lead on all consulting projects, awareness raising campaigns and producing educational resources.

Looking forward to Monday :). I'll be sending along the final curriculum pieces tomorrow (the LGBTQ history localized to Vancouver and policing).

Thanks,  
Joel

---

## Joel Harnest

Education and Training Coordinator  
Pronouns: He/Him/His

### QMUNITY

BC's Queer Resource Centre

1170 Bute Street, Vancouver, B.C. V6E 1Z6

T: [604.684.5307](tel:604.684.5307) ext. 115

E: [education@qmunity.ca](mailto:education@qmunity.ca)

[qmunity.ca](http://qmunity.ca)

---

On Tue, Apr 4, 2017 at 11:32 AM, FROESE, Betty <[Betty.FROESE@vpd.ca](mailto:Betty.FROESE@vpd.ca)> wrote:

Hi Joel and Dale

Hello. We are busy trying to get all the final pieces together for the next two months of training. Cst. Alison Bale is helping me with final logistics of the cycle 2 training course. I am hoping you can both assist us with the following so that we can make your days a little smoother, please.

Joel:

- Can you email Alison and myself a short biography of yourself. We would like to make sure you are introduced appropriately to the cohort.
- Can you also let us whether you are taking in the sky train or car – we are asking because if you are driving a personal vehicle, we will arrange for a guest parking spot in our parkade?

Dale:

- Can you help us follow up with Velvet to see if she is driving or taking public transit – so that we too can arrange for guest parking spot if required.

Please and thank you.

Kindly,

Betty Froese

---

Betty Froese, M.Ed., B.Ed. | Learning & Development Manager, Learning & Development Unit

Vancouver Police Department | p: [604.717.22\(1\)](tel:604.717.22(1)) | c: [22\(1\)](tel:604.257.5846) f: [604.257.5846](tel:604.257.5846)

"This transmission may contain confidential or privileged communications, and the sender does not waive any related rights and obligations. If you are not the intended recipient and have received this in error, you must immediately destroy it. Unauthorized copying or distribution of any information herein is strictly prohibited and may constitute a criminal offence, a breach of provincial or Federal privacy laws, or may otherwise result in legal sanctions. We ask that you notify the Vancouver Police Department immediately of any transmission received in error, by reply E-mail to the sender"

[Tickets for our International Day Against Homophobia and Transphobia Breakfast are now on sale. Buy early!](#)

---

**From:** QUIRING, Dale  
**Sent:** Thursday, August 31, 2017 10:43 AM  
**To:** QUIRING, Dale  
**Subject:** FW: Trans\*, Gender Variant and Two-Spirit Inclusion - washroom signage

*A/Sgt. Dale Quiring*  
*Badge # 2075*  
*Hate Crimes Unit*  
*LGBTQ Liaison Officer*  
*Diversity & Indigenous Relations Section*  
*Vancouver Police Dept*  
*Office Phone: 604-717 22(1)*  
[VpdSafePlace.com](http://VpdSafePlace.com)

 Follow @dale2075



---

**From:** FLAMAND, Marcie  
**Sent:** Monday, April 10, 2017 6:28 PM  
**To:** QUIRING, Dale  
**Subject:** Fw: Trans\*, Gender Variant and Two-Spirit Inclusion - washroom signage

Fyi

Sent from my BlackBerry 10 smartphone on the Bell network.

---

**From:** PALMER, Adam <[adam.palmer@vpd.ca](mailto:adam.palmer@vpd.ca)>  
**Sent:** Monday, April 10, 2017 5:58 PM  
**To:** FLAMAND, Marcie  
**Cc:** NG, Bill; RAI, Steve  
**Subject:** RE: Trans\*, Gender Variant and Two-Spirit Inclusion - washroom signage

Sounds good – thanks

Adam

CHIEF ADAM PALMER

VANCOUVER POLICE DEPARTMENT | *Beyond the Call*



NOTICE: CONFIDENTIAL COMMUNICATION - This transmission may contain confidential or privileged communications, and the sender does not waive any related rights and obligations. If you are not the intended recipient and have received this in error, you must immediately destroy it. Unauthorized copying or distribution of any information herein is strictly prohibited and may constitute a criminal offence, a breach of Provincial or Federal privacy laws, or may otherwise result in legal sanctions. We ask that you notify the Vancouver Police Department immediately of any transmission received in error, by reply email to the sender.

---

**From:** FLAMAND, Marcie  
**Sent:** Wednesday, April 05, 2017 10:46 AM  
**To:** PALMER, Adam  
**Cc:** NG, Bill  
**Subject:** Re: Trans\*, Gender Variant and Two-Spirit Inclusion - washroom signage

Being re-sent as I noticed a typo. Thanks

Sent from my BlackBerry 10 smartphone on the Bell network.

---

**From:** FLAMAND, Marcie  
**Sent:** Wednesday, April 5, 2017 10:25 AM  
**To:** PALMER, Adam  
**Cc:** NG, Bill  
**Subject:** FW: Trans\*, Gender Variant and Two-Spirit Inclusion - washroom signage

Chief,

I met with Bill Ng today to discuss the request from City Hall (details below) to install Trans\*, Gender Variant and Two-Spirit Inclusion-Washroom Signage at the Annex. In a nutshell, I am aware that the City thought it would be a good idea to put these signs up as part of the renovations in the 4th floor (Traffic Section going in there). Given that the public doesn't even go there, I suggested to Bill that we instead start by simply putting up the signage outside the public washrooms at Graveley, Cordova (Annex lobby) and Cambie if that's all right with you. I think Dale could then mention it during the Cycle Training that begins next week. Bill and I are in agreement and we look forward to hearing back from you on this.

For your consideration,

Marcie Flamand  
Inspector 1357  
Diversity and Aboriginal Policing Section *and*  
Victim Services Unit  
Vancouver Police Department  
604-717 22(1)  
[marcie.flamand@vpd.ca](mailto:marcie.flamand@vpd.ca)



*This transmission may contain confidential or privileged communications and the sender does not waive any related rights and obligations. If you are not the intended recipient and have received this in error, you must immediately destroy it. Unauthorized copying or distribution of any information herein is strictly prohibited and may constitute a criminal offence, a breach of Provincial or Federal privacy laws, or may otherwise result in legal sanctions. We ask that you notify the Vancouver Police Department immediately of any transmission received in error, by reply e-mail to the sender. Thank you.*

---

**From:** NG, Bill  
**Sent:** Monday, April 03, 2017 8:53 PM  
**To:** FLAMAND, Marcie  
**Cc:** QUIRING, Dale  
**Subject:** Re: Trans\*, Gender Variant and Two-Spirit Inclusion - washroom signage

Hi Marcie,

I can drop by your office tmr at 0915 or Wed after SMT.

Let me know if either one of these times work for you.

Regards,

Bill Ng  
Facilities Manager  
Vancouver Police Department

22(1)

**From:** FLAMAND, Marcie  
**Sent:** Monday, April 3, 2017 8:17 PM  
**To:** NG, Bill  
**Cc:** QUIRING, Dale  
**Subject:** Fw: Trans\*, Gender Variant and Two-Spirit Inclusion - washroom signage

Hi Bill,

I would like to discuss this with you when you have time. I have some thoughts as to where we should put these signs and the Annex is not at the top of the priority list.

Thanks,

Marcie

Sent from my BlackBerry 10 smartphone on the Bell network.

---

**From:** QUIRING, Dale <[dale.quiring@vpd.ca](mailto:dale.quiring@vpd.ca)>  
**Sent:** Monday, April 3, 2017 7:52 PM  
**To:** FLAMAND, Marcie  
**Subject:** Fw: Trans\*, Gender Variant and Two-Spirit Inclusion - washroom signage

Hi Inspector



Today I had a conference call with Michelle Bowyer (COV) and Mark De Vera (VPD) regarding the new trans washroom signs as seen below.

Some questions raised by me;

- These signs are now a permanent fixture at City Hall, were they approved by the LGBTQ2S+ Advisory Committee and should VPD be consistent and use the exact same signage?
- There was some confusion about putting the signs up on just the 4th floor Traffic section of the Annex or the entire building.
- What training, education are we giving to the civilian members who work there? Cycle 2 training commences next week, so all Patrol squads/Traffic/Mounted Squad will be covered.

Michelle is looking into the signage question, but a discussion around training, 1st location to put the new signs and a plan following that may be in order.

As this is the 1st step towards becoming more trans inclusive, understand that we have many more recommendations to be discussed and implemented.

Thanks

Dale

On Apr 3, 2017, at 1:09 PM, QUIRING, Dale <[dale.quiring@vpd.ca](mailto:dale.quiring@vpd.ca)> wrote:

*Det/Cst. Dale Quiring*  
*Badge # 2075*  
*Hate Crimes Unit*  
*LGBTQ Liaison Officer*  
*Diversity & Aboriginal Policing Section*  
*Vancouver Police Dept*  
*Office Phone: 604-717 22(1)*  
[VpdSafePlace.com](http://VpdSafePlace.com)  
<image001.png>  
<image002.jpg>

---

**From:** Fazekas, Paul [<mailto:Paul.Fazekas@vancouver.ca>]  
**Sent:** Monday, March 13, 2017 9:18 AM  
**To:** FLAMAND, Marcie; QUIRING, Dale  
**Cc:** Hutchinson, Kira; Nickerson, Anne; Bowyer, Michelle  
**Subject:** RE: Trans\*, Gender Variant and Two-Spirit Inclusion - washroom signage

Good Morning Dale and Marcie,

Please see attached samples of signage that will be installed at City Hall this week-  
Universal (single use/stall)  
Men's washroom (multi-stall –accessible)  
Women's washroom (multi-stall- accessible)

My colleague, Michelle Bowyer, is currently working on the renovation to accommodate the Traffic Section move to the 4<sup>th</sup> Floor Annex. Michelle will be working on signage a bit later on in the project and given that there are two washrooms on this floor, this may be a good opportunity to introduce the new signage. Can I ask that you connect directly with Michelle to discuss?

[Michelle.bowyer@vancouver.ca](mailto:Michelle.bowyer@vancouver.ca)

22(1)

Thanks  
Paul

**Paul Fazekas**, B.A., C.I.D., PMP

Project Manager | FACILITIES PLANNING | REAL ESTATE AND FACILITIES MANAGEMENT

CITY OF VANCOUVER

507 West Broadway, Suite 320, Vancouver BC V5Z 0B4

22(1)

| e: [paul.fazekas@vancouver.ca](mailto:paul.fazekas@vancouver.ca)

---

**From:** Nickerson, Anne

**Sent:** Saturday, March 11, 2017 6:00 PM

**To:** FLAMAND, Marcie; Quiring, Dale

**Cc:** Fazekas, Paul; Hutchinson, Kira

**Subject:** Trans\*, Gender Variant and Two-Spirit Inclusion - washroom signage

Hi Marcie and Dale, as one of the recommendations related to the above, changes to washroom signage will be taking place starting with City Hall this month. Kira Hutchinson, Internal Communications, has been assisting us in developing materials to circulate to staff who may have questions.

Paul Fazekas, Real Estate and Facilities Management, is leading this initiative. I'm connecting him with both of you as he recently mentioned that there is a VPD building on Cordova Street which will be getting the new signage as well – renovations underway, as I recall – and staff there may also have concerns or questions. If you'd like us to send you what we've developed as communications for our staff, just let one of us know.

Paul, could you send Marcie and Dale the three graphics of the new signs you sent me last week?

Thanks all, Anne

**Anne Nickerson, CPHR**

Director, Equal Employment Opportunity

City of Vancouver

22(1)

<UNIVERSAL.JPG><MEN.JPG><WOMEN.JPG>

---

**From:** QUIRING, Dale  
**Sent:** Thursday, August 31, 2017 10:44 AM  
**To:** QUIRING, Dale  
**Subject:** FW: VPD Trans Training Syllabus  
**Attachments:** VPD Training.docx

*A/Sgt. Dale Quiring*  
*Badge # 2075*  
*Hate Crimes Unit*  
*LGBTQ Liaison Officer*  
*Diversity & Indigenous Relations Section*  
*Vancouver Police Dept*  
*Office Phone: 604-717-22(1)*  
[VpdSafePlace.com](http://VpdSafePlace.com)

 Follow @dale2075



**From:** Dale Quirin Personal email of PC Quiring redacted: s. 22(1)  
**Sent:** Monday, May 01, 2017 11:12 AM  
**To:** QUIRING, Dale  
**Subject:** VPD Trans Training Syllabus

	Time	Content and Presenter
d d Competency Training (2.5 hrs)	8:00-8:45	LGBTQ2S Language and Terminology Competency (words, labels, significance within LGBTQ2S community)
	8:45-9:00	Gender Frameworks and Models (overarching assumptions about sexuality and gender identity; alternative ways of thinking about gender identity and sexuality)
	9:00-9:15	Break
	9:15-9:30	LGBTQ2S Pronouns and Relation to VPD Policy
	9:30-10:00	Empathy / Active Listening / Matthew Sheppard Story, Pulse, Sensitivity, Breakout Activity
	10:00 10:20	VPD Safe Place Program, Aaron Webster Report, GSA in Schools
	10:20-10:30	Trans Inclusive Study, City of Vancouver, Recommendations for VPD, BLM, Community Partnerships
	10:30-10:45	Break
VPD Diversity Unit - Presented by Cst. Dale Quiring	10:45-11:45	VPD Training Video, 'Walk with Me', Media, Transitions, Ways to Alter Gender
	11:45-12:45	Lunch
	12:45-1400	Legislation and VPD Policy (changes to BC HMR 2016, Bill C-16, Fed HRC, Criminal Code Amendments, VPD Policy, Scenarios,
	1400-1415	Break
	1415-1515	Trans Issues in Patrol, Identification, Investigative Detention, Arrest, Transport, Jail Procedures, Search, Reports, Property
	1515-1545	Trans Youth, Mental Health Issues, LGBTQ2S+ Liaison Committee, Hate Literature
	1545-1600	Course Evaluation

---

**From:** QUIRING, Dale  
**Sent:** Thursday, August 31, 2017 10:46 AM  
**To:** QUIRING, Dale  
**Subject:** FW: Recruiting

A/Sgt. Dale Quiring  
Badge # 2075  
Hate Crimes Unit  
LGBTQ Liaison Officer  
Diversity & Indigenous Relations Section Vancouver Police Dept Office Phone: 604-717-22(1) VpdSafePlace.com

-----Original Message-----

From: FLAMAND, Marcie  
Sent: Tuesday, May 16, 2017 11:26 AM  
To: PORTEOUS, Adua  
Cc: QUIRING, Dale  
Subject: FW: Recruiting

Please see below request from Dale.

Marcie Flamand  
Inspector 1357  
Diversity and Aboriginal Policing Section and Victim Services Unit Vancouver Police Department  
604-717-22(1)  
marcie.flamand@vpd.ca

This transmission may contain confidential or privileged communications and the sender does not waive any related rights and obligations. If you are not the intended recipient and have received this in error, you must immediately destroy it. Unauthorized copying or distribution of any information herein is strictly prohibited and may constitute a criminal offence, a breach of Provincial or Federal privacy laws, or may otherwise result in legal sanctions. We ask that you notify the Vancouver Police Department immediately of any transmission received in error, by reply e-mail to the sender. Thank you.

-----Original Message-----

From: Personal email of PC Quiring redacted: s. 22(1)  
Sent: Tuesday, May 16, 2017 10:29 AM  
To: FLAMAND, Marcie  
Subject: Recruiting

We should also look at training our recruiting unit, this is part of the 5 pillar recommendations from the COV.

It will also show initiative and we will be ahead of any Police service in BC to have trained recruiting staff in the event trans folks apply.

Dale Q.

---

**From:** QUIRING, Dale  
**Sent:** Thursday, August 31, 2017 10:47 AM  
**To:** QUIRING, Dale  
**Subject:** FW: LGBTQ Sensitivity Training

*A/Sgt. Dale Quiring*  
*Badge # 2075*  
*Hate Crimes Unit*  
*LGBTQ Liaison Officer*  
*Diversity & Indigenous Relations Section*  
*Vancouver Police Dept*  
*Office Phone: 604-717 22(1)*  
[VpdSafePlace.com](http://VpdSafePlace.com)

 Follow @dale2075



---

**From:** FLAMAND, Marcie  
**Sent:** Wednesday, May 17, 2017 2:41 PM  
**To:** HOOGSTINS, Lisa; MCLEAN, Christine  
**Cc:** PORTEOUS, Adua; QUIRING, Dale; MACPHERSON, Cathy  
**Subject:** Re: LGBTQ Sensitivity Training

Great, I will have Det Cst Dale Quiring call you. I ran into Cathy MacPherson at SMT and she suggested we do training for your ODD and Even staff. Dale will provide further info.

Marcie

Sent from my BlackBerry 10 smartphone on the Bell network.

---

**From:** HOOGSTINS, Lisa  
**Sent:** Wednesday, May 17, 2017 2:33 PM  
**To:** MCLEAN, Christine; FLAMAND, Marcie  
**Subject:** RE: LGBTQ Sensitivity Training

Good afternoon,

We are very interested in this training. Can I get some details regarding the training? How long, Classroom, etc?

Public Service is a challenging unit to let go all at once because they are serving the public but we can usually work something out!

***Lisa Hoogstins***

Manager, Information Management Section  
Vancouver Police Department

Tel: (604) 717 22(1)

The Information Management Section is committed to preserving the integrity of information entrusted to us from creation to disclosure.

---

**From:** MCLEAN, Christine

**Sent:** Friday, May 12, 2017 3:06 PM

**To:** HOOGSTINS, Lisa; ALLAN, Corinne; LAW, Jeff; RISEBROUGH, Kelly

**Cc:** FLAMAND, Marcie; COPE, Larry; LIDDER, Sandy; TRAN, Lisa; RISEBROUGH, Kelly

**Subject:** LGBTQ Sensitivity Training

Good afternoon,

Inspector Flammand has contacted me about the opportunity to have our civilian employee attend sensitivity training for front line staff. We were thinking that it would be most suitable for people that are in contact with the public as a part of their daily duties, and we thought that Public Service, the Jail, CSP's, and TA's.

If you are interested in having your areas attend the training let me and/or Marcie know!

Thanks,

**Christine McLean**, CPHR

Manager of Civilian & Auxiliary Police Services Unit

Human Resources Section

Vancouver Police Department

Phone: 604.717 22(1) Fax: 604.257.5832

**NOTICE: CONFIDENTIAL COMMUNICATION** This transmission may contain confidential or privileged communications, and the sender does not waive any related rights and obligations. If you are not the intended recipient and have received this in error, you must immediately destroy it. Unauthorized copying or distribution of any information herein is strictly prohibited and may constitute a criminal offence, a breach of Provincial or Federal privacy laws, or may otherwise result in legal sanctions. We ask that you notify the Vancouver Police Department at 604-717-3175 immediately of any transmission received in error, by reply e-mail to the sender.



---

**From:** QUIRING, Dale  
**Sent:** Thursday, August 31, 2017 10:46 AM  
**To:** QUIRING, Dale  
**Subject:** FW: LGBTQ Sensitivity Training

*A/Sgt. Dale Quiring*  
*Badge # 2075*  
*Hate Crimes Unit*  
*LGBTQ Liaison Officer*  
*Diversity & Indigenous Relations Section*  
*Vancouver Police Dept*  
*Office Phone: 604-717 22(1)*  
[VpdSafePlace.com](http://VpdSafePlace.com)

 Follow @dale2075



---

**From:** FLAMAND, Marcie  
**Sent:** Wednesday, May 17, 2017 10:16 AM  
**To:** MACPHERSON, Cathy  
**Cc:** QUIRING, Dale; SPICER, Valerie; PORTEOUS, Adua  
**Subject:** FW: LGBTQ Sensitivity Training

Hi Cathy,

As discussed at SMT today, please see below and feel free to reach out to Dale Quiring regarding ODD/Even training dates for your front counter staff.

