

PUBLIC SERVICE



**PRIDE
NETWORK**

June 2023



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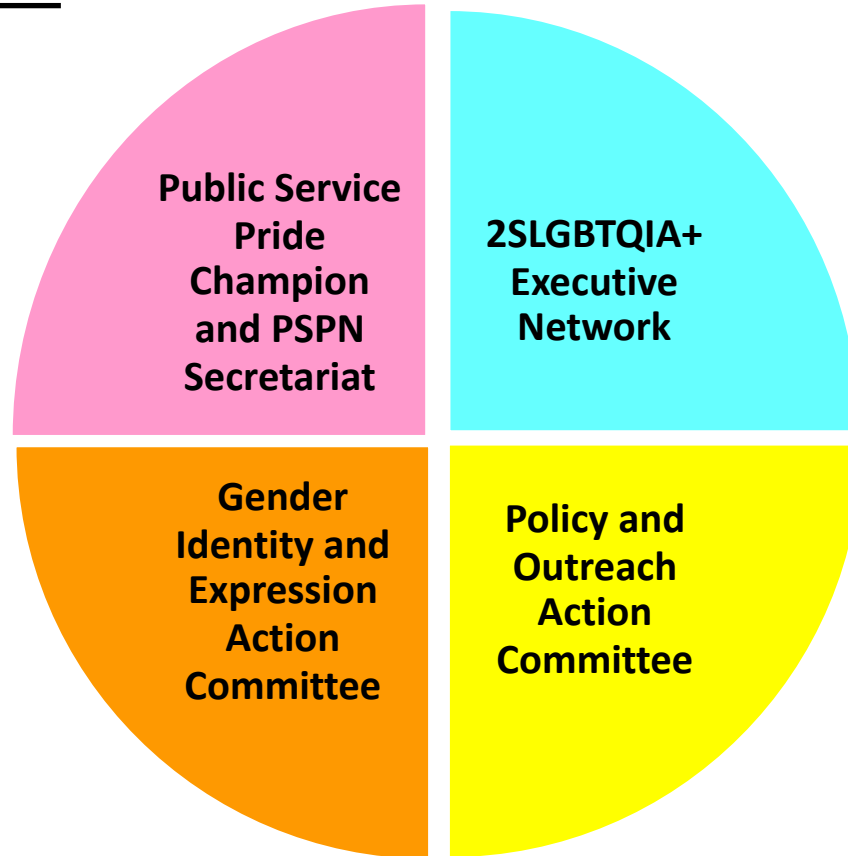
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Public Service Pride Network



- Pride initiatives in the public service date back **decades**, emerging from years of systematic discrimination during a period known as the “LGBT Purge”.
- What is today known as the Public Service Pride Network (PSPN) began in 2018 as a small network of federal employees, that has continued to operate as **a national grass-roots, volunteer network** of public servants.
- Today, PSPN represents thousands of 2SLGBTQIA+ employees and allies in **70 federal departments and agencies** across Canada and missions abroad.
- The PSPN aims to **represent members of our communities**. As they are not formally recognized as a designated group under the *Employment Equity Act*, there is limited data available about our representation or experiences in the public service.
- We celebrate intersectionality and will **work collaboratively** with other employee-led networks wherever possible to advance our common goals.

Our Structure



Our Vision



A workplace within the federal public service that is safe and welcoming for 2SLGBTQIA+ employees, through policies, programs, systems, and initiatives that demonstrate intersectional equity and inclusion.

Our Mission^{*}



To achieve our vision, our mission is to represent 2SLGBTQIA+ employees through:

1) Community Building

Recognize and value our contribution to the public service and promoting a sense of belonging by:

- celebrating our diverse communities and successes
- connecting with each other
- learn from each other
- promote our visibility
- recognizing efforts to advance our cause

2) Information Sharing

Facilitate information and advice to policy and decision-makers on issues or initiatives that impact our communities, including making ourselves available for consultation.

3) Advocacy

Hold decision-makers accountable for delayed or nonexistent responses to issues that impact 2SLGBTQIA+ communities.

(e.g.: Open letter to DMs to take action to support our transgender, non-binary and gender-diverse colleagues in the federal public service issued May 15th, 2023)

^{*}As described in the PSPN Strategic Plan 2023-2025

Why this matters to the GC



Clerk's Call to Action (2021)

“Enabling and advancing the work of grassroots networks and communities within the Public Service by providing necessary resources and bringing them into discussions at senior executive tables.”



The LGBT Purge Report (2021)

In the report there is a strong recommendation that the government “[e]quip employee resources groups [...] with sustaining resources that support their success, including budget, governance support and/or dedicated work time allocations.”



Twenty-ninth Annual Report on the Public Service of Canada (2022)

“Employees are also taking action. They are proactively starting new interdepartmental networks and leveraging existing networks to represent and support specific communities within the Public Service... Networks and communities are leading initiatives to advance Public Service priorities... We can make change if we work together across the Public Service.”



