



Fall Update

September 2023

We might be a few days ahead of the pumpkin spice latte, but we couldn't wait any longer to share some exciting news with you.

Read below to find information on the latest initiatives happening within the Public Service Pride Network (PSPN/the Network):

- 5th Annual Public Service Pride Week
- Launch of two **NEW** Interdepartmental Working Groups
- Upcoming Important Dates (National Day for Truth and Reconciliation, LGTB History Month and Gender Equality Week)
- Launch of Guide for Two-Spirit, Transgender, Non-Binary and Gender Diverse Employees in the Federal Public Service
- 2SLGBTQIA+ Executive Network
- Onboarding Resources for 2SLGBTQIA+ employees
- Launch of Cohort 2 of the Pride Mentoring Program
- Government of Canada Workplace Charitable Campaign (GCWCC)
- Launch of the Diverse Leadership Development Programs and Building Black Leader Cohort 2
- Accessibility Passport Feedback
- PSPN goes to Montreal, Halifax and Edmonton
- PSPN Social Events in the NCR and Halifax
- The PSPN Secretariat
- Join Us On A Micro-assignment
- How to Stay Updated

The PSPN has become an invaluable resource for 2SLGBTQIA+ individuals and allies, providing a safe and supportive space for us to learn, connect and collaborate.

In recent months, we have actively participated in various initiatives and would like to express our gratitude to everyone who has contributed to these efforts, helping our network thrive. Your commitment and effort are sincerely valued.

The Network acknowledges the outstanding work of the **Gender Identity and Expression Action Committee (GIE AC)**, which involved 47 federal organizations in creating a guide for Two Spirit, transgender, non-binary and gender diverse federal employees. The GIE AC's efforts have been truly impressive.



We'd also like to thank the **Canada School of Public Service** for teaming up with us in making this year's 5th Annual Public Service Pride Week (PSPW) a success.

We would appreciate hearing from you regarding the impact of PSPN's work on your experience, as your feedback is vital for our annual report! Additionally, we are keen to hear your suggestions for the Network's future endeavors in the coming year, whether it's ideas for Public Service Pride Week or planning special events.

Your input is valued, please contact [us](#), and let's begin planning together!

Breaking News That Set a New Record!

5th Annual Public Service Pride Week

The 5th edition of Public Service Pride Week (August 21 to 25) was a resounding success, drawing an impressive attendance of over 10,000 public servants, including involvement from Canadian missions abroad.

The Canada School of Public Service organized meaningful events covering important topics like safe and inclusive washrooms, changing names and gender markers in Government of Canada systems, promoting intersectionality and allyship awareness, and exploring the history of the LGBT Purge. In addition to the School's events, about 25 others were organized by different departments and agencies. These activities, along with the 3rd edition of the Public Service Pride Awards, were aligned with this year's theme **"Taking Action to Create a More Inclusive Public Service."**

As a continuation of the dialogue sparked by the 'Access to Safe and Inclusive Washrooms' event during Public Service Pride Week, **Innovation, Science and Economic Development's (ISED) Corporate Facilities Directorate** facilitated an engagement session for employees to discuss their plans to enhance gender-neutral and all-access washrooms in ISED workplaces.

This widespread engagement underscores the commitment of the public service to promoting inclusivity and diversity at multiple levels. The sessions during PSPW were not recorded due to the necessity of obtaining permission from all speakers. Your understanding is greatly appreciated!

Interdepartmental Working Groups

If you are actively engaged in departmental discussions on **name change process** or **inclusive washrooms**, this invitation is for you!

Building on the momentum generated during PSPW, we are thrilled to introduce two new interdepartmental working groups. These groups are committed to driving meaningful change beyond Pride Week, with a primary focus on addressing critical issues.

- **The first working group is dedicated to streamlining the name change process**, with a strong emphasis on making it more inclusive and respectful.
- The **second working group** is to make our workplace washrooms more inclusive.

If you are passionate about contributing to these important initiatives and being a part of these conversations, please contact [us](#).