Thanks,

Marcie Flamand  
Inspector 1357  
Diversity and Aboriginal Policing Section *and*  
Victim Services Unit  
Vancouver Police Department  
604-717 22(1)  
[marcie.flamand@vpd.ca](mailto:marcie.flamand@vpd.ca)



*This transmission may contain confidential or privileged communications and the sender does not waive any related rights and obligations. If you are not the intended recipient and have received this in error, you must immediately destroy it. Unauthorized copying or distribution of any information herein is strictly prohibited and may constitute a criminal offence, a breach of Provincial or Federal privacy laws, or may otherwise result in legal sanctions. We ask that you notify the Vancouver Police Department immediately of any transmission received in error, by reply e-mail to the sender. Thank you.*

---

**From:** MCLEAN, Christine  
**Sent:** Friday, May 12, 2017 3:06 PM  
**To:** HOOGSTINS, Lisa; ALLAN, Corinne; LAW, Jeff; RISEBROUGH, Kelly  
**Cc:** FLAMAND, Marcie; COPE, Larry; LIDDER, Sandy; TRAN, Lisa; RISEBROUGH, Kelly  
**Subject:** LGBTQ Sensitivity Training

Good afternoon,

Inspector Flammand has contacted me about the opportunity to have our civilian employee attend sensitivity training for front line staff. We were thinking that it would be most suitable for people that are in contact with the public as a part of their daily duties, and we thought that Public Service, the Jail, CSP's, and TA's.

If you are interested in having your areas attend the training let me and/or Marcie know!

Thanks,

**Christine McLean**, CPHR  
Manager of Civilian & Auxiliary Police Services Unit  
Human Resources Section  
Vancouver Police Department  
Phone: 604.717 22(1) Fax: 604.257.5832

**NOTICE: CONFIDENTIAL COMMUNICATION** This transmission may contain confidential or privileged communications, and the sender does not waive any related rights and obligations. If you are not the intended recipient and have received this in error, you must immediately destroy it. Unauthorized copying or distribution of any information herein is strictly prohibited and may constitute a criminal offence, a breach of Provincial or Federal privacy laws, or may otherwise result in legal sanctions. We ask that you notify the Vancouver Police Department at 604-717-3175 immediately of any transmission received in error, by reply e-mail to the sender.

---

**From:** QUIRING, Dale  
**Sent:** Thursday, August 31, 2017 10:50 AM  
**To:** QUIRING, Dale  
**Subject:** FW: LGBTQ Sensitivity Training

*A/Sgt. Dale Quiring*  
*Badge # 2075*  
*Hate Crimes Unit*  
*LGBTQ Liaison Officer*  
*Diversity & Indigenous Relations Section*  
*Vancouver Police Dept*  
*Office Phone: 604-717 22(1)*  
[VpdSafePlace.com](http://VpdSafePlace.com)

 Follow @dale2075



---

**From:** TAYLOR, Bill  
**Sent:** Monday, June 05, 2017 6:46 AM  
**To:** QUIRING, Dale  
**Subject:** RE: LGBTQ Sensitivity Training

Dale,

Just to let you know we have a total of 22 Aux CSOs and 8 new full time CSOs (stated after the Cycle II training) that would be doing this training.

Bill TAYLOR  
PC 1847  
VPD Community Safety  
Program Co-ordinator  
604-717 22(1)

---

**From:** FLAMAND, Marcie  
**Sent:** Monday, May 29, 2017 1:19 PM  
**To:** MCLEAN, Christine; TAYLOR, Bill; QUIRING, Dale; SPICER, Valerie  
**Cc:** LIDDER, Sandy  
**Subject:** Re: LGBTQ Sensitivity Training

Fantastic. I will have Det/Cst Dale Quiring call Bill to arrange dates etc.

Thanks,

Marcie

Sent from my BlackBerry 10 smartphone on the Bell network.

---

**From:** MCLEAN, Christine  
**Sent:** Monday, May 29, 2017 12:43 PM  
**To:** TAYLOR, Bill  
**Cc:** FLAMAND, Marcie; LIDDER, Sandy  
**Subject:** RE: LGBTQ Sensitivity Training

Hi Bill,

Thanks for your email. I think it is great that we are getting all the CSPs in for the training.

I have cc'd Inspector Flamand as I believe she will be able to have someone from her section help set up the training times/dates.

Thanks,  
**Christine McLean**  
Phone: 604.717 22(1)

---

**From:** TAYLOR, Bill  
**Sent:** Monday, May 29, 2017 9:23 AM  
**To:** MCLEAN, Christine  
**Subject:** LGBTQ Sensitivity Training

Christine,

I am the CSP coordinator and was forwarded your email about the LGBTQ sensitivity training from A/Insp Jeff LAW. The fulltime CSOs have had the training but the Aux CSOs have not. In consultation with S/Sgt THORDARSON we would like the Aux CSOs to get the training too. What days would be available to book the Aux CSOs in. There are 24 Aux CSOs. They would not all be able to come in on the same day.

Thank you

Bill TAYLOR  
PC 1847  
Community Safety  
Program Co-ordinator  
Vancouver Police Department  
3585 Graveley Street  
Vancouver, BC  
V5K 5J5  
604-717 22(1)



This e-mail message is confidential and may contain privileged, law enforcement or personal information. If you are not the intended recipient and have received this message in error, please delete it and notify the Vancouver Police Department immediately.

Please consider the environment before printing this e-mail.

---

**From:** QUIRING, Dale  
**Sent:** Thursday, August 31, 2017 10:55 AM  
**To:** QUIRING, Dale  
**Subject:** FW: LGBTQ Sensitivity Training

*A/Sgt. Dale Quiring*  
*Badge # 2075*  
*Hate Crimes Unit*  
*LGBTQ Liaison Officer*  
*Diversity & Indigenous Relations Section*  
*Vancouver Police Dept*  
*Office Phone: 604-717 22(1)*  
[VpdSafePlace.com](http://VpdSafePlace.com)

 Follow @dale2075



---

**From:** QUIRING, Dale  
**Sent:** Tuesday, June 06, 2017 7:37 AM  
**To:** TAYLOR, Bill  
**Subject:** RE: LGBTQ Sensitivity Training

Hi Bill

Great stuff, we just finished Cycle 2 training. How about we meet up at some point this week to discuss a possible date, I need to book Velvet as well.

I have scaled down the training to be only 3 hours for CSO's and civilian staff.

*Det/Cst. Dale Quiring*  
*Badge # 2075*  
*Hate Crimes Unit*  
*LGBTQ Liaison Officer*  
*Diversity & Aboriginal Policing Section*  
*Vancouver Police Dept*  
*Office Phone: 604-717 22(1)*  
[VpdSafePlace.com](http://VpdSafePlace.com)



---

**From:** TAYLOR, Bill  
**Sent:** Monday, June 05, 2017 6:46 AM  
**To:** QUIRING, Dale  
**Subject:** RE: LGBTQ Sensitivity Training

Dale,

Just to let you know we have a total of 22 Aux CSOs and 8 new full time CSOs (stated after the Cycle II training) that would be doing this training.

Bill TAYLOR  
PC 1847  
VPD Community Safety  
Program Co-ordinator  
604-717 22(1)

---

**From:** FLAMAND, Marcie  
**Sent:** Monday, May 29, 2017 1:19 PM  
**To:** MCLEAN, Christine; TAYLOR, Bill; QUIRING, Dale; SPICER, Valerie  
**Cc:** LIDDER, Sandy  
**Subject:** Re: LGBTQ Sensitivity Training

Fantastic. I will have Det/Cst Dale Quiring call Bill to arrange dates etc.

Thanks,

Marcie

Sent from my BlackBerry 10 smartphone on the Bell network.

---

**From:** MCLEAN, Christine  
**Sent:** Monday, May 29, 2017 12:43 PM  
**To:** TAYLOR, Bill  
**Cc:** FLAMAND, Marcie; LIDDER, Sandy  
**Subject:** RE: LGBTQ Sensitivity Training

Hi Bill,

Thanks for your email. I think it is great that we are getting all the CSPs in for the training.

I have cc'd Inspector Flamand as I believe she will be able to have someone from her section help set up the training times/dates.

Thanks,  
**Christine McLean**  
Phone: 604.717 22(1)

---

**From:** TAYLOR, Bill  
**Sent:** Monday, May 29, 2017 9:23 AM  
**To:** MCLEAN, Christine  
**Subject:** LGBTQ Sensitivity Training

Christine,

I am the CSP coordinator and was forwarded your email about the LGBTQ sensitivity training from A/Insp Jeff LAW. The fulltime CSOs have had the training but the Aux CSOs have not. In consultation with S/Sgt THORDARSON we would like the Aux CSOs to get the training too. What days would be available to book the Aux CSOs in. There are 24 Aux CSOs. They would not all be able to come in on the same day.

Thank you

Bill TAYLOR  
PC 1847  
Community Safety  
Program Co-ordinator  
Vancouver Police Department  
3585 Graveley Street  
Vancouver, BC  
V5K 5J5  
604-717 22(1)



This e-mail message is confidential and may contain privileged, law enforcement or personal information. If you are not the intended recipient and have received this message in error, please delete it and notify the Vancouver Police Department immediately.  
Please consider the environment before printing this e-mail.



---

**From:** QUIRING, Dale  
**Sent:** Thursday, August 31, 2017 11:05 AM  
**To:** QUIRING, Dale  
**Subject:** FW: Are you acting supervisor?

*A/Sgt. Dale Quiring*  
*Badge # 2075*  
*Hate Crimes Unit*  
*LGBTQ Liaison Officer*  
*Diversity & Indigenous Relations Section*  
*Vancouver Police Dept*  
*Office Phone: 604-717 22(1)*  
[VpdSafePlace.com](http://VpdSafePlace.com)

 Follow @dale2075



---

**From:** ITALIA, Neville  
**Sent:** Monday, June 12, 2017 7:21 AM  
**To:** QUIRING, Dale  
**Cc:** NORDHOLM, Tracey; HOOGSTINS, Lisa  
**Subject:** RE: Are you acting supervisor?

Hello Det/Cst. Quiring,

Thanks for including us in this training. As we deal with all members of the public on a daily basis, I think it would be valuable for Public Service staff.

However, because it is three hours long, the front counter staff could not do this on a work day for operational reasons, but we could hopefully come in on a day off, and make a team training day out of it. I will have to clear this with our manager, Lisa Hoogstins, when she is back from vacation tomorrow. If you do book a date for the CSO's in the meantime, please let Tracey and myself know as we will at the very least be able to have a few of our staff members attend, even if it is a work day.

Thanks again,

Neville Italia  
Supervisor

---

**From:** QUIRING, Dale  
**Sent:** Tuesday, June 06, 2017 8:34 AM  
**To:** ITALIA, Neville  
**Subject:** FW: Are you acting supervisor?

Hi Neville

Forgot to cc you on this email.

*Det/Cst. Dale Quiring*  
*Badge # 2075*  
*Hate Crimes Unit*  
*LGBTQ Liaison Officer*  
*Diversity & Aboriginal Policing Section*  
*Vancouver Police Dept*  
*Office Phone: 604-717 22(1)*  
[VpdSafePlace.com](http://VpdSafePlace.com)

 Follow @dale2075



---

**From:** QUIRING, Dale  
**Sent:** Tuesday, June 06, 2017 7:52 AM  
**To:** NORDHOLM, Tracey; HOOGSTINS, Lisa  
**Subject:** RE: Are you acting supervisor?

Hi Ladies

As per Beth's email, who should I speak to in order to book a date for training? We have just finished Cycle 2 with patrol and I am trying to book a date to train all the CSO's.

The training will last 3 hours and we will need to book a room with a smart screen.

Thanks

*Det/Cst. Dale Quiring*  
*Badge # 2075*  
*Hate Crimes Unit*  
*LGBTQ Liaison Officer*  
*Diversity & Aboriginal Policing Section*

Vancouver Police Dept

Office Phone: 604-717 22(1)

[VpdSafePlace.com](http://VpdSafePlace.com)

 Follow @dale2075



---

**From:** MCARTHUR, Beth  
**Sent:** Tuesday, June 06, 2017 7:38 AM  
**To:** QUIRING, Dale  
**Subject:** FW: Are you acting supervisor?

Dale

Tracey Nordholm is Acting Supervisor for Odd Side front counter, and until they fill that position she will be your contact person there.

Regarding the training, also good to let Lisa Hoogstins know what's up as Lisa is the manager of Odd and Even side front counter supervisors and should be in the loop for sure.

Beth

---

**From:** NORDHOLM, Tracey  
**Sent:** Tuesday, June 06, 2017 7:37 AM  
**To:** MCARTHUR, Beth  
**Subject:** RE: Are you acting supervisor?

Yes

---

**From:** MCARTHUR, Beth  
**Sent:** Tuesday, June 06, 2017 7:35 AM  
**To:** NORDHOLM, Tracey  
**Subject:** Are you acting supervisor?

**Beth McArthur**  
*Administrative Assistant*  
*Diversity & Aboriginal Policing Section*  
Vancouver Police Department  
Phone: 604.717 22(1)  
Fax: 778.331.4078  
E-mail: [beth.mcarthur@vpd.ca](mailto:beth.mcarthur@vpd.ca)

VPD URL: <http://vpd.ca>



NOTICE: CONFIDENTIAL COMMUNICATION - This transmission may contain confidential or privileged communications, and the sender does not waive any related rights and obligations. If you are not the intended recipient and have received this in error, you must immediately destroy it. Unauthorized copying or distribution of any information herein is strictly prohibited and may constitute a criminal offence, a breach of Provincial or Federal privacy laws, or may otherwise result in legal sanctions. We ask that you notify the Vancouver Police Department immediately of any transmission received in error, by reply email to the sender.

---

**From:** QUIRING, Dale  
**Sent:** Thursday, August 31, 2017 11:08 AM  
**To:** QUIRING, Dale  
**Subject:** FW: Are you acting supervisor?

*A/Sgt. Dale Quiring*  
*Badge # 2075*  
*Hate Crimes Unit*  
*LGBTQ Liaison Officer*  
*Diversity & Indigenous Relations Section*  
*Vancouver Police Dept*  
*Office Phone: 604-71 22(1)*  
[VpdSafePlace.com](http://VpdSafePlace.com)

 Follow @dale2075



---

**From:** HOOGSTINS, Lisa  
**Sent:** Wednesday, June 14, 2017 12:16 PM  
**To:** QUIRING, Dale  
**Subject:** RE: Are you acting supervisor?

That would actually work, of course depending on the time....

***Lisa Hoogstins***

Manager, Information Management Section  
Vancouver Police Department  
Tel: (604) 717 22(1)

The Information Management Section is committed to preserving the integrity of information entrusted to us from creation to disclosure.

---

**From:** QUIRING, Dale  
**Sent:** Wednesday, June 14, 2017 12:07 PM  
**To:** HOOGSTINS, Lisa  
**Subject:** RE: Are you acting supervisor?

Hard to say at this point, as I will be training jail guards and E-Comm staff, I sure there will be multiple to make it easier.

*Det/Cst. Dale Quiring*  
*Badge # 2075*  
*Hate Crimes Unit*  
*LGBTQ Liaison Officer*  
*Diversity & Aboriginal Policing Section*  
*Vancouver Police Dept*  
*Office Phone: 604-717 22(1)*  
[VpdSafePlace.com](http://VpdSafePlace.com)

 Follow @dale2075



---

**From:** HOOGSTINS, Lisa  
**Sent:** Wednesday, June 14, 2017 12:06 PM  
**To:** QUIRING, Dale  
**Cc:** ITALIA, Neville; NORDHOLM, Tracey  
**Subject:** FW: Are you acting supervisor?

Hi Dale,

Will you be training multiple dates with the CSOs?

If you are, that may work well. We could send a few people at a time because we can't shut down.

If you are only training one day, maybe a team training day would be better.

Let me know what you think.

Thank you!

***Lisa Hoogstins***

Manager, Information Management Section  
Vancouver Police Department  
Tel: (604) 717 22(1)

The Information Management Section is committed to preserving the integrity of information entrusted to us from creation to disclosure.

---

**From:** ITALIA, Neville  
**Sent:** Monday, June 12, 2017 7:21 AM  
**To:** QUIRING, Dale  
**Cc:** NORDHOLM, Tracey; HOOGSTINS, Lisa  
**Subject:** RE: Are you acting supervisor?

Hello Det/Cst. Quiring,

Thanks for including us in this training. As we deal with all members of the public on a daily basis, I think it would be valuable for Public Service staff.

However, because it is three hours long, the front counter staff could not do this on a work day for operational reasons, but we could hopefully come in on a day off, and make a team training day out of it. I will have to clear this with our manager, Lisa Hoogstins, when she is back from vacation tomorrow. If you do book a date for the CSO's in the meantime, please let Tracey and myself know as we will at the very least be able to have a few of our staff members attend, even if it is a work day.

Thanks again,

Neville Italia  
Supervisor  
Public Service Unit – Even Team  
Vancouver Police Department  
Tel: (604) 717-22(1) Fax: (604) 717-3011

---

**From:** QUIRING, Dale  
**Sent:** Tuesday, June 06, 2017 8:34 AM  
**To:** ITALIA, Neville  
**Subject:** FW: Are you acting supervisor?

Hi Neville

Forgot to cc you on this email.

*Det/Cst. Dale Quiring*  
*Badge # 2075*  
*Hate Crimes Unit*  
*LGBTQ Liaison Officer*  
*Diversity & Aboriginal Policing Section*  
*Vancouver Police Dept*  
*Office Phone: 604-717-22(1)*  
[VpdSafePlace.com](http://VpdSafePlace.com)



---

**From:** QUIRING, Dale  
**Sent:** Tuesday, June 06, 2017 7:52 AM  
**To:** NORDHOLM, Tracey; HOOGSTINS, Lisa  
**Subject:** RE: Are you acting supervisor?

Hi Ladies

As per Beth's email, who should I speak to in order to book a date for training? We have just finished Cycle 2 with patrol and I am trying to book a date to train all the CSO's.

The training will last 3 hours and we will need to book a room with a smart screen.

Thanks

*Det/Cst. Dale Quiring*  
*Badge # 2075*  
*Hate Crimes Unit*  
*LGBTQ Liaison Officer*  
*Diversity & Aboriginal Policing Section*  
*Vancouver Police Dept*  
*Office Phone: 604-717-22(1)*  
[VpdSafePlace.com](http://VpdSafePlace.com)

 Follow @dale2075



---

**From:** MCARTHUR, Beth  
**Sent:** Tuesday, June 06, 2017 7:38 AM  
**To:** QUIRING, Dale  
**Subject:** FW: Are you acting supervisor?

Dale

Tracey Nordholm is Acting Supervisor for Odd Side front counter, and until they fill that position she will be your contact person there.

Regarding the training, also good to let Lisa Hoogstins know what's up as Lisa is the manager of Odd and Even side front counter supervisors and should be in the loop for sure.

Beth

---

**From:** NORDHOLM, Tracey  
**Sent:** Tuesday, June 06, 2017 7:37 AM  
**To:** MCARTHUR, Beth  
**Subject:** RE: Are you acting supervisor?

Yes



---

**From:** MCARTHUR, Beth  
**Sent:** Tuesday, June 06, 2017 7:35 AM  
**To:** NORDHOLM, Tracey  
**Subject:** Are you acting supervisor?

**Beth McArthur**  
*Administrative Assistant*  
*Diversity & Aboriginal Policing Section*  
Vancouver Police Department  
Phone: 604.717 22(1)  
Fax: 778.331.4078  
E-mail: [beth.mcarthur@vpd.ca](mailto:beth.mcarthur@vpd.ca)  
VPD URL: <http://vpd.ca>



NOTICE: CONFIDENTIAL COMMUNICATION - This transmission may contain confidential or privileged communications, and the sender does not waive any related rights and obligations. If you are not the intended recipient and have received this in error, you must immediately destroy it. Unauthorized copying or distribution of any information herein is strictly prohibited and may constitute a criminal offence, a breach of Provincial or Federal privacy laws, or may otherwise result in legal sanctions. We ask that you notify the Vancouver Police Department immediately of any transmission received in error, by reply email to the sender.

---

**From:** QUIRING, Dale  
**Sent:** Thursday, August 31, 2017 11:15 AM  
**To:** QUIRING, Dale  
**Subject:** FW: Civilian training

*A/Sgt. Dale Quiring*  
*Badge # 2075*  
*Hate Crimes Unit*  
*LGBTQ Liaison Officer*  
*Diversity & Indigenous Relations Section*  
*Vancouver Police Dept*  
*Office Phone: 604-717 22(1)*  
[VpdSafePlace.com](http://VpdSafePlace.com)

 Follow @dale2075



---

**From:** QUIRING, Dale  
**Sent:** Wednesday, June 28, 2017 8:09 AM  
**To:** MCARTHUR, Beth  
**Subject:** RE: Civilian training

It will be a 3 hour version of Cycle 2 training with Velvet, sensitivity training of greater LGBTQ community and how it affects our employees. Along with specific emphasis on embracing the transgender community at VPD.

