

2021

REPORT OF
THE PUBLIC
SERVICE PRIDE
NETWORK





INCLUSION

December 2021

**To the Interim Clerk and
Deputy Clerk of the
Privy Council:**

As champion for Public Service Pride, I am pleased to submit the 2021 Annual Report of the [Public Service Pride Network](#) (PSPN / “the Network”).

I would like to extend my personal gratitude to each and every person who volunteered their time and effort to help make 2021 the Network’s biggest and best year since its creation. This report demonstrates how 2021 saw exponential growth both in the number of PSPN-supported events and initiatives and in participation—a trend we expect to continue and grow in the future. This 2021 report also highlights the importance of a Pride network for public servants and for a core priority of the public service: diversity and inclusion.

Heartfelt thanks is also owing to those members of senior management throughout the public service who have helped foster positive discussions this year. Their support has been instrumental in allowing us to help educate more people in more departments and agencies across the public service.

The world is currently undergoing an important period of social and structural upheaval. We have the responsibility and opportunity to seize this moment to do better and create lasting change. Those changes will not only improve justice and eliminate barriers to equity, diversity and inclusion within the public service but also inspire Canadian society more broadly.

The Network contributes meaningfully to these timely and important public service priorities, as demonstrated by our recent accomplishments. I hope that its growing importance for all employees will help spur discussion on how the Network warrants financial support so it can best continue to advance diversity and inclusion into the future. As Clerk Ian Shugart noted in the [Call to Action](#), “building a diverse, equitable and inclusive Public Service is both an obligation and an opportunity we all share.” I hope we will take this opportunity and be on the right side of history.

Sincerely,

Jason Bett
Champion, Public Service Pride

Website: www.publicservicepride.ca
Twitter: @PSPrideNetwork / @ReseauFierteFP



DIVERSITY



“

As a proud ally, I wanted to let you know how inclusive and effective I found the Pride Week activities to be. I must say, too, that Pride Week had the most engagement government-wide that I had seen [compared] to previous years, due to its masterful communications approach and rollout. Leading up to the week and during Pride Week itself, I felt I knew what was going on and how I could engage with not only the sessions offered but with participants as well.

”

Catherine Foskett (she/her)
Innovation, Science and
Economic Development
Canada





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APPENDIX A

List of events in 2021

The following report outlines the major activities of the Public Service Pride Network over the course of the past year. These activities include, among others, Public Service Pride Week 2021, the first-ever Public Service Pride Awards and the creation of six action committees, as well as numerous other initiatives, events, discussions and workshops throughout the year.

The Report also identifies a series of insights that will inspire the Network’s mandate going forward. In addition to the core Pride values of justice, equity, accessibility, diversity and inclusion, the Report discusses how Pride action fits into a broader, society-wide evolution of ideas and attitudes. Further, it identifies that talking about mental health is a crucial element of Pride. The Network aims to build on existing public service-wide efforts to normalize discussions about mental health in the workplace and include this important priority in all its considerations for LGBTQ2+ members. The Network also intends to move forward with the clear understanding that Pride and its associated values are to be upheld, discussed and celebrated all year long.

The final section contains recommendations and action items for the future of the Public Service Pride Network—the most critical of which is the need for dedicated funding for the Network. This funding will allow Network members to continue providing an ever-growing level of support for LGBTQ2+ public servants and allies as well as education and programming for the public service community at large.

While Pride initiatives in the public service date back decades, what is today known as the Public Service Pride Network (PSPN) began in 2019 as a small network of federal employees. These committed public servants invested their personal time and volunteered to make the public service a diverse, safe, respectful and healthy workplace for all LGBTQ2+ public servants and allies. Today, the Network supports a wide variety of programming all year long across the public service. It thrives with the active participation of thousands of federal employees across the country and abroad.

In just three years, the Network has emerged as a much-needed advocate for the many public servants throughout the public service who identify as LGBTQ2+. Our annual report thus seeks to foster respectful dialogue, propose educational opportunities and promote policies that are important to the community and are consistently met with broad support and positive feedback.

Following the trail of Pride pioneers

In 2021, we continued to follow a path blazed by Pride pioneers over the last several decades.

Indeed, 2021 marks the 50th anniversary of the first Pride protest among public servants. We celebrated that important milestone in our Public Service Pride Awards this past summer, a testament to our communities’ journey of resilience in the face of enormous challenges over the last 50 years.

