

### Jurisdictional Scan

This jurisdictional scan reviews how Canadian municipalities and senior orders of government advance inclusion, belonging and safety for 2SLGBTQIA+ communities. The scan reviews advisory structures, action plans, policy tools, implementation mechanisms and funding that support community participation, service access and equity in public spaces and civic systems. The work focuses on how comparable jurisdictions embed 2SLGBTQIA+ inclusion within municipal responsibilities such as planning, community engagement, corporate equity, human resources, recreation, public facilities and civic participation.

The scan draws on public documents including Council reports, action plans, advisory committee mandates, implementation updates and associated federal policy frameworks. It reviews federal investments and funding mechanisms that support 2SLGBTQIA+ community organizations across Canada. The jurisdictions included represent a cross section of municipal and federal approaches and provide insight into how municipalities design and operationalize belonging and safety work within their mandates.

The scan finds that municipalities serve as system enablers in supporting 2SLGBTQIA+ inclusion through policy, service delivery and civic participation, while federal investments primarily support community capacity, programming and national advocacy. Provincial and territorial funding streams are variable and not consistently directed to municipal implementation. Municipalities in this scan do not appear to receive dedicated funding to deliver 2SLGBTQIA+ inclusion plans based on publicly available information. Instead, they integrate this work into existing operating budgets and corporate functions.

The findings of this scan inform Edmonton's understanding of emerging practices and system design approaches and support alignment with municipal responsibilities and community expectations related to safety, belonging and inclusion.

### Edmonton in Context

Based on the jurisdictions reviewed, Edmonton's approach to 2SLGBTQIA+ inclusion aligns with emerging Canadian municipal practice. Comparable municipalities integrate 2SLGBTQIA+ belonging and safety work into corporate equity, human resources, engagement and service delivery functions rather than establishing standalone funded programs. Federal investments primarily support community based organizations through capacity building and project funds, while municipal governments enable inclusion through policy, public space, civic participation and service access. This division of roles and responsibilities is consistent across the jurisdictions examined.

<b>British Columbia</b>	
Initiative	<b>City of Vancouver — 2SLGBTQ+ Advisory Committee (2012)</b>
Summary	<p>The City of Vancouver established a 2SLGBTQ+ Advisory Committee to advise Council and staff on enhancing access, equity and participation for 2SLGBTQIA+ residents in municipal programs and civic life. The Committee provides policy and service design advice, identifies barriers to participation and collaborates with community partners on engagement activities.</p> <p><b>Current Status</b> The Committee remains active and continues to advise Council and City staff on 2SLGBTQIA+ inclusion.</p>
Goals	<ul style="list-style-type: none"> <li>● Improve accessibility of City facilities and events for people who identify outside the gender binary.</li> <li>● Work collaboratively with agencies to identify opportunities for joint action.</li> <li>● Engage in outreach to disseminate information and encourage participation from constituents.</li> </ul>
Funding	<p>The Committee does not operate with a dedicated program budget or publicly reported annual funding allocation. Members serve as volunteers and are not remunerated. Administrative, staff liaison, reporting and meeting support functions are funded through the City's existing operating budgets, including the Office of the City Clerk. Meeting related expenses and accessibility needs may be supported through departmental budgets where required.</p>
Successes	<ul style="list-style-type: none"> <li>● Supported the development and advancement of Vancouver's Trans, Gender Diverse and Two-Spirit Inclusion Framework.</li> <li>● Provided advice on signage, washrooms and facility accessibility that informed the City's approach to gender inclusive facilities.</li> <li>● Contributed advice to Vancouver Park Board initiatives addressing gender inclusion in recreation and public spaces.</li> <li>● Provided guidance to City staff on community engagement and 2SLGBTQIA+ visibility including civic events and recognition activities.</li> <li>● Participated in advisory processes on community infrastructure projects including the QMUNITY building and related community space planning.</li> <li>● Provided feedback on municipal surveys and data initiatives related to 2SLGBTQIA+ residents' experiences and quality of life.</li> </ul>
Initiative	<b>City of Vancouver — Queer Inclusion (Park Board, 2013)</b>
Summary	<p>In 2013, the Vancouver Board of Parks and Recreation established the Trans* and Gender Variant Inclusion initiative in collaboration with community members and municipal staff. The initiative identified and addressed barriers to participation for transgender, non binary and gender diverse residents within Vancouver's parks</p>