Upcoming Important Dates

National day for Truth and Reconciliation

September 30th honours the children who never returned home and Survivors of residential schools, as well as their families and communities. There were 140 federally run residential schools in Canada that operated between 1867 and 1996. Public commemoration of the tragic and painful history and ongoing impacts of residential schools is a vital component of the reconciliation process. The PSPN recognizes this day and its importance in acknowledging and addressing this part of our past, including the 2SLGTBQIA+ members of Indigenous communities and the treatment they received in residential schools. Unfortunately, cultural knowledge and traditions suffered and were suppressed due to colonization and the residential school system. In recent years, there has especially been a resurgence and rediscovering of cultural knowledge and traditions for Two-Spirit people. Two-Spirit (2S) individuals, have a unique and esteemed place in numerous Indigenous cultures across Turtle Island (North America). This process of rediscovering cultural knowledge and traditions involves reconnecting with language, ceremonies, and community support. This plays a vital role in fostering resilience and pride in Two-Spirit identity and heritage. Reconciliation with Two-Spirit people, as part of the broader reconciliation efforts with Indigenous communities in Canada, is an important and ongoing process. Reconciliation requires active engagement, empathy, and commitment from all Canadians. Supporting 2SLGBTQIA+ Indigenous people is an integral part of this process, as it

recognizes the diverse identities and experiences within Indigenous communities and works towards a more inclusive and just Canada.

It is also encouraged to wear an orange shirt on this day to acknowledge and commemorate the lives of the children who were impacted by their experiences at residential schools. The idea to wear an orange shirt comes from Phyllis Websted, who wore an orange shirt on her first day at a Mission residential school. This brand new shirt, bought by her grandmother, was taken from her on her first day. She was six years old. The annual Orange Shirt Day on September 30th opens the door to global conversation on all aspects of residential schools. It is an opportunity to create meaningful discussion about the effects of residential schools and the legacy they have left behind. These discussions include:

- Supporting Indian Residential School Reconciliation
- Creating awareness of the individual, family and community intergenerational impacts of Indian Residential Schools through Orange Shirt Society activities
- Creating awareness of the concept of “Every Child Matters”

You can participate in this day by attending events, such as virtual talks or community walks and marches. You can also participate by educating yourself, such as by taking [courses](#) from the Indigenous Learning Path provided by the Canada School of Public Service. It is important to be an active ally not only on this day but all through the year and we encourage you to consider Indigenous communities and peoples in the work you do year round.

You can read more about Phyllis’ story and Orange Shirt Day [here](#).

To learn more about Truth and Reconciliation, please read the [Truth and Reconciliation Report](#) and its recommendations on September 30th.

For more insight into the effects of residential schools and colonialism, consider reading the [Missing and Murdered Indigenous Women and Girls Report](#).

Mental Health Supports

- Former residential school students can call 1-866-925-4419 for emotional crisis referral services and information on other health supports from the Government of Canada.
- Indigenous peoples across Canada can also go to [The Hope for Wellness](#) Help Line 24 hours a day, 7 days a week for counselling and crisis intervention.
 - Call the toll-free Help Line at 1-855-242-3310 or connect to the [online chat](#) (Please use Google Chrome).

LGBT History Month

October is recognized as LGBT History Month, celebrating the rich and diverse history of the 2SLGBTQIA+ community.

On October 11, in honor of National Coming Out Day, PSPN is organizing a brave space discussion where individuals can share their experiences and their stories. It's a time for learning, reflection, and promoting inclusivity. To join, email [us](#).

On October 18, in honor of International Pronouns Day, we'd like to highlight that nearly 30 federal organizations have adopted pronoun initiatives in MS Teams and Outlook, with almost 40,000 employees voluntarily sharing their pronouns. This effort has been well-received by the 2SLGBTQIA+ communities and allies, helping reduce misgendering and improve relationships with managers. Its impact is significant. Misgendering is distressing for transgender and gender diverse individuals, affecting their mental health. Allowing employees to display their pronouns in digital communications fosters inclusivity by reducing misgendering in the workplace.

