

Special programs approvals granted

Disclaimer: The description of each Special Program is based on the original application and may use language now considered out dated.

Applicant	Effective dates	Program
BC Centre for Disease and Control	12-Sep-2022 12-Sep-2027	Restrict hiring to persons of Indigenous ancestry for positions in the Chee Mamuk Program.
BCGEU	17-Dec-2021 17-Dec-2026	Exclusive hiring of BIPOC candidates for practicum positions and preferential hiring of BIPOC candidates in the Field Services Department.
BCIT	17-Nov-2021 17-Nov-2026	Restrict eligibility for a pilot educational program to diverse groups of marginalized women.
BC Nurses Union	10-May-2018 01-May-2023	Preferential hiring to persons of colour or Indigenous persons or members of the LGBTQ community or persons with disabilities in the positions of Administrative Support, Human Rights & Equity Committee.
BC's Office of the Human Rights Commissioner	01-Apr-2021 01-Apr-2026	Exclusive hiring of Indigenous candidates for the position of Indigenous Strategist.
BC Transit	02-Jun-2022 02-Jun-2027	Preferential hiring of a self-identified Indigenous applicant for the position of Manager, Indigenous Relations
Belle Construction	17-Aug-2019 17-Aug-2024	Restrict hiring to female tradespersons.
Burnaby Public Library	22-Nov-2021 22-Nov-2026	Preferential hiring of candidates who self-identify as Indigenous, Black or a person of colour (BIPOC) for all exempt positions.
Camosun College	26-Mar-2021 26-Mar-2026	Preferential and/or limited hiring of Indigenous applicants for selected faculty and staff positions on a case-by-case basis.
	25-Jan-2022 25-Jan-2027	Priority ranking and waitlisting of Indigenous student applicants for health programs.
Capilano University	10-Feb-2021 10-Feb-2026	Exclusive hiring of Aboriginal candidates into specialized positions and course assignments throughout the institution.
Capital Regional District	24-Feb-2022 24-Feb-2027	Preferential hiring of people who self-identify as having local First Nations ancestry for three auxiliary positions.
Catherine White Hollman Wellness Centre	26-Mar-2021 26-Mar-2026	Preferential hiring to paid and volunteer positions for individuals self-identifying as trans women and individuals on the trans-feminine spectrum, Indigenous people, Black people and people of colour, people with disabilities, nonbinary, and other trans and queer individuals.

All special programs approved prior to April 1, 2020 were approved by the BC Human Rights Tribunal.

City of New Westminster	22-Oct-2021 22-Oct-2023	Restricted hiring of a self-identified Indigenous candidate for the position of Indigenous Relations Advisor.
Community Legal Assistance Society	14-Dec-2022 14-Dec-2027	Exclusive hiring of an Indigenous applicant for the role of Indigenous Lawyer.
College of New Caledonia	07-Dec-2009 02-Jan-2025	<p>Restrict hiring to Aboriginal applicants for positions in the following categories:</p> <ul style="list-style-type: none"> a. Employees providing direct operational, instructional or administrative service to primarily Aboriginal students (i.e. Aboriginal Academic Advisor, Aboriginal Liaison, Senior Policy Advisor/Manager of Aboriginal Services). b. Employees instructing courses whose content is primarily Aboriginal (i.e. Aboriginal Studies courses, Aboriginal Early Childhood Education, College & Career Preparation – Lheidli Project). c. Employees offering services and/or programs funded through Aboriginal-specific funding initiatives. d. Administrators working on campus with significant numbers of Aboriginal learner, or with a significant population of Aboriginal peoples in their campus area. e. The candidates for positions covered by this Special program will be able to provide written proof of Aboriginal ancestry through a nationally or provincially recognized Aboriginal organization. All candidates must fall under the description of Aboriginal as defined in the <i>Constitution Acts of 1982</i>, Part II, Section 35(2), as the “Indian, Inuit and Metis peoples of Canada”.
	12-Feb-2020 12-Feb-2025	Limit access to the College’s Aboriginal Centres and the services it offers through the Centres to Indigenous persons only.
College of the Rockies	14-Sep-2021 14-Sep-2026	Preferential hiring of persons who self-identify as Indigenous for positions on the Indigenous Education team.
Community Living BC	21-Jun-2021 21-Jun-2026	Exclusive hiring of candidates who self-identify as Indigenous for roles within the Indigenous Relations Department.
Covenant House	17-Jul-2014 25-Oct-2025	Restrict advertising and hiring for a total of 78 positions to persons of female gender, over the term of the approval.
Directors Guild of Canada	28-Oct-2019 28-Oct-2024	Operate a searchable database of voluntary information about individual directors’ protected characteristics for the purpose of facilitating hiring of diverse directors in BC’s film and television industry.