### Attachment 3

	<p>and recreation system. The resulting report identified recommendations related to public spaces, signage, programming, financial accessibility, forms and literature, community partnerships, human resources and training.</p> <p><b>Current Status</b> The initiative has informed ongoing accessibility and inclusion efforts within the Park Board. Inclusive recreation programs as a result of this initiative are ongoing.</p>
Goals	<ul style="list-style-type: none"> <li>• Improve the health and wellbeing of 2SLGBTQIA+ residents.</li> <li>• Ensure 2SLGBTQIA+ residents have access to safe programs and social opportunities.</li> <li>• Include 2SLGBTQIA+ residents in Park Board and City planning processes.</li> <li>• Listen and respond to 2SLGBTQIA+ residents to better understand community needs and barriers.</li> </ul>
Funding	<p>No dedicated public funding allocation has been reported for this initiative. The work was undertaken through existing Park Board resources with staff support. It included consultation, report development and implementation support within operational budgets.</p>
Successes	<ul style="list-style-type: none"> <li>• The initiative produced a comprehensive set of recommendations for improving safety, belonging and access for transgender, non binary and gender diverse residents.</li> <li>• The Park Board implemented programming, signage and facility related changes aimed at reducing barriers to participation.</li> <li>• The initiative strengthened engagement between the Park Board and 2SLGBTQIA+ community organizations.</li> </ul>
Initiative	<p><b>City of Vancouver — Transgender, Gender Variant and Two-Spirit Inclusion (2016)</b></p>
Summary	<p>In 2016, the City of Vancouver released the Transgender, Gender Variant and Two-Spirit Inclusion report to address forms of exclusion and discrimination experienced by transgender, gender variant and Two Spirit residents. The initiative involved consultations with City staff across departments, advisory committees, service providers and community members. The report produced 14 recommendations supported by 31 sub-recommendations across public spaces and facilities, programs and services, human resources, communications and data, and community consultation and partnerships. The recommendations were prioritized by feasibility and impact.</p> <p><b>Current Status</b> The report continues to inform City work related to gender inclusion and accessibility.</p>
Goals	<ul style="list-style-type: none"> <li>• Address barriers to housing, healthcare, education and other basic needs experienced by transgender, gender variant and Two Spirit residents.</li> </ul>

### Attachment 3

	<ul style="list-style-type: none"> <li>• Improve safety, access and wellbeing for transgender, gender variant and Two-Spirit residents across municipal spaces and services.</li> <li>• Provide a coordinated municipal response informed by consultation with affected communities.</li> <li>• Ensure that public spaces, facilities, services and City systems reflect gender inclusion.</li> </ul>
Funding	No dedicated public funding allocation was identified for this initiative. Implementation work was supported through existing City operating resources including staff time, consultation processes and policy development.
Successes	<ul style="list-style-type: none"> <li>• The initiative generated a comprehensive set of recommendations and sub recommendations addressing municipal systems, public spaces, services and data.</li> <li>• Five “Quick Start” actions were implemented within six to eighteen months to highlight initial progress.</li> <li>• The initiative formalized a coordinated municipal response to gender inclusion informed by consultation with transgender, gender variant and Two-Spirit residents</li> </ul>
Initiative	<b>City of Victoria — Transgender, Non-Binary and Two-Spirit Plus Inclusion Plan (2019)</b>
Summary	In 2019, the City of Victoria advanced transgender, non-binary and Two-Spirit inclusion work to improve access to municipal services, civic participation, community safety and the visibility of gender diverse residents. This work addressed barriers in municipal processes, engagement, cultural programming and workforce practices and supported the integration of gender diversity considerations into policy and planning activities. Victoria also collaborated with community partners to support the participation of transgender, non-binary and Two-Spirit residents in consultations related to equity and human rights initiatives.
Goals	<ul style="list-style-type: none"> <li>• Improve access to municipal services for transgender, non-binary and Two-Spirit residents</li> <li>• Increase participation of gender diverse residents in civic engagement processes</li> <li>• Strengthen recognition and visibility through programming and cultural initiatives</li> <li>• Reduce discrimination and service barriers across municipal systems</li> </ul>
Funding	Funded through existing City operating budgets supporting equity, engagement and human rights functions. No stand-alone funding envelope or published cost amount was reported.
Successes	<ul style="list-style-type: none"> <li>• Increased participation of gender diverse residents in civic engagement processes</li> </ul>