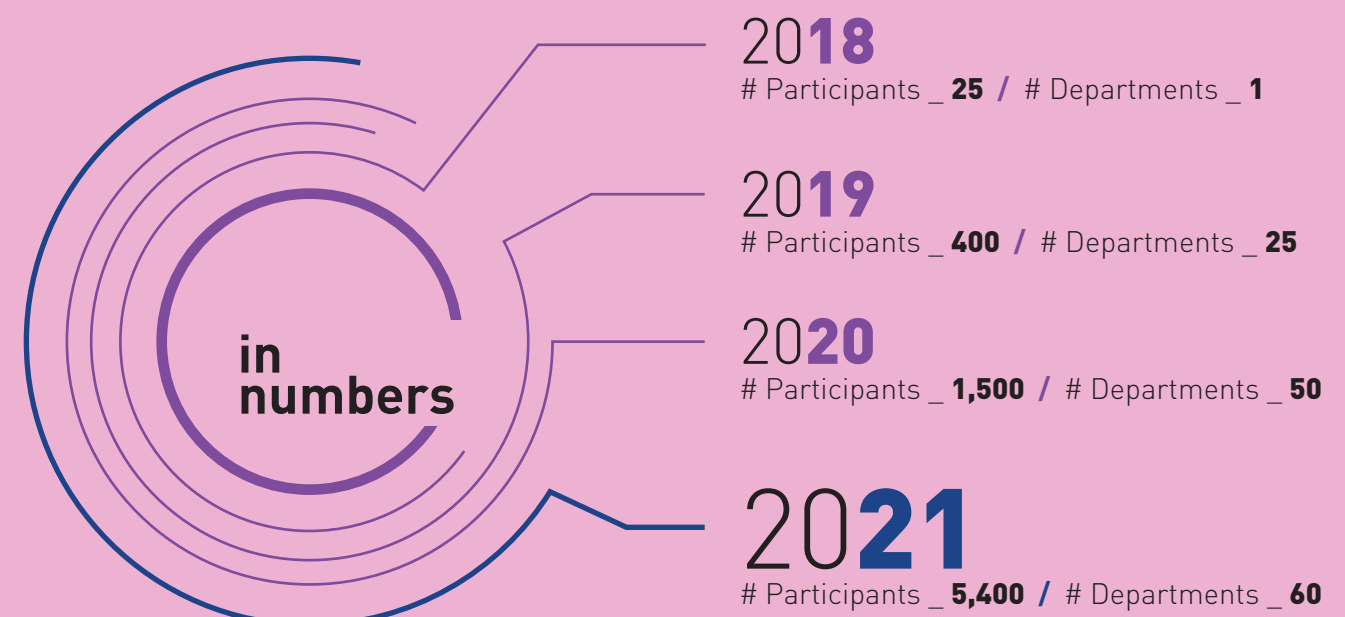
We also built upon activities in the late 1990s, in which representatives of Canadian Heritage; Energy, Mines and Resources Canada; and Public Works and Government Services Canada collaborated to create what was first called “Pride at Work.” These activities evolved over the years, taking more formal shape in 2018 when the current PSPN was launched and the first Pride champion was appointed for the federal public service.

Since the Network’s creation, we’ve seen significant growth in membership and in the number of participating departments and agencies. There is tremendous momentum in the PSPN, which now spans 60 federal departments and agencies in Canada and abroad.



A few infographics help tell our growth story.

Public Service **Pride Week**



Departmental Pride events



In 2021, overall perception of the Network as a positive force for change within the public service became stronger than ever, and our advocacy for issues important to the LGBTQ2+ communities gained important traction.

Pride Week 2021 (August 23 to 27)

Active participation in Public Service Pride Week (PSPW) activities soared in 2021. In all, more than 5,400 public servants—over three times more than in the previous year—engaged in 17 panel discussions during this, the third annual event. One of the key events of PSPW 2021 was a conversation with four public servants about intersectional identities, attracting more than 1,500 participants. During this event, the four employees explained how they navigate their professional lives in light of historical and systemic challenges. The panel discussion was designed to help enrich people's views of how types of discrimination do not work in isolation, but build on each other.

By the end of Public Service Pride Week 2021, more than 8,000 visitors had been to the newly created website (www.publicservicepride.ca). Of note, 32 percent of these were from outside

the National Capital Region, and 5 percent came from outside Canada.



(See Appendix A on page 14 for list of Pride events in 2021)

The inaugural Public Service Pride Awards

To promote LGBTQ2+ and allyship excellence in the public service, the Network this year was honoured to launch the first-ever Government of Canada Public Service Pride Awards. These awards, cochampioned by Christyne Tremblay, former deputy clerk of the Privy Council, and Public Service Pride Champion Jason Bett, were created to showcase the dedication and incredible initiatives, collaborations and efforts of public servants across Canada and abroad to help advance core public service priorities and create a more diverse, safe, respectful, healthy and inclusive workplace for all LGBTQ2+ individuals and communities.

We received 50 high-quality nominations from 27 federal departments and agencies and

celebrated 10 award winners during the virtual [Public Service Pride Awards Ceremony](#), held as part of Public Service Pride Week. There were more than 950 views of the ceremony, and feedback from members and allies was very positive.



We are working on the call for nominations for 2022.

Safe Spaces

In collaboration with the Innovation, Science and Economic Development Canada (ISED) LGBTQ2+ Network, the PSPN launched the Safe Spaces initiative this past summer. This horizontal initiative has an employee-to-employee approach. Its vision is to hold space for safe discussions and social interactions with others, irrespective of rank and level, where public servants from the LGBTQ2+ communities, along with allies, can share their lived perspectives and authentic selves with each other and have open discussions without fear of judgment. The Safe Spaces initiative serves as a complement to the existing Positive Space Initiative, which is about engaging champions to promote diversity and inclusion in the workplace through education.

Members of the Safe Spaces group have already achieved several major milestones on different fronts, and safe spaces have been created in numerous departments. They launched the first safe space panel discussion in collaboration with the Natural Sciences and Engineering Research Council and the Social Sciences and Humanities Research Council, which attracted more than 100 attendees. In addition, a toolkit with guidance on setting up safe spaces was developed and shared with departments.

