

# EMPOWERING 2SLGBTQIA+ WORKERS IN ENERGY

A GUIDE TO CREATING SAFER,  
MORE INCLUSIVE WORK FROM  
THE OFFICE TO THE FIELD

**PRIDE AT  
WORK**  
CANADA



**FIERTÉ AU  
TRAVAIL**  
CANADA



## Supporters



This project has been funded by Women and Gender Equality Canada.



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# Acknowledgements



## Land Acknowledgement

Pride at Work Canada/Fierté au travail Canada operates on the unceded, stolen, and treated traditional territories of hundreds of diverse Indigenous nations, which include Two-Spirit and LGBTQIA+ Indigenous people. We recognize there are multiple barriers that impact Two-Spirit and LGBTQIA+ Indigenous people in accessing meaningful, affirming, and inclusive employment. In our work, we look to reduce those barriers and are open to feedback from Indigenous workers, employers, and job seekers in making this driving factor a reality.

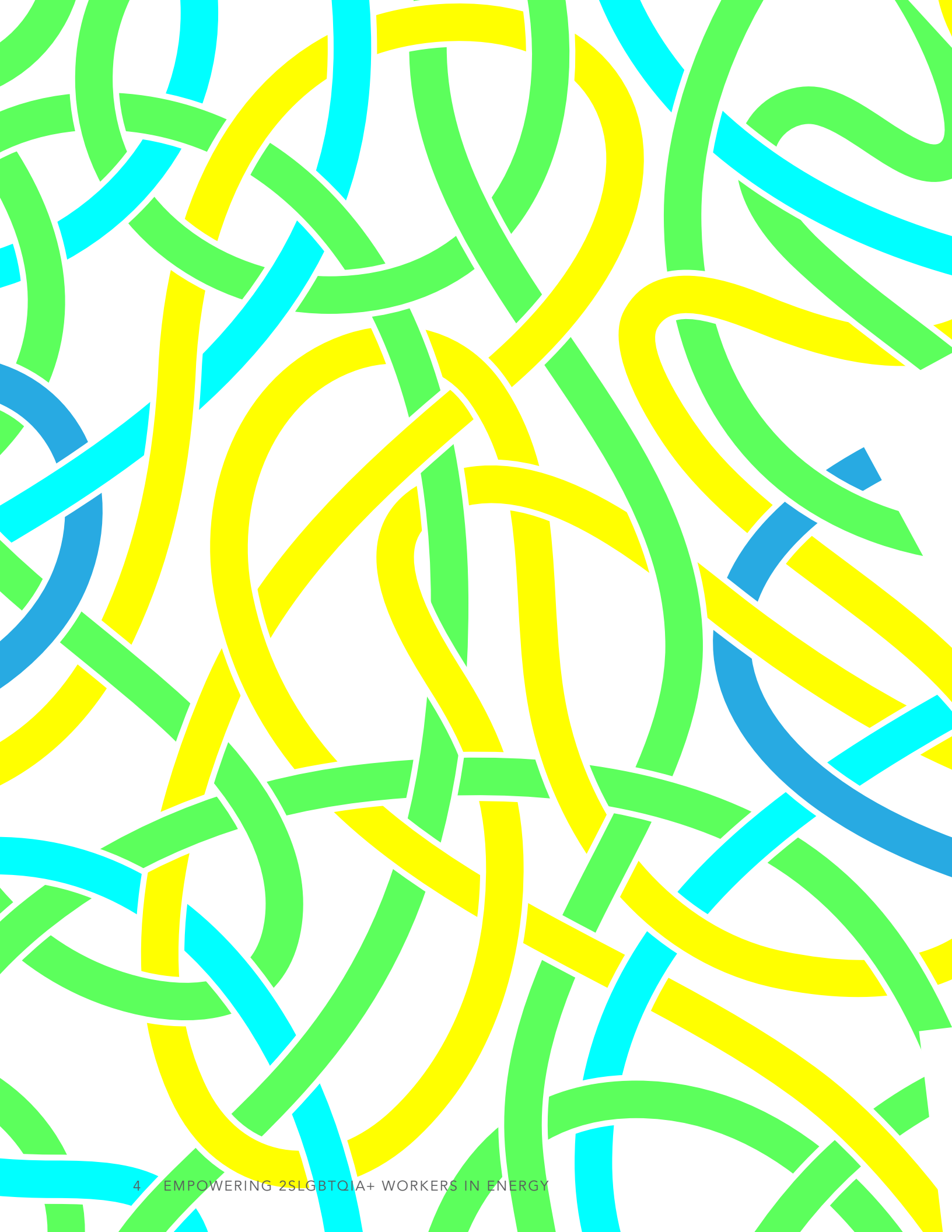
This study was conducted across the country and engaged people living and working on unceded, stolen, and treated land in several regions. In particular, most of this work was done by researchers living, visiting, and working on the unceded and ancestral territories of the hən̓qəmi̓n̓əm and Skwxwú7mesh speaking peoples, the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and səliwətał (Tsleil-Waututh) Nations, in what is colonially known as Vancouver; on Treaty 7 land, which encompasses the ancestral and traditional territories of the Blackfoot Confederacy, the Îethka Nakoda Wîcastabi First Nations, and the Tsuut'ina First Nation, in what is colonially known as Calgary; and on Treaty 14 land, which encompasses the traditional territories of the Attawandaron, Wendat, Haudenosaunee, Anishinabeg, and the Mississaugas of the Credit First Nation, in what is colonially known as the Halton-Peel Region.

