



WRRC Community Conversation #5 Report

September 19, 2013

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October 18, 2013



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Introduction – Overview of the Waterloo Region Rainbow Coalition (WRRC)

The Waterloo Region Rainbow Coalition (WRRC) was founded in the fall of 2010 in response to a need for advocacy and coordination of existing organizations serving the Rainbow Community. We define the “Rainbow Community” as those who identify as lesbian, gay, bisexual, transgender, transsexual, two-spirit, intersex, queer, questioning, fluid, unlabelled, asexual, straight allies, and all other members of our community who are interested in increasing awareness and inclusivity of gender and sexual diversity (For a more detailed description of members of the Rainbow Community, please refer to the list of glossary terms in Appendix A). WRRC is a fully grassroots community group, that is non-profit, and works collaboratively with existing resources and services in Waterloo Region to develop sustainable resources for the Rainbow Community as a whole.

Waterloo Region Rainbow Coalition

VISION - *Working together to build a diverse Rainbow Community voice in Waterloo Region*

MISSION - *WRRC is a volunteer-based community organization that is committed to **building a unified voice** for gender and sexual diversity for people of all ages in Waterloo Region. We promote **sustainable opportunities** for advocacy, awareness, education and community-building that are respectful of the diverse interests within the Rainbow community. We **work together with local allies** to foster a strong and inclusive community*

A brief timeline of our activities to date is as follows:

2010 - Throughout October and November 2010, WRRC held a series of three “community conversations” to gather the Rainbow Community together to identify the first steps towards building a unified Rainbow Community in Waterloo Region.

2011 - In 2011, WRRC partnered with a number of local service organizations (e.g., the KW Multicultural Centre, Community Justice Initiatives) to develop a Hate Crimes Training for local service organizations. We also actively worked on an Anti-Bully Campaign in the school boards. Further, small steps were taken towards the creation of an on-line portal to connect the Rainbow Community in the region.

2012 - Additional community conversations were held in January 2012. Throughout 2012 resources were focused on implementation of one of the Rainbow Community’s long identified priorities– a community space. In September 2012 a Rainbow Community space was opened in Waterloo. The establishment of the Rainbow Community Space was the result of collaboration and focused efforts of community members, under WRRC’s leadership. More information on the rainbow community space is provided in Appendix B.

2013 – In March 2013, the WRRC Board handed management of the Community Space over to “Spectrum”, a new organization made up of former members of the WRRC Board. The formation

of Spectrum allowed WRRRC to continue on with its vision and mission, while ensuring the community space was in good hands. The focus of 2013 was re-connecting with the Rainbow Community through a series of initiatives including a Day of Pink facebook campaign, facilitating a Rainbow themed Jane's Walk, hosting a Business Networking Event called "Get Out", and facilitating another Community Conversation.

Community Conversation – Overview

This report presents a summary of the results from the September 19, 2013 Community Conversation. The intent of the Community Conversation (#5) was to allow WRRRC to re-connect with the broader Rainbow Community to:

- understand if and how the community's needs may have changed since priorities were established in January 2012,
- continue engaging community members and partners to reveal new ideas and possibilities,
- provide new partners and agencies in the broader community an introduction to the WRRRC.

The Community Conversation was held at the Adult Recreation Centre in Waterloo from 6:30 pm – 8:30 pm on Thursday September 19, 2013. The session was facilitated by WRRRC Board Members Allisa Scott and Jeremy Steffler, and attended by approximately 20 people. The Community Conversation utilized a presentation (provided in Appendix C) with the following agenda:

- Welcome and Introductions
- New to WRRRC? Let's Catch You Up!
- Realizing Dreams: Founding Community Space
- Recalibrating: Dot-mocracy
- Learning from Experience: Moving Forward
- Keeping in Touch: Next Steps

Community Conversation – Dot-mocracy

At our January 2012 Community Conversation, participants were asked to identify personal "dreams" that they held for the Rainbow Community. As a result of this activity, twelve areas of focus were identified as being important for the future of the Rainbow Community. The twelve areas identified (listed in no specific order) were:

1. Safety,
2. Lowering instances of Hate Crimes,
3. Creating an effective network for advocacy,
4. Representation at all levels of government,
5. Focusing on long-term, sustainable support for the Rainbow Community,
6. Supporting diversity and inclusivity initiatives,
7. Creating/fostering Rainbow culture/history locally,
8. Developing an on-line presence for the community,
9. Promoting events/services aimed at the Community,
10. Combating bullying/homophobia in the educational system,

11. Unifying services/organizations targeted at the Community
12. Having a Rainbow Community focused space.

Of the twelve focus areas listed above, four specific priorities were established by the participants of the January 2012 Community Conversation. As noted the community space (now known as Spectrum) is no longer a dream but a reality.

The remaining eleven areas of perceived needs for the Rainbow community served as the basis for a “dot-mocracy” consultation exercise that took place at the September 2013 Community Conversation.

Dot-mocracy - Methodology

The facilitators introduced the exercise by providing background on the development of the twelve areas of focus, described the four priorities and the success of establishing the community space. The facilitators explained that the intent of the dot-mocracy exercise was to gather input from the participants about what they think the Rainbow Community needs to ensure that WRRC’s areas of focus (e.g., vision and mission) were still aligned with community priorities. The exercise was then explained to participants (with some variations from the slides included in Appendix C, as detailed below) and the participants engaged in the dot-mocracy activity, followed by a group review and discussion of the results.

Each of the identified priorities (as noted above) were written on large pieces of paper and placed around the room. The list of areas of focus remained available on the screen at the front of the room. Each participant was given nine circle stickers, three of each color: green, yellow and red. Blue stickers were included on the handout but had no relevance. Each participant was asked to place their stickers on the papers as a way to give feedback according to the following instructions:

- placing a red dot on one of the priorities meant that WRRC should not actively address this initiative and that the initiative may be of relatively low importance at this time,
- the yellow dot meant that WRRC should tackle it as time and resources permit and
- the green dot represented that WRRC should prioritize this initiative.

