

MARTIN
Prosperity *Institute*

One Year After Toby

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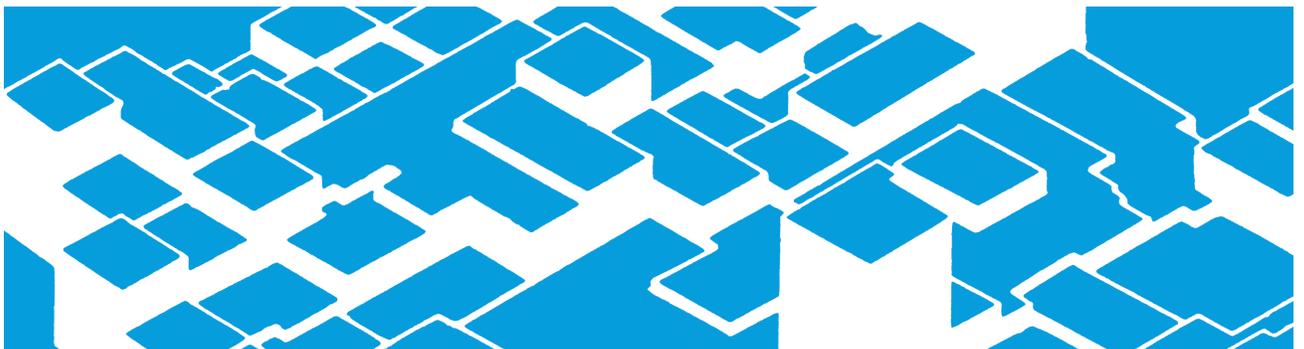


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Toby's First Birthday

One year after Bill 33 (Toby's Act) was passed, a bill that became Ontario law and explicitly outlined transgender people's rights to equal treatment, transgender communities continue to struggle for inclusivity and equality in society and in the workplace due to deeply entrenched social attitudes and perceived 'norms'.

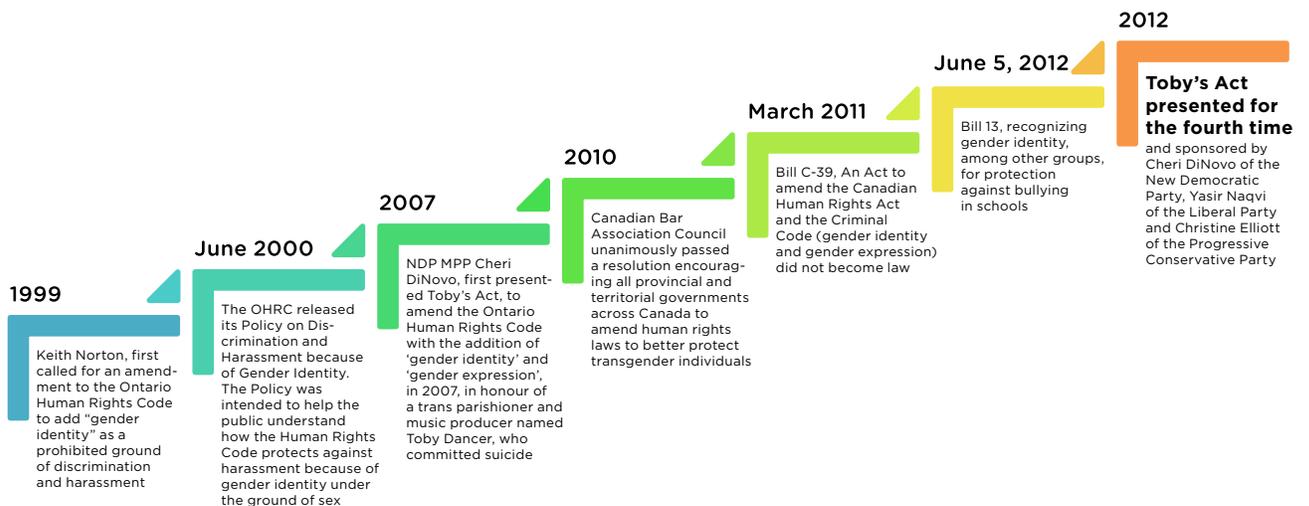
Although Toby's Act serves as a giant step toward transgender equality, without increased public education, public awareness and ongoing political and public policy support for transgender equality and rights, transgender people will continue to live under unjust social and economic pressures that translate into prejudice and inequality. These injustices affect us all; transgender poverty and poor health outcomes translate into increased social spending, hiked taxes, decreased human capital and reduced total factor productivity, which lead to diminished overall GDP.

As we approach the annual Transgender Pride Parade on June 28 2013, it is worthwhile to consider transgender people's current environment and reality as well as how interdependent Toronto's fiscal outcomes and transgender well-being really are.