### Attachment 3

	<ul style="list-style-type: none"> <li>• Inclusion of gender diversity considerations in municipal planning and workforce practices</li> <li>• Enhanced collaboration between the City and community organizations serving transgender, non-binary and Two-Spirit populations</li> <li>• Improved visibility in cultural programming and public events</li> </ul>
<b>Alberta</b>	
Initiative	<b>City of Calgary — Gender Equity, Diversity and Inclusion Strategy (2019)</b>
Summary	<p>Adopted by Council in July 2019, The City of Calgary's Gender Equity, Diversity and Inclusion Strategy outlines new and improved strategic actions to promote diversity and inclusion. The Strategy primarily focuses on gender equity but also considers how intersecting identities impact the workforce, committees and service delivery.</p> <p><b>Current Status</b> The current timeline and status of this strategy is not publicly available. A subcommittee focusing on Gender Equity, Diversity and Inclusion was established to advise on two key areas: the priorities of The City of Calgary's Gender Equity, Diversity and Inclusion Strategy, and projects identified by the Social Wellbeing Advisory Committee.</p>
Goals	<ul style="list-style-type: none"> <li>• Leadership accountability</li> <li>• Addressing barriers to participation</li> <li>• Education and awareness</li> <li>• Data-informed decision making</li> </ul>
Funding	No dedicated public funding allocation was identified.
Successes	<ul style="list-style-type: none"> <li>• Creation of a Gender Equity, Diversity and Inclusion Subcommittee.</li> </ul>
<b>Ontario</b>	
Initiative	<b>City of Toronto — 2SLGBTQ+ Advisory Committee (2019)</b>
Summary	<p>In 2019, Toronto established a 2SLGBTQ+ Advisory Committee to advise City Council and municipal staff on priority issues affecting 2SLGBTQ+ residents. The Committee focuses on identifying and addressing barriers and inequities in access to City programs and services and provides guidance on both service level and systemic challenges faced by 2SLGBTQ+ communities. Membership includes community representatives with lived experience and subject matter expertise.</p> <p><b>Current Status</b></p>

### Attachment 3

	The Committee remains active and continues to advise City Council and municipal staff on 2SLGBTQ+ inclusion.
Goals	<ul style="list-style-type: none"> <li>• Eliminate barriers and inequities experienced by 2SLGBTQ+ residents when accessing City programs and services.</li> <li>• Provide advice to City Council on priority issues affecting 2SLGBTQ+ communities.</li> <li>• Support a coordinated municipal response to 2SLGBTQ+ inclusion at both service delivery and systems levels.</li> <li>• Advance equitable access to civic participation and public services for 2SLGBTQ+ residents.</li> </ul>
Funding	Public members receive an honourarium of \$125 per meeting, totalling an estimated \$6,500 annually. Administrative, staff liaison and meeting support functions are funded through existing City operational resources.
Successes	<ul style="list-style-type: none"> <li>• The Committee provided advice to City Council and staff on 2SLGBTQ+ inclusion across municipal programs and services.</li> <li>• The Committee supported the development of municipal responses addressing systemic barriers experienced by 2SLGBTQ+ communities.</li> <li>• The Committee contributed lived experience and expert guidance to inform City decision making on 2SLGBTQ+ inclusion.</li> </ul>
Initiative	<b>Ottawa — 2SLGBTQ+ Service Needs, Gaps and Recommendations (2020)</b>
Summary	<p>In 2020, Ottawa community organizations, the City of Ottawa and Wisdom2Action undertook an engagement process to identify service needs and gaps affecting 2SLGBTQ+ communities. The process examined funding gaps, access to services, leadership capacity and data needs in order to inform future municipal and community actions.</p> <p><b>Current Status</b> The recommendations informed community discussions on improving services for 2SLGBTQ+ residents.</p>
Goals	<ul style="list-style-type: none"> <li>• Identify service needs and gaps within 2SLGBTQ+ communities in Ottawa.</li> <li>• Develop recommendations to improve access to services, funding, data and leadership capacity.</li> <li>• Inform municipal and community responses to support 2SLGBTQ+ residents.</li> </ul>
Funding	No dedicated public municipal funding allocation was identified. The engagement activities were supported through participating community organizations and collaboration with the City of Ottawa.
Successes	<ul style="list-style-type: none"> <li>• Community engagement activities identified priority needs and service gaps experienced by 2SLGBTQ+ communities.</li> </ul>