As a national organization, we support and uphold the over 70 treaties signed between the Government of Canada and diverse Indigenous nations. In an act of reconciliation, we also endorse national Indigenous initiatives, including land and water sovereignty and protections, as well as Indigenous human rights issues.

## Community Partners

This study and guide were made possible thanks to:

- Two-Spirit, queer, and trans individuals who trusted and shared their stories with us;
- Organizations in the energy sector who shared information on their policies and practices with us; and
- Community organizations who shared their time and resources with us, including: Build a Dream, Calgary Outlink Centre for Gender and Sexual Diversity, Centre for Sexuality, DiversiTrade, Pride in Business, Wood Buffalo Pride, and others.





# **Content Warning**

**This guide shares personal stories of homophobia and transphobia at work, including experiences of discrimination, harassment, violence, and mentions of self-harm. Some readers may find this content distressing — please engage only as feels right for you and prioritize your well-being.**

# Note from the Research Team

We designed this research to be community-led and non-extractive. Our aim was simple but urgent: translate lived experience—especially from the field and the trades—into practical actions that make jobs in this sector safer and more inclusive, whether you’re in the office or on the jobsite.

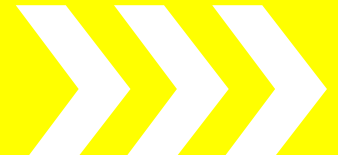
This guide focuses on primary research, so while we reviewed background materials to inform our approach, our recommendations are based on worker testimony and sector expertise. What you will find ahead balances two things: a realistic account of the harms people are navigating, and the bright spots—allyship, leadership, community care—already making a difference.

As you read this guide, we hope you will take moments of pause to sit with and reflect on the stories and experiences that were shared by participants in this study. Some of these stories are difficult to read, but they are even more difficult to experience as part of one’s work life and it’s important that they are heard and understood by those who have the power to take action.

This is not the final word. It is a tool to initiate and accelerate change. If you notice gaps, have additional stories to share, or would like help tailoring these actions to your specific context, we would like to hear from you.

Together, we can build energy workplaces where every person goes to work—and returns home—safe, respected, and able to thrive.

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# Executive Summary



**Empowering 2SLGBTQIA+ Workers in Energy** is a result of community-led research aiming to translate worker testimony into actionable steps to advance 2SLGBTQIA+ rights and inclusion that employers in the energy sector can implement on the frontline - not just in the corporate office. This research is part of a larger project funded by Women and Gender Equality Canada and will be accompanied by a practical toolkit that can be used in workplaces across the sector to cultivate safer and more inclusive environments for 2SLGBTQIA+ workers.

Through collaboration with experts in the sector and community-serving organizations, this guide is informed by the realities of 2SLGBTQIA+ individuals working on the frontlines of the Canadian energy sector. This guide is intended for company executives; human resources professionals; diversity, equity, and inclusion professionals; union representatives; people managers; site supervisors; and employee resource group leaders across Canada's energy sector to better understand and address these difficult realities.

