



INFORMATION REPORT

TO: Chair and Members Audit, Finance and Administration Committee	WARD(S) AFFECTED: CITY WIDE
COMMITTEE DATE: March 25, 2013	
SUBJECT/REPORT NO: Update – Needs Assessment of the Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) Community of Hamilton (FCS11104(d)) (City Wide)	
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SIGNATURE:	

Council Direction:

Item 15 of the November 23, 2011 Audit, Finance and Administration Committee Report directed that staff report back to the Audit, Finance & Administration Committee, on a quarterly basis, respecting the status of the Implementation of the Needs Assessment of the Lesbian, Gay, Bisexual, Transgender and Queer Community of Hamilton.

Information:

In 2008, the LGBTQ Needs Assessment was presented to the Committee of the Whole. This community research study was completed by the Hamilton Social Planning and Research Council (SPRC) on behalf of Hamilton Pride with funding from Ontario Trillium Foundation. Over 200 members of the LGBTQ community participated and provided input to this study identifying needs of the LGBTQ community. This report was referred to staff for review and follow-up and a report back to the Audit, Finance and Administration Committee. An update and background information was provided to the Audit, Finance and Administration Committee in November, 2011 and staff were asked to report back quarterly.

There were two particular areas of interest when the presentation was made by the LGBTQ Advisory Committee in November, 2011; the area of mental health the Hamilton Suicide Prevention Strategy and community space needs.

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The update on the community space needs was discussed at the December, 2012 Audit, Finance and Administration Committee meeting and staff were requested to report back every 6 months on the status of that community initiative. The next report will be in June, 2013.

The LGBTQ Advisory Committee has completed their review of the Suicide Prevention Strategy, as well as a brief report, and are working on a presentation to the Board of Health for a future meeting this spring to advise the Board of Health regarding their feedback and suggestions related to suicide prevention and mental health for the LGBTQ community.

With respect to other areas of the LGBTQ Needs Assessment, staff continue to meet with both the LGBTQ Advisory Committee, the Hamilton Positive Space Collaborative, and the community members involved in taking the preliminary steps forward regarding the need for community space. The work of the Access and Equity Office in implementing the City's Equity and Inclusion Policy will address, over time, systemic issues regarding service to LGBTQ communities. The City's Equity Policy addresses the needs of under-served communities, including the members of the LGBTQ community, through the policy statements and desired outcomes as well as the Statement of Commitment to Meeting the Needs of the Underserved Communities. There are several implementation tools being created and initiatives underway including updates to the Anti-Racism Training in order to connect the training more clearly to the Equity and Inclusion Policy, including meeting the needs of the LGBTQ community. A By-law/Policy Review tool is being developed to embed in our policy, program, process review and development process, the principles of the Equity and Inclusion Policy. Members of the LGBTQ Advisory Committee have participated in the consultation that took place in development of this tool. A communications plan to implement the Equity and Inclusion Policy, including messaging to encourage attitudinal change about the underserved communities; is also under development. Input from the LGBTQ Advisory Committee along with the other advisory committees will be sought before the plan is completed. Finally, the Employment Systems Review which will be undertaken this year, will identify and propose changes to address barriers faced by the underserved communities, (including the LGBTQ community), in our employment processes. Input from our Advisory Committee will also be part of this process.

The Hamilton Positive Space Collaborative (HPSC), which was formed following the release of the LGBTQ Needs Assessment, is a group of community partners who have been working collaboratively since the study to address the recommendations of the study. HPSC has recently undergone a strategic planning exercise, and we expect to be in a position to share the results of any changes to their focus on the strategy at the time of the next quarterly report.