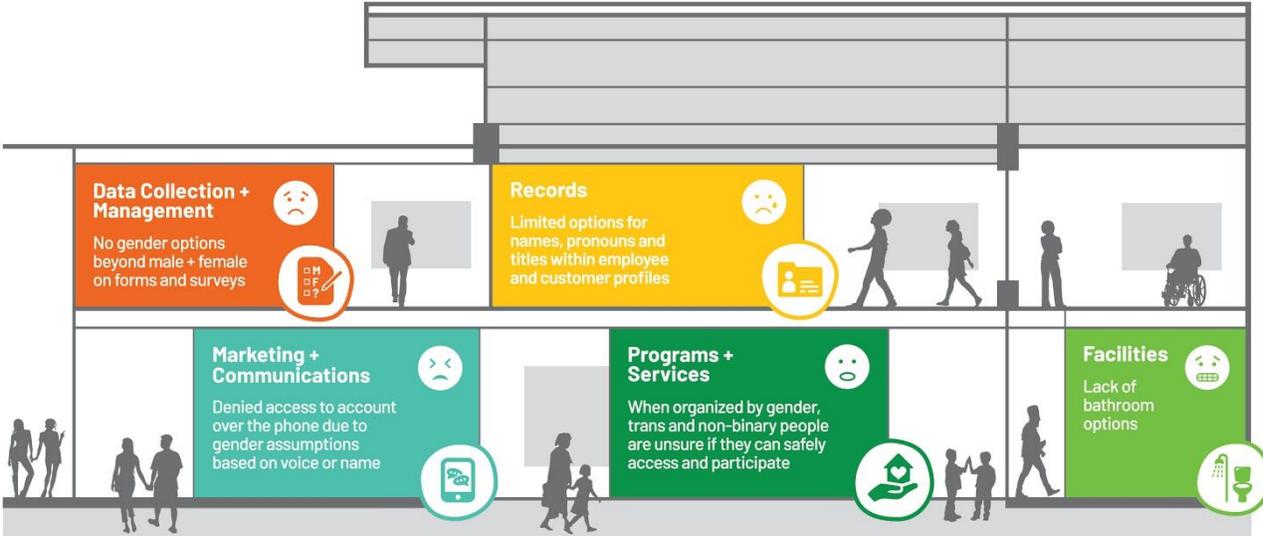


Overview of Gender Diversity Audit

Thompson Rivers University (TRU) has contracted TransFocus Consulting to undertake an audit of gender diversity on campus. There entails understanding the unique experiences, needs, and interests of transgender, non-binary, and Two Spirit (TNB2S) students and employees. The audit will include a series of interviews of university administrators, followed by surveys of both the students and employees to collect information about what types of gender diversity inclusion already exist, what gaps there are, and how to address the challenges and barriers, especially those faced by TNB2S members of the community.

Most organizations' spaces, systems, and practices have been designed and built upon assumptions that lead to unintentional points of exclusion in five key directions (Figure 1). We are exploring and discovering how blind spots impact inclusion for TNB2S students and employees at TRU. Based on what we find, TransFocus will then develop tailored recommendations aligned with best practices for inclusive language, tangible tools, and pragmatic strategies to strengthen gender inclusion across various departments and faculties at the university.

Figure 1. Impact of Blind Spots across Five Key Areas



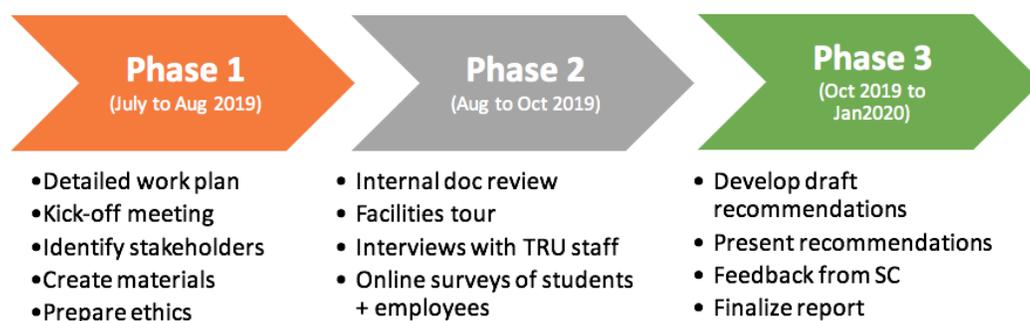
In order to address the above blind spots, the project intends to collect key information in each of the areas where challenges are often encountered, which are summarized in Table 1.

Table 1. Summary of Topics for each Area

Category	Overview of Topics
Gendered Records	<ul style="list-style-type: none"> + When and how legal and chosen names, title, and pronouns are collected + Where names, titles, and pronouns are used on campus + Ability to change records, when needed
Gender Data	<ul style="list-style-type: none"> + Where and how gender data are collected on forms and surveys + Systems capabilities for collecting gender data + Application of gender data to inform institutional decision-making + Ability to change gender category, when needed
Gendered Facilities	<ul style="list-style-type: none"> + Safety, access, and privacy within facilities for TNB2S students + employees, including washrooms, change rooms, and residences + Availability and distribution of all-genders facilities + Concerns and conflicts surrounding access to facilities
Communications	<ul style="list-style-type: none"> + Inclusive language + imagery in hard copy + digital institutional content + Inclusive in-person engagements, including meetings and events
Programs + Services	<ul style="list-style-type: none"> + Identify need for TNB2S-specific programs and services + integration into existing programming, especially physical and mental health services + Support for TNB2S employees with transition guidelines and health benefits

This project has three key phases over 7 months from July 2019 to January 2020. Phase 1 entails the development of a robust and meaningful process to undertake the gender diversity audit, including identifying stakeholders and creating questions for interviews and surveys. Phase 2 includes conducting the stakeholder engagement, facility tours, and document review. This is intended to surface broader issues and concerns experienced by TNB2S students and employees pertaining to spaces, systems, and practices across campus to inform possible pragmatic solutions for TRU. Phase 3 involves the development and delivery of tailored and meaningful recommendations.

Figure 2. Summary of Timelines by Task



For questions about the project, please contact:

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