The initiative has been attracting the interest of other groups such as the Network of Asian Federal Employees at Canadian Heritage, where members of the Safe Spaces group gave a presentation on beginning safe space discussions in their departments and offered advice. The Safe Spaces group has also been able to provide key documents: "What is a Safe Space?" and "How to Facilitate a Safe Space." Plans for uploading safe space documentation

to the Public Service Pride Network's website are currently in the works.

In November 2021, the Safe Spaces group provided a training session on facilitating safe space discussions to the Employment Equity, Diversity and Inclusion HR team within ISED. This led to a new opportunity within the group to create a training and facilitation division, which will be implemented in 2022.

In December 2021, the group facilitated a 60-minute safe space discussion with members of the Public Service Pride Network on how to hold safe space sessions in their departments. This prompted plans to hold monthly sessions with the Network in the upcoming year. The Safe Spaces group plans on conducting outreach and consultation on different safe space initiatives by HR teams across various departments to ensure public service-wide collaboration.

New flag protocol

In partnership with Public Services and Procurement Canada and Canadian Heritage, a new flag protocol was established this year which saw Progressive Pride flags flying prominently on 120 federal properties across the country and at Canadian missions abroad for the duration of Public Service Pride Week in August 2021.

The Progressive Pride flag features the six traditional rainbow stripes in addition to a chevron pattern composed of the pink, light blue and white stripes of the transgender Pride flag as well as brown and black chevrons to represent members of the LGBTQ2+ communities who are Black, Indigenous or people of colour.

Action committees

In response to the expanding interests and involvement of Network members across the country, we created six volunteer-led action committees this year covering a wide range of issues. These committees, which report to the Public Service Pride Champion, are in different stages of development. However, they all share one overall goal: to foster awareness and action in support of the LGBTQ2+ communities throughout the public service.



MANDATE
Recommend positive changes to continue making the public service more inclusive.

ACTIVITY HIGHLIGHTS IN 2021
Created a working group to develop resource material exploring:

- gender
- two spirit
- sexuality
- allyship and terminology

Aiming to provide material in summer 2022.



MANDATE
Work to support and share a national approach to LGBTQ2+ activities by linking to networks, departments and agencies and by engaging public servants.

ACTIVITY HIGHLIGHTS IN 2021
Celebrated International Pronouns Day on October 20, 2021, by hosting a virtual bilingual panel discussion on the use of pronouns and inclusive language within the public service. Over 500 participants attended.
Resources available at: <https://publicservicepride.ca/wp-content/uploads/2021/11/International-Pronouns-Day-Panel.pdf>.



MANDATE
Bring career development opportunities to the LGBTQ2+ communities within the public service.

ACTIVITY HIGHLIGHTS IN 2021
Created a forum and opportunities for public servants looking for career development, as well as discussion and training specifically on LGBTQ2+ subjects.



MANDATE
Advance LGBTQ2+ inclusion through data, statistics, surveys and research.

ACTIVITY HIGHLIGHTS IN 2021
Continuing to work closely with Treasury Board of Canada Secretariat to develop metrics-based recommendations about inclusion for the next Public Service Employee Survey.



ACTIVITY HIGHLIGHTS IN 2021
Organized a two-part fall speaker series.

- Presentations:
- Discussion with Public Service Pride Award recipients Tamara Lopez (she/her/elle) and Artur Wilczynski (he/him/il) about transformative change in the public service as viewed through their own lived experience. Attended by 106 participants.
 - Discussion with Camille Bérubé, a queer woman and three-time Paralympian, about her journey and lived experience.

MANDATE
Create a national communications approach, including the development of messaging, social media content and various other products.

ACTIVITY HIGHLIGHTS IN 2021
Promoted events and initiatives on relevant GConnex groups and worked with Canadian Heritage to coordinate the launch of Pride Season and align all communication-related activities.



MANDATE
Expand Pride Week into Pride Season across the public service.



Emerging from 2020, a year in which forced isolation was particularly challenging for many members of our communities, we moved into 2021 with an attitude of determination and resilience. Here are some key insights that the Network will rely on moving into 2022 in supporting our communities, discussions and activities.

We are part of a broader evolution of ideas and attitudes

Dialogue within the Network and the overall public service occurs within the context of an expanding—and at times hostile—universe of debates and discussions about diversity, intersectionality and inclusiveness in the public discourse at large.

Incorporating intersectionality is increasingly critical to these conversations—even more so in light of recent heightened awareness of racial and cultural issues. We have members of our communities who experience discrimination from not just an LGBTQ2+ perspective but also a racial one. Intersectionality was therefore a key theme of Public Service Pride Week this year. We included written definitions and graphic-based expressions of intersectionality in many of the PSPW materials in 2021, such as those related to the Pride Public Service Pride Awards and the new flag protocol.

Speaking to and supporting our own members is important in all of this. However, it is also increasingly important to speak to and connect with colleagues across the public service. This includes allies and those people who do not understand our communities. We are well aware that intersectionality is not widely understood across much of the public service. Creating awareness about intersectionality and integrating it into our everyday work will allow us to better serve Canadians. We will continue to advocate for an increasingly equitable, inclusive public sector that emphasizes different perspectives and voices.