## What we found

- Field sites remain high-risk environments for 2SLGBTQIA+ workers; microaggressions and normalized homophobia and transphobia in the workplace escalate to harassment and violence, which result in fear and hypervigilance that damage physical and psychological safety.
- These conditions increase the risk of health and safety incidents at work, result in turnover and loss of talent, and generate risks to legal compliance under human rights legislation.
- Office-centric DEI efforts often fail to reach dispersed field-based workers, and fail to resonate in the unique context of workplaces outside the corporate office setting.
- Engaged and committed leadership, peer allyship in the workplace, employee-led resource groups, and the use of low-tech communication channels are bright spots in this research, indicating positive practices that can help create the change that's needed.





## Why this matters for employers

- **Fewer incidents, lower costs.** Identity-based harassment leads to distractions which raise error rates; addressing them can reduce near-misses, downtime, and equipment damage.
- **Retention and hiring.** Safer, more respectful jobsites attract scarce talent faster and enable environments where that talent can stay and grow.
- **Compliance and reputation.** Clear reporting and enforcement structures lower legal exposure and build trust with workers, partners, and communities.
- **Productivity.** Inclusive and psychologically safe teams can enable higher discretionary effort, higher employee engagement, and smoother site coordination.



# Snapshot of Recommendations

1.

**DEVELOP TRAINING AND RESOURCES SPECIFIC TO JOBSITES** in collaboration with operational and field-based staff, prioritizing storytelling and scenarios relevant to field-based environments.

2.

**DESIGN STRATEGIES THAT REACH BEYOND THE OFFICE** by utilizing regional champions, and ensuring programs can be accessed by workers in field-based and remote locations.

3.

**DECENTRALIZE DEI IMPLEMENTATION AND COMMUNICATIONS** by leveraging low-tech communication channels, working with trusted messengers to reach workers, and incorporating relevant content into routine communications.

4.

**PRIORITIZE PSYCHOLOGICAL AND PHYSICAL SAFETY** by developing strong mechanisms that identify and address known challenges, and respond to psychological safety concerns as serious threats to workers and operations.

5.

**LEAD WITH INCLUSIVE INFRASTRUCTURE** by prioritizing accountability, leadership education on homophobia and transphobia, and safety for those reporting incidents.

6.

**STRENGTHEN LEGAL AND POLICY ENFORCEMENT MECHANISMS** by prioritizing accountability by leadership, education on homophobia and transphobia, and ensuring safety for those reporting incidents.

7.

**FORMALIZE ERGs AS EQUITY PARTNERS** by providing dedicated funding and support or compensation for ERG leaders, and enabling ERGs to reach employees across organizational hierarchies, locations, and functions.

8.

**BRIDGE RECRUITMENT GAPS WITH MENTORSHIP AND REPRESENTATION** by engaging 2SLGBTQIA+ leaders and role models in talent attraction, retention, and advancement efforts.

# Introduction

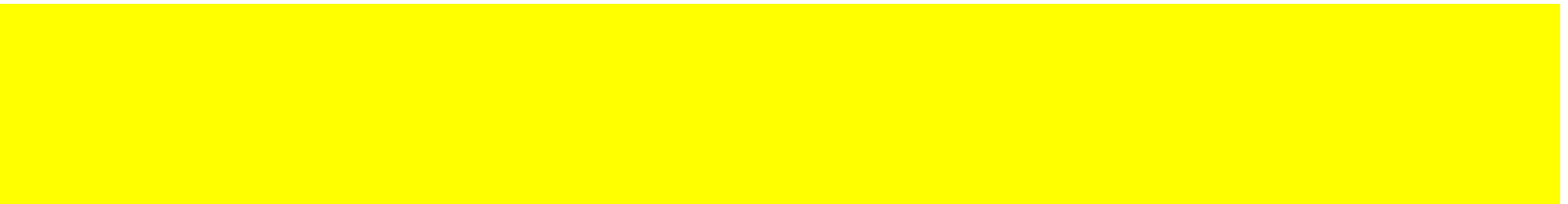


This guide is part of a national initiative to empower 2SLGBTQIA+ workers in Canada's energy sector by identifying the systemic barriers they face and offering actionable strategies for building safer, more inclusive workplaces. It is designed to inform employers, industry leaders, DEI professionals, and labour organizations of the lived experiences of 2SLGBTQIA+ individuals working in the sector, particularly those in field-based and skilled trades roles – people who remain underrepresented in existing conversations surrounding workplace rights and inclusion. Based on primary research and first-hand narratives, this guide reflects a commitment to advancing equity not just at the head office, but on the remote jobsite and in every part of the sector where 2SLGBTQIA+ people work, lead, build, and thrive.