*Det/Cst. Dale Quiring*  
*Badge # 2075*  
*Hate Crimes Unit*  
*LGBTQ Liaison Officer*  
*Diversity & Aboriginal Policing Section*  
*Vancouver Police Dept*  
*Office Phone: 604-717 22(1)*  
[VpdSafePlace.com](http://VpdSafePlace.com)

 Follow @dale2075



---

**From:** MCARTHUR, Beth  
**Sent:** Wednesday, June 28, 2017 8:06 AM  
**To:** QUIRING, Dale  
**Subject:** Civilian training

Hi, Dale

I'm doing a new column in the newsletter that's just bite-sized Diversity newsy stuff that don't (yet) warrant full stories and pix. I'd love to include a few lines about the training that the Section will be doing for civilians (front counters, etc.). Do you have that info available now? It need not be a lot, just a bit of news to make civilians feel included (they often don't) and inform people what's up.

Thanks for any info I can use at this point. If I can.

Beth

**Beth McArthur**  
*Administrative Assistant*  
*Diversity & Aboriginal Policing Section*  
Vancouver Police Department  
Phone: 604.717 22(1)  
Fax: 778.331.4078  
E-mail: [beth.mcarthur@vpd.ca](mailto:beth.mcarthur@vpd.ca)  
VPD URL: <http://vpd.ca>



NOTICE: CONFIDENTIAL COMMUNICATION - This transmission may contain confidential or privileged communications, and the sender does not waive any related rights and obligations. If you are not the intended recipient and have received this in error, you must immediately destroy it. Unauthorized copying or distribution of any information herein is strictly prohibited and may constitute a criminal offence, a breach of Provincial or Federal privacy laws, or may otherwise result in legal sanctions. We ask that you notify the Vancouver Police Department immediately of any transmission received in error, by reply email to the sender.

---

**From:** QUIRING, Dale  
**Sent:** Thursday, August 31, 2017 11:21 AM  
**To:** QUIRING, Dale  
**Subject:** FW: Trans\*, Gender Variant and Two-Spirit Inclusion - question on training provider

*A/Sgt. Dale Quiring*  
*Badge # 2075*  
*Hate Crimes Unit*  
*LGBTQ Liaison Officer*  
*Diversity & Indigenous Relations Section*  
*Vancouver Police Dept*  
*Office Phone: 604-717 22(1)*  
[VpdSafePlace.com](http://VpdSafePlace.com)

 Follow @dale2075



---

**From:** QUIRING, Dale  
**Sent:** Tuesday, July 11, 2017 2:20 PM  
**To:** Nickerson, Anne  
**Subject:** Re: Trans\*, Gender Variant and Two-Spirit Inclusion - question on training provider

Anne I will have our training Coordinator respond to your request.

It was a combination of VPD,outside agency and personal lives experience.

Det/Cst Dale Quiring  
Badge #2075  
Hate Crime Unit  
Vancouver Police Department  
LGBTQ Liaison Officer  
604-717 22(1)  
Twitter: @Dale2075

---

**From:** Nickerson, Anne  
**Sent:** Tuesday, July 11, 2017 3:45 PM  
**To:** QUIRING, Dale

---

**Subject:** Trans\*, Gender Variant and Two-Spirit Inclusion - question on training provider

Hi Dale, this morning I provided a progress update to Council on the City's work to date. One of the questions that arose was on who provided the training – did they have lived experience?

I know for the City and VPL we have contracted sessions with Drew Dennis and Kai Scott from TransFocus. I wasn't sure who VPD contracts with, or if it's provided internally by someone like yourself. Could you let me know who provides the training for VPD?

Many thanks, Anne

**Anne Nickerson, CPHR**  
Director, Equal Employment Opportunity  
City of Vancouver

22(1)

***Proud to be chosen as one of Canada's Best Diversity Employers 2017***

---

**From:** QUIRING, Dale  
**Sent:** Thursday, August 31, 2017 11:22 AM  
**To:** QUIRING, Dale  
**Subject:** FW: Cultural Competency Training - LGBTQ2S+

*A/Sgt. Dale Quiring*  
*Badge # 2075*  
*Hate Crimes Unit*  
*LGBTQ Liaison Officer*  
*Diversity & Indigenous Relations Section*  
*Vancouver Police Dept*  
*Office Phone: 604-717 22(1)*  
[VpdSafePlace.com](http://VpdSafePlace.com)

 Follow @dale2075



---

**From:** SPICER, Valerie  
**Sent:** Monday, July 17, 2017 1:08 PM  
**To:** 'Shelly.mcmahon@ecomm911.ca'  
**Cc:** FLAMAND, Marcie; QUIRING, Dale  
**Subject:** Cultural Competency Training - LGBTQ2S+

Hello Shelly,

I was hoping you would have time to discuss the possibility of conducting cultural competency training at an E-COMM development day specifically with regards to the LGBTQ2S+ community and also relating to trans issues with regards to chosen pronoun/name use and PRIME documentation.

As front line, the call takers and dispatchers would benefit from this type of training.

We recently had Joel from Qmunity give our members a session (@ 2 hours) which if paired with a presentation from our LGBTQ2S+ Dale Quiring could be a very good session.

Let me know when you are available for a call or meeting regarding this type of training.

Thanks.

Val

**Sgt. Val Spicer 1905**  
Diversity Policing Unit

VANCOUVER POLICE DEPARTMENT  
(604) 717-22(1) - [valerie.spicer@vpd.ca](mailto:valerie.spicer@vpd.ca)

---

**From:** QUIRING, Dale  
**Sent:** Thursday, August 31, 2017 11:24 AM  
**To:** QUIRING, Dale  
**Subject:** FW: RPM Policy / Training Bulletin for Review

*A/Sgt. Dale Quiring*  
*Badge # 2075*  
*Hate Crimes Unit*  
*LGBTQ Liaison Officer*  
*Diversity & Indigenous Relations Section*  
*Vancouver Police Dept*  
*Office Phone: 604-717 22(1)*  
[VpdSafePlace.com](http://VpdSafePlace.com)

 Follow @dale2075



**From:** VPD P&R Mailbox  
**Sent:** Tuesday, July 25, 2017 8:04 AM  
**To:** QUIRING, Dale  
**Subject:** RPM Policy / Training Bulletin for Review

There is a new RPM Policy amendment and / or Training Bulletin in the PowerDMS Document Management System for your Review and Signature.

Please click [HERE](#) or access through the desktop PowerDMS icon to read and sign the document.

Do not reply to this email. If you need further assistance please call IT Helpdesk at 604-873 22(1)



## 1.14 Community, Diversity, and Victim Services

### 1.14.4 Initial Contact with Transgender People

#### **Policy**

Part of the core values of the VPD are compassion and respect. Effectively serving diverse communities begins with understanding and respecting the sensitivities of individuals. With these values in mind, persons may identify, or present themselves, as a gender that is different to their perceived appearance or what is stated on their official identification. Although 'gender identity' and 'gender expression' are not included in BC's Human Rights Code, the courts have established that transgender people are protected from discrimination because they are covered by the ground of 'sex'. As such, members should make reasonable attempts to avoid labelling a person during interactions and when recording the name and gender of a person in police documentation and reports.

#### **Definitions**

The following definitions go beyond what is described in procedure but are listed in order to provide relevant, educational information that may be helpful when interacting with a transgender individual. The VPD encourages members to use non-judgmental language that will promote respect and equity towards the transgender community.

**Sex:** is the current anatomical classification of people as male, female or intersex, usually assigned at birth.

**Intersex:** people who possess or develop physical sex characteristics that do not fit into conventional medical definitions of male or female. This can include chromosomes, genitals, hormones and other sex attributes. Intersex people have been referred to in the past as "hermaphrodites"; however "Intersex" is the appropriate term.

**Transgender or Trans:** an umbrella term referring to people with diverse gender identities and expressions that differ from stereotypical gender norms. It includes but is not limited to people who identify as transgender, trans women (male-to-female MTF), trans men (female-to-male FTM), transsexual, or gender non-conforming, gender variant, gender queer, or non-binary. The term "trans" is also appropriate; however, it is noteworthy that some transsexual people do not identify as transgender.

**Chosen name:** non-birth name that a transgender individual uses in self-reference (this may or may not be the individual's legal name). Many transgender people refer to their birth name as their "dead name" and it is very disrespectful to use their birth name in interactions after you have been informed of their chosen name.

**Gender expression:** is how a person expresses or presents their gender to others. This can include behavior and outward appearance such as dress, hair, make-up, body language and voice. A person's chosen name and pronoun are common ways of expressing gender and a person's gender expression may change from day to day. Others perceive a person's gender through these attributes.

**Gender identity:** is each person's internal and individual experience of their gender which may be the same as, or different from, their birth assigned sex. It is important to note that a person's gender identity does not have to match their gender expression.

**Gender binary:** is the concept that there are only two totally distinct, opposite and static genders (feminine and masculine) to identify with and express.

**Gender non-binary:** is the concept that gender identity and expression are comprised of degrees of femininity and masculinity, or neither as some trans people identify as non-binary, and do not see themselves as either men or women. These people often use 'they, them, their' pronouns for themselves.

### **Procedure**

1. Upon being informed that a person identifies as, or is, a gender other than what they may appear, or what their government issued identification indicates, members shall refer to the person's chosen name and gender descriptive pronoun associated to that gender identity. For example:

- a) *She, her, hers* for feminine pronouns;
- b) *He, him, his* for masculine pronouns;
- c) *They, them, their* for a person who requests gender-neutral pronouns; and
- d) Or other pronouns requested by the person.

If a member is uncertain of which pronoun to use then they are encouraged to discretely ask the person.

2. When entering the person into a general occurrence report (GO), or other official report as an "entity", they are to be entered by the name and gender indicated on their official government identification (e.g., Driver's license, Birth Certificate, BCID, etc.).
3. When completing the synopsis and narrative portions of the GO, members shall use the person's chosen name and appropriate pronoun. It is recommended that members use language such as "the complainant, John Doe, will be referred to by their chosen name – Jane Doe – in the remainder of this report" when preparing the synopsis and narrative.
4. If the transgender person is to be transported and lodged at the Vancouver Jail, the Jail NCO is to be contacted and informed of the person's chosen name and gender identity (which may differ from the person's entered name and gender).



VANCOUVER POLICE DEPARTMENT

# LGBTQ Curriculum Overview (2015-2017)

---

Learning and Development Unit

---



## Special Municipal Constable Program

The Special Municipal Constable (SMC) Program is currently a 21 week part-time program, taught over 4.5 months with an average of 20 hours of learning per week. It encompasses cross-training in the following three positions that all learners will be expected to work in upon graduation:

- VPD Jail Guards 2 weeks (36 hours) of curriculum, plus four job shadow shifts
- VPD Traffic Authority – 1.5 weeks (36 hours) of curriculum and job shadow shifts
- Community Safety Program – 17.5 weeks of curriculum, including approximately 2 weeks of on the job learning

The program consists of various modes of delivering content ranging from eLearning, classroom (which consists of lecture, problem based scenarios, practical application), force options training, experiential learning, and on the job learning.

The SMC program includes a community awareness component where learners examine local Vancouver social issues and diversity. These topics include:

- Diversity awareness
- Indigenous People awareness
- Homelessness awareness
- Sex Trade Workers awareness
- At Risk Youth awareness
- Critical Incident de-escalation & Mental Health and;
- LGBTQ awareness

The following table provides an overview of the LGBTQ curriculum that was covered:

SMC Class 4 _ 2016
<b>Learning Outcomes:</b> <ol style="list-style-type: none"><li>1. Demonstrate an awareness and appreciation for the uniqueness of Vancouver's Gay, Lesbian, Bi-sexual, Transgendered, Queer Communities.</li><li>2. Develop an understanding of the importance of the VPD's role within this community.</li><li>3. Exemplify an understanding of the changing attitudes attributable to the VPD</li></ol>
<b>Topics Covered:</b> <ul style="list-style-type: none"><li>• LGBTQ Community</li><li>• Covering Learning Outcomes</li><li>• West Coast Attitude – Covering the past/present history and situation on tolerance in the West Coast and within the VPD.</li><li>• VPD Training Video – Video created in 2010 – Tensions between LGBTQ community and the police.</li><li>• Aaron Webster – Details on this tragedy and murder. Discussions on how it affected and</li></ul>



<p>changed the VPD.</p> <ul style="list-style-type: none"><li>• A long evolution – History on first females to join RCMP. Since the Aaron Webster murder Parliament has since undergone changes with case law, amendments and Acts ranging from hate crime to providing federal legislations for same-sex marriages, divorces, and benefits.</li><li>• Gay-Friendly Vancouver – Inclusive of all attitude of VPD – discussions on VPD and support of the LGBTQ community.</li><li>• Policy – Discussions on policies surrounding Workplace Harassment (Effective: 2004.01.06). Goals of the Workplace Harassment Prevention and Intervention Policy (WHPPI).</li><li>• Strategies Video - Key points from the video in what CS can do when they are working with the community.</li></ul>
<p><b>Methods of Evaluation:</b></p> <ul style="list-style-type: none"><li>• Written Exam</li><li>• Final group presentation</li></ul>
<p><b>Lesson Duration:</b></p> <ul style="list-style-type: none"><li>• 45 minutes</li></ul>
<p><b>Lead Instructor:</b></p> <ul style="list-style-type: none"><li>• Education and Training Instructor</li></ul>

## SMC Class 5 \_ 2016

### Learning Outcomes and Sub-outcomes:

1. Demonstrate an awareness and appreciation for Vancouver's Gay, Lesbian, Bi-sexual, Transgendered, and Queer Communities.
  - a. Discuss LGBTQ history both locally and internationally; and
  - b. Recognize key incidents that have affected the LGBTQ community.
2. Develop an understanding of the importance of the VPD's role within this community.
  - a. Appreciate how history has impacted the LGBTQ's reaction to VPD involvement in their community.
3. Exemplify an understanding of the changing attitudes attributable to the VPD
  - a. Compare and contrast past and present police practices;
  - b. Explore the current relationship between the VPD and the LGBTQ community.

### Topics Covered:

- Introduction to LGBTQ Community
- The PRIDE FLAG – History and origins, meaning of flag and colors.
- Stonewall – Discussion
- Aaron Webster – Details on this tragedy and murder. Discussions on how it affected and changed the VPD.



- Gay-Friendly Vancouver – Inclusive of all attitude of VPD – discussions on VPD and support of the LGBTQ community.
- Angela Dawson and B.C. Human Rights Tribunal case.
- “Walk With Me” Play and Discuss video - What are some key points from the video that a SMC can be aware of while working in the LGBTQ Community?

**Methods of Evaluation:**

- Written Exam
- Final group presentation

**Lesson Duration:**

- 45 minutes

**Lead Instructor:**

- Education and Training Instructor

Note: Revisions are being made to the upcoming SMC Class 6\_ 2017 curriculum to ensure departmental policy and procedures are met.



## Increment Canadian Police Knowledge Network (CPKN) eLearning

The LGBT Issues course is created by Toronto Police Service and is offered to our sworn members as an increment bundle through CPKN. This course is designed to inform members in regards to the LGBT community and how to more effectively interact with that community.

The following table provides an overview of the curriculum that was covered:

<b>LGBT Online Training</b>
<b>Learning Outcomes:</b> <ol style="list-style-type: none"><li>1. The importance of treating all with respect and dignity regardless of circumstances during any contact is stressed</li><li>2. Emphasis on professional appearance and demeanour is stressed. Adherence to the Service's core values, reflection of the officer position as a positive role model.</li><li>3. The importance of treating contacts in a fair and non-biased manner</li><li>4. Awareness of differences in perspectives due to factors such as cultural, gender, age, educational differences</li><li>5. Realizing that some citizens may need to be treated in a different and more equitable manner is discussed</li></ol>
<b>Topics Covered:</b> <ul style="list-style-type: none"><li>• Common terms used in our LGBT and Trans Communities</li><li>• Current issues facing the LGBT Community</li><li>• Incorporating Trans knowledge into work as a police officer</li><li>• The process for conducting searches of Trans-gender persons</li></ul>
<b>Methods of Evaluation:</b> <ul style="list-style-type: none"><li>• In the online portion students will take a final exam in which they must score 100% in order to complete the course.</li></ul>
<b>Lesson Duration:</b> <ul style="list-style-type: none"><li>• 1 hour</li></ul>



## Cycle 2 – Patrol

Cycle training is offered to Patrol members as mandatory training days. There are 4 cycles each year, and each cycle covers different topics. The following syllabus provides an overview of our 2017 cycle 2 training day.

	Time	Content and Presenter
LGBTQ2S Competency Training (2.5 hrs) - Provided by Qmunity	8:00-8:45	LGBTQ2S Language and Terminology Competency
	8:45-9:00	Gender Frameworks and Models
	9:00-9:15	Break
	9:15-9:30	LGBTQ2S Pronouns and Relation to VPD Policy
	9:30-10:00	Contextualizing LGBTQ2S Histories in Canada
	10:00-10:20	Reflection: LGBTQ2S Lived Experiences
	10:20-10:30	Evaluation & Q & A
	10:30-10:45	Break
Gay, Trans and Blue - Presented by Cst. Dale Quiring	10:45-11:45	Empathy / Active Listening / Respectful Workplaces
	11:45-12:45	Lunch
	12:45-1430	Legislation and VPD Policy
	1430-1445	Break
	1445-1545	Guest Panel (Velvet Steele, personal story, dialogue, Q & A)
	1545-1600	Debrief / Course Evaluation
High Level Competencies Addressed		
<ul style="list-style-type: none"><li>• Fostering relationships</li><li>• Legal, Policies, Procedures and Standards</li><li>• Ethical Accountability</li><li>• Valuing Diversity</li></ul>		





The following table provides an overview of the curriculum that was covered:

<b>LGBTQ2S Competency Training</b>
<b>Learning Outcomes and Sub-outcomes:</b> <ul style="list-style-type: none"><li>1- Identify appropriate language or terminology for the LGBTQ2S Community<ul style="list-style-type: none"><li>a. Discuss pronouns used in the community</li><li>b. Demonstrate how to use appropriate pronouns</li><li>c. Discuss VPD's policy on addressing a person's identity</li></ul></li><li>2- Acknowledge the sensitivities of the LGBTQ2S community<ul style="list-style-type: none"><li>a. Be aware of the LGBTQ history</li><li>b. Communicate with persons using proper pronouns to provide inclusion</li></ul></li></ul>
<b>Topics Covered:</b> <ul style="list-style-type: none"><li>• Brief intro of QMUNITY</li><li>• Review all 4 definitions, really trying to draw the line between distinguishing between sex (biological) and gender identity (psychological)</li><li>• Binary Model / Non-Binary Model</li><li>• LGBTQ2S Terminology<ul style="list-style-type: none"><li>○ Queer</li><li>○ Ally</li><li>○ Bisexual</li><li>○ Pansexual</li><li>○ Asexual</li><li>○ QTPOC</li><li>○ Cisgender</li><li>○ Trans</li><li>○ Genderqueer</li><li>○ Gender policing</li><li>○ Intersex</li><li>○ Two-Spirit</li></ul></li><li>• Transgender Umbrella</li><li>• Spectrum Model</li><li>• Non-Binary and Sexual Identities around the world</li><li>• Pronouns check-in policy, as per VPD policies</li><li>• Mainstream Media Discussion – Politics and Positions of Power</li><li>• LGBTQ History</li><li>• Discussions and Safety Questions from LGBTQ community</li><li>• QMUNITY Contacts and Referrals</li></ul>
<b>Methods of Evaluation:</b> <ul style="list-style-type: none"><li>• Participation in Group Activities</li></ul>
<b>Lesson Duration:</b> <ul style="list-style-type: none"><li>• 2.5 hours</li></ul>
<b>Lead Instructor:</b> <ul style="list-style-type: none"><li>• Joel Harnest, Qmunity Training Coordinator</li></ul>



## Gay, Trans and Blue

### Learning Outcomes and Sub-outcomes:

- 1- Define the language used in the LGBTQ2S community
  - a. Discuss basic terminology used in community
  - b. Recognize historical challenges within the community
- 2- Identify appropriate communication methods with the LGBTQ2S community
  - a. • Discuss principles behind active listening
  - b. • Discuss the importance of empathy
  - c. • Explain Binary vs non Binary
- 3- Identify challenges for Transgendered persons
  - a. Explain active listening
  - b. Identify proper grammar
  - c. Define Gender Dysphoria
  - d. Be aware of options for transformation
- 4- Review VPD policy and legal authorities
  - a. Explain the VPD Trans Policy
  - b. Identify Bill C-16
  - c. Discuss changes in personal Identification
  - d. Discuss challenges of police interactions

### Topics Covered:

- VSB Def This often leads to bias, discrimination, hatred, harassment and violation of the human rights of lesbian, gay or bisexual people. Homophobic bullying can also be targeted against any individual, regardless of perceived sexual orientation.
- Importance of understanding – Reasons
- Discrimination and background
- Case Study: Matthew Shepard
- GLAAD formerly Gay and Lesbian Alliance Against Defamation, dropped this in 2013 now includes Bi-sexual and trans
- Case study: PULSE nightclub
- “Walk With Me” video
- Simon Sinek – Leadership
- Police Officers always want the quick fix. “It’s not about the nail” video
- Group Exercise: Empathy – Sympathy – Active Listening
- “Offer Empathy” Highschool Video
- Rene Brown Video
- Sensitivity – Trans Folks
- Marginalized Group
- Sex vs Gender
- Binary Social Assumptions
- Trans Pride Flag
- Trans Definition
- Gender Dysphoria



- Trans 101 Video
- Transsexual vs Transgender
- Cisgender
- Gender Binary / Non-Binary
- The Gender bear
- Gender fluidity
- The Spectrum
- Discussion and Exercises with Grammar
- Ben Shapiro Video
- Trans Youth – Canadian Trans Youth Health Survey
- Bullying
- Ways people change gender
- Justin Trudeau – Bill C-16 + video
- VPD Trans Policy
- Progression – Health Cards
- DOJ Video
- Arrest of Trans Individual
- Jail Procedure
- Strip searches and Body Cavity searches procedure
- Reports
- Ted talk – “Father of Trans Daughter”
- How to be a trans ally
- Group discussion with Velvet Steele

**Methods of Evaluation:**

- Participation in Group Activities

**Lesson Duration:**

- 4.5 hours

**Lead Instructors:**

- Det/Cst. Dale Quiring
- Hate Crimes Detectives
- LGBTQ Liaison Officer



## Special Municipal Constable Program

# Community Awareness LGBTQ Community



**Class 5**  
**January 2017**



# LEARNING OUTCOMES

By the end of this lesson, the participant will:

1. Demonstrate an awareness of LGBTQ History
2. Understand VPD's roll in the LGBTQ community
3. Identify VPD's roll as a leader against discrimination



A question to ponder...