Upcoming Protests

Proposed revised language for the update: We are aware of the upcoming nationwide protests and counter-protests on September 20th. We stand in solidarity with members of our community. Check out our statement on [LinkedIn](#).

Gender Equality Week 2023



Gender Equality Week takes place from September 17th to September 23rd, 2023. It celebrates the progress made so far in advancing gender equality in Canada, while acknowledging that there is still much work to be done.

This year, the Government of Canada's theme for Gender Equality Week is **United for Gender Equality: Stronger Together**. It highlights Canada's commitment to inclusivity and equality by recognizing and celebrating the diversity within the country.

We encourage you to promote this commemorative week within your respective networks.

- Check out the [Gender Equality Week website](#), which is now live, and includes a digital toolkit (web banner, visuals for social media and virtual meeting background).

- Throughout the week, we also encourage you to follow WAGE's social media posts on [Facebook](#), [Twitter](#), [Instagram](#) and [LinkedIn](#) and share their posts on your own channels

using the hashtag
#GenderEqualityWeek.

Guide for Two-Spirit, Transgender, Non-Binary, and Gender-Diverse Employees in the Federal Public Service

Created by the Public Service Pride Network's Gender Identity and Expression Action Committee in partnership with 47 other federal organisations

For more information, please don't hesitate to reach out to



FEGC.Commemorations.WAGE@fegc-wage.gc.ca

Resources

[The Guide for Two-Spirit, Transgender, Non-Binary and Gender Diverse Employees in the Federal Public Service](#)

We know you've been waiting for this guide since Public Service Pride Week. We're excited to announce its release today. The Gender Identity and Expression Action Committee has been working hard for months to create a guide for Two-Spirit, transgender, non-binary, and gender-diverse employees.

The purpose of the guide is to provide valuable information to employees in these communities and their management to help establish a safer workplace environment. It covers essential topics such as changing your name, developing a transition plan at work, and locating inclusive washrooms in various Government of Canada buildings. You can now access the guide on our [website](#).

This guide's release marks the culmination of collaborative efforts from 47 different federal organizations, all contributing their lived experiences to create this invaluable resource. It underscores the significance of ongoing efforts to streamline our work, preventing duplication, ensuring uniform language usage, and guaranteeing that employees have equal access to vital information.

[2SLGBTQIA+ Executive Network](#)

Since June, the 2SLGBTQIA+ Executive Network has grown to 129 members.

Established in 2022, it aims to enhance the professional growth and visibility of 2SLGBTQIA+ executives through dialogue, peer support, mentoring and coaching. It is also a platform for aspiring leaders from 2SLGBTQIA+ communities to see themselves represented at the senior management level. Additionally, executives in the network play a crucial role in ensuring a safe workplace for all employees, including those from the 2SLGBTQIA+ communities.

Notably, this network members have played a vital role in developing the PSPN's first [Strategic Plan \(2023-2025\)](#) and are actively exploring various mentoring and coaching models for PSPN members, with more information to come in the coming months.

Are you a member?

If you're at the EX level (acting or substantive) and want to join the 2SLGBTQIA+ Executive Network, please reach out to [us](#) to be added to the distribution list.

New Onboarding Resources for 2SLGBTQIA+ employees

PSPN has added [Frequently Asked Questions \(FAQs\)](#) for 2SLGBTQIA+ employees during onboarding to promote inclusivity. Please share these FAQs with your team; they offer useful information and support for new employees.

Announcements

1. Cohort 2 of the Pride Mentoring Program

We're excited to announce the launch of Cohort 2 of the [Pride Mentoring Program](#) after a successful pilot. **Mentee applications are now open until October 16th**. In Cohort 2, we have expanded our program to accommodate even more participants, and there are now 25 spots available.

To apply for Cohort 2, you can visit our [GCconnex page](#). If you can't access GCconnex, you can email [us](#) for an application.

The Pride Mentoring Program, created in 2022, is the first of its kind dedicated to 2SLGBTQIA+ employees in the federal public service. Its primary goal is to nurture the next generation of leaders while fostering a stronger sense of unity within the community.