	10-Feb-2023 10-Feb-2028	Initiative to provide information to employers on the identity characteristics of DGC BC Members and Permittees to increase hiring of diverse candidates.
Emily Carr University of Art & Design	22-Jan-2019 22-Jan-2024	Preferential hiring of persons who self-identify as Indigenous for up to five tenured or tenure-track faculty member positions.
	26-Mar-2020 26-Mar-2025	Restrict hiring to either an Indigenous or racialized candidate that possesses the qualifications for the position of Vice Provost, Students.
	25-Apr-2019 25-Apr-2024	Exclusively hire a person who self-identifies as Indigenous for the position of Tier 1 Canada Research Chair, Indigenous Research
	10-Feb-2021 10-Feb-2026	Preferential hiring of persons who self-identify as Aboriginal or racialized for seven tenured or tenure-track faculty member positions across multiple fields.
First Nations Education Steering Committee Society	12-Dec-2012 28-Jun-2023	Recruitment and hiring preference to persons of First Nations ancestry who meet the qualifications and skill requirements for FNEESC positions.
Fraser Health Authority	07-Aug-2019 07-Aug-2024	Preferential hire of qualified persons who self-identify as Indigenous for specific positions in the Aboriginal Health Program and Indigenous Primary Health and Wellness Program.
Kwantlen Polytechnic University	17-Feb-2022 17-Feb-2027	Preferential hiring of self-identified Indigenous applicants for 10 faculty positions, 5 administrative positions, and 7 staff positions.
HaiCo Group	23-Apr-2018 23-Apr-2023	Preferential hiring of qualified persons of Haida ancestry for all positions in the HaiCo Group.
Hazleton Community Services	31-Aug-2018 31-Aug-2023	Restrict hiring in a support person position to a male applicant.
Indigenous Perspectives Society	07-Mar-2022 07-Mar-2027	Preferential hiring of individuals who self-identify as Indigenous for all positions.
Interior Health	20-Apr-2022 20-Apr-2027	Preferential hiring of self-identified Aboriginal candidates for all excluded positions across the organization.
Legal Aid BC	04-Oct-2007 02-Nov-2027	Restrict hiring for the position of Manager, Indigenous Services to a self-identified Indigenous person.

	15-Jul-2008 07-Jan-2024	Limit hiring and/or provide preference to people of aboriginal ancestry for the position of Family Staff Lawyer – Terrace
	16-Jan-2018 27-Feb-2028	Preferential hiring of self-identified Indigenous candidates for all Aboriginal Community Legal Worker positions throughout BC
	26-May-2023 26-May-2028	Preferential hiring to persons of Aboriginal background for the Coordinator, Indigenous Services
	17-Mar-2023 17-Mar-2028	Restrict hiring to candidates of Indigenous ancestry for the position of Vice President, Indigenous Services
	24-May-2018 10-May-2023	Restrict to Indigenous hires for 6 positions in Indigenous Services Division
Lululemon Athletica	17-Nov-2021 17-Nov-2026	Preferential hiring of members of racialized groups until representation targets have been met.
Métis Provincial Council of British Columbia	25-Mar-2020 25-Mar-2025	Preferentially hire qualified individuals who self-identify as Aboriginal (First Nations, Métis or Inuit) for all open positions at Métis Nation British Columbia.
Metro Vancouver	17-Mar-2023 17-Mar-2025	Preferential hiring of two Senior Policy Analysts who self-identify as Indigenous.
Mission Association for Community Living	24-Feb-2022 24-Feb-2027	Restrict hiring for 7 positions to self-identified women in order to provide support to an individual with unique needs.
NEC Native Education College	01-Sep-2008 01-Sep-2023	Restrict programs and services to Aboriginal peoples and preference to Aboriginal people in hiring.
Nlha'7kapmx Child & Family Services Society	31-Jul-2019 31-Jul-2024	Preferential hiring of qualified persons who self-identify as Indigenous for all positions that directly interface with the children and families of the Nlha'7kapmx communities that the Society serves.
North Island College	20-Nov-2014 13-Nov-2024	Hiring restricted to persons of Indigenous ancestry for a series of specific positions.
North Island College	09-Oct-2012 16-Nov-2027	Priority admission to self-identified Indigenous students in select programs.
Office of the Ombudsperson	16-Jan-2020 16-Jan-2025	Exclusive hire of Indigenous applicant for the position of Indigenous Liaison Officer.