2SLGBTQI+ Action Plan (2022)

“The Government of Canada will lead by example... to continue building and maintaining 2SLGBTQI+ inclusive federal workplaces”, and “encourage employee-led work such as the [...]Public Service Pride Network, which [is] key to nurturing a 2SLGBTQI+ inclusive workplace...and providing sources of peer support and community connections for 2SLGBTQI+ federal employees.”



Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls (2019)

“Witnesses ... emphasized the need for greater awareness of 2SLGBTQQIA issues, including the important history and contemporary place of 2SLGBTQQIA people within communities and ceremony, and practical supports and safe places for 2SLGBTQQIA people.”

Key Initiatives

Public Service Pride Week (PSPW) (since 2019) PSPN's marquee event celebrating its 5th anniversary in 2023 under the theme *Taking Action to Create a More Inclusive Public Service*

Impact: PSPW 2022 - 28 events with 8,400 participants from 70 departments/agencies furthering learning and awareness

Public Service Pride Awards (since 2021) – the Annual Public Service Pride Awards have recognized individuals, networks, workplaces and initiatives that advance 2SLGBTQIA+ inclusion in the workplace

Impact: For 2021-22, a total of 105 nominations and 19 winners. 2023 winners will be announced on August 24, 2023..

Pride Mentoring Program (since 2022) – To support the next generation of future 2SLGBTQIA+ leaders

Impact: First cohort matched 13 mentees with 13 2SLGBTQIA+ executive mentors. Mentees will graduate in July 2023.

Brave Space Discussions (since 2022) – Break out sessions in groups of 20 to connect and share lived experience

Impact: Allows members to share in an open and safe environment where they can be vulnerable and brave

Progressive Pride Flag Protocol (since 2021) – Promotion of flags flying on federal properties during PSPW

Impact: In 2022, 140 flags on federal properties and 120 in 2021

Promoting a safer and more welcoming workplace - for i) all 2SLGBTQIA+ Employees; and ii) transgender, non-binary and gender diverse employees

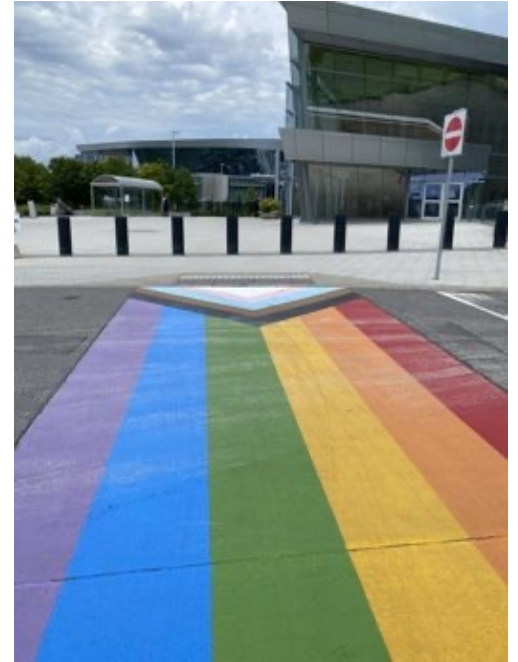
Impact: Open letter to Deputy ministers including pronouns initiative (MS Teams/Outlook) and inclusive washrooms ...

What's on the horizon

Set out in our first ever multi-year Strategic Plan for 2023-2025, issued in May 2023

Goals and objectives:

- 1) Increase and diversify the membership of the 2SLGBTQIA+ Executive Network
- 2) Deliver ongoing mentoring programming for 2SLGBTQIA+ employees and executives through partnerships with GC organizations (launch of 2nd cohort)
- 3) Release a workplace guide to support transgender, non-binary and gender-diverse employees
- 4) Increase of gender-inclusive washrooms in federal properties
- 5) Increase of pronoun display initiative
- 6) Play a leadership role in name and gender marker change processes
- 7) Supporting the Canada School of the Public Service to develop and implement a series of trainings and job aids



Our ask



Help PSPN to continue to grow and evolve as a critical resource for 2SLGBTQIA+ public servants and the Government of Canada:

1

In alignment with the Clerk's Call to Action, ensure that your Organizational Employee Pride Networks are brought into **meetings and discussions at your senior executive tables** on initiatives, issues and the co-creation of changes that impact the 2SLGBTQIA+ communities.

2

Sustained **commitment and support from you, as senior officials**, to advance the recommendations as outlined in the Open Letter to the DMs to take action to support our transgender, non-binary and gender diverse colleagues

3

Continue to **support PSPN** through allowing time for staff participation, micro-missions and assignments at the Secretariat, as well material supports and services (e.g.: translation, funding for kiosks, graphic design, etc.)

Stable and predictable commitment and support will:

lead to a public service that is more representative of Canada and improve the quality of life for our 2SLGBTQIA+ employees

Find us at:



Public Service Pride Network



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[@PS PrideNetwork](https://twitter.com/PS PrideNetwork)



www.publicservicepride.ca