Talking about mental health is a crucial element of Pride

During the pandemic, many members of our communities have felt trapped in homes or living situations where their gender identities and sexual orientations were not accepted and/

or were treated with hostility. Such feelings impose heavy tolls on mental health, leading to a variety of challenges for many public servants in our communities. We therefore made mental health a central pillar in many of our discussions throughout the year. On May 17, for example, a session on Psychological and Wellness Support Services for LGBTQ2+ Communities was organized in collaboration with the Canada School of Public Service. This event was held to mark the International Day Against Homophobia, Transphobia and Biphobia, with 1,100 people attending.

Pride is not limited to one week

Meaningful, educational and enjoyable Pride Week events have been at the core of Pride for years, and the week remains a key focus for the PSPN. However, over time, the Network's activities have expanded beyond that one-week period and now foster diversity and inclusion all year round. In 2021, for example, we worked with departments and agencies to organize and participate in a variety of activities, including:

- LGBTQ2+ commemorative events such as Day of Pink, Trans Day of Remembrance and Coming Out Day, which show that LGBTQ2+ inclusion is now year-round and that colleagues marking Pride throughout the year are taking care of their and others' mental health and wellness, and advancing LGBTQ2+ inclusion in our workplaces.
- An online discussion called "Psychological and Wellness Support Services for LGBTQ2+ Communities," which had more than 1,100 participants and included a Q&A. This event was organized by the Network in partnership with Treasury Board's Centre for Diversity and Inclusion, the Centre of Expertise on Mental Health, Health Canada's Employee Assistance Program, and the Canada School of Public Service. The session, presented to mark the International Day Against Homophobia, Transphobia and Biphobia, focused on how these services offer safe, sensitive and effective support to diverse clients, particularly those who self-identify as a member of the LGBTQ2+ communities.
- A two-part panel on a series of topics, arranged by the PSPN's Communications Action Committee.

- Micro-assignment opportunities to support the Public Service Pride Champion in delivering a series of initiatives to make the public service more diverse and inclusive.



(See Appendix A on page 14 for list of Pride events in 2021)

While the PSPN has evolved to become a key player in discussing issues and advocating for employees from LGBTQ2+ communities, it has also expanded its connections to the public service and Canadian society more broadly.

“
Being part of the PSPN has allowed me the opportunity to help educate colleagues across the public service, at all levels, about what it means to be genderfluid and about the impacts of language on building an inclusive public service.
”

Kirk/Kaiya Hamilton
Infrastructure Canada

“

It has been an honour to be part of the Public Service Pride Network over the past year, as both an ally and departmental communications lead for Pride. As a Positive Space Ambassador, I am so proud to work alongside my colleagues across government in promoting and advancing diversity and inclusion. This Network has provided me with the opportunity to collaborate with other departments and amplify each other's messaging/events while sharing best practices and breaking down silos. I would like to thank Jason Bett and his team for their exemplary leadership in this area.

”

Alexa Quarrington (she/her)
Shared Services Canada



The focus of our largely volunteer-led network is congruent with the need, as outlined in the [“Call to Action,”](#) to remove systemic discrimination and racism from our institutions. Similarly, we are inspired by the recommendations of the [Emerging from the Purge](#) report as we move the Network forward on behalf of the communities we serve.

With all this in mind, we present the following recommendations to the Interim Clerk and Deputy Clerk of the Privy Council:

01

Fund and formalize the Public Service Pride Network

The Network's tremendous growth over the last 12 months and the road ahead for our expanding membership both signal a rising trajectory of engagement with the PSPN across the public service over the coming years.

However, our ability to match supply with demand has become constrained, particularly given the costs associated with offering accessible digital bilingual programming. Currently, all PSPN-related positions are risk-funded by ISED and Parks Canada. Looking into the future, we foresee expanding gaps

between public service-wide demand for our discussions and events and our financial resources to meet that growing demand.

Maintaining the Network's positive momentum can now be undertaken effectively only with established funding. In addition, the PSPN requires an enhanced governance structure that matches the needs of this important, public service-wide network.

02

Create a network to regroup other public service-wide networks

While still fairly new, the PSPN quickly joined the ranks of other, more established, networks such as the Knowledge Circle for Indigenous Inclusion, the Federal Black Employee Caucus and the Federal Youth Network. There is some overlap of members across these and other networks, and in discussions with members of these groups, it became very clear that we should collectively seek commonalities and build synergies as we fulfil our respective mandates to serve our members. In our view, the best way to do that is by creating a formal network of networks.

Creating this network—perhaps through a secretariat—would increase the efficiency of limited resources, cross-pollinate best practices, and inspire greater and more collaborative discussions across all departments and levels. In other words, regrouping all networks under one umbrella would go a long way to fulfilling the shared obligation, as the Call to Action says, of “building a diverse, equitable and inclusive Public Service.”

03

Include the LGBTQ2+ communities in employment equity objectives

The Public Service Employment Act now incorporates a new definition for “equity-seeking groups under the Employment Equity Act” (EEA). This new definition currently includes four designated EEA groups (women, Indigenous people, members of visible minorities and persons with disabilities), in addition to offering a definition for the LGBTQ2+ communities. Despite their having a legal definition, LGBTQ2+ communities do not constitute a designated group under the current EEA. The Network

continues to believe that LGBTQ2+ communities should be specifically included in this legislation, and we welcome ongoing discussions with key officials to that end.