Exhibit 1 demonstrates the historic steps that led to Toby's Act and the subsequent steps taken (as well as their outcomes) toward further transgender equality.

"The Ladder to Equality"

Exhibit 1



Who is Toby?

Due to social and political variations of meaning, it is important to understand some basic Lesbian, Gay, Bisexual, Transsexual, Transgender, Intersex, Queer, Questioning, 2-Spirited (LGBTTIQQ2S) community definitions. **Exhibit 2** provides a rudimentary outline of some LGBTTIQQ2S descriptions with a specific lean toward trans-related classifications.

With an estimated 2-5% of the population identifying as transgender (“Microsoft Word - transfactsheet.doc - transfactsheet.pdf,” n.d.), we can approximate that 55, 800 – 139,500 people (out of Toronto’s 2.79 million, as recognized by City of Toronto statistics) in Toronto identify as transgender. As Toronto is also a more inclusive space than many others, this estimation may be quite low because a larger amount of transgender people may choose to live in some of Toronto’s more inclusive areas.

Some LGBTTIQQ2S meanings

Exhibit 2



Exhibit 2 definitions retrieved from: (http://www.the519.org/programs/trans/trans_inclusion_project/Definitions.shtml) and (<http://youthline.ca/definitions.html>)

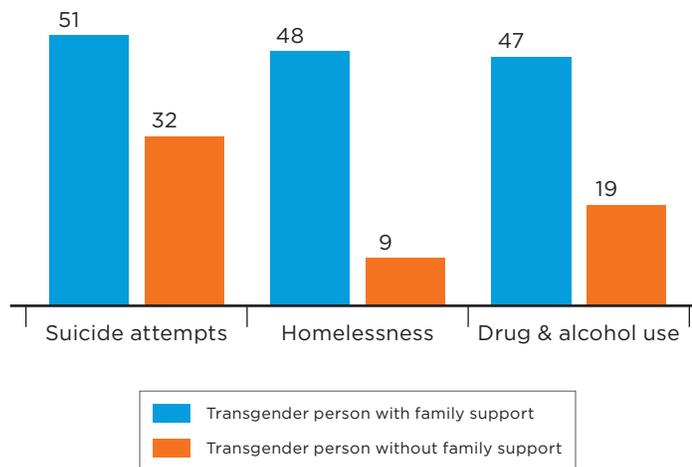
Toby at Home

This year, as Toby’s Act celebrates their first birthday, the ongoing lack of social and family supports for transgender people continue to impede transgender people’s route to enhanced social and health outcomes and economic equality. A 2011 survey of transgender people and their families and supporters noted the eye-opening effects of family support and acceptance on transgender persons’ health and safety outcomes. Notably, transgender people who enjoyed familial support experienced substantially lower risks of suicide attempts, homelessness and drug and alcohol use (http://www.avp.org/storage/documents/Training%20and%20TA%20Center/FORGE_Transgender_People_SOFFAs.pdf).

Exhibit 3 provides visual representation of risks faced by transgender people with accepting vs. rejecting families.

Rate of risk by percentage for Transgender people with family supports vs. without family supports