For mentors who expressed their interest in Cohort 2, expect to hear from Sean Williams soon. You will have the privilege of being mentored by deputy ministers in informal conversations aimed at sharing experiences during three "mentor the mentor" sessions this fall.

The program begins in January 2024 and concludes in June 2024.

2. Government of Canada Workplace Charitable Campaign (GCWCC)

Last week, the PSPN participated in the official launch of the [2023 Government of Canada Workplace Charitable Campaign \(GCWCC\)](#). Pictured to the left is (from left to right) is Public Service Pride Champion Jason Bett, Francis Bilodeau, Associate Deputy Minister of Innovation, Science and Economic Development Canada GCWCC Chair, Ray Edwards of [The Black Executives Network](#), John Hannaford Clerk of the Privy Council and Secretary to the Cabinet, and Christiane Fox Deputy Minister of Immigration, Refugees and Citizenship Canada and Champion of the [Federal Youth Network](#).

GCWCC is important to the network because the funds raised through this national campaign have an impact on the lives of local 2SLGBTQIA+ communities across the country.

2SLGBTQIA+ communities need to thrive. Through the GCWCC, you can choose to donate to deserving queer-focused charities that work on the ground to help these communities.

The GCWCC is also significant for PSPN members because we've heard you loud and clear: it's important to highlight and support charities that benefit our communities. This was evident during Public Service Pride Week last month, with events focusing on areas like 2SLGBTQIA+ seniors and newcomers within our communities.

GCWCC matters. It matters to our queer and trans communities.

Make a difference by [donating today](#).

3. Launch of the Diverse Leadership Development Programs and Building Black Leader Cohort 2

The Diverse Leadership Development Programs (DLDP) Steering Committee is very pleased to announce that they are ready to officially launch the DLDP programs series, including the second cohort of the Building Black Leaders (BBL) program.

In April 2021, the Atlantic Federal Council made a commitment that, upon successful completion of the BBL pilot, the program would expand to include representation from additional



employment equity and diversity communities. As a result, the Committee is pleased to announce that the following communities will have cohorts in the DLDP for 2023:

- Persons with Disabilities
- Indigenous Persons; and
- Persons who identify as members of the 2SLGBTQIA+ Community.

The DLDP is designed as an umbrella concept to accommodate programs and initiatives and support the mobilization of equity-seeking communities as well as unique cultural identities.

- The aim is to form a cohort of 12 participants.
- Four (4) cohorts of three (3) participants will each be accompanied by their own guide, a leader representing their social group.
- The program includes collaborative learning and free discussion based on the particularities of the social group.
- Language training is recommended to help participants reach their full potential for advancement.

The program design continues to be small and intimate, creating an environment that supports the acknowledgement of leadership excellence within the equity community, provides opportunities for growth and advancement, and expands the participants' community, networking and access to supports that ensure success.

There are three avenues of participation for the DLDP. The following outlines the nomination process for the DLDP:

- **Form A** – Departmental Sponsor with Nominee – This form is to be used by organizations who wish to sponsor an employee within their own organization.
 - **Annex B** – must be completed by the employee and submitted with Form A.
- **Form B** – Departmental Host (offering a position – This form is to be used by organizations who do not have a nominee to propose and are seeking to sponsor a participant from another federal organization.
- **Form C** – Candidate Self-Nomination – This form is to be used by employees who self-identify as one of the noted EE groups above, and are not being sponsored by their home organization.

If there are any questions, please do not hesitate to contact Program Lead, Christine Larade at [DLDP General Inquiries](#).

4. Accessibility Passport Feedback

Do you have lived experience with or ideas about accessibility and workplace accommodations? The Office of Public Service Accessibility (OPSA) at TBS needs your feedback on plans for the [Government of Canada Workplace Accessibility Passport](#). The Passport helps employees with disabilities access the support measures they need to address barriers they face at work.

The OPSA is developing a digital GC Workplace Accessibility Passport that will be a centralized application, scheduled for release in early 2024 in the [TBS Applications Portal](#). They are developing it through a Nothing Without Us approach, where public servants with different disabilities are closely involved in the development process.

For those without access to the Portal, and who prefer to use the Microsoft Word version of the Passport, the Word version will remain available.