Currently, a significant gap exists in both understanding and action regarding the support of 2SLGBTQIA+ workers in the energy sector. Despite sustained DEI efforts in recent years, 2SLGBTQIA+ individuals in Canada's energy sector encounter multi-layered barriers to safety, engagement, and career development. In addition to the physical and psychological safety risks traditionally normalized in this sector, 2SLGBTQIA+ workers report experiencing verbal and physical harassment, discriminatory treatment, and violations of their human rights as frequent occurrences, often forcing them to conceal their identities to protect themselves. This erasure perpetuates a vicious cycle of vulnerability and isolation: workers who remain closeted may struggle to access support networks, while those who disclose their identities risk marginalization, employment termination, and life-threatening violence.

The sector's geographic dispersion further complicates these challenges. Many energy jobs are located on jobsites and in rural or remote areas where social networks and 2SLGBTQIA+-inclusive services are limited. For example, field-based workers on utility maintenance crews or oil sands projects often operate in environments with limited access to internal resources and support, such as those offered by a company's Employee Resource Group (ERG), and to external resources in the community. This isolation exacerbates feelings of vulnerability, particularly for transgender and nonbinary employees navigating traditionally gendered workplace norms.

These intersecting barriers represent more than individual challenges; they point to structural issues within the sector. For 2SLGBTQIA+ people, these risks often shape career decisions, including whether to enter the sector at all or whether it is safe to stay and grow. For employers, the inability to recognize or respond to these realities is contributing to a significant talent gap. Existing DEI programs, while well-intentioned, are often designed with a corporate office audience in mind and fail to reach those working in field-based roles — those who are often most vulnerable to harm and exclusion. To help



correct these barriers, this guide presents several recommendations and action items for employers to create meaningful change in the workplace and close gaps for 2SLGBTQIA+ workers across the sector.

This guide is intended for anyone in the energy sector who wants to take meaningful steps toward inclusion. It can be used as a reflective tool, a practical reference, and a starting point for deep organizational change. Approach the stories shared in this guide as evidence of real-life experiences – not for shock value – so their critical impact is preserved without being sensationalized. By grounding recommendations in the experiences and voices of workers themselves, this guide aims to bridge the gap between policy and practice, as well as between intention and impact.

# Glossary



**2SLGBTQIA+** stands for Two-Spirit, Lesbian, Gay, Bisexual, Transgender (trans), Queer, Intersex, Asexual, and the plus, which recognizes the many identities in this community.

**Cis (cisgender)** describes a person whose gender identity aligns with the sex they were assigned at birth.

**Cisnormativity** is the assumption that everyone is cisgender (not trans or nonbinary) and that cis identities are the default, hence, the norm.

**Coming out** is the act of sharing one's 2SLGBTQIA+ identity with others. It's voluntary, ongoing, and context-dependent. It is not a requirement for being 2SLGBTQIA+.

**Diversity, equity, and inclusion (DEI)** is a set of practices and accountabilities to build fair workplaces: diversity (who's here), equity (fair access and opportunity), inclusion (everyone is respected and can contribute).

**Energy reliant communities** are those that have a higher share of employment from the energy sector, a relatively high share of total income from the energy sector, and relatively low sectoral diversity in their economy compared to the average in Canada.

**Gender identity** is a person's internal sense of their gender (e.g., a sense of being a woman, a man, or another gender). It may or may not align with the sex one was assigned at birth.

**Gender expression** is how someone presents their gender externally, such as through their appearance (clothing, hair, makeup), voice, behavior, name, or other cues.

**Heteronormativity** is the assumption that everyone is heterosexual and that heterosexuality is the default, hence, the norm.

**Homophobia** is the prejudice, fear, or hostility towards 2SLGBTQIA+ individuals, expressed interpersonally or through laws, institutions, policies, and other systems of control.

**Intersectionality** is the idea that people hold multiple, overlapping identities (e.g., Indigeneity, race, gender, sexuality, disability) that shape how they experience power, privilege, and harm.