# PRIDE FLAG

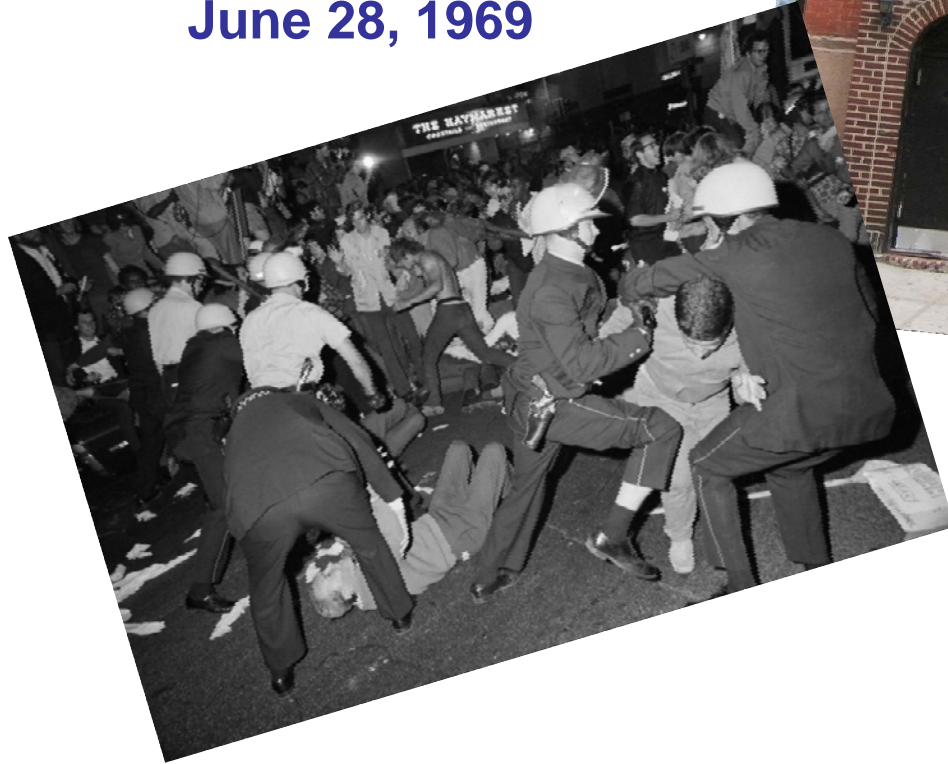


© Vancouver Police Department





# Special Municipal Constable Program



© Vancouver Police Department





# TIDES OF CHANGE

**Aaron Webster Murder**

**Stanley Park November 17, 2001**



# Special Municipal Constable Program

## PRIDE PARADE





## Special Municipal Constable Program

# ROOM FOR IMPROVEMENT

### 'Roller Girl' Angela Dawson wins \$15K damages from Vancouver Police

Transgender woman was refused access to medical care in jail and referred to as 'Jeffrey'

CBC News Posted: Mar 25, 2015 6:46 PM PT

Last Updated: Mar 27, 2015 8:10 AM PT

Angela Dawson is a familiar face in Downtown Vancouver and on the city's Downtown Eastside, where she can often be seen in her trademark bright pink outfits, whizzing around on pink rollerblades trying to direct traffic.





# THE BRIGHT FUTURE...



Walk With Me





# ALWAYS REMEMBER...



**RESPECT** will make a  
difference

## Special Municipal Constable Program

# Community Awareness

## LGBTQ COMMUNITY



www.shutterstock.com · 201226391

Presented By:  
Cst. Barb Bluschke

March 2016



## Special Municipal Constable Program

# LEARNING OUTCOMES

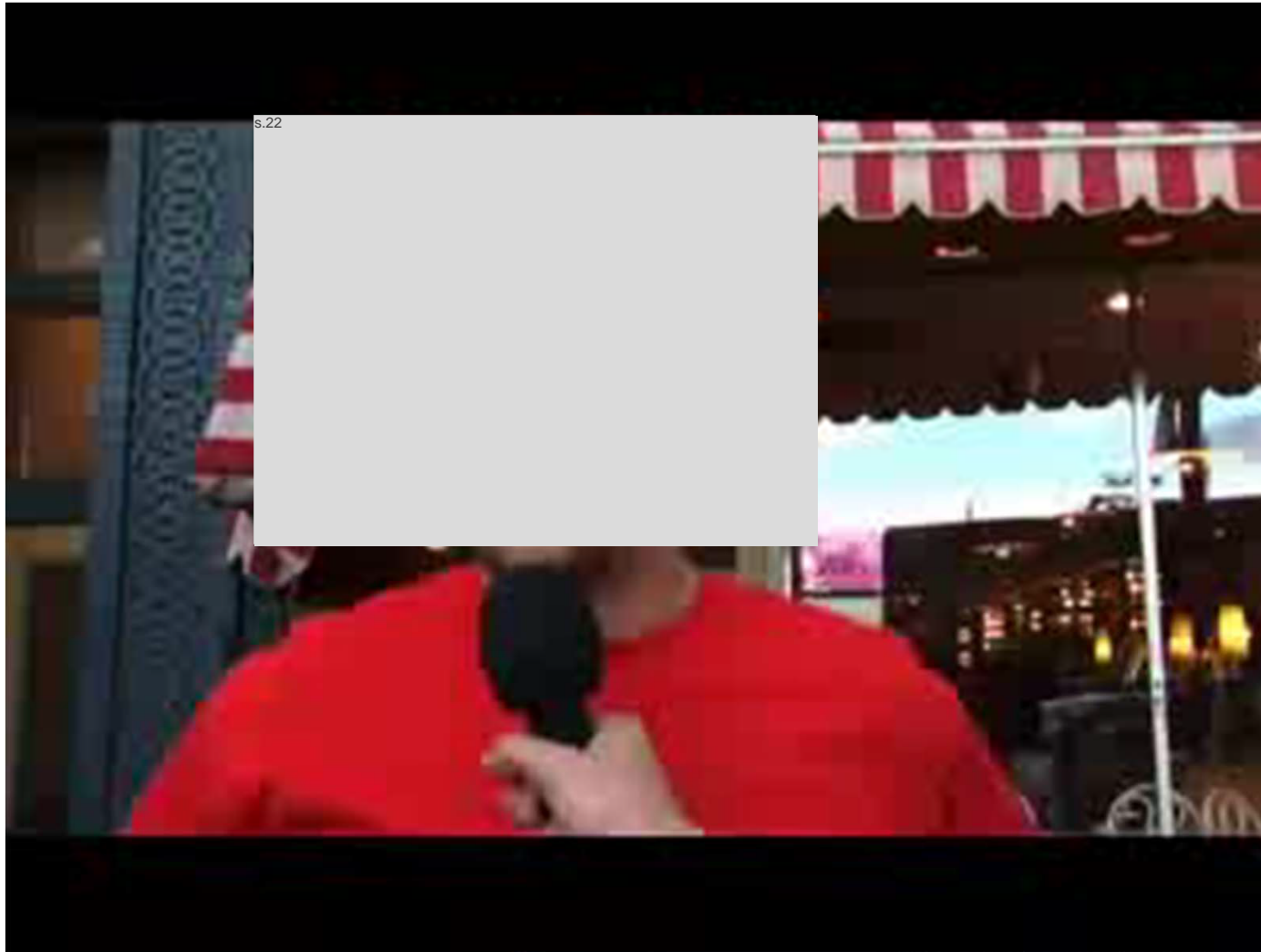
By the end of this lesson, the participant will:

1. Grasp the historical significance of the LGBTQ community's struggle for acceptance
2. Develop an understanding of the challenges faced by members of the LGBTQ community
3. Recognize the importance of the role of the VPD as a leader in the championing of a zero tolerance policy against discrimination



## Special Municipal Constable Program

# A QUESTION TO PONDER...





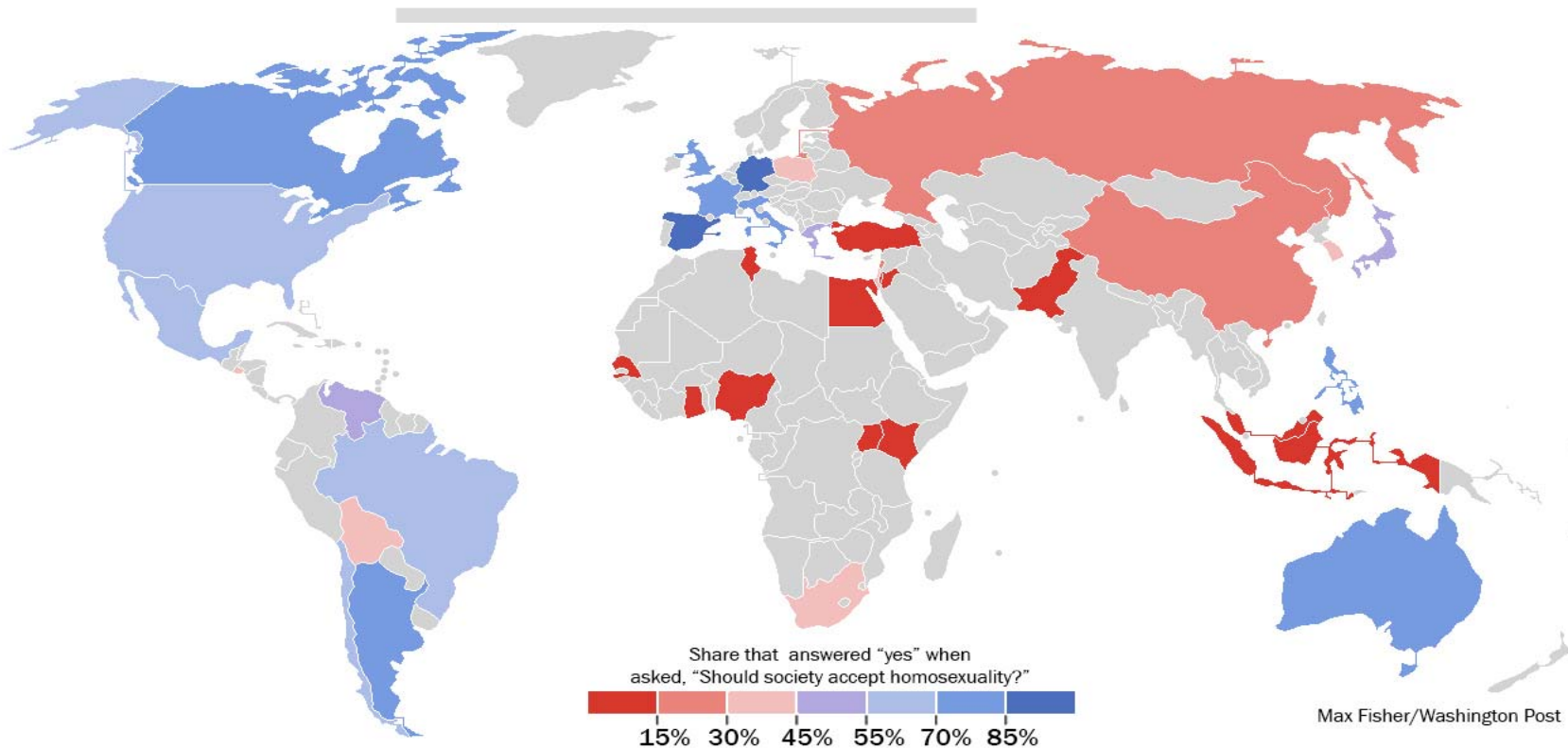
## Special Municipal Constable Program

# WEST COAST ATTITUDE



## Special Municipal Constable Program

# THE REST of the WORLD



## Special Municipal Constable Program

# POLICE and the LGBTQ COMMUNITY in CANADA

Beginning in 1890, accused **gays were usually charged** with the crime of “gross indecency.”

Amendments to the criminal code were made in 1948 and 1961, which **further criminalized homosexuality** through the invented categories of “criminal sexual psychopath” and “dangerous sexual offender.”

Trudeau’s government passed **Bill C-150 in May 1969**, *decriminalizing gay sex for the first time in Canada’s history.*

February 5, 1981 – **Canada’s STONEWALL in Toronto**

1980s: **Charter of Rights and Freedoms and the Canadian Human Rights Act**



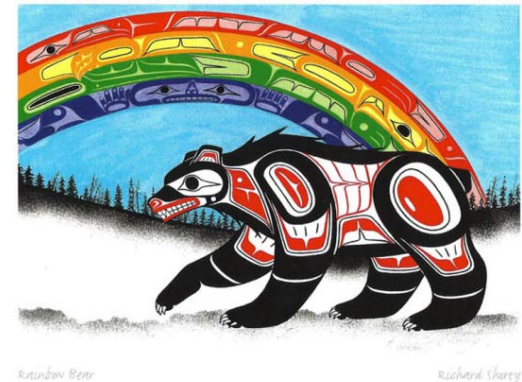
## Special Municipal Constable Program

# GAY-FRIENDLY VANCOUVER

**1974-81** - VPD Chief Constable, Don Winterton, took morality issues seriously

**1974** - Alderman, Michael Harcourt, criticized the VPD for its Elliot Ness-style raids on gay bars and bathhouses along Davie St

**1996** - VPD created the Diversity Advisory Committee - group of citizens act as consultative & advisory body of citizens to the Office of the Chief Constable.



The **Rainbow Bear** by Richard Shorty is available as a greeting card suitable for framing from Darryl's Coffee and Native Art Shop 945 Davie Street.



## Special Municipal Constable Program

# TIDES OF CHANGE: Aaron Webster

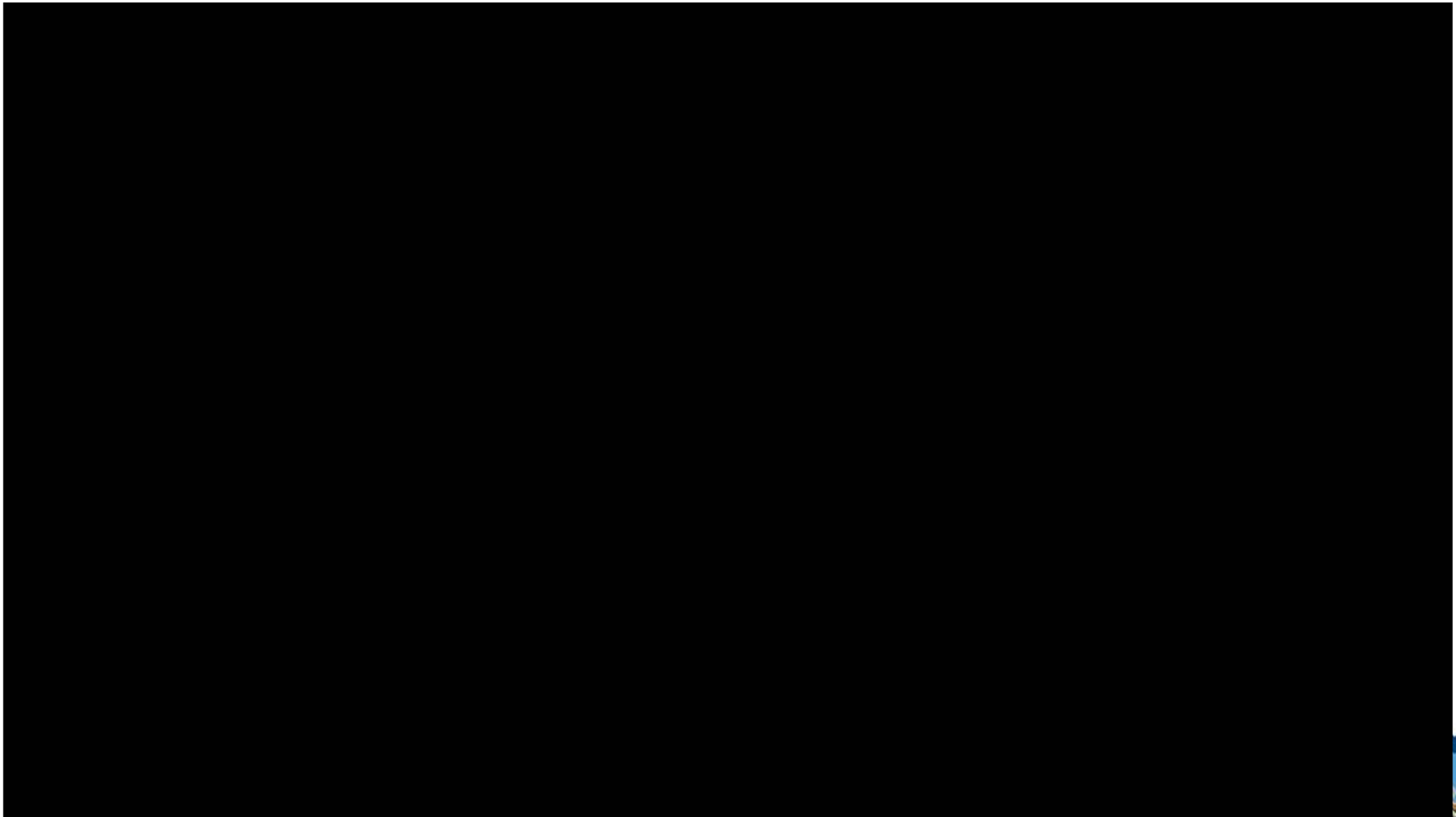
## Aaron Webster murder – Nov. 17, 2001

Many authorities and citizens believed the murder had the markings of a hate crime, and that the attackers, convicted of manslaughter, should have been sentenced under the Criminal Code's hate crime designation.