Participants could put multiple stickers on a paper to further state their preference (e.g. if they thought one item is the most important out all the options they could put all their green stickers on it) Participants were asked/required to use all of their stickers in this activity. Approximately 5-10 min was provided for participants to place their stickers.

Immediately following the placement of the dots, as a single group, participants explored the number of dots and colour of dots on each paper. Further discussion focused on the following questions:

1. What initiatives are current priorities for the local Rainbow Community?
2. What initiatives are currently lower priorities?
3. Are there any logical groupings of initiatives that should also be considered?

Notes were taken by a WRRC board member for reporting purposes.

Dot-mocracy – Analysis

Seventeen people participated in the dot-mocracy exercise. Appendix D provides a table of both raw and weighted results, various rank orders and photos of the papers from the exercise. Discussion components of the exercise and highlights from the exercise are provided in the subsequent results section.

For the purposes of weighting the results, the following approach was taken. Each paper was considered to have a starting value of zero and each colored dot was distinctly weighted: green = 2, yellow = 1 and red = (-1). The sum of the all the dots was the value assigned to that area of focus, which was then used to prioritize/rank the areas of focus.

Dot-mocracy – Results

Based on the weighted data the priority of the eleven areas of focus, as established by the participants at the September 19, 2013 Community Conversation is as follows:

1. Combating bullying/homophobia in the educational system,
2. Creating an effective network for advocacy,
3. Unifying services/organizations targeted at the Community,
4. Supporting diversity and inclusivity initiatives,
5. Focusing on long-term, sustainable support for the Rainbow Community,
6. Lowering instances of Hate Crimes,
7. Developing an on-line presence for the community, (tied)
7. Safety, (tied)
8. Promoting events/services aimed at the Community,
9. Creating/fostering Rainbow culture/history locally,
10. Representation at all levels of government,

Some interesting observations of the dot-mocracy results included:

- ‘Combating bullying/homophobia in the educational system,’ was the highest weighted rank (9 green, 4 yellow, 0 red = weighted total 22) demonstrating that participants felt that this was a strong area to focus on in future activities.
- Both the top two weighted ranked areas of focus (plus rank items 5 and one of the tied rank 7 items) did not receive any red dots, suggesting that the participants generally felt that these initiatives are important and that no one felt they ought to be paused (by placing a red dot on it).
- ‘Supporting diversity and inclusivity initiatives’ received the most green dots overall (10), however once weighted, it ranked fourth (weighted total 18). This indicates that many of the participants believed this area to be a priority, whereas a few participants did not.
- ‘Representation at all levels of government’ and ‘Creating/fostering Rainbow culture/history locally’ were top ranked with 22 and 21 total dots respectively. However once weighted they were the only two weighted negatively (-12 and -3 respectively), given the amount of red dots for each. This suggests that the group believes these areas are low priorities at this time. Discussion following (see below) suggested a number of reasons for this result.

Groupings identified and discussed by the participants during the debriefing of the results included:

- ‘Safety’ and ‘lowering the instances of hate crimes’ as well as ‘safety’ with ‘supporting diversity and inclusivity initiatives’ were suggested as a potential grouping. This led to a discussion of what safety meant and that it could include concerns around the issue of coming out and experiencing a non-inclusive social environment.
- ‘Supporting diversity/inclusivity initiatives’ and ‘unifying services/organizations targeted at the community’ were grouped and it was noted that these two areas would naturally influence each other.
- A similar grouping was combining ‘supporting diversity and inclusivity initiatives’ and ‘creating an effective network for advocacy’ as they are also likely to influence each other.
- The final grouping that was discussed was ‘lowering instances of hate crimes’ and ‘combating bullying/homophobia in the educational system’ as they can be concurrent issues that members of the Rainbow Community experience.

The participant’s observation of the results and the exercise were further discussed. The overall impression of participants was that all the initiatives are important and that the true challenge is how to choose which area to prioritize. Discussion included:

- Why the area of ‘Representation at all levels of government’ received seventeen red dots and if this was an indication that it is harder to determine direct links to the benefit it could have in lives of members of the Rainbow Community.
- Others pointed out that it is important to consider advocacy and its impact on the community before involving big organizations like government bodies.
- Some participants noted that they put yellow or red dots on initiatives that they felt other community organizations or members were already focused on and actively supporting in Waterloo Region.

Community Conversation – Learning from Experience: Moving Forward

In the process of reflecting on and recalibrating the direction of WRRRC, a number of key learning’s were identified (see below). These learning’s helped inform opportunities to build on existing organizational strengths, further clarifying the role of WRRRC in Waterloo Region and how best to move forward in a way that is consistent with WRRRC’s mission and vision.

- **Relationship Building** - WRRRC’s strengths are building local relationships, planting and nurturing the seed of community action, helping to connect others in the Rainbow Community and fostering and supporting local initiatives through partnering
- **Community Leadership** – Sustainability as an organization (and in the broader Rainbow Community), requires strategic development of a pool of Rainbow Community leaders with diverse backgrounds, skills and expertise. WRRRC is looking for new community members who are interested in contributing their skills to support the important work of community collaboration and positive social change for the Rainbow Community.
- **Rainbow Diversity** - An area of great importance and understanding to WRRRC is that the local Rainbow Community is diverse and has many different views with respect to how well different identities are represented by existing organizations. While some individuals are

well-represented in the Region, other individuals are still seeking their “voice” in the Rainbow Community. WRRRC also recognizes that individuals have different levels of personal affinity with a sense of Rainbow identity and that not all community members are seeking out Rainbow specific resources. As a result, there is a need for existing resources within the community to be inclusive to individuals with a Rainbow identity. A further area of understanding is that the Rainbow community also includes allies looking for opportunities to engage with the community and that allies are an untapped resource to better support the Rainbow Community.

