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**Solution Planner**

*In Step 4 (see* [*www.gegi.ca*](http://www.gegi.ca)*), bring what you have learned from Gegi and your supporting adults (or friends, if you do not have an adult in your corner) to a person with the power to change what is happening to you.* ***Gegi’s School Who’s Who*** *can help you figure out who this is. It’s a good idea to bring solutions with you when you meet with that powerful person. They might not know as much about gender identity and gender expression as you do, or understand their legal responsibilities. [Square brackets] mean add your own info.*

**Pro tip:** Gegi’s **Gender Needs Assessment Tool** will help you figure out what you need. We suggest completing it before you tackle this Solution Planner.

**Describe the problem in a couple of sentences.**

[The solutions you suggest will each address this problem in some way.]

**What is the BEST thing that could happen? When your problem is totally gone, what does that look like?**

*BEST solutions are things that will take time, and cost money.*

[EXAMPLE: The school is renovated so that there are all-gender washrooms for students in every wing in the school, and there are no barriers to using them, like locks.]

**What would be BETTER than your current situation? Not the best thing, but a big improvement.**

*BETTER solutions don’t cost much money, but they can take time.*

[EXAMPLE: All single-stall staff washrooms are made into all-gender washrooms any student can use.]

**What is a GOOD-ENOUGH change, for now? What will make your life easier, for the school year?**

*GOOD solutions are quick fixes that can happen tomorrow, on the way to BETTER or BEST.*

[EXAMPLE: The single-stall staff washroom beside the main office is made available to me, and all staff are informed so that no one stops me from using it.]

**How to use your Solution Planner when you meet with someone who has the power to make change**

Gegi can’t predict how every person will respond, but we do have some suggestions.

1. **Put it all on the table**. Share your BEST, BETTER and GOOD solutions once you have described the incident(s) of discrimination that have happened to you at school.
2. Insist that your BEST solution will not only meet your needs, but also help the school: it won’t fail to meet its legal human rights obligations toward **other students in the future**.
3. If they say “these things take **time**,” you can say “I understand, but let us discuss how much time [solution] will take. I have been learning about gender identity and gender expression self-advocacy from [www.gegi.ca](http://www.gegi.ca) which was made by experts in law and education using the most recent research and caselaw. I understand it is your responsibility to begin taking action now that you know this is happening to me at school.”
4. If they say “we don’t have the **budget**,” you can say “I have been learning about gender identity and gender expression self-advocacy from [www.gegi.ca](http://www.gegi.ca) which was made by experts in law and education using the most recent research and caselaw. The amount of money it would cost to [do your BEST or BETTER solutions] is unlikely to be seen as undue hardship by a human rights tribunal. I am confident that the money can be found.”
5. **Don’t leave** the meeting until:
	1. The person has committed to implementing the GOOD solution;
	2. The person has stated what action they are going to take about the BETTER solution;
	3. You have a follow-up meeting date and time.
6. Send a **follow-up email** right away – the Gegi Email Primer tells you how.
7. Remember to log the meeting in your **Gegi Self-Advocacy Log**. If it was a good meeting, write about what people committed to doing (#5 above). If the meeting was unhelpful or made you feel unsafe, then you may have experienced more discrimination – log it as an incident, and add an Incident Report in your Log. Re-group with your team and make sure you are getting the help and care you need.



**Hoof-five! This can be hard to do. Now finish up like a pro, if you want to:**

Visit <law.gegi.ca> and use our keyword searches to find **human rights cases** in any province, starting with your own. These cases help determine what discrimination looks like, and what a place like a school must to do prevent and respond. Find a case or two like yours, and bring its name and Gegi’s Takeaway to your meeting. Talk about cases to show you know your stuff.