## Special Municipal Constable Program

# VPD and the LGBTQ COMMUNITY



## Special Municipal Constable Program

# VPD POLICY

### **RPM s.4.1.11 Respectful Workplace Policy**

It is the right of every employee, volunteer, or contractor of the Vancouver Police Department (VPD) to be treated fairly and respectfully in the workplace.

### **RPM s. 4.1.2 Code of Ethics**

I will preserve the dignity of all persons.



## Special Municipal Constable Program

# ROOM FOR IMPROVEMENT



Vancouver Police ordered to show more respect to transgender people

**LAURA KANE**

Vancouver — The Canadian Press

Published Wednesday, Mar. 25 2015, 1:07 PM EDT

Last updated Wednesday, Mar. 25 2015, 1:14 PM EDT

As a general rule, **use the gender pronoun that matches the way a person is dressed and other cues of gender expression (hairstyle, makeup, shoes, name, etc.),** even if their presentation does not match the sex designation on their identification documents.

EQUALITY IS FOR



**EVERYONE.**

Stand up for Trans rights. They're human rights too.

**Don't**  
Assume I'm  
Heterosexual





## Special Municipal Constable Program

# ALWAYS REMEMBER...



we are all  
**EQUAL**  
get over it



# Gay, Trans and Blue: Embracing The Transgender Community

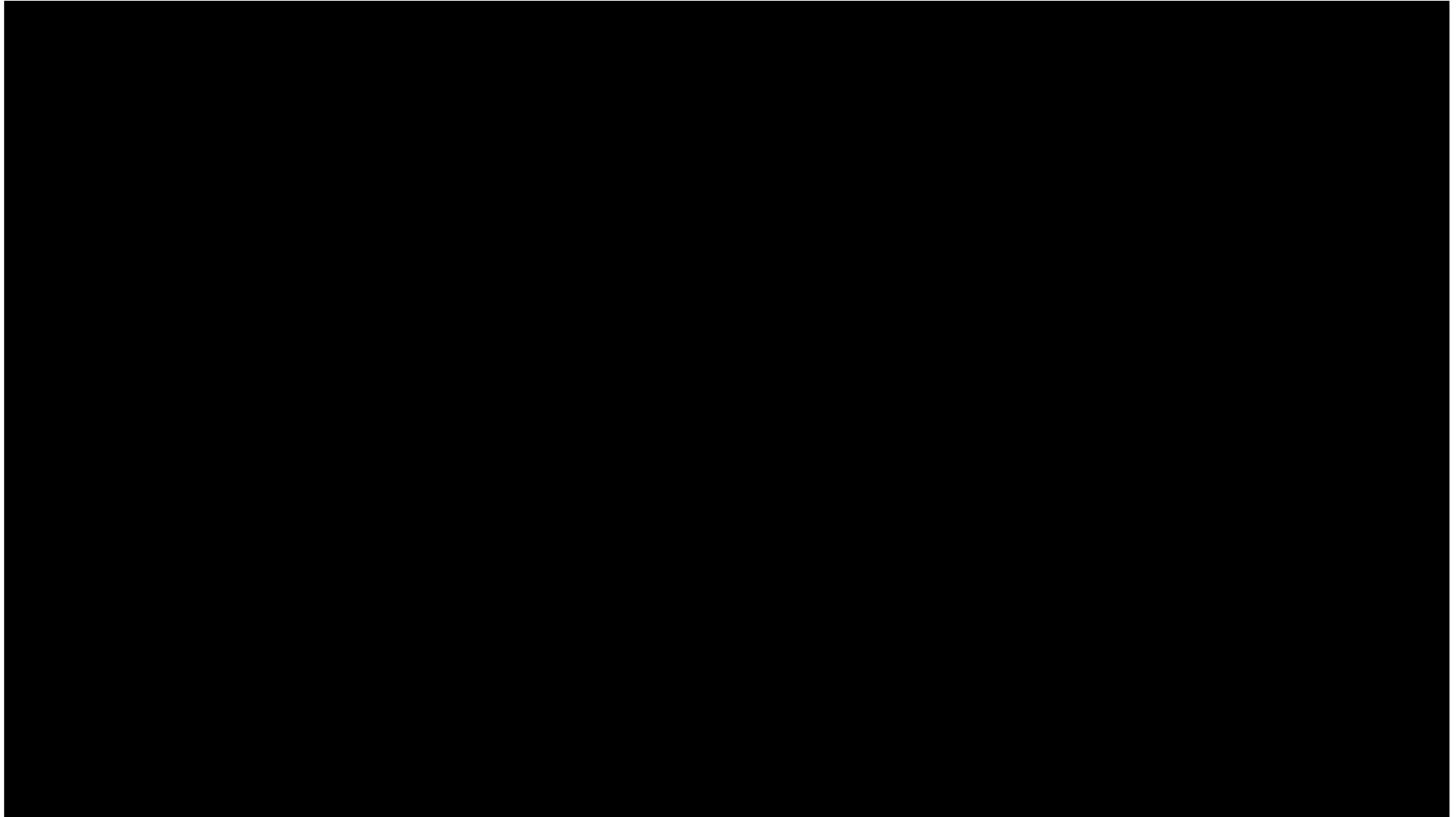
**Det/Cst Dale Quiring**  
**Vancouver Police Department**  
**Hate Crimes Detective**  
**LGBTQ Liaison Officer**  
**Twitter: @Dale2075**  
**#Copwhocares**





# Gay, Trans and Blue

**“It get’s better”**





# Gay, Trans and Blue

## Homophobia

The fear, ignorance and mistreatment of people who are, or are perceived to be, lesbian, gay or bisexual.

- Leads to bias, hatred, discrimination
- Harassment
- Violation of HRC
- Homophobic bullying against anyone perceived as gay



# Gay, Trans and Blue

**LGBTQ2S+**

Lesbian

Gay

Bisexual

Transgender

Transsexual

Two-spirited

Queer

Questioning

2 Spirited

Intersex

Asexual

Ally

+ Pansexual

+ Agender

+ Gender Queer

+ Bigender

+ Gender Variant

+ Pangender



# Gay, Trans and Blue

## LGBTQ Community

### *So, why should we bother understanding?*

- People are still denied jobs, promotions or denied accommodation because of their sexual orientation.
- Gay teenagers are disproportionately at risk of suicide.
- Individuals are beaten or murdered for being lesbian, gay, bisexual or transgender.
- Still made to feel uncomfortable when holding the hand of a partner while walking down the street.
- Materials are still censored by the government and banned from schools.





# Gay, Trans and Blue

Ally



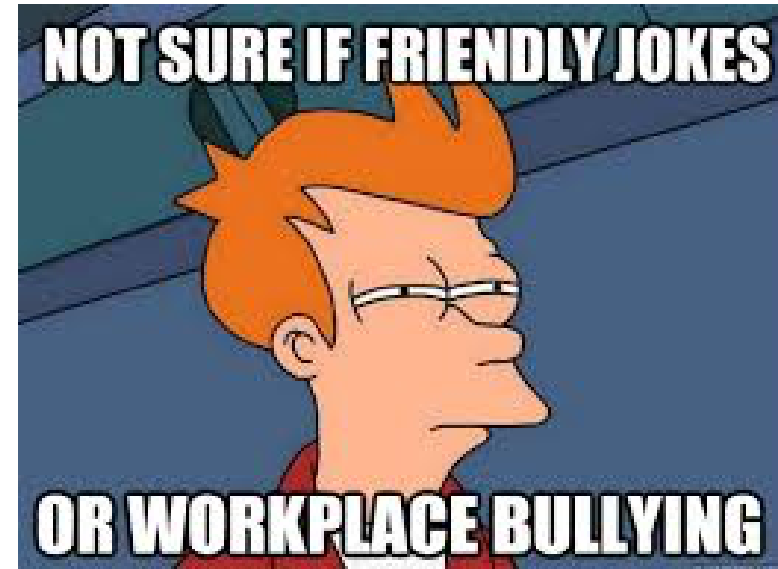


# Gay, Trans and Blue

## Jokes

### Jokes that release restraints

- Prejudiced people conceal their true beliefs/attitudes
- Jokes help release true attitudes and beliefs
- Expression of prejudice when the time is right







# Gay, Trans and Blue

## Discrimination

- Discriminatory attitudes toward LGBTQ people are still common, despite advances in LGBTQ rights over the past several years.
- It hasn't stopped





# Gay, Trans and Blue

## Mathew Sheppard



Matthew  
Shepard  
Foundation  
embracing diversity

Replace hate with understanding,  
compassion and acceptance



- Oct 7, 1998 after midnight
- Aaron James McKinney, Russel Arthur Henderson
- Tricked Mathew at a bar, he believed they were gay
- Farmer's field outside Laramie, Wyoming
- Stole his wallet, tied to fence, beat senseless
- Found 18 hours later



# Gay, Trans and Blue

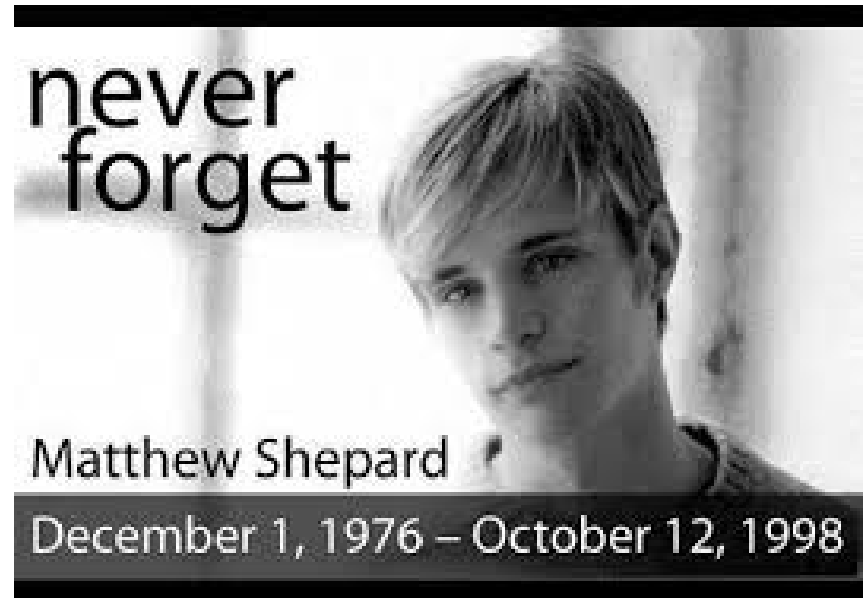
## Mathew Sheppard

- Mathew was brutally beaten
- Face was completely covered in blood, except where it had been partially washed clean by his tears.

never  
forget

Matthew Shepard

December 1, 1976 – October 12, 1998





# Gay, Trans and Blue

## Mathew Sheppard



- Died October 12, 1998 at 12:53am
- Funeral watched around the world
- Death helped shaped Hate Crime Law in US



Gay, Trans and Blue

**Mathew Sheppard**



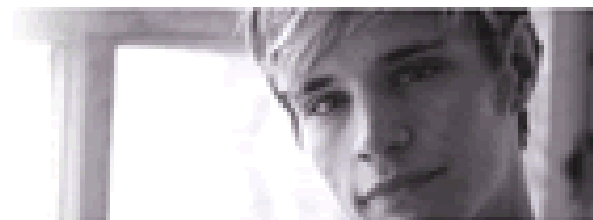


# Gay, Trans and Blue



**Matthew  
Shepard  
Foundation**  
*embracing diversity*

Replace hate with understanding,  
compassion and acceptance







# Gay, Trans and Blue

## Pulse





# Gay, Trans and Blue

## Pulse

"The horrific attack on Latin night at Pulse nightclub is a tragic reminder of how far we have left to go to achieve full acceptance of LGBTQ people," Sarah Kate Ellis, GLAAD president and CEO, said. "This Spirit Day vigil to benefit the Pulse Foundation and GLAAD will raise visibility around the staggering rates of bullying LGBTQ youth face, while advancing our work to accelerate acceptance."

GLADD





# Gay, Trans and Blue

## Pulse

- June 12, 2016 Omar Mateen, security guard
- Killed 49 people, wounded 53
- Latin night, Pulse nightclub





# Gay, Trans and Blue

## Pulse

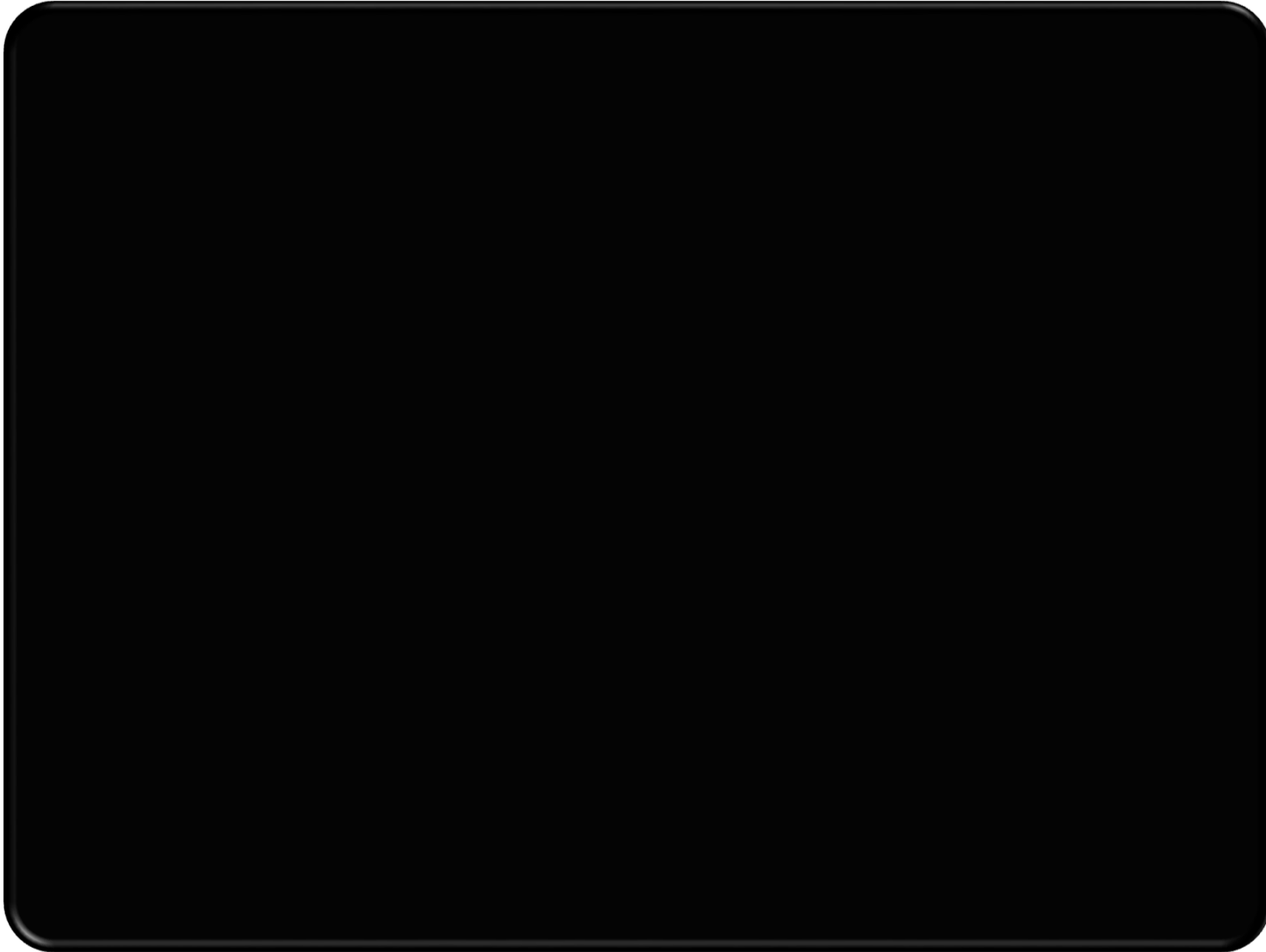
- 3 hour standoff with Orlando Police
- Deadliest attack next to 911
- Incidence of violence against LGBTQ





# Gay, Trans and Blue

## Pulse Shooting Victim





# Gay, Trans and Blue

[VpdSafePlace.com](http://VpdSafePlace.com)





# Gay, Trans and Blue

[VpdSafePlace.com](http://VpdSafePlace.com)