What's more, there are currently no baselines on the LGBTQ2+ communities within the federal public service to help inform discussions and policies relating to the unique challenges and contributions of our members. This is a data gap that has to be filled. Further, we believe there is no need to wait for our communities to be recognized as an official group for the purpose of employment equity before we can start gathering meaningful, metric-based information.

Members of our Business Intelligence Action Committee are working with the Treasury Board of Canada Secretariat, ahead of the next Public Service Employee Survey, to develop standardized forms that capture self-identification by members of the LGBTQ2+ communities.

Building momentum

There has been substantial work throughout the public service to enhance diversity and inclusion, which LGBTQ2+ employees and allies welcome. However, diversity achieves little without inclusion. Today, many LGBTQ2+ public servants still do not feel supported in terms of being allowed to participate in PSPN events.

The Network believes that education and dialogue are critically important in fostering a culture and that equal emphasis should be put on diversity and inclusion, with one not overshadowing the other. For example, we recommend that senior management and employees hold more dialogue between and after major PSPN events, such as the Public Service Pride Awards. Regular dialogue would enhance a shared appreciation for the challenges and achievements of LGBTQ2+ communities.

In the same spirit, we would like to offer opportunities for the Interim Clerk, the Deputy Clerk, deputy ministers and LGBTQ2+ public servants to have two-way conversations about the connections and differences between diversity and inclusion and about how we can all work together to build a truly diverse, equitable and inclusive public service.



EQUALITY

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 Being in the Western Region, I can say that it is imperative that voices outside the NCR are engaged in this work, as the experiences of LGBTQ2+ public servants and Canadians can vary greatly in different spots across country. The PSPN provides a great venue for not only departmental and agency connections but also the geographic engagement we might not otherwise have.
 ”

Richard Hansen (he/him)
 Canada Revenue Agency



Timeline	Department	Title of event	Description	Attendance
February	Shared Services Canada	Pride Network Valentine's Day Drag Show	A family-friendly line-up of drag performances where participants got to learn more about the drag community	350+
March	Indigenous Services Canada / Crown-Indigenous Relations and Northern Affairs Canada	Lunch and Learn	Two presentations by Dr. James Makokis and Anthony Johnson on topics that included the importance of diverse representation in media and on national TV, the history of two-spirit terminology, and the struggle of accepting one's identity among oppressive societal systems	123
	Indigenous Services Canada / Crown-Indigenous Relations and Northern Affairs Canada	Information Session	An information session on Health Canada's EAP program following some concerns and questions that came to light as part of the Positive Space Training Initiative and through the 2SLGBTQ+ Network	43
	Indigenous Services Canada / Crown-Indigenous Relations and Northern Affairs Canada	Lunch and Learn	A presentation by Shanique Kelly of Bakau Consulting on intersectionality—including the history of the terminology and an account of her own lived experiences as a queer, Black woman—with exercises and examples of intersectionality in practice	47
	Canadian Coast Guard College	Positive Space Initiative training	A training session on how best to create LGBTQ2+ inclusive workplace environments	25

Timeline	Department	Title of event	Description	Attendance
March	Public Service Pride and Innovation, Science and Economic Development Canada	Training	Six training sessions on how best to create LGBTQ2+ inclusive workplace environments	600
	Shared Services Canada	Drag Show	A drag show with several drag performers in recognition of International Women's Day	60+
April	Public Service Pride and Innovation, Science and Economic Development Canada	Pink Shirt Day Lunch and Learn	An open discussion with employees about the meaning and importance of Pink Shirt Day	30
May	Agriculture and Agri-Food Canada / Canadian Food Inspection Agency	International Day of Pink Photo Challenge	All AAFC employees were encouraged to wear pink on April 14 and participate in a virtual event that focused on cultivating a diverse, safe, respectful, healthy and inclusive workplace for all employees, including those who identify as 2SLGBTQIA+	More than 100 group photos
	Global Affairs Canada	Positive Space Initiative – Train-the-trainer	This full-day virtual training allowed participants who had previously taken a Positive Space Initiative Level 1 Workshop to learn from experienced trainers on strategies to deliver Positive Space Initiative workshops as well as exchange on how to design workshops and create space for conversations on sensitive topics.	13

Timeline	Department	Title of event	Description	Attendance
May	Public Service Pride Network, Treasury Board's Centre for Diversity and Inclusion, the Centre of Expertise on Mental Health, Health Canada's Employee Assistance Program, Canada School of Public Service	Panel discussion	A panel discussion about psychological and wellness support services for public service employees in honour of the International Day Against Homophobia, Transphobia and Biphobia. The session focused on how these services offer safe, sensitive and effective support to diverse clients, particularly those who self-identify as a member of the LGBTQ2S+ community.	1,100
	Global Affairs Canada	Collaboration on LGBTQ2+ events and activities abroad	A meeting between Stewart Wheeler, Chief of Protocol of Canada; Natasha Smith, Australian High Commissioner in Canada; Laura Finlay, Second-Secretary in the Embassy of Ireland to Canada; Salome Meyer, Ambassador of Switzerland to Canada; and the GAC Pride Network. The goals were to establish long-term, sustainable events between the diplomatic corps and Diplomats for Equality centred on sharing information sharing and lessons learned, to perform outreach and to build a community network.	7
	Public Service and Procurement Canada	Information sessions	Three sessions on allyship delivered by Jessica Vis, Jason Bett and Christopher Little-Gagné in recognition of May 17 – The International Day Against Homophobia, Transphobia and Biphobia.	157