### Attachment 3

	<ul style="list-style-type: none"> <li>Recommendations were developed to address funding gaps, leadership capacity, access to services and data collection.</li> </ul>
<b>Québec</b>	
Initiative	<b>City of Montréal — Solidarity, Equity and Inclusion Plan: So No One Is Left Behind (2020)</b>
Summary	<p>In 2020, the City of Montréal consulted with LGBTQ+ communities to understand service needs, identify available resources and review municipal practices in Canada and internationally. The engagement identified forms of discrimination, perceived gaps in City services and community concerns related to safety, access and quality of life. Findings informed recommendations to improve service delivery, strengthen collaboration and increase visibility and awareness of LGBTQ+ issues in Montréal.</p> <p><b>Current Status</b> The Plan informs ongoing LGBTQ+ awareness, training and community support activities in Montréal.</p>
Goals	<ul style="list-style-type: none"> <li>Recognize diversity within LGBTQ+ communities and address distinct needs.</li> <li>Improve collaboration across City services and boroughs.</li> <li>Increase awareness and visibility of LGBTQ+ issues and communities.</li> <li>Enhance equity in access to municipal services, programs and public spaces.</li> </ul>
Funding	No dedicated municipal funding allocation was identified for the Plan. The consultation process and resulting recommendations were supported through existing City resources.
Successes	<ul style="list-style-type: none"> <li>The City developed recommendations based on engagement findings from LGBTQ+ communities.</li> <li>The Plan identified gaps in access to City services, including safety concerns in sports and leisure centres and City parks.</li> <li>The Plan recommended establishing an LGBTQ+ advisory committee, recognising diverse needs, improving departmental collaboration and raising public awareness.</li> </ul>
Initiative	<b>Québec — Guide for Inclusive Municipalities for 2SLGBTQIA+ (2024)</b>
Summary	In 2024, Québec released the Guide for Inclusive Municipalities for 2SLGBTQIA+ to provide practical tools and recommendations for municipalities to foster inclusion and belonging for 2SLGBTQIA+ residents. The Guide outlines municipal actions related to leadership, visibility, training, policy, recruitment, public space, policing, name and gender marker processes and support for employees undergoing

### Attachment 3

	<p>gender transition. The document also identifies potential implementation challenges and offers strategies to support municipal uptake.</p> <p><b>Current Status</b> The Guide is available to municipalities across Québec to inform local policy and practice.</p>
Goals	<ul style="list-style-type: none"> <li>● Increase 2SLGBTQIA+ representation in municipal leadership.</li> <li>● Provide training and awareness for municipal staff on 2SLGBTQIA+ inclusion.</li> <li>● Integrate 2SLGBTQIA+ issues into municipal policies and action plans.</li> <li>● Promote 2SLGBTQIA+ visibility through public spaces and cultural initiatives.</li> <li>● Improve access to municipal processes related to names and gender markers.</li> <li>● Adopt inclusive recruitment practices and support gender affirming care for employees.</li> </ul>
Funding	<p>No dedicated funding allocation for municipalities was identified. The Guide provides implementation recommendations rather than establishing a funding program. The guide was produced through federal WAGE equality funding to the Conseil Québécois LGBT.</p>
Successes	<ul style="list-style-type: none"> <li>● The Guide compiled evidence informed recommendations to improve municipal inclusion for 2SLGBTQIA+ communities.</li> <li>● The Guide identified implementation challenges and strategies to support municipal uptake.</li> </ul>
<h3>Canada (Federal)</h3>	
Initiative	<p><b>Federal 2SLGBTQI+ Action Plan (2022)</b></p>
Summary	<p>In 2022, the Government of Canada released the Federal 2SLGBTQI+ Action Plan to advance rights and equality for 2SLGBTQIA+ communities across Canada. The Plan identifies actions to strengthen community capacity, advance rights domestically and internationally, support Indigenous 2SLGBTQIA+ resilience, increase public engagement, improve data and evidence informed policy and embed 2SLGBTQIA+ issues across federal government work.</p> <p><b>Current Status</b> The Action Plan is being implemented through federal departments and funding programs.</p>
Goals	<ul style="list-style-type: none"> <li>● Prioritize and sustain 2SLGBTQIA+ community action.</li> <li>● Advance and strengthen 2SLGBTQIA+ rights domestically and internationally.</li> <li>● Support Indigenous 2SLGBTQIA+ resilience and resurgence.</li> </ul>