# Gay, Trans and Blue

## BLM/Pride Parade: Discussion





**Gay, Trans and Blue**

**Lunch**





# Gay, Trans and Blue

## Police And The Transgender Community







# Gay, Trans and Blue

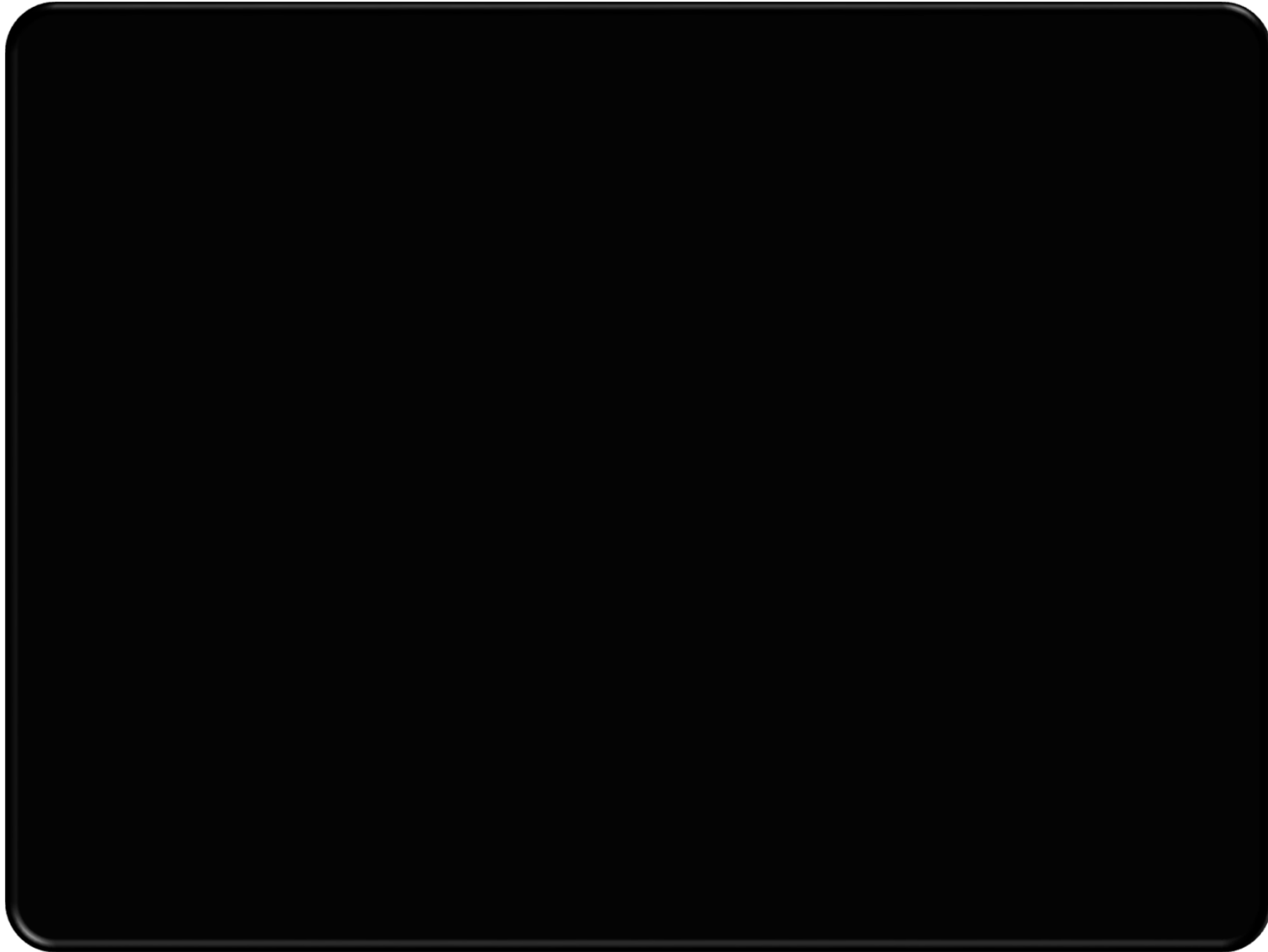
**Different**





# Gay, Trans and Blue

## Walk With Me



## Walk With Me Cast





# Gay, Trans and Blue

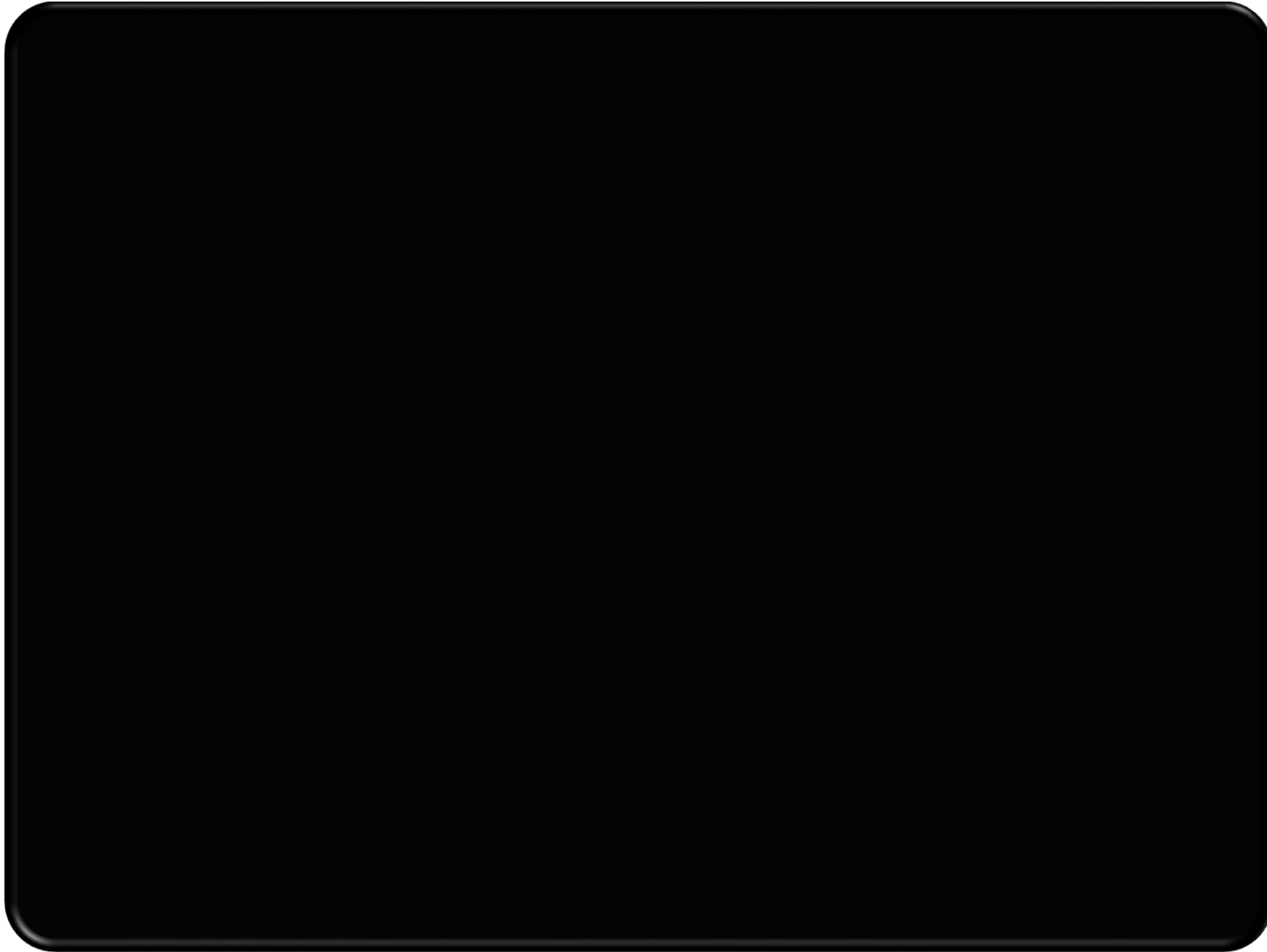
## Simon Sineck- Leadership

“The daily practice of putting the well-being of others first has a compounding and reciprocal effect in relationships, in friendships, in the way we treat our clients and our colleagues.”



# Gay, Trans and Blue

## It's Not About The Nail







# Gay, Trans and Blue

## Thinking Differently

How we treat community is how we should treat each other

- Communication
- Empathy
- Compassion
- Active Listening
- Relationship building





# Gay, Trans and Blue

## Group Exercise

### Define in groups

1. Empathy
2. Sympathy
3. Active Listening



## Gay, Trans and Blue

### Empathy

**Empathy is...**

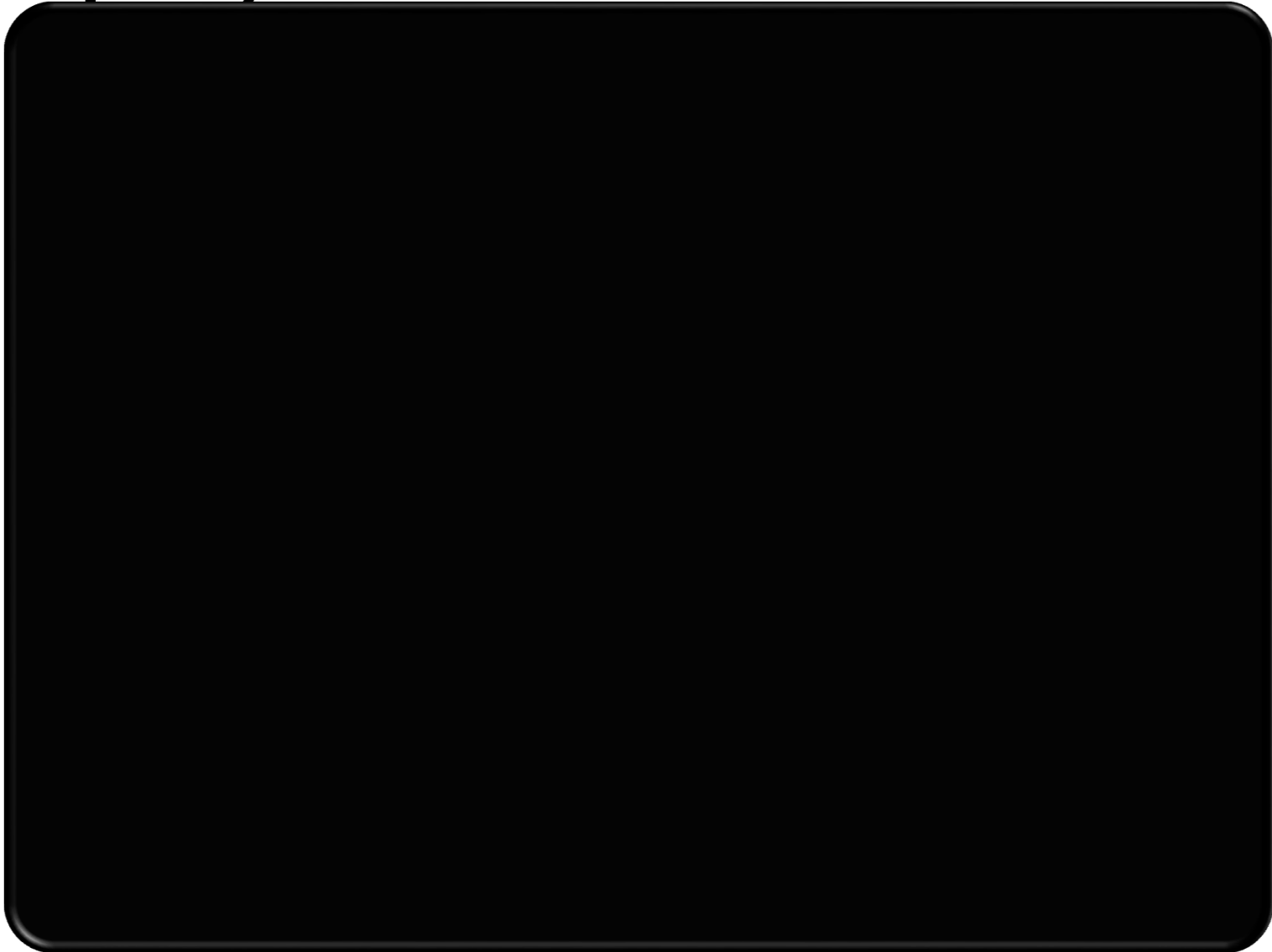
**seeing with the eyes of another,  
listening with the ears of another,  
and feeling with the heart of another.**





# Gay, Trans and Blue

## Empathy





# Gay, Trans and Blue

## Empathy

- It requires the absence of judgement
- Empathy is not sympathy
- To feel sorry for the person is to place oneself above that person thus reinforcing the person's feelings of helplessness



# Gay, Trans and Blue

## Empathy Vs Sympathy





# Gay, Trans and Blue

## Active Listening Skills

### What is Active Listening?

- Listening with focus
- Listening non-judgmentally
- The ability to listen actively demonstrates sincerity, reduces misunderstandings and improves your ability to negotiate, influence and persuade
- Trans folks, they value this in a Police Officer



# Gay, Trans and Blue

## Sensitivity

**Why Are Trans Folks Sensitive?**



# Gay, Trans and Blue

## PFLAG

Most people, even those with the best of intentions, simply don't realize the number of potentially offensive things that some transgender men and women confront each day: judgment and bullying, inappropriate questions or stares, or simply not being respected for who we are.

All of these things make basic interactions something that members of the transgender community must consider in a way that others don't have to.

PFLAG



## Gay, Trans and Blue

### Marginalized Group

In August 2015, the estimated number of transgender individuals in the United States was above 700,000, but almost 75 percent of them claimed to hide their gender or transition to avoid discrimination.

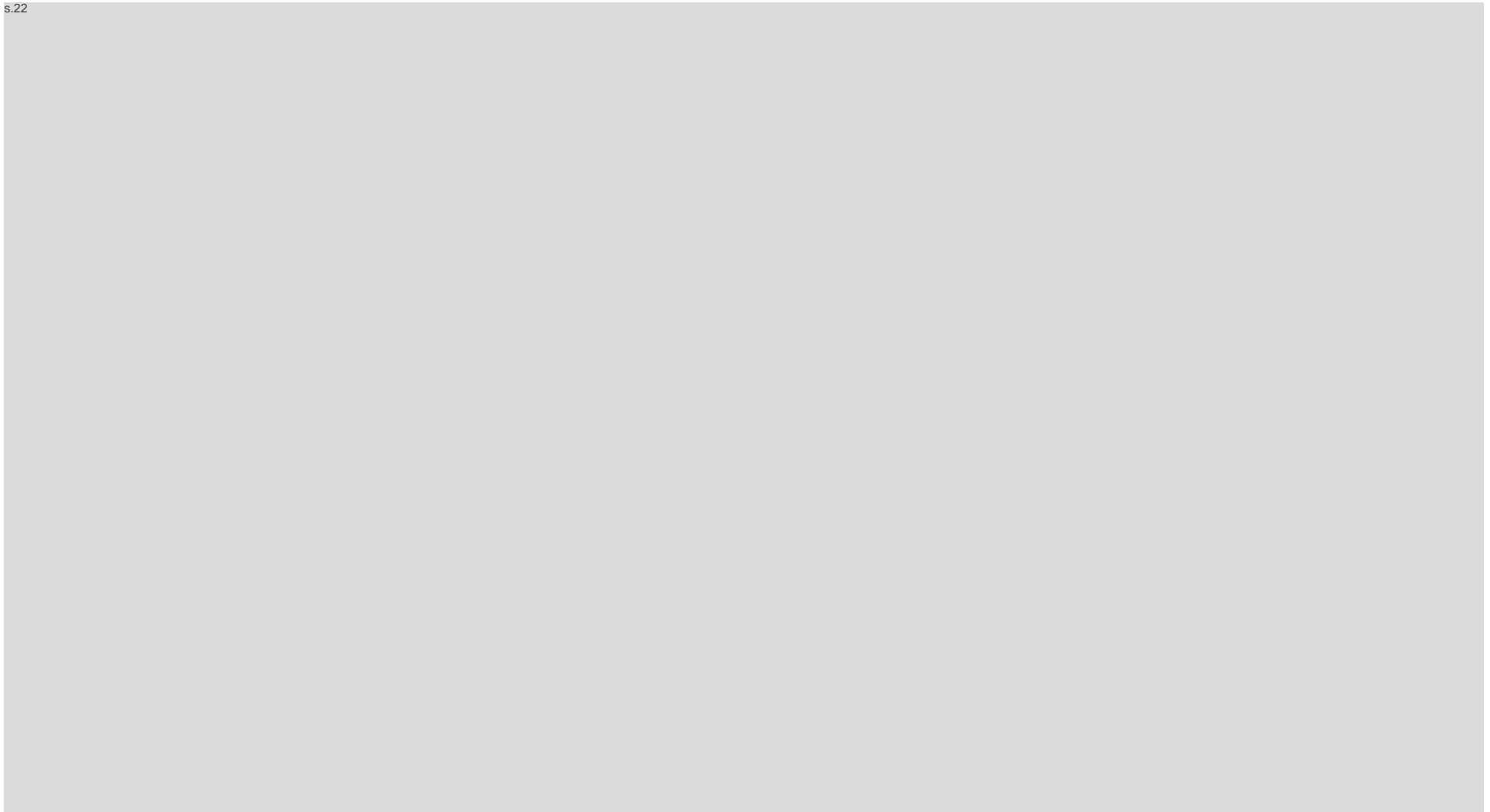
Those who do not seek support often fall into depression. Feeling trapped in an unwanted body, suicide seems like the only escape. 41 percent of the transgender population has tried to kill themselves





## Facebook Post

S.22







# Gay, Trans and Blue

## Facebook Post

s.22



# Gay, Trans and Blue

SEX is between the legs, GENDER is between the ears

Trans Activist, Virginia Prince



## Gay, Trans and Blue

### Binary Social Assumptions

- Cisgender, born a male, identify as male
- Born female, identify as female
- Gay or Lesbian relationships, we still stick with binary
- We take the binary and sex as natural at birth



## Gay, Trans and Blue

Transgender is different then the LGBTQ acronym, trans folks are not necessarily, “gay”, Bi, gender queer is more accurate.



# Gay, Trans and Blue

## Trans Pride Flag



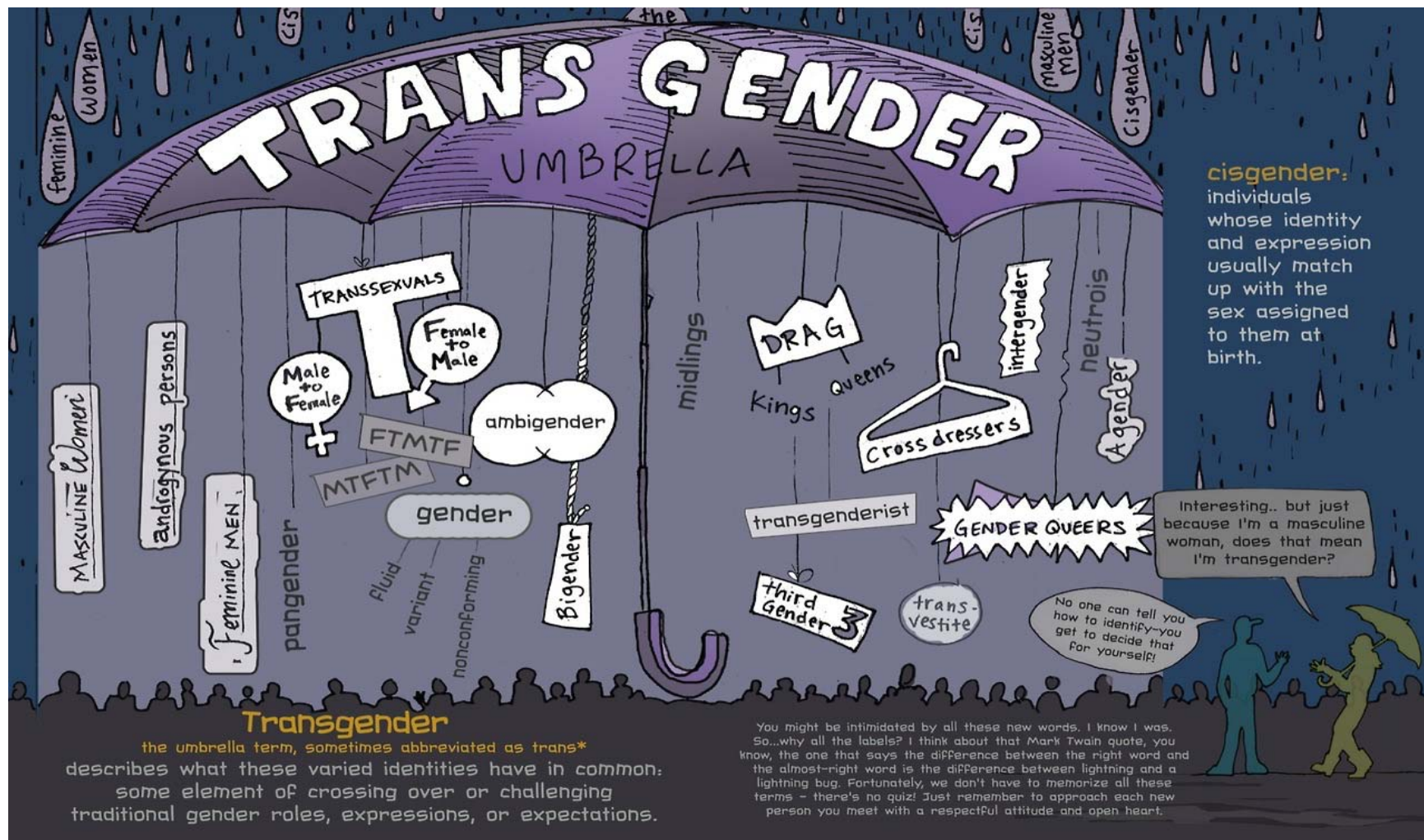
Trans Pride Flag  
Created in 1999  
Monica Helms, US

- The stripes at the top and bottom are light blue, the traditional color for baby boys.
- Pink stripes, baby girls
- Middle white stripe, intersex, transitioning or gender neutral



# Gay, Trans and Blue

## Trans Umbrella







# Gay, Trans and Blue

## Trans

- Sexual orientation is who you go to bed with
- Sexual identity is who you go to bed as
- Whether gay straight, bi or asexual, one has nothing to do with the other





## Gay, Trans and Blue

### Gender Dysphoria

- Gender dysphoria refers to the distress that some people feel with their physical sex and/or gender role.
- Some theorists propose that gender exists on a spectrum rather than being fixed opposites.



# Gay, Trans and Blue

## Gender Dysphoria

- Most people experience the sense that their physical bodies (i.e., female/male) are a good reflection of their gender identities (i.e., their internal sense of gender, or core gender) as women and men.
- They are cissexual/cisgender (the Latin prefix “cis” meaning “the same”).





## Gay, Trans and Blue

### Gender Affirming Surgeries

- Covered by many Provincial Ministries
- Public Health Care Plan



## Gay, Trans and Blue

# Diagnostic Statistical Manual of Mental Disorders

- Outlines criteria Gender Dysphoria
- A marked incongruence between experienced/expressed gender and assigned gender for 6 months



## Gay, Trans and Blue

### Gender Dysphoria

- Gender affirming surgeries, clients must meet criteria for Gender Dysphoria (GD), along with what are considered eligibility and readiness criteria.