Timeline	Department	Title of event	Description	Attendance
May	Global Affairs Canada	Meet and Greet	An opportunity to provide an update on the GAC Pride Network governance and road map (universal access to all-gender facilities, training, and foreign accreditation), share planned activities for 2021 and grow membership.	Entire GAC pride network members
	National Defence	Video conference at the LGBT Chamber of Commerce	An opportunity to discuss the role of the Defence Team Pride Advisory Organisation with invited speaker, Major André P. Jean.	50
June	Agriculture and Agri-Food Canada / Canadian Food Inspection Agency	Panel discussions	A discussion with Monica Helms (creator of the Trans flag) and Charley Beal (Chair of the Gilbert Baker Foundation) to learn about the history and creation of the original Pride and Trans flags, which are symbols designed to recognize the importance of the LGBTQ2+ and Trans communities in society.	202
	Shared Services Canada and the Canada School of Public Service	Panel discussion	A panel discussion to commemorate National Indigenous Peoples Day and Pride Season, featuring two-spirit persons and LGBTQ2+ advocates and community members from across Canada. Panel members addressed the historical role of two-spirit persons among Indigenous peoples and the reclamation of this identity against the legacy of colonialism in Canada.	1,528



RESPECT

“

I had submitted myself to be a guest speaker at two different events during Public Service Pride Week, and I was accepted to be a panellist for both events. I was able to speak about my own personal intergenerational experience in the queer community and how I have seen things change during the last 20 years.

”



Tamara Lopez
Canada Border Services Agency



Timeline	Department	Title of event	Description	Attendance
June	Public Service Commission	Pride Season	Six information sessions to discuss the origins of LGBTQ2+ Pride and learn what Pride Season means for LGBTQ2+ peoples and allies.	444
	Shared Services Canada	Presentation	Co-champions of the SCC Pride Network presented to the departmental Diversity Advisory Group – Persons with Disabilities and provided an overview of its mandate, roles and responsibilities as well as resources available to SSC employees.	15
	Canada Revenue Agency	30 Days of Pride Twitter campaign	Employees provided quotes related to Pride which were used for social media.	680+ followers, 28,008 retweets, engagements & impressions
	National Defence	22 Wing Queer Q&A	A virtual Queer Q&A with questions from the 22 Wing community, where a selected panel of LGBTQ2+ subject matter experts answered in video format. Panelists were selected from across Canada, representing all areas of our LGBTQ2+ communities, various levels of government and different ranks of the Canadian Armed Forces/National Defence.	800

Timeline	Department	Title of event	Description	Attendance
June	Health Canada	Pride trivia game	Employees took part in this virtual event that raised awareness about the history of Pride and LGBTQ2+ rights in Canada and in the public service.	100+
July	Positive Space Initiative	Singing master class	A 90-minute virtual session on the fundamentals of singing by singer/songwriter Jessica Bianconi.	N/A
	Treasury Board of Canada Secretariat	Panel discussion	This first-ever Government of Canada non-binary panel discussion featuring panelists and a moderator—all of whom have a non-binary gender identity, be that genderfluid, genderqueer, agender, two-spirit, bigender, non-binary or however they identify outside the gender binary. This event coincided with International Non-Binary People's Day.	180
	Shared Services Canada / Canada School of Public Service	Panel discussion	A panel discussion featuring two-spirit persons and LGBTQ2+ advocates and community members from across Canada to address the historical role of two-spirit persons among Indigenous peoples and the reclamation of this identity against the legacy of colonialism in Canada.	1,171
	Health Canada / Public Health Agency of Canada	Panel discussion	A discussion around gender identity and sexual orientation with an audience not familiar with the subject matter.	100

Timeline	Department	Title of event	Description	Attendance
July	Global Affairs Canada	Pride Champion Coffee Chat (Stewart Wheeler)	An informal coffee chat with Stewart Wheeler – no agenda, just a drop in to say “hi,” ask a question or get to know him better!	All of GAC’s Pride Network members
August	Infrastructure Canada	Panel discussion Public Service Pride Week	A panel discussion on allyship. What does it mean? Who can be an ally? How to be an ally? When to be an ally?	325
	National Defence	Ask Me Anything Public Service Pride Week	Ask Me Anything sessions provide a platform to share stories, listen, ask respectful questions and continue on our journey to becoming more inclusive organizations.	300
	Indigenous Services Canada / Crown-Indigenous Relations and Northern Affairs Canada	Panel discussion Public Service Pride Week	The panel discussion was moderated by Valerie Gideon, Senior Associate Deputy Minister at Indigenous Services Canada, with Missing and Murdered Indigenous Women and Girls (MMIWG) 2SLGBTQQIA working group representatives. Members of the MMIWG 2SLGBTQQIA working group were invited to present the work they did in support of the MMIWG Action Plan.	220