Exhibit 3



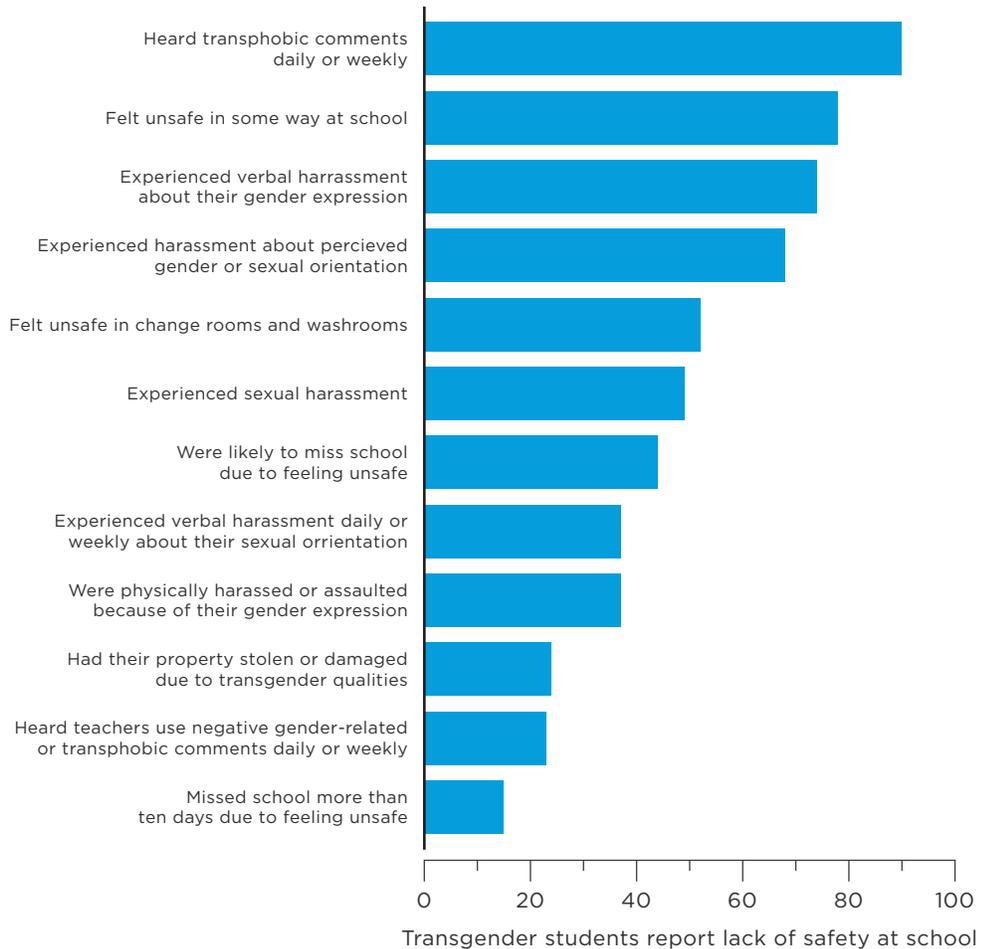
Toby at School

Despite the passage of Toby’s Law and increased public attention on transgender issues, it is an unfortunate reality that young transgender people continue to experience transphobia in their schools. Without expanded teacher education and updated school policies around transgender inclusion, transgender youth will continue to suffer from demeaning and inappropriate language and treatment. This leads to increased dropout rates among transgender youth and thus compromise transgender people’s life-span earning potential and quality of life.

Exhibit 4 demonstrates types of transphobia experienced by students.