## Gay, Trans and Blue

### Gender Reassignment Surgery Criteria

- Marked incongruence between experienced gender and primary and/or secondary sex characteristics.
- A strong desire to be rid of one's primary and/or secondary sex characteristics on account of a marked incongruence with experienced gender.
- A strong desire for the primary and/or secondary sex characteristics of the other gender.
- Could be termed "Genital Reassignment Surgery"



## Gay, Trans and Blue

### Gender Reassignment Surgery Criteria *Cont'd*

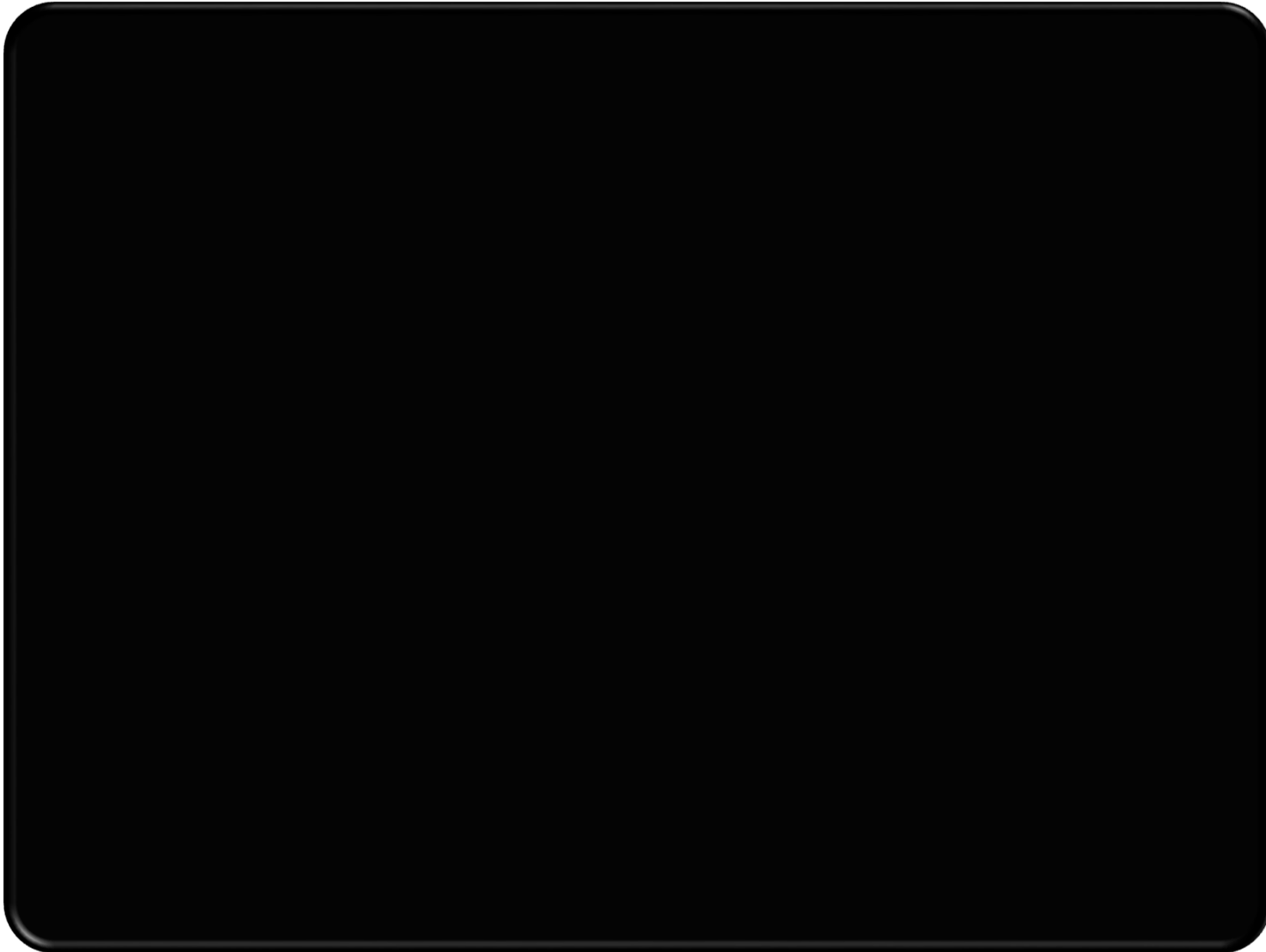
- A strong desire to be the other gender.
- To be treated as the other gender.
- A strong conviction that one has the typical feelings of the other gender.





# Gay, Trans and Blue

## Trans 101





# Gay, Trans and Blue

## Gender Identity

- Refers to how people each understand their deepest, truest sense of their gender.
- It includes a wide range of identities that include but are not limited to woman or man.



# Gay, Trans and Blue

## Gender Expression

- How a person represents or expresses one's gender identity to others, often through behavior, clothing, hairstyles, voice or body characteristics.
- Gender expression may be referred to as masculine, feminine or androgynous (being both male/female).



## Gay, Trans and Blue

# Transsexual vs Transgender

## Transgender

- Umbrella term for people with diverse gender identities and expressions.
- Includes but not limited to trans men, trans women, transsexual, gender non-conforming, gender variant, gender queer, non-binary.





## Gay, Trans and Blue

### Transsexuals

- As for transgender people, their gender identity and biological sex do not match.
- However, transsexuals have “transitioned” physically into the opposite sex through hormone therapy and some form of sex reassignment surgery.
- Transgender people living as members of the opposite sex may also receive hormone therapy.



## Gay, Trans and Blue

### Two-Spirited

- An Aboriginal term describing the embodiment of both masculine and feminine spirits.
- This identity is not limited to gender expression or sexuality, but encompasses them both while incorporating a spiritual element.
- It is a standalone identity, not an Aboriginal term for gay or lesbian.



# Gay, Trans and Blue

## Cisgender

- A term for people who live the gender identity that matches their sex was added to the Oxford English Dictionary this year, 2015.







## Gender Binary

- Concept that there are only two totally distinct opposite and static genders
- Feminine and masculine





# Gay, Trans and Blue

## Non Binary

- Gender identity and expression are compromised of degrees of femininity and masculinity or neither.
- Some trans see themselves as non binary, no gender.



# Gay, Trans and Blue

## Non Binary

- Non-binary trans disrupt the gender binary
- Gender can be fluid and diverse



# Gay, Trans and Blue

## Stealth

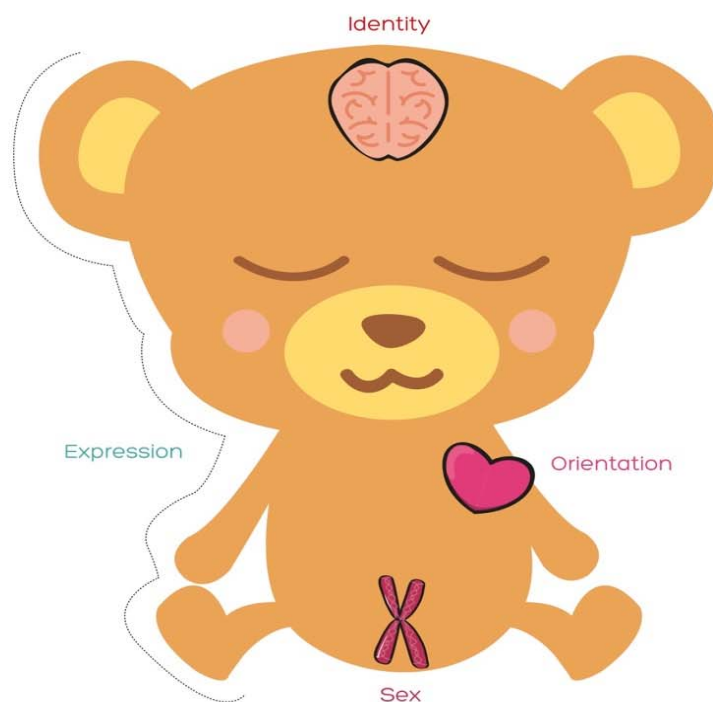
The practice of living one's life entirely as one's gender without disclosing past experiences.



# Gay, Trans and Blue

## The Gender Bear

## THE GENDER BEAR



Trans/transgender - Lived experiences and sense of personal identity differ from assigned gender at birth  
Cisgender - Lived experiences and sense of personal identity match assigned gender at birth





# Gay, Trans and Blue

## Genderqueer

- Another Umbrella term, some don't like to be under the Trans
- Many trans folks like this term
- Some don't know if they are lesbian or gay, or neither, they describe their sexuality based on their gender identity which is non-binary
- Started to be used in 2000, used for non-binary gender, more common amongst young people



# Gay, Trans and Blue

## Gender Fluidity

- Conveys a wide range of gender expression, day to day
- Gender fluid children not confined to restrictive boundaries
- One day feel like a girl, another a boy or neither





# Gay, Trans and Blue

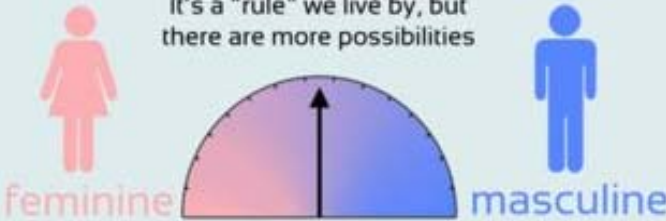
## The Spectrum

**NON-Binary Gender**  
KNOWING IS HALF THE BATTLE


Trans\*: Short for transgender and inclusive of non-binary identities

THERE IS A SPECTRUM<sup><1></sup>...

Females are feminine.  
Males are masculine.  
It's a "rule" we live by, but  
there are more possibilities




Let's face it: male or female, we are all still people.



People are  
Awesome

As people, we can be masculine or feminine regardless  
of the parts between our legs. The symbols we live by  
are useless when referring to the non-binary genders.

Additionally, sexual orientation is **not** a function of gender.



cis or trans,  
love is love



# Gay, Trans and Blue

## Grammar Exercise

1. Transgendered as and adjective?
2. Intersexed? Proper term?
3. Transgendered as a verb?
4. A “Transgendered” or “Transgenders”?
5. Sex change?
6. Sexual reassignment surgery?



# Gay, Trans and Blue

## Grammar

### Gender Grammar

Problem	Correction	Reason
<b>"transgendered"</b> (adjective)	<b>transgender</b>	Transgender is an "unchanging" adjective that does not require an "ed" at its end. Adjectives that end in "ed" are applied to temporary conditions.
<b>"intersexed"</b>	<b>intersex</b>	Intersex is another "unchanging" adjective that does not require an -ed at its end.
<b>"transgendered"</b> (verb)	<b>transition</b>	Only verbs can have "ed" added onto the end of the word to become a participle. Transgender is an adjective, not a verb. One does not "transgender," they transition.
<b>"a transgender", "transgenders"</b>	<b>a transgender person, transgender people</b>	Transgender is not a noun. "Jake is a transgender" is not only grammatically incorrect, but can be offensive.
<b>"sex change", "sexual re- assignment surgery", "gender reassignment surgery"</b>	<b>gender confir- mation surgery, genital recon- struction surgery, genital reass- ignment surgery</b>	<b>Surgery does not change one's sex or gender, only genitalia.</b>

For more information, go to  
[www.transstudent.org/graphics](http://www.transstudent.org/graphics) ▲

**TSER**  
Trans Student Equality Resources



# Gay, Trans and Blue

## Discussion

Public Arguments, Washroom Debate

Discussion Topic



# Gay, Trans and Blue

**Ben Shapiro**

Video





# Gay, Trans and Blue

## Trans Youth





# Gay, Trans and Blue

## Twitter Post







# Gay, Trans and Blue

## Transphobic Bullying

Transphobic bullying can be targeted against any individual, regardless of perceived gender expression.





# Gay, Trans and Blue

## Bullying

is it  
BULLYING?

When someone says or does something  
*unintentionally* hurtful  
and they do it once, that's  
**RUDE.**

When someone says or does something  
*intentionally* hurtful  
and they do it once, that's  
**MEAN.**

When someone says or does something  
*intentionally* hurtful and they *keep doing it*—  
even when you tell them to stop or show  
them that you're upset—that's  
**BULLYING.**



## Gay, Trans and Blue

# Canadian Trans Youth Health Survey

- Being Safe Being Me
- Dr. Elizabeth Sawyec
- Online Survey, 2015
- 923 Trans youth, 10 Provinces



## Gay, Trans and Blue

### Canadian Trans Youth Health Survey

- Schools, need to be safer and more welcoming.
- Better policies, programs, more consultation from trans and parents.
- Educate staff and counsellors to support trans youth.





## Gay, Trans and Blue

### Canadian Trans Youth Health Survey

- Safety, violence, exposure and discrimination, major issues.
- 2/3 trans youth reported discrimination based on gender identity/expression.
- Physical appearance a major issue for discrimination.







# Gay, Trans and Blue

## Canadian Trans Youth Health Survey

- 70% reported sexual harassment
- 1 in 3 physically threatened or injured
- 36% cyber bullying





## Gay, Trans and Blue

### LGBTQ Youth Suicide In Canada

- 33% of LGBTQ youth have attempted suicide in comparison to 7% of youth in general (Saewyc 2007)
- In 2010, 47% of trans youth in Ontario had thought about suicide and 19% had attempted suicide in the preceding year (Scanlon, Travers, Coleman, Bauer, & Boyce, 2010)
- LGBTQ youth are 4 times more likely to attempt suicide than their heterosexual peers (Massachusetts Department of Education, 2009).





# Gay, Trans and Blue

## Ways People Change Gender

### Non-medical techniques

- Name
- department
- body, facial- and head-hair styles, electrolysis
- clothing, cosmetics, jewellery, fashion accessories
- body fat, and muscularity
- voice and speech modifications padding, concealment devices, genital or breast prostheses



## Gay, Trans and Blue

### **Ways People Change Gender**

### **Transmasculine Hormonal Effects**

- Lower pitch to the voice
- Thickening and increased oiliness of skin
- Growth of facial and body hair, loss of head hair
- Increased muscularity, masculine body fat distribution
- Growth of the clitoris



## Gay, Trans and Blue

### Ways People Change Gender

- Increased softness and decreased oiliness of skin
  - Slowed growth of facial and body hair, slowed loss of head hair
  - Decreased muscularity, feminine body fat distribution
  - Loss of erectile function, decrease in testicular and penile volume
  - Decrease in fertility
  - Growth of breasts



## Gay, Trans and Blue

### Puberty Blockers/Youth

- A group of medications for youth that temporarily suppress or inhibit puberty.
- Suppresses the production of sex hormones and preventing development of secondary sexual characteristics.



# Gay, Trans and Blue

**What are the criteria for being prescribed puberty blockers?**

## **British Columbia**

- If you are under age 18, the criteria for puberty blocker prescription are:
  - A long-lasting and intense pattern of gender non-conformity or gender dysphoria
  - Gender dysphoria emerged or worsened with the onset of puberty
  - Any coexisting psychological, medical, or social problems are stable enough to start treatment
  - The adolescent has given informed consent, and the parents/guardians have given consent and are involved in supporting the adolescent throughout the treatment process.



# Gay, Trans and Blue

## Group Exercise

### Group Discussion

Surgical Ways To Alter Gender Identity

Group 1. Transmasculine Female to Male

Group 2. Transfemine Male to Female



## Gay, Trans and Blue

# Ways People Change Gender

## Transmasculine Surgical Techniques

- Breast reduction, breast removal (mastectomy),
- Recontouring the chest for a masculine look
- Removal of the internal reproductive organs
- (Hysterectomy, salpingo-oophorectomy, removal fallopian tube)
- Removal of the vulva, removal of the vagina,
- Transformation of the enlarged clitoris into a small penis
- (Metoidioplasty), construction of a penis (phalloplasty)
- Rerouting of the urethra, construction of scrotum and testicles
- Erectile implants





# Gay, Trans and Blue

## Ways People Change Gender

### Transfeminine Surgical Techniques

- breast augmentation
- removal of the testicles (castration); removal of the penis
- (penectomy); construction of a vulva, clitoris and vagina; rerouting of the urethra
- voice-feminizing surgeries
- brow, chin, or Adam's apple recontouring (facial feminization surgery), hip and buttocks augmentation
- scalp hair implants



# Gay, Trans and Blue

## BC Human Rights Code

- Bill 27, Human Rights Code Amendment Act, 2016, passed to include “gender identity or expression” among the protected grounds covered by the code.
- Prior to the change, transgender individuals were protected under the code’s protected grounds of “sex”, as interpreted by B.C.’s Human Rights Tribunal and the courts.





# Gay, Trans and Blue

## Reasons For Discrimination

### Justin Trudeau- Bill C-16

"Today is about ensuring that all people regardless of sexual orientation or gender identity feel safe and secure, and empowered to freely express themselves."

~ Justin Trudeau



## Gay, Trans and Blue

"There remains much to be done, though," Trudeau said adding, "Far too many people still face harassment, discrimination and violence for being who they are."

"This is unacceptable".



# Gay, Trans and Blue

## Bill C-16

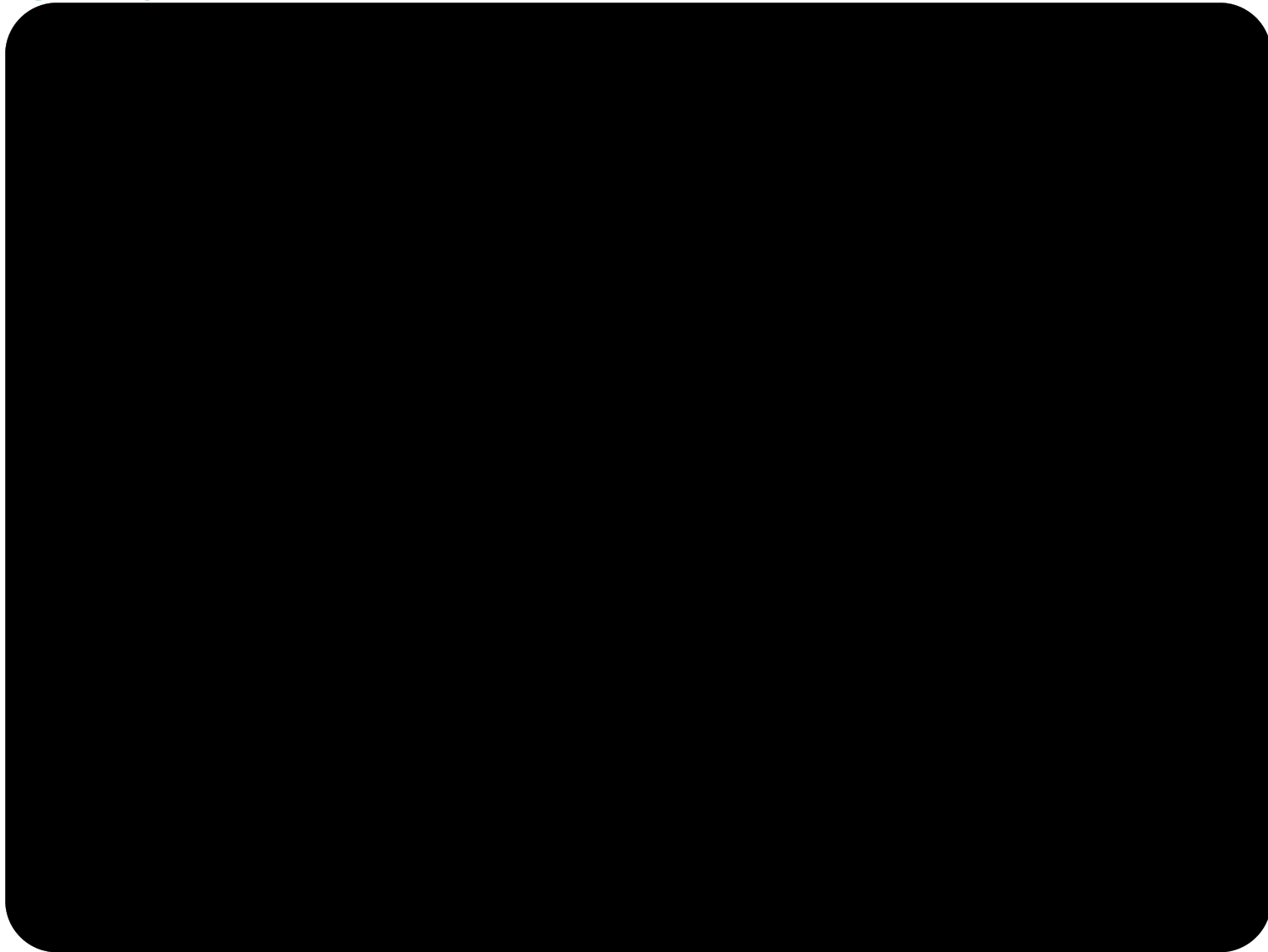
- Criminal Code/HRC amendments
- Hate propaganda offences
- Gender identity, expression