Timeline	Department	Title of event	Description	Attendance
August	Shared Services Canada	Panel discussion Public Service Pride Week	An intergenerational panel discussion featuring the stories and perspectives of members of the 2SLGBTQIA+ communities who are in various stages of their federal public service career, to help underline the social progress that has already taken place and the steps that still need to be taken to achieve inclusion.	233
	Global Affairs Canada	Panel discussion Public Service Pride Week	The GAC Pride Network hosted a panel discussion on the realities of LGBTQ+ diplomats abroad.	303
	The LGBT Purge Fund	Panel discussion Public Service Pride Week	PA conversation with Executive Director Michelle Douglas and Artur Wilczynski, Associate Deputy Chief SIGNT at Communications Security Establishment, to learn more about the proposed LGBTQ2+ national monument.	53
	Public Services and Procurement Canada, Employment and Social Development Canada, Department of National Defence	Panel discussion Public Service Pride Week	A panel discussion on gender identity and gender expression and how it can impact a community member and on ways in which allies can support LGBTQ2+ community members.	108



“ Participating in a Pride Week panel discussion, which was my first time speaking about my experience as a gay public servant at a large-scale department-wide event, was extremely impactful to me personally. The simple fact that there is a Public Service Pride Week demonstrates the Government of Canada’s support for our communities and its commitment to having these often uncomfortable conversations. But we must also recognize that there is still a long way to go and more work to be done to support this employment equity-seeking group.

”

Woody Brown
Department of Justice Canada



Timeline	Department	Title of event	Description	Attendance
August	Canada School of Public Service	Panel discussion Public Service Pride Week	A conversation with four public servants with intersectional identities. This event highlighted how they navigate their public servant lives when the system is against them. The panel discussion was meant to enrich people's views of how types of discrimination works do not work in isolation, but build on each other.	1,528
	Indigenous Services Canada/Crown-Indigenous Relations and Northern Affairs Canada	Panel discussion Public Service Pride Week	A panel discussion on two-spirit and Indigiqueer identities: diverse Indigenous realities and understandings of gender, parenthood, the journey of accepting one's identity, and other engaging topics. This event was moderated by Gina Wilson, Deputy Minister at Canadian Heritage, and was opened and closed by Elder Albert McLeod.	262
	Public Service Commission	Lunch and Learn Public Service Pride Week	A lunch and learn on allyship co-hosted by Holly Ellingwood from the Diversity & Inclusion Secretariat at Public Safety Canada (PSC), and Sean Boileau, Chair of PSC's Culture Connect. This event was open to all public servants.	214
	Environment and Climate Change Canada	Panel discussion Public Service Pride Week	ECCC's Champion of Diversity, Equity and Inclusion hosted a panel discussion featuring speakers with a variety of lived experiences in the art of drag, including current public servants and individuals who are external to government.	133

Timeline	Department	Title of event	Description	Attendance
August	Agriculture and Agri-Food Canada / Canadian Food Inspection Agency	Panel discussion Public Service Pride Week	A panel discussion with LGBTQ2+ leaders along with representatives of Agriculture and Agri-Food Canada and the Canadian Food Inspection Agency on new/emerging needs and solutions to create equitable opportunities for LGBTQ2+ communities.	N/A
	Public Service Commission	Virtual Drag King Picture Book performance Public Service Pride Week	A bilingual family-friendly reading of Red: A Crayon's Story with Cyril Cinder, Ottawa's own dynamic and dramatic Drag King, followed by a Q&A session emceed by Talal Dakalbab, Diversity and Inclusion Champion at Public Safety Canada (PSC), and Holly Ellingwood from PSC's Diversity & Inclusion Secretariat.	195
	Veterans Affairs Canada	Trivia game Public Service Pride Week	Veterans Affairs Canada employees from the Prairies and Positive Space ambassadors hosted a trivia game, with topics that included the history of LGBTQ2+ Pride and the importance of celebrating diversity.	125
	Veterans Affairs Canada	Panel discussion	A panel discussion focused on sharing the lived experiences of LGBTQ2+ employees.	75
	Transport Canada	Ask Me Almost Anything (AAMA)	Transport Canada (TC) held two 90-minute events for TC employees to ask genuine questions to 2SLGBTQIA+ panel members.	750

Timeline	Department	Title of event	Description	Attendance
August	Canada Revenue Agency	Social media	Twitter series (SuperQueer) to highlight queer folk who have made a difference. 71,726 retweets, engagements & impressions	680+ followers
	Parks Canada	Trivia game	The 2SLGBTQIA+ staff group organized an LGBTQ2S+ Jeopardy event to educate and engage staff members.	30
September	Women and Gender Equality Canada	YPN Pride book event and coffee break	A Pride-themed book event and coffee break on Zoom.	30+
	Privy Council Office	Panel Discussion	A virtual bilingual panel discussion to celebrate Pride Season and promote the inclusion of LGBTQ2 communities. Guest speakers included Jason Bett, Susan Woodhouse, and Kaye M. Low.	82
	Canadian Heritage	Lunch and Learn	A discussion with diverse 2SLGBTQ+ leaders from local and national organizations that spoke to realities of the communities then and now (We Still Demand: 50 Years of 2SLGBTQ+ Activism in Canada).	80
October	Health Canada / Public Health Agency of Canada	Panel discussion	A panel discussion on gender identity and sexual orientation, Positive Space ambassadors, transition in the workplace and how the lens of Sex- and Gender-based Analysis Plus (SGBA+) fits into all of this.	70