Office of the Representative for Children and Youth	18-Oct-2017 16-Nov-2027	Restrict hiring to self-identified Indigenous applicants for most positions until a target of 25% of regular staff is reached.
Plea Community Services	07-Nov-2019 07-Nov-2024	Exclusively hire women for all positions that work directly with participants in the Daughters & Sisters Program.
	17-Jan-2020 17-Jan-2025	Exclusively hire men for 4 Addiction Support Worker positions in the Waypoint Program.
Provincial Health Services Authority (PHSA)	08-Dec-2020 08-Dec-2025	Preferential hiring of persons who self-identify as Indigenous (status and non-status First Nations, Metis and Inuit) for positions in the Indigenous Health Department.
	26-Apr-2021 26-Apr-2026	Preferential hiring of self-identified First Nations (status/non-status), Inuit and Métis people who have the required academic background and/or experience into the position of Care Coordinator in the Outpatient Psychiatry Department at BC Children's Hospital
	14-Sep-2021 14-Sep-2026	Preferential hiring for applicants of self-identified Indigenous ancestry for seven positions in the Indigenous Health Services at BC Women's & Children's Hospitals
	02-Jun-2022 02-Jun-2027	Preferential hiring of self-identified Indigenous people into regular and developmental roles in BC Emergency Health Services.
	27-Jul-2022 27-Jul-2027	Preferential hiring of applicants spanning all fields of practice who self-identify as Black, Indigenous, People of Colour, or transgender for positions that are excluded (non-unionized).
Rise Women's Legal Centre	20-Mar-2019 20-Mar-2024	Legal Services restricted to self-identified women.
Royal Roads University	26-May-2023 26-May-2028	Preferential and limited hiring of self-identified Indigenous people, visible minorities, and persons with disabilities for various positions, including faculty roles, staff roles across various departments, and Canada Research Chairs.
School District 22 (Vernon)	12-Apr-2021 12-Apr-2026	Preferential hiring of applicants with self-identified Indigenous ancestry for all positions in the school district.
School District 23 (Central Okanagan)	19-Dec-2003 08-Feb-2024	Hiring restricted to persons of Aboriginal ancestry for the positions of Aboriginal Student Advocate, Aboriginal Cultural Facilitator, Aboriginal

		Cultural Assistant, Okanagan Language Instructor and Aboriginal Cultural Presenter.
School District 23 (Central Okanagan)	28-Sept-2011 04-Jun-2026	Preferential hiring for teachers with Aboriginal ancestry.
School District 28 (Quesnel)	16-Dec-2008 07-Jan-2024	Restrict hiring to persons of Indigenous ancestry for a number of positions within its Aboriginal Education Department including: Aboriginal Teachers, Aboriginal Education Support Workers and Aboriginal Youth Care Workers. Restrict hiring of one teaching position outside of the Aboriginal Education Department per school year to a qualified candidate of Aboriginal ancestry. If no qualified candidate applies the position will be rescinded and posted as a continuing position without additional qualification of Aboriginal ancestry.
School District 34 (Abbotsford)	16-Jan-2020 16-Jan-2025	Restrict hiring to persons with disabilities for six (6) Custodian Assistant positions within its Facilities Department.
School District 35 (Langley)	17-Jul-2014 15-Nov-2024	Preferential hiring of persons of Aboriginal ancestry for the positions of Aboriginal Support Worker, District Teacher (Aboriginal Program) and Aboriginal Learning Support Teacher.
School District 36 (Surrey)	10-Mar-1999 14-Jun-2024	Restrict advertising and hiring to people of Aboriginal ancestry for 1 Director of Instruction, 1 District Vice Principal, 10 Teachers and 45 Support Workers in the Aboriginal Education Program.
	22-Mar-2019 22-Mar-2024	Restrict advertising and hiring to people from specific minority cultures and linguistic backgrounds who have requisite language skills in each language, including in some cases restricted to a member of that community, as Multicultural Workers to a maximum of 18 positions. Restrict advertising and hiring to people that speak one or more of a number of languages as Settlement Workers in Schools under the Settlement Program, to a maximum of 25 positions.
	17-May-2023 17-May-2028	Preferential hiring of applicants who self-identify as being from racialized groups, such as Black, Indigenous, or other persons of colour, for two Racial Equity Helping Teachers positions to lead programs in education and training on racial equity, anti-racism, and diversity.
School District 37 (Delta)	20-May-2022 20-May-2027	Preferential hiring of candidates who self-identify as Indigenous for all positions within the School District until the proportion of Indigenous employees matches the proportion of Indigenous students.
School District 38 (Richmond)	16-Mar-2021 16-Mar-2026	Preferential hiring of teachers and associated professionals who self-identify as Aboriginal, as well as layoff protection, if needed, for teachers and associated professionals who self-identify as Aboriginal.