### Attachment 3

	<ul style="list-style-type: none"> <li>Engage Canadians in fostering a 2SLGBTQIA+ inclusive future.</li> <li>Strengthen 2SLGBTQIA+ data and evidence based policy making.</li> <li>Embed 2SLGBTQIA+ issues across federal government work.</li> </ul>
Funding	The Federal 2SLGBTQI+ Action Plan is supported by \$100 million over five years (2022-2027) allocated through Budget 2022 to advance rights, inclusion and community capacity. Of this total, up to \$40 million is committed to the 2SLGBTQI+ Community Capacity Fund and up to \$35 million is committed to the 2SLGBTQI+ Projects Fund to support community-based initiatives.
Successes	<ul style="list-style-type: none"> <li>The Action Plan established a coordinated federal approach to advancing 2SLGBTQIA+ rights and inclusion.</li> <li>The Action Plan identified priority areas for federal investment and policy development.</li> <li>The Action Plan created mechanisms for 2SLGBTQIA+ community organizations to access federal funding to support capacity and programming.</li> </ul>
Initiative	<b>Government Assisted Refugees Program — Rainbow Railroad Partnership (2023)</b>
Summary	<p>In 2023, the Government of Canada partnered with Rainbow Railroad to identify and support LGBTQI+ refugees fleeing violence and persecution. Rainbow Railroad assists with case identification and provides support to individuals and families referred through the Government Assisted Refugees Program. The partnership enhances pathways for LGBTQI+ refugees to access protection in Canada.</p> <p><b>Current Status</b> The partnership continues to support LGBTQI+ refugee resettlement through federal programs.</p>
Goals	<ul style="list-style-type: none"> <li>Identify LGBTQI+ refugees facing violence and persecution.</li> <li>Facilitate access to protection through Canada’s refugee resettlement program.</li> <li>Provide support for resettlement in partnership with community based organizations.</li> </ul>
Funding	<p>Funding for the Government Assisted Refugees Program is administered through the federal immigration resettlement system. No dedicated public funding stream specific to the Rainbow Railroad partnership has been reported.</p> <p>The partnership is funded through the existing resettlement and resettlement assistance programs and supported by Immigration, Refugees and Citizenship Canada (IRCC) funding to Rainbow Railroad.</p>
Successes	<ul style="list-style-type: none"> <li>The partnership created a pathway to assist LGBTQI+ refugees through an established federal resettlement mechanism.</li> </ul>

## Attachment 3

	<ul style="list-style-type: none"> <li>Rainbow Railroad identified LGBTQI+ refugees and supported referrals to the Government Assisted Refugees Program.</li> </ul>
Initiative	<b>UNESCO — Toolkit for Inclusive Municipalities (2019)</b>
Summary	<p>In 2019, UNESCO developed the Toolkit for Inclusive Municipalities in Canada and Beyond to support municipalities in advancing LGBTQ2+ rights and inclusion. The Toolkit identifies how municipalities can promote inclusion by enacting policies and programs, ensuring service delivery is inclusive and accessible, supporting safety and fostering a sense of belonging.</p> <p><b>Current Status</b> The Toolkit is available for municipalities to inform local policy and service delivery.</p>
Goals	<ul style="list-style-type: none"> <li>Support municipalities in governing service delivery that is inclusive and accessible.</li> <li>Ensure safety and belonging for LGBTQ2+ residents.</li> <li>Advance equality and respect for residents through municipal policy and programming.</li> <li>Support municipalities in addressing discrimination and fostering community inclusion.</li> </ul>
Funding	No dedicated funding program for municipal implementation is associated with the Toolkit. The Toolkit serves as a guidance and capacity building resource for municipalities.
Successes	<ul style="list-style-type: none"> <li>The Toolkit outlined municipal responsibilities related to LGBTQ2+ inclusion.</li> <li>The Toolkit identified challenges facing municipalities and provided strategies to address them.</li> <li>The Toolkit emphasized benefits including improved economic and community life, improved service delivery and improved responses to discrimination.</li> </ul>