With the knowledge and feedback from Rainbow Community members and partners, WRRRC is re-organizing its structure and efforts, with a focus on three major areas.

1. **WRRRC Hub** - The WRRRC Hub refers to the current WRRRC Board which will be expanding and diversifying to create, support and lead the Community Coalition (to be referred to as ‘Community Connect’) as well as develop and maintain the Online Portal.
2. **Community Coalition** (to be referred to as ‘Community Connect’) - The second area of WRRRC’s organization is the formation of a Community Coalition, or a network of community organizations, government representatives and business owners committed to promoting sustainable opportunities for advocacy, awareness, education and community-building that are respectful of the diverse interests within the Rainbow community.
3. **Online Portal** - the third area of focus is the development and maintenance of an online user portal, which is a web-based portal connecting everyone, as well as acting as a central repository for resources, events and programming aimed at the local Rainbow Community.

This restructuring will allow WRRRC’s to create ongoing and sustainable connections to facilitate positive change in our community.

One of WRRRC’s first steps will be establishing ‘Community Connect’. WRRRC has gained feedback from established, as well as potential, community partners regarding their interest in participating in the ‘Community Connect’ initiative. The initial response from community and government organizations towards WRRRC and its focus on social change has been extremely positive. All parties see the potential for this initiative to enhance internal capacity for organizations to support the Rainbow Community, to create a more inclusive Waterloo Region, to better support the community by reducing duplication of local services and expertise, and to create more opportunities for multiple partner agencies to collaborate on grants.

Potential projects that have been identified by our community partners to date include:

- developing training programs for service providers,
- supporting aging members of the Rainbow Community,
- contributing to provincial resource development,
- including the Rainbow Community in existing online portals,
- inclusion initiatives in local recreation sports,
- bridging divides between Rainbow and Faith Communities, and
- coordinating a conference for local service providers.

Community Conversation – Keeping in Touch: Next Steps

WRRC's commitment to continued community collaboration is the foundation of the work we aim to do for our local Rainbow Community. As we are in the midst of rebuilding and re-energizing our core volunteer base, our vision is to keep reconnecting and checking-in with our local community to guide our work and inform our future approach to creating meaningful connections and positive change for the Rainbow Community in the Waterloo Region. The Community Conversation is just one way the WRRC aims to connect with the Rainbow Community, and in turn expand the scope of potential community organizations to contact and provide an opportunity for involvement.

The results of the Community Conversation confirmed the opportunity for WRRC to work with Rainbow Community members and other community stakeholders in the Region to address 'areas of concern' and continue to build relationships. The top ranked 'areas of concern' were:

1. Combating bullying/homophobia in the educational system,
2. Creating an effective network for advocacy,
3. Unifying services/organizations targeted at the Community,
4. Supporting diversity and inclusivity initiatives,
5. Focusing on long-term, sustainable support for the Rainbow Community,

In keeping with the WRRC mission and vision of collaborating to create sustainable opportunities in support of an inclusive community, the most immediate actions moving from the Community Conversation include:

1. **Community Connect** (formerly referred to as Community Coalition) - Response from community stakeholders in moving forward with this coalition of organizations has been extremely well received. Given that the Community Connect initiative also directly aligns with a number of the identified top priorities, it is clear that the Community sees value in moving forward with this initiative. WRRC Board members continue to engage with organizations and formal sessions of interested organizations are planned for late 2013.
2. **Community Engagement** – The Community Conversation is a key formal mechanism to reach into the local Rainbow Community and therefore is intended to be an annual event. WRRC will continue to make available the results of consultation and looks forward to engaging with the Rainbow community in both formal and informal (e.g. Get Out events) settings. The continued opportunity for Board members and volunteer support provides a means for a range of community voices within the organization on an on-going basis.

Appendix A: Glossary of Terms

Please note the following terminology is only a brief list that is used in this report to identify some members of the Rainbow Community. For further information about LGBTQ terminology, review the website references below and/or contact WRRC.

Lesbian - A woman who has romantic/sexual and/or emotional attraction and interest in other women. Some lesbians may prefer to identify as “gay” (adj.) or as “gay women”.

Gay - This adjective describes men have romantic/sexual and/or emotional attraction and interest in other men.

Bisexual - An individual who has romantic/sexual and/or emotional attraction and interest in both men and women. This is also considered to be a fluid identity (which is defined below).

Transgender - An umbrella term (adj.) for people whose gender identity and/or gender expression differs from the biological sex they were assigned at birth. The term may include but is not limited to: transsexuals, some cross-dressers and other gender-variant (non-traditional gender oriented) people. Transgender people may identify as female-to-male (FTM) or male-to-female (MTF), or just use the terms “male” or “female”. Transgender people may or may not decide to alter their bodies hormonally and/or surgically.

Transsexual – A person who identifies psychologically/emotionally as a gender other than the one they were biologically assigned at birth. Transsexuals often wish (or have) transformed their bodies hormonally and/or surgically to match their inner sense of gender.

Two-Spirit – A gender term that refers to an American Indian who is believed to possess a mixture of both masculine and feminine spirits. This is not to be confused with sexual orientation.

Intersex - Describes a person whose biological sex is ambiguous. There are many genetic, hormonal or anatomical variations that make a person’s sex ambiguous. Parents and medical professionals usually assign intersex infants a biological sex at birth and perform surgical operations to conform the infant’s body to that assignment. This is not to be confused with the term transgender.