School District 39 (Vancouver)	16-Aug-2019 16-Aug-2024	Preferentially hire persons of Aboriginal ancestry for positions within the Indigenous Education Department to create or exceed parity in proportion to Aboriginal educators and Aboriginal students in the District. Restrict hiring to a person of Aboriginal ancestry for the position of Indigenous Education Worker.
School District 40 (New Westminster)	16-Mar-2021 16-Mar-2026	Exclusive hiring of self-identified Indigenous applicants for teaching positions supported by targeted funding for Aboriginal Education programs and preferential hiring of self-identifying Indigenous applicants for all other teaching positions until a target of three percent representation is achieved.
School District 41 (Burnaby)	20-May-2021 20-May-2026	Indigenous equity hiring program.
School District 42 (Maple Ridge-Pitt Meadows)	24-Nov-2003 14-Dec-2023	Preferential hiring to persons of Aboriginal ancestry for the following positions: Aboriginal Resource Teacher, Aboriginal Support Worker, Aboriginal Cultural Worker and Aboriginal Child Care Worker.
School District 43 (Coquitlam)	01-Oct-2002 31-May-2023	Hiring restricted to persons of Aboriginal ancestry for positions of Youth Workers in the Aboriginal Program.
School District 43 (Coquitlam)	24-Jun-2011 22-Oct-2026	Preferential hiring of self-identified Indigenous applicants into teaching positions until such time as the percentage of Indigenous teachers is equal to the percentage of Indigenous students in the District.
School District 45 (West Vancouver)	24-Sep-2021 24-Sep-2026	Preferential hiring of persons of Indigenous ancestry for the positions of Indigenous Success Teacher or Indigenous Youth Worker.
School District 48 (Sea to Sky)	09-Apr-2014 19-Apr-2027	Preferential hiring of candidates who self-identify as Indigenous, LGBTQIA2S+, a member of a visible minority, or a person with a disability for all positions until the proportion mirrors that of the general population based on census data.
School District 50 (Haida Gwaii)	10-Feb-2021 10-Feb-2026	Preferential hiring of new staff with Haida and/or other Indigenous ancestry who have demonstrated knowledge and experience of Haida culture.
School District 52 (Prince Rupert)	16-Mar-2021 16-Mar-2026	Preferential hiring and layoff protection for persons of Aboriginal ancestry for any positions that come available or are created under Aboriginal education target funds.
School District 53 (Okanagan Similkameen)	12-Apr-2021 12-Apr-2026	Restrict hiring of Indigenous Advocates to candidates of self-identified Indigenous ancestry.
School District 54 (Bulkley Valley)	10-Apr-2019 10-Apr-2024	Preferential hiring to persons who self-identify as Aboriginal for an Aboriginal Education Worker position.