**Nonbinary** is an umbrella term for gender identities that fall outside of the man-woman binary, such as agender, bigender, genderfluid, genderqueer, and others.

**Occupational health and safety (OHS)** encompasses the laws, policies, and practices that prevent injuries and illnesses at work, addressing physical and psychosocial hazards, including harassment and violence.

**Othering** is the process of treating a person or group as an outsider. It shows up in language, policies, and everyday interactions that mark people as different or deviant—less legitimate.

**Outing** is the act of disclosing someone else's 2SLGBTQIA+ identity or trans status without their consent. It's a serious breach of privacy and can create safety risks.

**Passing** means being perceived by others as a particular identity (e.g., a trans person being perceived as cisgender, or a gay man being perceived as straight). It can reduce risk in some settings, but should never be expected or required.

**Psychological safety** is a shared belief that it's safe to speak up, ask questions, or report hazards, without ridicule or punishment. It is a requirement for being able to do the job safely.

**Performative inclusion** is symbolic support (e.g., rainbow logos) without meaningful change to policies, practices, or accountability.

**Queer** is an umbrella term encompassing those whose sexual orientation and/or gender identity falls outside the heterosexual and cisgender norm. This report uses 'queer' as an inclusive and reclaimed word to describe parts of the community.

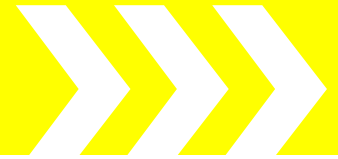
**Tokenism** is superficial inclusion, hiring or promoting a small number of people from underrepresented groups to appear diverse without sharing power, resources, or influence. Real inclusion provides voice, protection, and accountability to change practices and outcomes.

**Trans (transgender)** is an umbrella term for those whose gender identity differs from the sex they were assigned at birth. It includes, but is not limited to, people who identify as transgender, transsexual, nonbinary, and other genders.

**Transphobia** is the prejudice, fear, or hostility toward transgender and nonbinary people, expressed interpersonally or through laws, institutions, policies, and other systems of control and oppression, including policies that erase or exclude gender diversity.

**Two-Spirit** is an umbrella term encompassing gender and sexual diversity in Indigenous communities. Two-Spirit people often serve integral and important roles in their communities, such as leaders and healers. Two-Spirit is a cultural term reserved for those who identify as Indigenous.

# Methodology



With funding from Women and Gender Equality Canada, Pride at Work Canada (PaWC) partnered with Electricity Human Resources Canada (EHRC) to launch the “Empowering 2SLGBTQIA+ Workers in Energy” project, implemented from January 2025 to March 2027. Under this project, Pride at Work Canada conducted a qualitative study of 2SLGBTQIA+ safety and inclusion in Canada’s energy sector in 2025.

## Data Collection

Data collection took place from January to June 2025 in the form of interviews and a focus group with participants from the energy and electricity sector - including business leaders, human resource and DEI professionals, ERG leaders, union representatives, and field-based workers in operational and skilled trades roles - as well as stakeholders closely working with the sector - including researchers, consultants, and community organizers. Participants were recruited through professional networks, snowball referrals, and open calls on PaWC’s social media and website. The study prioritized interviews with workers in field-based operational and skilled trades roles, as these tend to be underrepresented in research around employment and inclusion.

A total of 25 one-hour interviews with 28 participants and 1 two-hour focus group with 3 participants were conducted. Interviews were conducted virtually on Zoom and recorded; the recordings were then transcribed by Otter.ai for analysis.

- Of the 31 participants, 24 self-identified as 2SLGBTQIA+ workers in the energy sector.
- Identity was documented based on self-disclosure during the interview, and participants were not asked to complete a demographic survey. This method was selected to reduce participation barriers related to concerns about anonymity.
- Since participants were not asked to complete a demographic survey, we cannot share exact figures on the representation of identities within the 2SLGBTQIA+ community. However, based on the self-disclosure and stories shared during the interviews, we can estimate that of the 2SLGBTQIA+ workers in this study, at least 38% are Two-Spirit, trans, or nonbinary; at least 8% are Indigenous; at least 13% are racialized; and at least 4% have a disability.
- Of the 31 participants, the remaining 7 participants comprised DEI professionals (3), community organization leaders (2), and independent consultants (2) with experience related to the energy sector. These participants were not asked to self-identify as 2SLGBTQIA+, but several did share this as part of their identity.