Queer – This term is a reclaimed word for some members of the Rainbow Community who use it to describe themselves. However, it is not universally accepted even within the Rainbow Community. It is most often used by younger generations of the Rainbow Community.

Questioning – Usually refers to a person who is unsure what their sexual orientation is. This is an exploratory phase when they are trying to understand their sexual orientation and claim their identity. This does not mean the person identifies in the Rainbow Community yet, but they are exploring it. This can sometimes refer to a person who is questioning their gender orientation as well, but it is not used as common for this.

Fluid – Refers to a person who has romantic/sexual and/or emotional attraction and interest in people of many different gender and/or sexual expressions. Some of them do not choose their partner based on their gender or sexual orientation (pansexual), and others have specific interests in both men and women (bisexual). There are also many other fluid labels in addition to those mentioned above.

Unlabelled – Refers to a person in the Rainbow Community who does not feel any of the labels currently describe their sexual orientation very well. They choose to be unlabelled, which is a term used to describe their sexual orientation label.

Asexual – Refers to a person who is not typically interested in forming romantic or sexual relationships with others. They are interested in intimacy, but not sex. This is used as their sexual orientation label.

Straight Allies OR Ally – Refers to a heterosexual person (someone who is not in the Rainbow Community) that is supportive of, and concerned about members of the Rainbow Community. They believe in equality for everyone. They can also be an advocate for positive change for the Rainbow Community. They stand up against Homophobia, and are often educators to those who are unfamiliar with the Rainbow Community.

Homophobia – A dislike/fear/hatred of the Rainbow Community, or certain members of the Rainbow Community, or anyone that does not confirm to traditional gender/sex roles in society. Homophobia can take on many forms. Sometimes homophobic people commit hate crimes against members of the Rainbow Community, or they show disgust in members of the Rainbow Community being public about their identity, or in their same-sex relationship or when someone appears to be gender non-conforming.

Please note that this terminology has been adapted from the following 3 sources:

- 1) GLAAD Media Reference Guide. © 2010 Gay & Lesbian Alliance Against Defamation, Inc. from: <http://www.glaad.org/document.doc?id=99>
- 2) National Lesbian & Gay Journalist's Association (NLGJA) stylebook supplement of terminology © 2010 National Lesbian & Gay Journalist's Association from: <http://www.nlgja.org/resources/2010stylebook.pdf>
- 3) Green, E.R. & E. N. Petersen (2003-2004) c/o the LGBT Resource Center at UC Riverside. From: <http://out.ucr.edu/pdf/Terminology.pdf>.

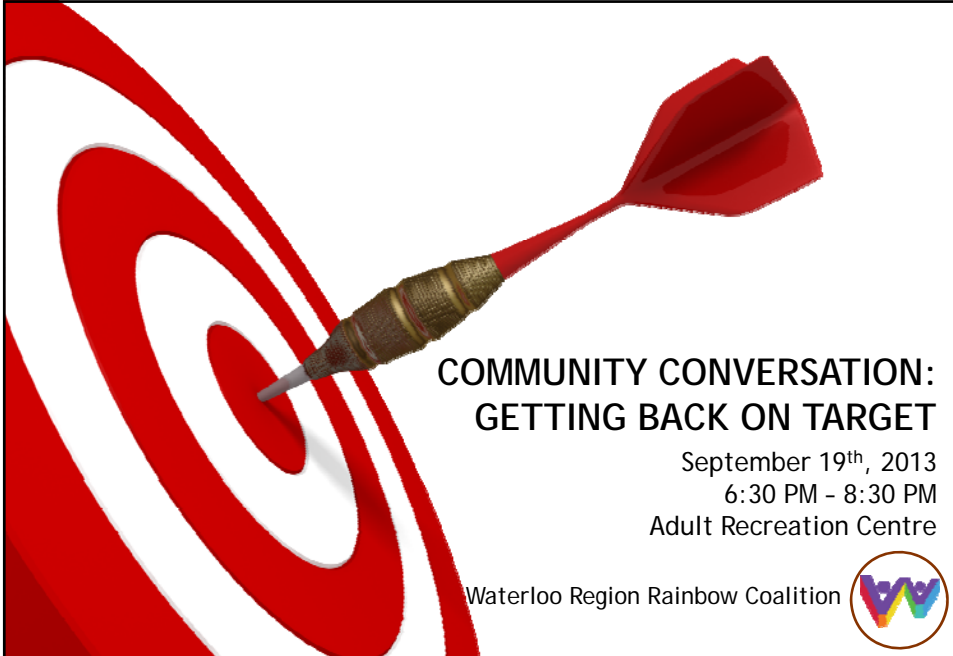
Appendix B: Rainbow Community Space - From Conversation to Action: Building Community Connections

Previous community connections held in January of 2012 focused on identifying “community dreams.” Participants were invited to share their vision(s) of the future of the Rainbow community and thus giving feedback to WRRC regarding areas of focus for future events and community-collaborations needed in our area. At that time, four areas of focus were identified: The creation of a physical space/community centre, supporting advocacy for youth within the school system, creating networking opportunities between groups for social and professional purposes and the development of an online community portal.

The Waterloo Region Rainbow Coalition and its partners were able to actively realize one of these goals through the creation of an inclusive and supportive community space for members of the Rainbow Community. In February 2012, WRRC held a public community space meeting. Then in April 2012, WRRC was offered a space in the Creative Enterprise Initiatives building in Uptown Waterloo taking our efforts one step closer to completing our collective dream. In September 2012, a grand opening of the community space was held and by March the WRRC Community Space formally separated from WRRC to focus on the community space. This resulted in the creation of Spectrum whose main goal is to provide a physical and public space for the Rainbow Community in the Waterloo Region and create Rainbow events for local community members.

