

For City of Regina (COR6142)

FAQ Document

2SLGBTQIAP+ Consultation with City of Regina Staff

1. What is this consultation for?

In June 2022, Regina City Council passed Motion MN22-4, which asked City Administration to prepare a report on how the City can better serve 2SLGBTQIAP+ people, including in its role as an employer.

For this reason, the City is undertaking a series of consultations to identify gaps, strengths and realities for 2SLGBTQIAP+ employees with a focus on:

- including 2SLGBTQIAP+ people under all employee equity policies;
- reviewing and, if required, improving the name change processes for staff;
- provision of all gender change rooms and washrooms for staff; and
- existing and potential future education / professional development for leadership and front-line staff.

This consultation process with City of Regina staff is meant to inform recommendations about these and other topics that may emerge throughout discussions with staff members.

2. Who is hosting the consultations?

The City of Regina engaged Ivy + Dean Consulting, a local 2SLGBTQIAP+ owned consulting firm, to undertake this process. This work is being guided by a 2SLGBTQIAP+ Reference Group made up of 2SLGBTQIAP+ community members and City employees who are providing recommendations to Ivy + Dean about how best to undertake these consultations.

Multiple representatives from Ivy + Dean Consulting are hosting these consultations, which will allow for City staff to choose who they talk to or engage with on these topics. This is to avoid situations where individuals may have prior relationships with Ivy + Dean consultants.

3. Who can participate in consultations?

We're seeking input from City of Regina employees who identify as members of the 2SLGBTQIAP+ community, including those who may not be open about their identities.

There is also an opportunity for City of Regina employees who are not 2SLGBTQIAP+ to participate.

4. I identify as 2SLGBTQIAP+. How can I participate in consultations?

Regina Office
2138 McIntyre Street
Regina, SK
S4P 1K2

Yellowknife Office
200 - 5112 52nd Street
Yellowknife, NT
X1A 1T6

There are a number of different ways that you can participate in the consultation process. You can:

- Participate in a scheduled, two-hour discussion group with Ivy + Dean
- Participate in the week-long, text-based, online discussion forum on Discord
- Arrange a one-on-one interview with Ivy + Dean on Zoom, in-person or over the phone
- Arrange a one-on-one text message interview with Ivy + Dean
- Request a paper or virtual survey to provide your answers to the interview questions in writing

For more information about each of these potential ways to participate, check out our webpage at ivydean.ca/reginastaff.

5. I'm not 2SLGBTQIAP+. How can I participate in consultations?

Yes! We are inviting any non-2SLGBTQIAP+ employees who are interested in participating to attend a discussion group. If you are unable to attend this discussion group, you may request a paper or digital survey of the questions to complete on your own time.

6. I identify as 2SLGBTQIAP+, but I'm not open about it. Can I still participate?

Yes. We invite any person who self-identifies as 2SLGBTQIAP+ to participate. You are not required to be "out".

7. If I participate, will the City know? Will my colleagues know?

To ensure and protect the confidentiality of all participants, Ivy + Dean is not disclosing who is or is not participating in the consultations.

It is important to note that if you participate in a group discussion other employees may identify you and, while we expect all participants to maintain confidentiality of their colleagues, we can not guarantee this. For this reason, there are various ways to participate that do not require you to be in a group.

It is also important to note that if you request permission to participate in a discussion group or consultation during your work hours your supervisor may identify you as someone who is participating in this consultation. For this reason, there are various ways to participate that do not require you to communicate your involvement with your supervisor.

8. Can I participate in consultations during work time?

Yes, this is a City sponsored initiative. Please let your supervisor know the duration of time you will be away from your duties. If you are concerned about attending during work hours, please review the options on how to participate in a way that does not take you away from your scheduled shift.

If you are unsure of how to request this, or are navigating issues with being able to participate, you may contact the City's HR Department at mlburns@regina.ca.

9. I want to participate, but in a way that is totally anonymous. Is that possible?

Unfortunately, there is no way to participate in the consultation and remain completely anonymous from Ivy + Dean.

While every participant will be confidential, meaning that Ivy + Dean will not disclose any names or information to the City of Regina, Ivy + Dean must know your name. This is to avoid situations where people participate multiple times under the guise of being different people.

10. If I participate and then change my mind later, can I withdraw from the consultation?

If you participate in a one-on-one conversation or complete a paper or virtual survey, yes, you will be able to withdraw from the consultation at any time.

If you participate in a group discussion, you will not be able to withdraw from the consultation because Ivy + Dean may not be able to separate your contributions from the contributions of others.

11. What will be done with the information collected?

All of the information (data) collected by Ivy + Dean will be analysed by their team. This information will be anonymized and all identifying information will be removed. The anonymized data will be organized by theme and presented in the final report to City Council.

This information will inform recommendations from Ivy + Dean to the City.

No raw data or information will be shared with the City of Regina.