School District 57 (Prince George)	07-Dec-2018 07-Dec-2023	Preferential hiring for several positions in the Aboriginal Education Department.
School District 60 (Peace River North)	12-Sep-2022 12-Sep-2027	Preferential hiring of self-identified Indigenous applicants for positions related to Indigenous Education programs.
School District 61 (Greater Victoria)	18-Jul-2022 18-Jul-2027	Preferential hiring of Indigenous applicants for all positions funded to support Indigenous Students and preferential hiring of Indigenous and Racialized applicants for continuing teaching contract positions.
School District 63 (Saanich)	28-Oct-1998 07-Dec-2023	Hiring preference for persons of First Nations ancestry for the positions of First Nations Support Teachers and First Nations Education Assistants.
School District 67 (Okanagan Skaha)	10-Jan-2023 10-Jan-2027	Preferential hiring of self-identified Indigenous applicants for all positions until the proportion matches the that of Indigenous students
School District 69 (Qualicum)	18-Oct-2013 15-Mar-2024	Preferential hiring to persons of First Nations, Métis and Inuit ancestry for one teaching position and seven Indigenous Home School Liaison Workers.
School District 71 (Comox Valley)	10-Feb-2016 16-Mar-2026	Preferential/restricted hiring of persons who self-identify as Indigenous for specific positions in the Indigenous Education program.
School District 74 (Gold Trail)	26-Apr-2021 26-Apr-2026	Preferential hiring of self-identified Indigenous candidates for all positions across the organization.
School District 75 (Mission)	24-Aug-2021 24-Aug-2026	Preferential hiring of self-identified Indigenous applicants for four teaching positions.
School District 79 (Cowichan Valley)	23-Aug-2022 23-Aug-2027	Preferential hiring of self-identified Indigenous applicants for all teaching positions.
School District 82 (Coast Mountains)	07-Jan-2008 08-Apr-2023	Hiring preference to qualified applicants with Aboriginal ancestry and intimate knowledge of First Nations language and culture for Aboriginal education positions.
School District 83 (North Okanagan/Shuswap)	24-Aug-2021 24-Aug-2026	Preferential hiring of self-identified applicants of Indigenous ancestry for Indigenous education worker positions.
School District 84 (Vancouver Island West)	02-Nov-2022 02-Nov-2027	Preferential hiring of self-identified applicants of First Nations ancestry for all positions until the proportion of employees equals the proportion of self-identified First Nations students.
School District 91 (Nechako Lakes)	27-Jul-2007 15-Mar-2023	Restrict the recruitment and hiring for 25 positions in all staffing areas including administration, teaching and support staff to candidates of First Nations ancestry.

All special programs approved prior to April 1, 2020 were approved by the BC Human Rights Tribunal.

Simon Fraser University	13-Dec-2018 13-Dec-2023	Preferential hiring of a scholar for a tenure-track position in the Faculty of Health Sciences to a candidate who self-identifies as Indigenous.
	24-Sep-2021 24-Sep-2026	Restrict recruitment and hiring for the position of Director, Indigenous Student Services to candidates who self-identify as Indigenous.
Seyem' Qwantlen Business Group	15-Feb-2015 15-Feb-2023	Preferential hiring to persons of Aboriginal ancestry in all jobs, including on-call and casual positions for a period of three years.
Strathcona Regional District	10-Feb-2021 10-Feb-2026	Preferential hiring of qualified persons who self-identify as Indigenous for the First Nations Coordinator position.
Surrey Public Library	20-May-2022 20-May-2027	Exclusive hiring of a self-identified Indigenous candidate for the position of Indigenous Services Coordinator.
TRIUMF	04-Feb-2020 04-Feb-2025	Preferential hiring of women in the following positions in order to achieve a representation rate of 30%. Board Appointed Research Scientists, Staff Scientists, Engineers, Infor Systems & Technology, Technicians/Technologists, Postdocs, Graduate Students and Faculty Joint Appointments.
University of Northern British Columbia	24-Sep-2021 24-Sep-2023	Preferential hiring of a self-identified Indigenous candidate who can provide proof of connection to community for a position in the Department of First Nations Studies.
University of British Columbia	03-Jul-2019 03-Jul-2024	Appointment of 12 Canada Research Chair program positions.
	21-Jun-2021 21-Jun-2026	Exclusive hiring of a female biology profession at UBC Okanagan.
	12-Jul-2021 12-Jul-2023	Exclusive hiring of an Indigenous candidate for multiple Allard School of Law faculty positions.
	10-Jan-2022 10-Jan-2027	Restrict eligibility for a research experience program to students from equity deserving groups.
	17-Dec-2021 17-Dec-2026	Exclusive hiring of self-identified black applicants for a manager and advisor position in the Office of the VP Students.
	16-Mar-2022 16-Mar-2027	Preference for individuals who self-identify as Indigenous or racialized for six faculty positions in the School of Architecture and Landscape Architecture.