The creation of a physical community space was a valuable learning experience for the Waterloo Region Rainbow Coalition. Establishing the region’s first LGBTQ space is a positive reflection of WRRC’s approach and that it can lead to community change. Some of the areas that have been identified as areas for improvement for WRRC when considering future projects is to ensure the scope of projects are aligned with WRRC’s mission, vision and resources. Further areas of consideration are to ensure that WRRC continue to maintain a long-term strategic view, with emphasis on the Rainbow Community’s needs and to recognize that action is essential and important, however, it cannot be at the expense of sustainability.

Appendix C: Community Conversation #5 Presentation



**COMMUNITY CONVERSATION:
GETTING BACK ON TARGET**

September 19th, 2013
6:30 PM - 8:30 PM
Adult Recreation Centre

Waterloo Region Rainbow Coalition 

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GETTING BACK ON TARGET

Agenda

- Welcome and Introductions
- New to WRRRC? Let's Catch You Up!
- Realizing Dreams: Founding Community Space
- Recalibrating: Dot-mocracy
- Learning from Experience: Moving Forward
- Keeping in Touch: Next Steps



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GETTING BACK ON TARGET

Introductions

- Meet the Facilitators
- Let's take a few minutes to meet our fellow participants



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GETTING BACK ON TARGET

New to WRRC?

LET'S CATCH YOU UP!



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GETTING BACK ON TARGET

New to WRRC? Let's Catch You Up!



❑ Definition of "Rainbow Community"

- Those interested in increasing awareness and inclusivity of gender and sexual diversity, including those who identify as:
 - lesbian
 - gay
 - bisexual
 - transgender
 - transsexual
 - two-spirit
 - questioning
 - fluid
 - unlabelled
 - asexual
 - allies
 - intersex
 - queer

GETTING BACK ON TARGET

New to WRRC? Let's Catch You Up!



❑ Waterloo Region Rainbow Coalition (WRRC)

- Founded in Fall 2010, at request of members of tri-Pride
- Identified need to develop a framework to support sustainable development of opportunities for collaboration in the local Rainbow Community



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New to WRRRC? Let's Catch You Up!



□ Vision

- Working together to build a diverse Rainbow Community voice in Waterloo Region

□ Mission

- WRRRC is a volunteer-based community organization that is committed to building a unified voice for gender and sexual diversity for people of all ages in Waterloo Region. We promote sustainable opportunities for advocacy, awareness, education and community-building that are respectful of the diverse interests within the Rainbow community. We work together with local allies to foster a strong and inclusive community

Working together to build a diverse Rainbow Community voice in Waterloo Region.

New to WRRRC? Let's Catch You Up!



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New to WRRRC? Let's Catch You Up!



☐ Sustainable Approach

- WRRRC ensures that its activities are sustainable or "able to be maintained or kept going, as an action or process" (www.dictionary.com)
- "Building a foundation" can take time
- Community collaboration is at the core of this work



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New to WRRRC? Let's Catch You Up!



📌 Sample of Community Partners

- | | |
|--|---|
| ➤ ACCKWA | ➤ Sexual Assault Support Centre |
| ➤ Centre for Community Based Research | ➤ Sizzle |
| ➤ City of Kitchener | ➤ Social Innovation Research Group (SIRG) |
| ➤ City of Waterloo | ➤ Spectrum |
| ➤ Creative Enterprise Initiatives | ➤ tri-Pride |
| ➤ EGALE Canada | ➤ Waterloo Public Interest Research Group (WPIRG) |
| ➤ Grand River Rainbow Historical Project | ➤ Waterloo Regional Police Services |
| ➤ PROUD & Muse Magazines | ➤ Waterloo Region Crime Prevention Council |
| ➤ Self-Help Alliance KW | ➤ Wednesday Night Discussion Group (www.wndg.ca) |

New to WRRC? Let's Catch You Up!



- 2010**
 - Formed in September
 - Hosted 3 Community Conversations
- 2011**
 - Formation of WRRC
 - Hate Crimes Training Initiative
 - Anti-Bully Campaign Links in School Boards
 - Scoping of On-Line Portal
 - First Anniversary Celebrations
- 2012**
 - January: Annual Community Conversation
 - February: Community Space Public Meeting
 - June: Community Space Announced
 - September: WRRC Community Space Grand Opening
- 2013**
 - March: Formation of Spectrum
 - March/April: Rebuilding and Reconnecting with the Community
 - April: Day of Pink Facebook Campaign
 - April: Planned Community Conversation
 - May: Jane's Walk
 - June: Get Out Networking Event
 - September: Annual Community Conversation

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New to WRRC? Let's Catch You Up!



- Recap 2012: "From Conversation to Action: Building Community Connections"
 - Conversation held in January focused on identifying "community dreams".
 - Four areas of focus were identified:
 1. Creating a physical space/community centre
 2. Supporting advocacy for youth within the school system
 3. Creating networking opportunities between groups for social and professional purposes
 4. Development of an online community portal
 - Introduced "OutinWaterlooRegion" Web Portal

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GETTING BACK ON TARGET



REALIZING DREAMS: FOUNDING A COMMUNITY SPACE



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GETTING BACK ON TARGET



Realizing Dreams: Founding a Community Space

- February 2012: Held public community space meeting
- April 2012: Offered a space in the Creative Enterprise Initiatives building in Uptown Waterloo
- Community space action group created and led by current and past WRRRC Board Members Deardra Leslie, Jim Parrott and Sue Weare



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GETTING BACK ON TARGET

Realizing Dreams: Founding a Community Space



- ❑ WRRC Board of Directors had to shift focus:
 - Formation of a Community Space Action Group
 - Focus on governance of space/incorporation to support insurance, signing of leases
 - September 2012: Grand Opening
 - October 2012: Carnival Fundraiser
 - December 2012: Holiday Fundraiser
- ❑ WRRC's level of public engagement was reduced in 2012 versus 2011