Some transgender students report violence, harassment and Transphobia at school

Exhibit 4

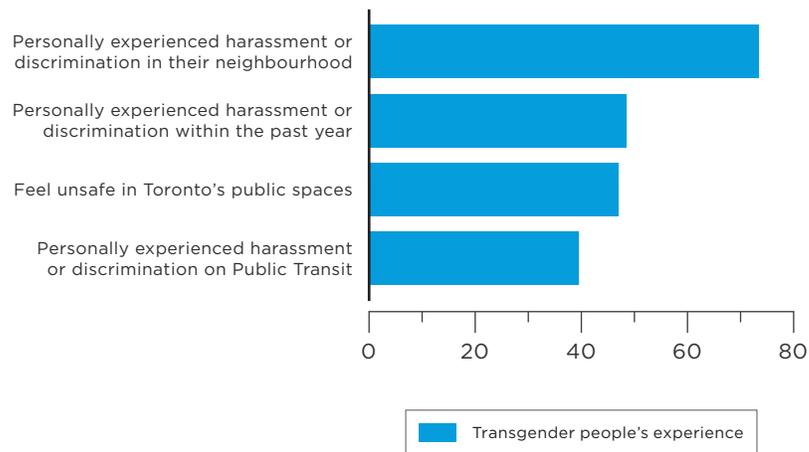


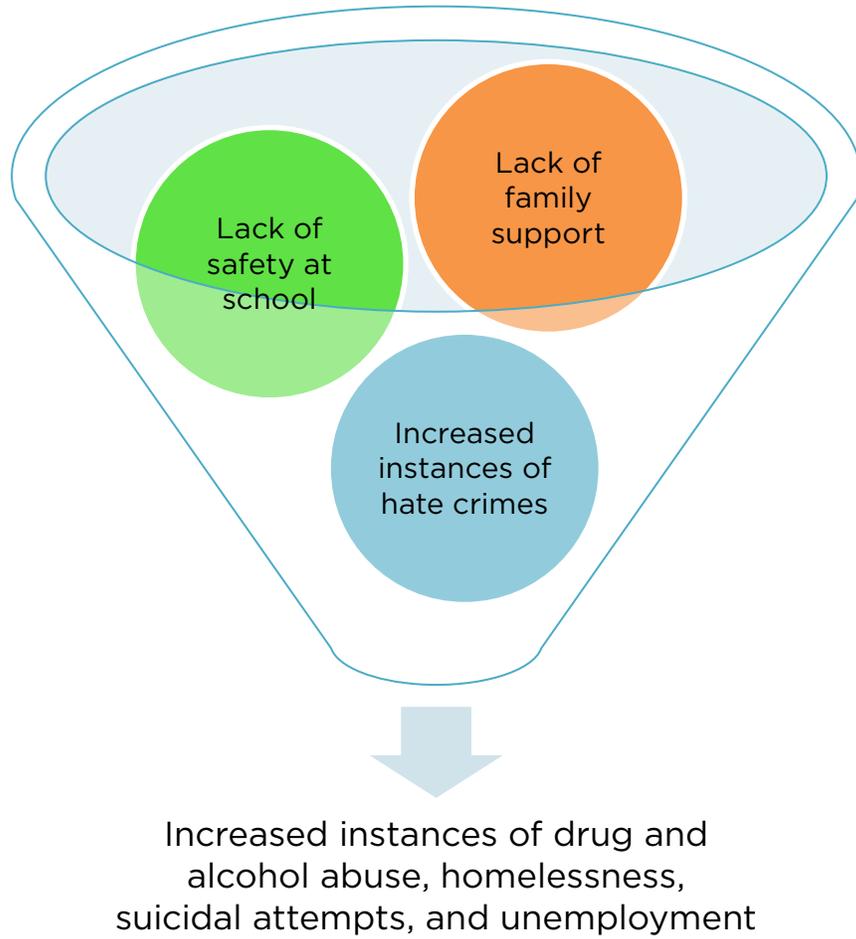
Toby's Safety

According to the City of Toronto Police Services, the Transgender community has been one of the three most targeted groups for hate crimes since 2006 (<http://www.toronto.ca/legdocs/mmis/2013/ex/bgrd/backgroundfile-58139.pdf>). Furthermore, a recent Toronto Survey discovered that 48.5% of transgender people stated they experienced harassment or discrimination within the past year, 46.9% reported feeling unsafe in Toronto's public spaces and 73.5% stated that they have personally experienced harassment or discrimination in their neighbourhoods with 39.4% declaring they most commonly experienced harassment on public transit ("Research Findings of the Online Survey on Safety Needs of the LGBT-TIQQ2S women and Trans communities - pushed.back.report.09.pdf," n.d.)

Transgender people's experience of harassment and discrimination in Toronto

Exhibit 5





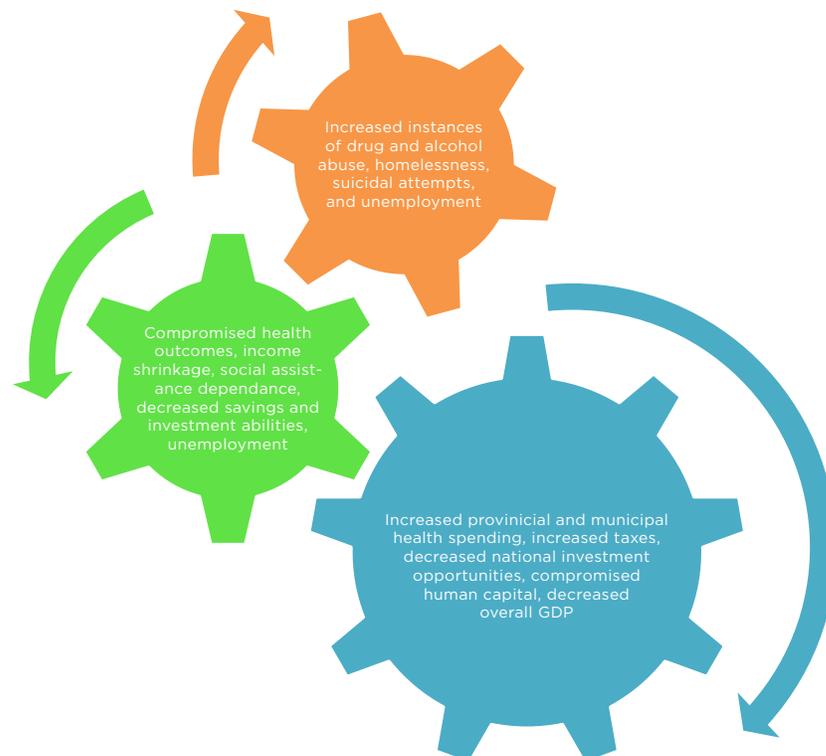
Toby's Toronto

Transgender people's social and financial losses (due in large part to entrenched social transphobia) do not exist in a vacuum. These losses lead to compromised health outcomes, which translate into increased provincial health spending and thus increased taxes; income shrinkage, which translates into increased dependence on social programs and social assistance and accordingly into increased public spending as well as decreased abilities for savings and investments, which also translates into decreased national investment opportunities; unemployment, which translates into a compromised human capital and thus decreases overall GDP; and a less tolerant city, which diminishes Toronto's ability to create and attract Creative Class populations.

Exhibit 7 demonstrates potential negative City outcomes for Toronto as a consequence of Transphobic exclusion.

Potential negative City outcomes for Toronto as a consequence of Transphobic exclusion

Exhibit 7



This is to say that, when any group of people are precluded from enjoyment of equal rights and opportunities, inclusive practices and accepting communities, everyone, no matter how much removed, suffers.

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