# Gay, Trans and Blue

## Bill C-16





# Gay, Trans and Blue

## VPD Trans Policy

- Identification
- Proper Use of Pronouns
- Legal Id vs Preferred Gender Identity
- Definitions Adopted
- Phase 2 VPD Policy





# Gay, Trans and Blue

## Gender Markers, Non-Binary Gender Identification



**Gender Equality Society  
of Saskatchewan**





# Gay, Trans and Blue

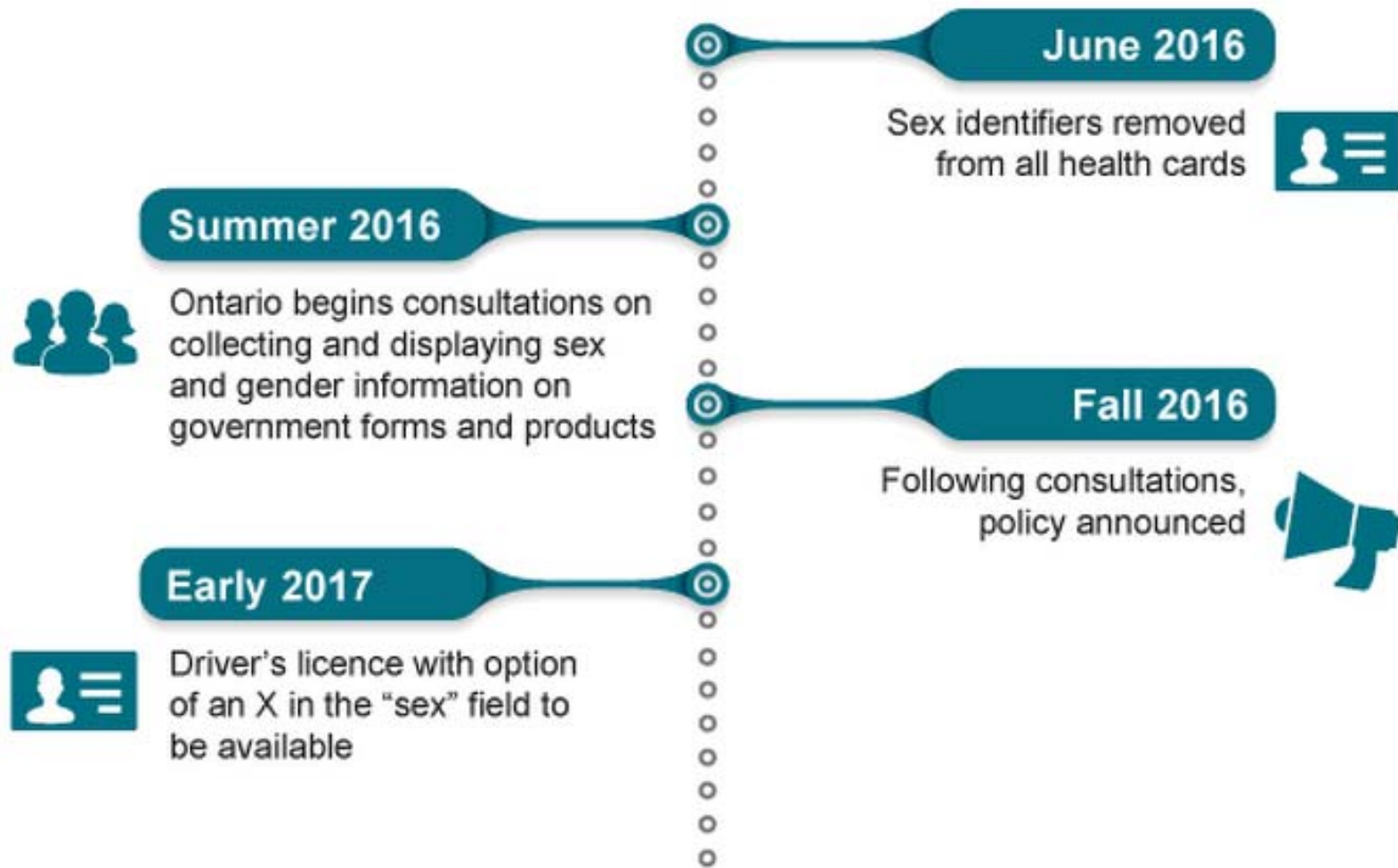
## Ontario Health Card





# Gay, Trans and Blue

## Ontario 2017 Driver License





## Gay, Trans and Blue

### Gender Markers, Non-Binary Gender Identification

- Surgery not required, when transitioning
- Outward physical appearance, doesn't align with id
- Challenges with basic services, Police, health care





## Gay, Trans and Blue

### Gender Markers, Non-Binary Gender Identification

Non-binary trans people those who identify as neither men nor women have another set of ID-related problems. Currently, no jurisdiction in Canada issues identification with a letter other than “M” or “F” on it, though [Ontario plans to begin allowing people to opt for an “X” in 2017.](#)



## Gay, Trans and Blue

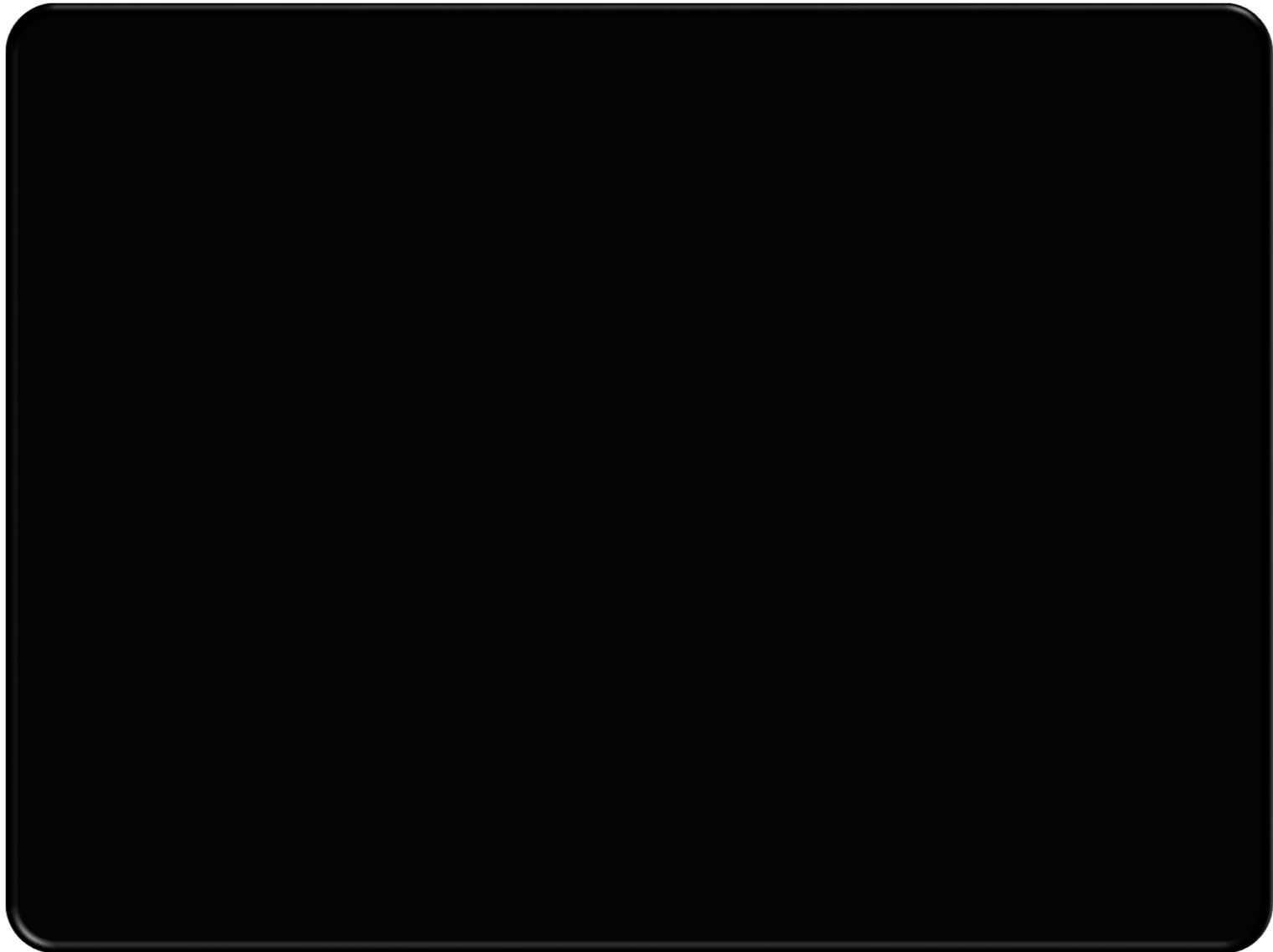
### Provincial Health Cards

- Ontario has also begun issuing provincial health cards without any sex or gender information on the front, something some activists would like to see [become the default for all forms of identification.](#)
- Ontario said it would allow the use of a third gender indicator, X, for driver's licences.
- Federal government assessing passports, X for gender



# Gay, Trans and Blue

## DOJ Video







# Gay, Trans and Blue

## Investigative Detention

- Initial Contact, id, pronoun, gender identity
- Non-invasive search for weapons, safety
- Officer (Gender) of choice for trans person





## Gay, Trans and Blue

### Arrest of Trans Individual

- Id does not match gender identity
- Search at roadside
- Trans person requests officer of gender
- Personal items, wigs, hair pieces, garments



## Gay, Trans and Blue

### Transport To Jail

- Does the person wish to have an officer of same sex transport?
- What are your policies around transport, mileage, female?
- Personal items, wigs, purses, cosmetics, must be respectful of items



# Gay, Trans and Blue

## Jail Procedures

- Holding area
- Female/Male cell, gender identity key
- Procedure for “outing” trans person
- Personal items, nurse, medical attention
- K. vs TPS, penile prosthesis was removed during detention, HRC violation





# Gay, Trans and Blue

## Strip Searches

- Officer, gender of choice
- Garments, clothing, prosthetics
- Personal items, wigs, hair pieces
- Female PC top, male bottom, depends on choice of trans
- Sex abuse, trauma in past



## Gay, Trans and Blue

### Body Cavity Searches

- Trans person may be hesitant for removal or touch
- Gender affirming surgery, vaginoplasty complications
- Chest surgery, compression vest



# Gay, Trans and Blue

## Reports

- How will you refer to the person in the report?
- FOI could be a factor down the road
- HRC complaint if you misgender the person
- Notebooks, all disclosable at HR Tribunal if you document incorrectly
- \*\*Gender Identity and Expression now in HRC\*\*

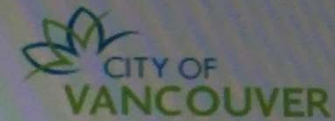






# Gay, Trans and Blue

Trans\*, Gender Variant and Two-Spirit (TGV2S)  
**Inclusive Vancouver.**



**COMMUNICATIONS + DATA**  
Gender diversity awareness  
campaign + expanded  
gender data categories.



**COMMUNITY CONSULTATION**

**PUBLIC SPACES, FACILITIES + SIGNAGE**  
TGV2S inclusive changerooms,  
washrooms, housing + civic facilities.



**PROGRAMS + SERVICES**  
Intentional + integrated TGV2S  
services + social housing.



Making civic facilities, operations  
and programs **safe and inclusive.**

**HUMAN RESOURCES**  
Staff better equipped with  
TGV2S competency training.





# Gay, Trans and Blue

## Trans Welcoming Washroom Signage



**UNIVERSAL**  
CHANGE ROOM



TRANS  
PEOPLE  
WELCOME





# Gay, Trans and Blue

## Scenario's

### Case Scenarios Exercise



## Gay, Trans and Blue

# NEWFOUNDLAND AND LABRADOR HUMAN RIGHTS COMMISSION

CANADIAN ASSOCIATION OF STATUTORY HUMAN RIGHTS AGENCIES

*“According to case law in Canada, trans individuals should be treated in a manner consistent with the gender that they present and should be provided access to the appropriate facilities.”*



# Gay, Trans and Blue

## Scenario #1

- Cody in Vancouver Parks and Recreations uses Women's Change room after swimming
- Male, had not transitioned, looks like a male, claims to be trans
- Used female change room, walked around naked and dried himself under blow dryer
- When confronted by staff, says he's "trans"
- Has not bothered or spoken to anyone in change room



# Gay, Trans and Blue

## Scenario #1 Cont'd

- Vancouver Parks and Rec has a very open and inclusive trans policy, anyone can use bathroom or change room that aligns with their chosen gender identity.

***Call: Police receive a call from several moms in the aquatic Center and want Police to attend to deal with the situation, they are respectful of the policy but feel this is not appropriate.***



# Gay, Trans and Blue

## Scenario #2

- Trans female , Warrant, arrested at roadside, gender identity (female), id in her male name
- Arrest and Charter?
- Search?
- Sensitive to what?
- Transport to jail?
- Strip Search at jail?
- Male/Female PC/ Top/ Bottom?
- Report? Notebook? Gender Identity, how will you write your narrative?





# Gay, Trans and Blue

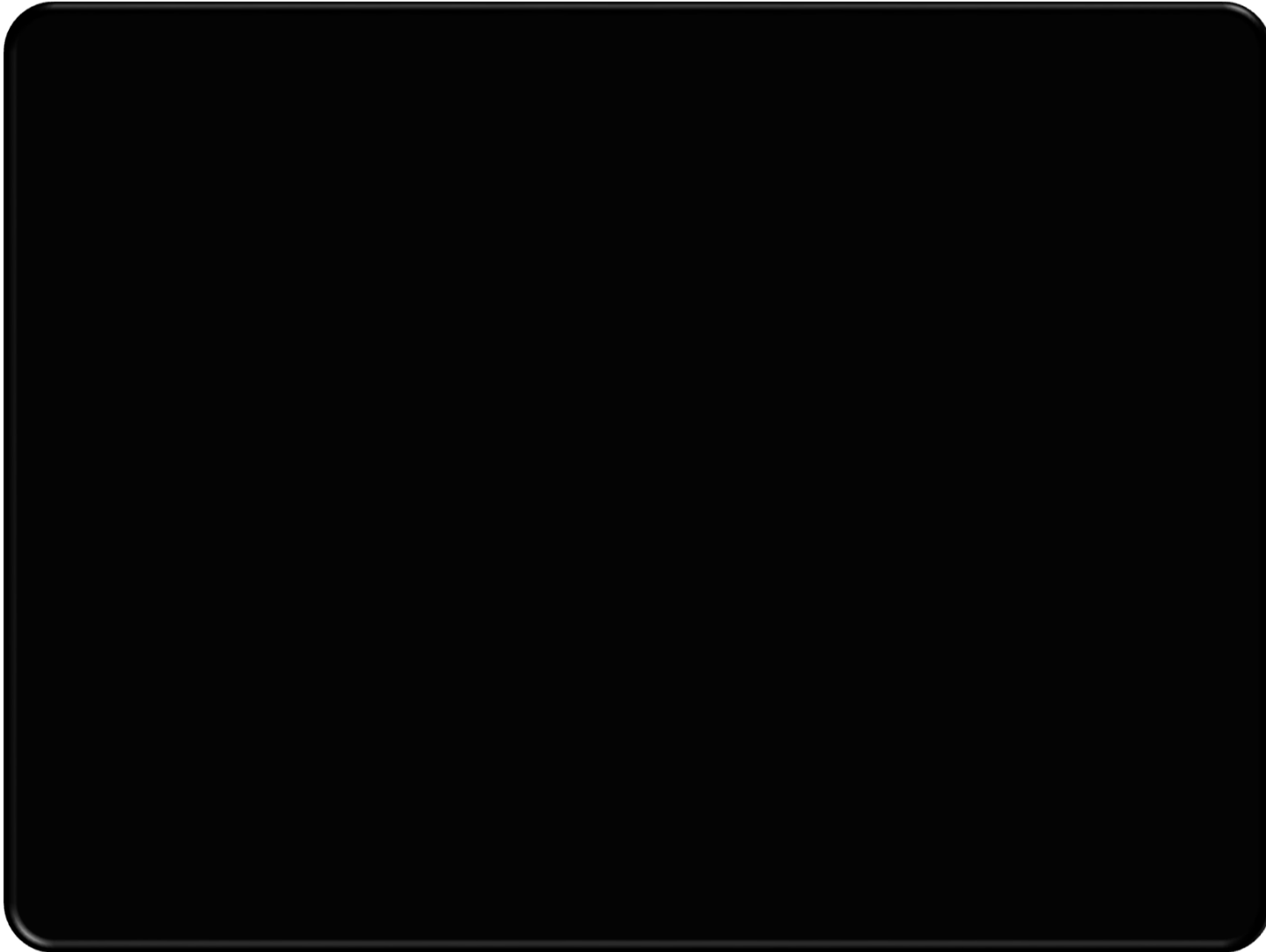
## Exercise

Challenges police may face when dealing with  
LGBTQ Refugees



# Gay, Trans and Blue

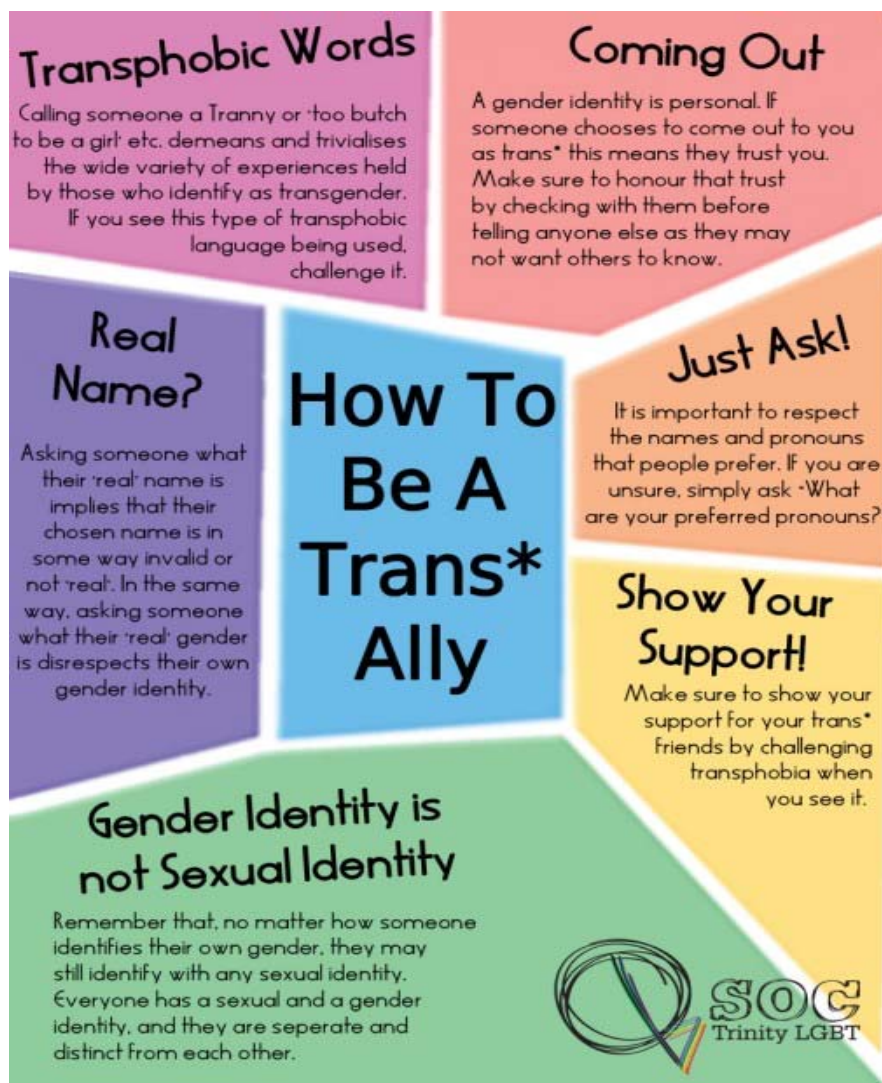
## Ted Talk's Video- Father of Trans Daughter





# Gay, Trans and Blue

## Ally





# Gay, Trans and Blue

## Summary

- Be respectful
- If you don't know, just ask
- Use the proper pronoun
- Empathy, Active Listening
- Treat with dignity



# Gay, Trans and Blue

**What did you learn?**