If you would like to provide feedback on the plans for the digital Passport or participate in an information session, please write to AccessibilityPassport.Passeportdaccessibilite@tbs-sct.gc.ca, OPSA's Passport team. They are

reaching to employee resource groups across the federal government to help represent as many intersections as possible. You can also anonymously complete the [Passport Survey](#).

Upcoming events

PSPN is off to:

- Montreal, September 28th
- Halifax, October 10-12th
- Edmonton, November 15-17th

This is a first for the network and marks a significant milestone in our mission to promote diversity and inclusion within the federal public service.

During our visits, we will be conducting a series of presentations and roundtables that will include sessions with managers, Federal Councils, provincial and municipal officials and various other stakeholders. These engagements will foster meaningful dialogue surrounding 2SLGBTQIA+ representation and workplace inclusion.

We're excited to announce a **PSPN Social Event** happening in collaboration with the Institute of Public Administration of Canada (IPAC) and the Atlantic National Managers' Community (NMC) in Halifax on October 11th. It's a great chance to connect. If you are interested in attending, please email [us](#) for details. If you're also interested in the NMC in-person learning day where PSPN will be presenting, you can register [here](#).

If you're in one of those regions mentioned above and wish to contribute to the planning process, please don't hesitate to reach out to [us](#).

PSPN Social Event in the NCR

You requested another [PSPN social event](#), and here we are, ready to make it happen!

We are thrilled to announce that we will be hosting a second social event on Tuesday, November 7th from 4 PM to 8 PM. This event is free and accessible, and DJ Mike Maily will be spinning till 8PM. Additionally, there is a gender inclusive washroom on the building's first floor.

Join, connect and network with 2SLGBTQIA+ colleagues and allies. Bring your friends!

Mark your calendar and join us at the Queen St Fare on November 7th.

The PSPN Secretariat

We would like to extend our warm welcome to the following two individuals:

- **Olivier Mercier (he/him)** will be joining the Secretariat on September 25th. He is joining us from the Operations (Quebec Region) branch at the Canadian Food Inspection Agency.

- **Debi Daviau (she/her)** will be joining the Secretariat as an EX-01. She comes from Shared Services Canada and will assume the lead role from Chad Sheehy on the 2SLGBTQIA+ Executive Network and will provide strategic support to the PSPN Secretariat. Debi will commence her role on September 25th.

We would like to extend our heartfelt thanks and appreciation to two exceptional members of the PSPN Secretariat who will be embarking on exciting new journeys this month.

- **Chad Sheehy (he/him)** has left the PSPN Secretariat to become the Executive for Equity, Diversity, and Inclusion at APEX. In his new role, he will continue to promote EDI efforts within the Executive ranks and advocate for our communities and other equity deserving groups.
- **Maggie Hepditch (they/them)** is transitioning to a new role within ISED at the end of September, where they will be dedicated to advancing policy initiatives in science and research.

We are immensely grateful for their invaluable contributions and wish them all the best in their new endeavors. Their dedication and commitment to the PSPN have been truly remarkable, and they leave a lasting impact on our network. We look forward to witnessing their continued success in their respective roles.

Join Us On A Micro-assignment!

We're constantly seeking remote micro-assignments at various levels across Canada including a [Public Service Pride Week 2024 Planning and Execution Lead](#).

You'd be part of a dynamic team that believes in teamwork and furthering inclusion in the public service. We are looking for people from diverse communities, backgrounds and with different lived experiences. Bring your unique layers and help make a difference. We will benefit from your skills and you'll have the opportunity to enhance yours, build networks and have access to senior leaders in the federal public service.

You can learn more about this exciting opportunity on our [website](#).

How to Stay Updated

[PSPN Email Change](#)

PSPN's new email address is: pspn-rffp@cspc-efpc.gc.ca. Please take note of change.

[Our NEW PSPN LinkedIn Page](#)

You can now find us on [LinkedIn](#). Connect with us to learn more.

[PSPN Distribution List](#)

If your email address has changed, please contact [us](#) so we can update distribution.