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GETTING BACK ON TARGET

Realizing Dreams: Founding a Community Space



In March 2013, the WRRC Community Space formally separated from WRRC to focus on the community space

Waterloo Region Rainbow Coalition

- www.yourwrcc.ca
- *Working together to build a diverse Rainbow Community voice in Waterloo Region*
- Continuing on the WRRC Board are Sue Weare, Allisa Scott and Tomas Cihula

Spectrum

- www.ourspectrum.com
- *To provide a physical and public space for the Rainbow community in the Waterloo Region*
- Moving to Spectrum were former WRRC Board members Jim Parrott, Deandra Leslie and Vanessa Ernst

GETTING BACK ON TARGET

Realizing Dreams: Founding a Community Space



- ❑ Establishing the region's first LGBTQ Community Space was a valuable learning experience for the Waterloo Region Rainbow Coalition!
 - WRRRC's approach can lead to positive community change
 - Need to ensure scope of projects are aligned with mission, vision, and resources
 - Need to continue building the community
 - Need to maintain long term strategic views
 - Action is important, but not at the expense of sustainability

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GETTING BACK ON TARGET

Recalibrating

DOT-MOCRACY



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Recalibrating: Dot-mocracy

- ❑ At our 2012 Community Conversation, community “dreams” and 12 areas of focus were identified, which were narrowed down to 4 priorities
- ❑ We need to re-calibrate to ensure that our efforts match current community wants and needs



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Recalibrating: Dot-mocracy

- ❑ The 12 Areas For the Rainbow Community
 1. Safety
 2. Lowering instances of Hate Crimes
 3. Creating an effective network for advocacy
 4. Representation at all levels of government
 5. Focussing on long-term, sustainable support for the Rainbow Community
 6. Supporting diversity and inclusivity initiatives
 7. Creating/fostering Rainbow culture/history locally
 8. Developing an on-line presence for the Community
 9. Promoting events/services aimed at the community
 10. Combating bullying/homophobia in the educational system
 11. Unifying services/organizations targeted at the Community

 12. The Community space is no longer only a “dream”

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Recalibrating: Dot-mocracy

- Everyone will be provided with 6 dots and invited to place them on 6 of the themes.
- Each colour represents a specific piece of feedback:
 - **RED DOT**
 - WRRC should not actively address this initiative at this time
 - The initiative may be of relatively low importance at this time
 - **YELLOW DOT**
 - WRRC should tackle it as time and resources permit
 - **GREEN DOT**
 - WRRC should prioritize this initiative



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Recalibrating: Dot-mocracy

- Debrief:
 - What initiatives are priorities currently for the local Rainbow Community?
 - What initiatives are currently lower priority?
 - Are there any logical grouping of initiatives that should also be considered?





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GETTING BACK ON TARGET



Learning from Experience

MOVING FORWARD





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GETTING BACK ON TARGET

Learning from Experience: Moving Forward

- WRRRC is now better able to:
 - Identify its organizational strengths
 - Identify its role in the Region
 - Structure ourselves to better meet our mission and vision
- Key Learning:
 - WRRRC's strength is building local relationships
 - Help plant and nurture the seed of community action
 - Help connect others in the Rainbow Community
 - Foster and support local initiatives through partnering

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GETTING BACK ON TARGET

Learning from Experience: Moving Forward



- ❑ The Coalition has been working hard to strategically rebuild its Board:
 - Trying to expand the pool of community leadership
 - Incorporate background, skills and expertise to help position the coalition to move forward
 - Interested in joining? Come see any member of the board after the meeting 😊



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GETTING BACK ON TARGET

WRRC Board of Directors



Tomas Cihula
Treasurer



Lana Phillips
Secretary



Amanda
Nightingale-Terwoord
Director



James Saliba
Director



Allisa Scott
Chair



Jeremy Steffler
Director




Sue Weare
Director

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GETTING BACK ON TARGET

Learning from Experience: Moving Forward



e.g., Spectrum	e.g., tri- Pride	WRRC
Rainbow Programming	Cultural and Social Programming	?

Rainbow Community

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GETTING BACK ON TARGET

Learning from Experience: Moving Forward



The local Rainbow Community is diverse:

- Different views with respect to how well different identities are represented by existing organizations
 - Individuals still seeking their “voice” in the Rainbow Community
- Individuals have different levels of personal affinity with a sense of Rainbow identity
 - Looking for existing resources within the community to be inclusive to individuals with a Rainbow identity
- Includes allies looking for opportunities to engage with the community
 - Untapped opportunities to engage with existing resources to better support the Rainbow Community

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GETTING BACK ON TARGET

Learning from Experience: Moving Forward



WRRC Hub

- Current WRRC Board
- Creates, supports and leads the Community Coalition
- Develops and maintains the Online Portal

Community Coalition

- Network of community organizations, gov reps and business owners committed to promoting sustainable opportunities for advocacy, awareness, education and community-building that are respectful of the diverse interests within the Rainbow community

Online Portal

- Web-based portal connecting everyone
- Central repository for resources, events and programming aimed at the local Rainbow Community

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GETTING BACK ON TARGET

Learning from Experience: Moving Forward



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Learning from Experience: Moving Forward



- ❑ Initial response from community and government organizations has been extremely positive! There are opportunities to:
 - Enhance internal capacity for organizations to support the Rainbow Community in Waterloo Region
 - Create a more inclusive Waterloo Region
 - Better support for the community by reducing duplication of local services and expertise
 - Collaborate on grants

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Learning from Experience: Moving Forward



- ❑ Potential projects identified by our community partners to date include:
 - Developing training programs for service providers
 - Supporting aging members of the Rainbow Community
 - Contributing to provincial resource development
 - Including the Rainbow Community in existing online portals
 - Inclusion initiatives in local recreation sports
 - Bridging divides between Rainbow and Faith Communities
 - Coordinating a conference for local service providers

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Learning from Experience: Moving Forward

- Rebuild & Re-energize
 - WRRC's volunteer based is limited
 - We need to add to our core volunteer base
- Reconnect
 - Need to reconnect and check-in with the local community
- Re-calibrate
 - It has been over a year since our last community check-in



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Learning from Experience: Moving Forward

- Community Discussion:
 - Which community organizations need to be part of the Coalition?
 - Who should we contact to support WRRC's mission?