### Rationale for Jurisdiction Selection

The jurisdictions included in this scan were selected based on the availability of publicly accessible policy documents, action plans, advisory committee mandates and implementation materials focused on 2SLGBTQIA+ inclusion, belonging, safety and access to municipal services. The scan prioritizes Canadian municipalities to ensure relevance to governance structures, municipal responsibilities and local implementation contexts. Federal investments and programs were included to provide a complete picture of the broader funding and policy environment in which municipal 2SLGBTQIA+inclusion work occurs.

### Data and Comparability Limitations

Public reporting on 2SLGBTQIA+ inclusion initiatives varies across jurisdictions. Some municipalities publish action plans and updates, while others provide limited information through advisory committee materials or community engagement reports. Funding information is uneven and often embedded within operating or equity and diversity budgets rather than as discrete allocations. In some cases, successes are documented as progress or key activities rather than evaluated outcomes. These differences limit comparability but typify municipal practice in this policy space.

### Funding Synthesis

Municipal 2SLGBTQIA+ inclusion, belonging and safety initiatives across Canada are not generally supported through dedicated municipal funding envelopes and do not receive direct funding transfers from senior orders of government. Municipal action plans, advisory committees and inclusion initiatives are typically implemented through existing operating budgets, corporate equity and human resources functions, staff training budgets, engagement resources and capital planning processes. No municipality in this jurisdictional scan has shared details about operating a standalone, publicly funded 2SLGBTQIA+ inclusion program with dedicated funding outside Toronto's limited honouraria model for advisory committee members.

In contrast, the Government of Canada has developed a multi-stream funding architecture to support 2SLGBTQIA+ capacity, programming and community infrastructure. The Federal 2SLGBTQI+ Action Plan announced in 2022 included \$100 million over five years (2022 to 2027) to strengthen rights and support inclusion. Funding streams associated with the Action Plan include the 2SLGBTQI+ Community Capacity Fund, which provides funding for organizational capacity and sustainability, and the 2SLGBTQI+ Projects Fund, which supports time-limited initiatives led by community organizations. In addition to these core streams, Women and Gender Equality Canada announced \$41.5 million in grants in January 2025 to support capacity building and programming among 2SLGBTQIA+ community organizations across Canada.

Related federal investments include \$2.8 million through the Public Health Agency of Canada in 2023 to support 2SLGBTQIA+ mental health programming delivered by the Community Based Research Centre. The federal Government Assisted Refugees Program also supports LGBTQIA+ refugee resettlement through the Resettlement Assistance Program, with Rainbow Railroad participating as a referral partner, although no dedicated dollar envelope has been published for that partnership. Québec, through the Conseil Québécois LGBT and supported by federal equality funding through the Canadian Race Relations Foundation and Women and Gender Equality Canada developed the Guide for Inclusive Municipalities for 2SLGBTQIA+ residents to support municipal policy and implementation, although publicly reported dollar amounts for this project are not available.

These funding streams demonstrate that the federal government finances 2SLGBTQIA+ inclusion and safety primarily through community capacity building, mental health programming, equality funding and refugee resettlement support. Provincial and territorial contributions vary and are not always published as distinct 2SLGBTQIA+ funding streams. Municipal governments, by comparison, are responsible for designing and implementing local inclusion and belonging strategies related to public space, facilities, service delivery,

## Attachment 3

civic participation and advisory structures without dedicated municipal funding.

The result is a funding landscape in which the federal government resources 2SLGBTQIA+ programming and community infrastructure, while municipalities are expected to enable belonging, safety and access within civic systems and services through absorption into existing operating budgets. This places the non-profit sector as a primary implementer of support and resilience functions and positions municipal governments as system enablers without direct alignment funding from senior orders of government.