Timeline	Department	Title of event	Description	Attendance
October	Public Service Pride Network	Panel discussion	In celebration of International Pronouns Day on October 20, PSPN hosted a virtual bilingual panel discussion on the use of pronouns and inclusive language within the public service.	500
	Public Service Pride Network	Panel discussion	As part of the Fall Speaker Series, Jason Bett, Public Service Pride Champion, moderated a panel discussion with Public Service Pride Award recipients Tamara Lopez (she/her/elle) and Artur Wilczynski (he/him/il) to talk about transformative change in the public service as viewed through their own lived experience.	106
	Global Affairs Canada	Virtual Brown Bag Lunch	Stewart Wheeler, LGBTQ2+ Pride Network Champion at GAC, talked about his lived experiences at different missions over the years.	100
	Global Affairs Canada	Pronouns	In recognition of International Pronouns Day, the GAC Pride Network worked with their IT colleagues to add a field to TeamInfo where GAC employees can select their preferred pronouns from a drop-down menu.	All GAC employees
	Shared Services Canada	Panel discussion	In honour of Women's History Month and 2SLGBTQ+ History Month, Johanne Fulford, Co-Champion of the Pride Network, participated in a panel discussion on women in STEM.	70+

Timeline	Department	Title of event	Description	Attendance
October	Military Grievances External Review Committee	Blog	The Military Grievances External Review Committee ran an exercise composed of a series of four internal blog posts that both challenged and encouraged employees to self-reflect and examine their personal beliefs and biases on diversity and inclusion, including their understanding of intersectionality.	30
November	National Defence	Webinar	A webinar on how to become an ally of the LGBTQ2+ communities and create inclusive workplaces, as viewed through the particular journey of Corporal Lamarre and other guest speakers.	
	Public Service Pride Network, Office of Public Service Accessibility, ISED Diversity & Inclusion Taskforce	Panel discussion	As part of the Fall Speaker Series, Jason Bett, Public Service Pride Champion, and Yazmine Laroche, Deputy Minister, Public Service Accessibility and Champion for Federal Employees with Disabilities, moderated a discussion with Camille Bérubé, a queer woman and three-time Paralympian, who spoke about her journey and lived experience.	151
	Canada Revenue Agency	Transgender Day of Remembrance Commemoration and Community Chat	A commemoration event in honour of Transgender Day of Remembrance.	TBC

Timeline	Department	Title of event	Description	Attendance
November	Statistics Canada	D&I conference	A presentation on the Public Service Pride Network to participants at the D&I conference	Day 1 – 6,039 Day 2 – 4,665 Day 3 – 4,620
	Innovation, Science and Economic Development Canada	CaféOmbud	The CaféOmbud is an interactive discussion series hosted by ISED's Ombud for Mental Health and Employee Well-Being organized a CaféOmbud with Ombud Mario Baril, and Jason Bett, Champion of the ISED LGBTQ2+ Network and Public Service Pride Network.	21
December	Public Service Pride and ISED LGBTQ2+ Network	Safe Space Discussion	Safe space discussion where everyone can speak without fear of reprisal, discrimination, or harassment. This discussion centered on working from home and how the pandemic impacted familial relationships.	108
	PSPC Pride Network and the Employee Charitable Campaign	Trivia game	The PSPC Pride Network teamed up with the Employee Charitable Campaign to play a game of Hollywood Squares. The PSPC Diversity Champion, RDG Alexia Touralias, and Public Service Pride Network Champion Jason Bett competed to decide if the squares were telling the truth, or trying to deceive them. While highlighting some LGBTQ2+ friendly charities	N/A

Timeline	Department	Title of event	Description	Attendance
Ongoing or Recurring				
	Veterans Affairs Canada	LGBTQ2+ cultural competency training (10x)	N/A	750
	Veterans Affairs Canada	LGBTQ2+ learning sessions presented by Kaye Low	These sessions offered basics on LGBTQ2+ people, information on the GC context, strategies for inclusion and a personal account of the experience of a transgender woman.	400
	Transport Canada	Positive Space awareness sessions	Two-hour training raising awareness on 2SLGBTQIA+ communities. (25 sessions)	450
	Public Services and Procurement Canada	Initial outreach	Meeting with all staff and senior management to build LGBTQ2+ competencies related to Gender-Based Analysis Plus, the Purge, LGBTQ2+ realities in Canada as seen in data, and allyship. Total of 11 meetings with 11 different sectors.	633
	Canada Revenue Agency	Rainbow Stories: Day of Pink Edition	Four sessions in April and Four in October. Facilitated series on overcoming bullying/homophobia and coming out stories.	920
	Canada Revenue Agency	Pride: Who, What, & Why?	This event provided a opportunity to learn more about Pride and why we celebrate each year. The presentation, Pride: Who, What, & Why?, covered history and contemporary issues for the LGBTQ2+ community. These sessions were open to all CRA employees.	192