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GETTING BACK ON TARGET

Learning from Experience: Moving Forward



- ❑ Think-Pair-Square-Share:
 - Take a few moments to think about the answers to the questions on your own
 - After a few minutes, we will invite you into pairs to discuss your responses
 - After 10 minutes, pairs will be invited to form larger groups, and a facilitator will record the responses



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GETTING BACK ON TARGET

Keeping in Touch

NEXT STEPS



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Keeping In Touch: Next Steps

- How Do I Get Involved?
- How Do I Spread the Word?



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Keeping In Touch: Next Steps

- Waterloo Region Rainbow Coalition
 - Web Address: www.yourwrrc.ca
 - E-mail: yourwrrc@gmail.com
 - Facebook: www.facebook.com/WRRC.Info
 - Twitter: @yourwrrc
- Key Contacts:
 - Community Coalition: Allisa Scott
 - Online Portal: James Saliba
 - WRRC Board: Lana Phillips
 - Upcoming Events: Amanda Nightingale-Terwoord
 - Other: Jeremy Steffler



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Appendix D: Dot-mocracy Results and Analysis

Table A1: Dot-mocracy – Raw Results

AREA OF FOCUS		Green	Yellow	Red	TOTAL	RANK
1	Safety	0	11	0	11	8
2	Lowering instances of Hate Crimes	3	8	2	13	6
3	Creating an effective network for advocacy	8	5	0	13	6
4	Representation at all levels of government	0	5	17	22	1
5	Focusing on long-term, sustainable support for the Rainbow Community	6	1	0	7	9
6	Supporting diversity and inclusivity initiatives	10	0	2	12	7
7	Creating/fostering Rainbow culture/history locally	2	6	13	21	2
8	Developing an on-line presence for the Community	5	5	4	14	5
9	Promoting events/services aimed at the Community	5	7	8	20	3
10	Combating bullying/homophobia in the educational system	9	4	0	13	6
11	Unifying services/organizations targeted at the Community	8	5	2	15	4

Table B1: Dot-mocracy – Ranked Raw Results

1	Representation at all levels of government
2	Creating/fostering Rainbow culture/history locally
3	Promoting events/services aimed at the Community
4	Unifying services/organizations targeted at the Community
5	Developing an on-line presence for the Community
6	Lowering instances of Hate Crimes (tied)
6	Creating an effective network for advocacy (tied)
6	Combating bullying/homophobia in the educational system (tied)
7	Supporting diversity and inclusivity initiatives
8	Safety
9	Focusing on long-term, sustainable support for the Rainbow Community


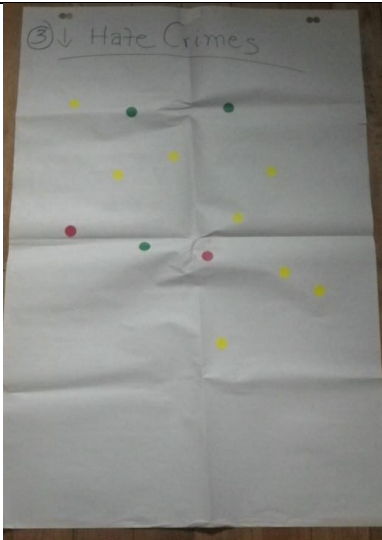
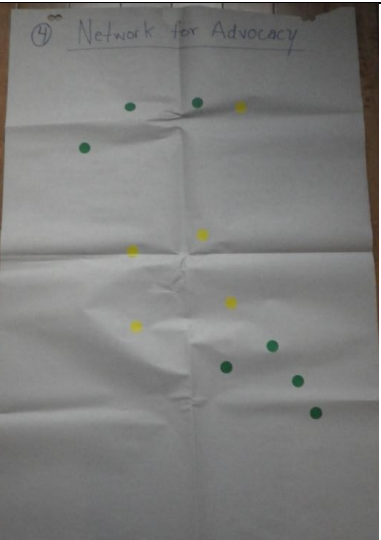
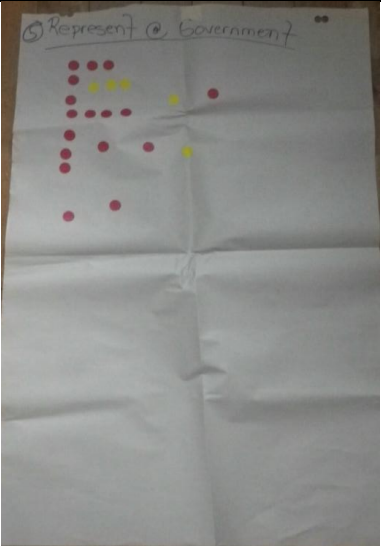
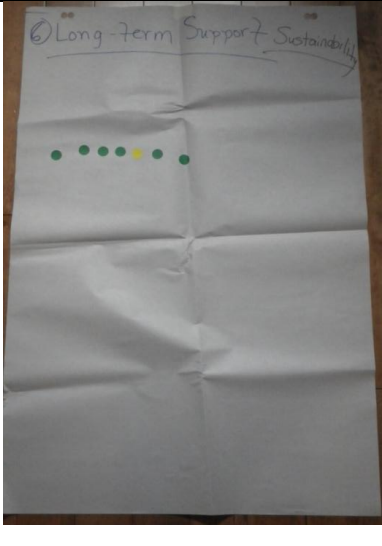
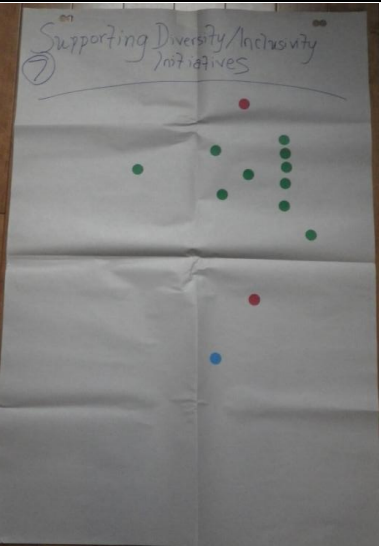
Table A2: Dot-mocracy – Weighted Results


