

2020 May 13

To: Councillor Carra, Chair, SPC on Community and Protective Services

From: Katie Black, A/General Manager, Community Services

Re: Banning Conversion Therapy CPS2020-0532 – Stakeholder Engagement

I want to take this opportunity to provide an update to the questions posed during the 2020 May 13 SPC on Community and Protective Services meeting regarding stakeholder engagement for Banning Conversion Therapy CPS2020-0532.

The focus of the targeted stakeholder engagement was for feedback on clarity of the definitions of business, conversion therapy, and on the fines and violation sections of the proposed bylaw. A survey on these definitions was sent to 58 organizations that were selected based on the potential impact of the bylaw to their overall organization and consisted of both faith-based and LGBTQ2S+ organizations.

How did Administration research who to engage?

As the scope of the engagement was specified to target stakeholder groups, Administration conducted an online search of all faith governing entities, LGBTQ2S+, and student organizations and researchers. Administration also connected with the Psychological Association and Alberta Health Services. Internal partners, including the Indigenous Relations Office and neighbourhood support services, were consulted to check if the research of impacted stakeholders and contact information was verified as correct.

Administration also engaged those that expressed interest through City Councillors' offices, and organizations that heard through word of mouth. Administration took feedback from the survey and submissions through the Councillor's offices into consideration for improvements to clarity of the proposed bylaw, in designing potential public education, and in what training Community Peace Officers would entail.

How were the groups engaged? Did we use different languages?

An online survey to ensure clarity of the definitions of business, conversion therapy, and fines and violation was provided to 58 organizations. multilanguage options were not provided. The following organizations were engaged:

- 44 faith-based groups including organizations representing the Christian, Islamic, Sikh, Hindu and Buddhist faiths
- 8 LGBTQ2S+ organizations
- 6 were organizations such as a mental health organization or an aboriginal student centre

A comprehensive list of organization contacted through the target engagement process is included.

Was engagement provided to media channel, multi-ethnic media specifically?

Broad-based public marketing and/or communications was not utilized, as this was a targeted stakeholder approach. Broad-based public communications can proceed with Council's approval of the proposed bylaw. The goals of the communications strategy proceeding Council's approval are:

- Inform contributing stakeholders if or when the proposed bylaw is being introduced in addition to why and how it will be enforced.
- Communicate to citizens, including groups currently engaged in the business of conversion therapy, information on the new bylaw that prohibits conversion therapy and the penalties that can be imposed.

Were The City's engagement standards met?

The engagement followed The City's standard practice. Consideration was given to both the multi-cultural strategy and the engage inclusive engagement guide. The multi-cultural strategy talks about lack of awareness being the main barrier to participation. Administration chose to focus on maximizing the ability to inform the targeted stakeholders about the survey and provide them with the most time to respond. To best mitigate this, Administration deemed that email correspondence, including multiple follow-up opportunities with those who did not respond with immediacy, was the best way to provide the most notice to the targeted stakeholders. Administration focused on plain language and the clarity of the scope of the engagement.

Regards,

Katie Black
A/General Manager
Community Services

List of Organizations Contacted through the Target Engagement Process

Calgary LGBTQ2+ and support services organizations:

- Calgary Sexual Health Centre
- Calgary Outlink
- Trans Equality Society of Alberta
- Canadian Mental Health Association
- University of Calgary student union
- MRU student union
- University of Calgary Women’s Centre
- The Q centre
- The U of C office of diversity, equity and protective disclosure
- Iniskim Centre
- LGBTQ Settlement Department at Centre for Newcomers and Rainbow Railroad
- Calgary Pride
- Calgary Sexual Health Centre
- Calgary Outlink
- Trans Equality Society of Alberta
- Canadian Mental Health Organization – Calgary
- Kairos
- United church
- Friendship Centre
- Treaty 7 confederacy
- Skipping Stone
- Calgary Queer Arts Society

Faith governing entities in Calgary (not individual places of worship):

- Catholic dioses
- Buddhism in Alberta
- Calgary Buddhist Temple
- Associated Gospel Churches
- Pentecostal Assemblies of Canada
- Salvation Army - Alberta & NWT Division
- Victory Churches International - Alberta (Central)
- Anglican Diocese of Calgary
- Bowness Baptist Church
- Cathedral Church of the Redeemer
- Calgary Chinese Alliance Church
- Calgary Japanese Gospel Church
- Calgary Quakers
- Centre Street Church
- Christ Church
- Foothills Alliance Church
- Foothills Lutheran Church
- Good Shepherd Church
- Holy Nativity Anglican Church
- New Life Community Church
- Prince of Peace Lutheran Church and School
- RC Bishop of the Diocese of Calgary



- South Calgary Community Church
- St. Cecilia's Parish
- St. Mina Coptic Orthodox Church
- Varsity Bible Church
- Hindu Society of Calgary
- The Islam Page
- University of Calgary Muslim Students Association
- Calgary Islamic Community
- The Calgary Islamic Homepage
- Baha'i
- Calgary Jewish Centre
- Congregation House of Jacob-Mikveh Israel
- Church of Jesus Christ of Latter-day Saints
- All About Sikhs - Gurudwaras in Canada
- Covenant of Gaia
- Gaia Friends
- Institute for Contemporary Shamanic Studies Calgary
- Calgary First Spiritualist Church
- The Gateway Centre
- Humanist Association of Canada
- The Society of Kabalarians of Canada
- Society for Secular Humanists in Calgary