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	16-Mar-2022 16-Mar-2027	Exclusive hiring of self-identified women or non-binary people, with preference to those who self-identify as disabled, racialized, and/or Indigenous for positions in the Department of Biochemistry.
	12-May-2022 12-May-2024	Restrict participation in the Community Based Work Learn Program to students who self-identify and/or as having a disability.
	23-Aug-2022 23-Aug-2025	Exclusive hiring of a self-identified Black candidate for the position of Black Student Success Coordinator at UBC Okanagan.
	12-Sep-2022 12-Sep-2024	Exclusive hiring of a women or non-binary candidate for a tenure-track Assistant Professor position specializing in Political Theory.
	02-Nov-2022 02-Nov-2027	Exclusive hiring of individuals who self-identify as racialized, Indigenous, disabled and/or non-binary for general faculty positions at the UBCO School of Health and Exercise Sciences, and those who additionally self-identify as women for physiology research positions.
	17-Mar-2023 17-Mar-2026	Exclusive hiring of self-identified people with disabilities, Indigenous people, racialized people, women, and people with minoritized sexual orientations or gender identities for two Assistant Professors positions in Nanomedicine and Chemical Biology.
University of the Fraser Valley	17-Dec-2021 17-Dec-2026	A series of preferential and exclusive hiring initiatives targeting Indigenous applicants across all departments.
University of Victoria	24-Jan-2002 29-Sep-2027	Exclusive and preferential hiring of self-identified Indigenous people, women, persons of Black/African/Caribbean descent, members of a visible minority, people with diverse gender identities, and persons with disabilities for all employee positions including faculty, librarians, leadership, and staff positions.
University of Victoria Students' Union	18-Jul-2022 18-Jul-2027	Restricting hiring of positions in UVSS' advocacy groups to self-identified individuals from their respective communities.
Vancity Credit Union	22-Oct-2021 10-Feb-2028	Recruitment and professional development program restricted to self-identified BIPOC and transgender applicants.
Vancouver Coastal Health	23-Jan-2017 21-Jun-2027	Restrict hiring to women, including trans women for positions within the Women's Intensive Case Management Team
	05-Sep-2019 05-Sep-2024	Exclusively hire gay men for one counsellor position in the Vancouver Addictions Matrix Program.

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	26-Mar-2021 26-Mar-2026	Preferential hiring of self-identified Indigenous applicants for the position of Indigenous Cultural Youth Care Worker.
	04-Jun-2021 04-Jun-2026	Restrict hiring for specific clinical staff positions in the Sisters Together Active in Recovery (STAR) program to self-identified women applicants.
	24-Feb-2022 24-Feb-2027	Preferential hiring of self-identified Indigenous applicants for the role of Indigenous Peer Advocate.
	28-Nov-2022 28-Nov-2027	Preferential hiring of self-identified trans, gender-diverse, two-spirit or non-binary candidates to two positions.
Vancouver Island University	28-Feb-2014 18-Mar-2024	Allow preferential hiring to persons of Aboriginal ancestry for position of Education Advisor, Services for Aboriginal Students – Nanaimo Campus.
	26-Mar-2021 26-Mar-2026	Restrict hiring to persons of Aboriginal ancestry for a Counsellor position, Services for Aboriginal Students, Nanaimo Campus.
	10-Dec-2018 10-Dec-2023	Preferential hiring for two positions in VIU's Indigenous/Xwulmuxw Studies Department for persons who self-identify as Indigenous.
	22-Nov-2021 22-Nov-2026	Limited or preferential hiring for instructional faculty positions from the following equity deserving groups: Indigenous peoples; Racialized Persons; Persons with disabilities; Persons identifying as 2SLGBTQ+; and Women up to a maximum of 25 positions
Vancouver Parks Board	24-Feb-2024 24-Feb-2027	Exclusive hiring of 2SLGBTQ and 2STGD people for two positions in a recreation and community development setting.
Visceral Visions Society	24-Oct-2019 24-Oct-2024	Limit provisions of the CultureBrew.Art program to self-identified Indigenous or racialized persons.
WAVAW Rape Crisis Centre	07-Jan-2019 07-Jan-2024	Restrict access of services to trans and cisgender women, Two Spirit, trans and non-binary people. Restrict access of Specialized Services to persons who are trans-identified. Restrict hiring to trans-identified people for positions which provide Specialized Services to self-identified trans clients.

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