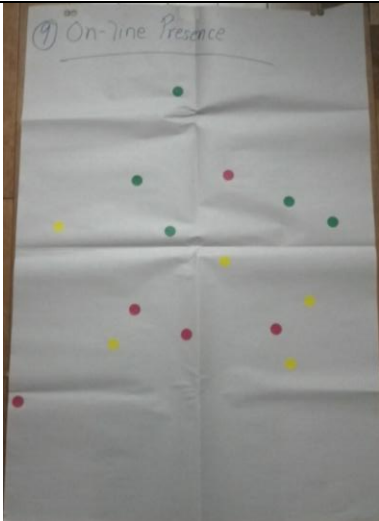
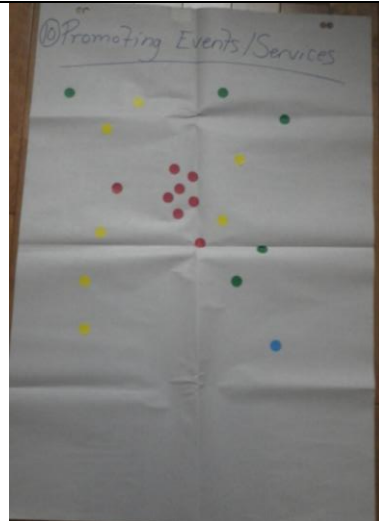


AREA OF FOCUS		Green (2)	Yellow (1)	Red (-1)	TOTAL	RANK
1	Safety	0	11	0	11	7
2	Lowering instances of Hate Crimes	6	8	-2	12	6
3	Creating an effective network for advocacy	16	5	0	21	2
4	Representation at all levels of government	0	5	-17	-12	10
5	Focusing on long-term, sustainable support for the Rainbow Community	12	1	0	13	5
6	Supporting diversity and inclusivity initiatives	20	0	-2	18	4
7	Creating/fostering Rainbow culture/history locally	4	6	-13	-3	9
8	Developing an on-line presence for the Community	10	5	-4	11	7
9	Promoting events/services aimed at the Community	10	7	-8	9	8
10	Combating bullying/homophobia in the educational system	18	4	0	22	1
11	Unifying services/organizations targeted at the Community	16	5	-2	19	3

Table B2: Dot-mocracy – Ranked Weighted Results

1	Combating bullying/homophobia in the educational system
2	Creating an effective network for advocacy
3	Unifying services/organizations targeted at the Community
4	Supporting diversity and inclusivity initiatives
5	Focusing on long-term, sustainable support for the Rainbow Community
6	Lowering instances of Hate Crimes
7	Developing an on-line presence for the Community
7	Safety
8	Promoting events/services aimed at the Community
9	Creating/fostering Rainbow culture/history locally
10	Representation at all levels of government

Dot-mocracy – Results Photos

 <p>① Safety</p> <p>A sheet of white paper with several yellow dots scattered across the surface.</p>	 <p>③ ↓ Hate Crimes</p> <p>A sheet of white paper with several yellow, green, and pink dots scattered across the surface.</p>	 <p>④ Network for Advocacy</p> <p>A sheet of white paper with several yellow, green, and pink dots scattered across the surface.</p>
<p>Safety,</p>	<p>Lowering instances of Hate Crimes,</p>	<p>Creating an effective network for advocacy,</p>
 <p>⑤ Represent @ Government</p> <p>A sheet of white paper with a cluster of red, yellow, and pink dots on the left side and a few more scattered on the right.</p>	 <p>⑥ Long-term Support Sustainability</p> <p>A sheet of white paper with a horizontal line of seven dots in green, yellow, and green.</p>	 <p>⑦ Supporting Diversity/Inclusivity Initiatives</p> <p>A sheet of white paper with a cluster of green dots on the right side, a few scattered on the left, and one blue dot at the bottom.</p>
<p>Representation at all levels of government,</p>	<p>Focusing on long-term, sustainable support for the Rainbow Community</p>	<p>Supporting diversity and inclusivity initiatives,</p>

		
<p>Creating/fostering Rainbow culture/history locally,</p>	<p>Developing an on-line presence for the community,</p>	<p>Promoting events/services aimed at the Community,</p>
		<p>Dot-mocracy:</p> <ul style="list-style-type: none"> • RED DOT - priorities meant that WRRRC should not actively address this initiative and that the initiative may be of relatively low importance at this time, • YELLOW DOT - meant that WRRRC should tackle it as time and resources permit and • GREEN DOT - represented that WRRRC should prioritize this initiative. • BLUE DOT - no relevance
<p>Combating bullying/homophobia in the educational system,</p>	<p>Unifying services/organizations targeted at the Community</p>	