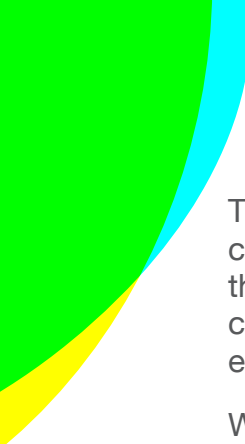
- The majority of participants were located in Alberta (45%) and Ontario (36%), with the remaining participants located in Quebec (6%), Nova Scotia (6%), British Columbia (3%), and Saskatchewan (3%). The reason for the concentration of participants in certain geographic areas was, in part, due to an intentional effort to represent workers from Alberta and Ontario in the study, given the relative size of the industry in these regions, as well as the snowball sampling method employed.
- Participants represent multiple subsectors, including oil and gas, renewable energy, electricity generation, electricity distribution, and infrastructure-focused utilities. This approach allowed us to capture diverse experiences and organizational cultures, reflecting how the energy transition is unfolding differently across sub-sectors.

The data collection process embodies PaWC's commitment to elevating marginalized voices and challenging extractive research practices. Semi-structured interviews and focus groups were the primary methods used for data collection. While interview questions were provided to participants beforehand, they were used as a flexible guide rather than a strict framework: participants were free to use or not use them, depending on the flow of the conversation. This approach acknowledges that participants are the experts of their own experiences, allowing them to focus on the aspects of their experiences that they find most meaningful and significant.

Ethical considerations were central to our research process. It was ensured that participants understood the voluntary nature of their involvement and their right to withdraw at any time. To ensure the confidentiality and safety of the research participants, their identities have been anonymized in this guide. To ensure ownership over one's own story, participants chose the way their quotes and stories were presented and how they were attributed. By creating a safe space for participants to reflect on their realities, we have aimed to co-produce knowledge that will inform inclusive practices in Canada's evolving energy landscape.

## Challenges

Connecting with field-based workers presented significant obstacles. Unlike most office-based workers, field-based workers in the energy sector often operate on unpredictable schedules and often lack access to digital communication tools. Their work frequently takes place in remote or rural locations, which isolate them from the company headquarters. Many field-based workers lack the ability to join Zoom calls or participate in virtual meetings, especially during working hours as their roles require constant attention to operational tasks and safety protocols.



These challenges mean that traditional approaches to DEI outreach often fail to capture the perspectives of field-based employees. This, in turn, contributes to the underrepresentation of their experiences in DEI assessments, thereby limiting companies' ability to develop truly inclusive policies that reflect the realities of the entire workforce.

We leveraged both informal networks and community partnerships to overcome these barriers. Community networks and snowball sampling helped us reach participants in the field. Additionally, we collaborated with local community groups that have established trust among energy workers in their respective localities. We also conducted interviews with office-based workers who had prior experience in field-based roles to gain insights into the challenges and realities they faced in their past and present context. This triangulated strategy enabled us to gain a nuanced understanding of the lived experiences of 2SLGBTQIA+ workers across the sector.

# Findings



## Power and Identity:

### Experiences of 2SLGBTQIA+ Workers in the Sector

All 2SLGBTQIA+ energy workers in this study reported having experienced homophobia and transphobia at work, stemming from a heteronormative, cisnormative, and hyper-masculine workplace culture. Far from being rare or isolated incidents, the experiences of participants in this study reveal a discriminatory system within Canada's energy sector, affecting employees in both office- and field-based environments.

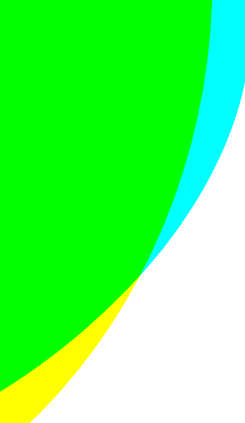
Participants shared how homophobia and transphobia showed up at work in different ways, from subtle microaggressions to overt anti-2SLGBTQIA+ behaviours, outright harassment, and even physical violence. While all 2SLGBTQIA+ energy workers in this study had experienced this, homophobia and transphobia were especially pronounced for those in field-based roles, and the risk of outright violence was significantly more common for Two-Spirit, trans, and nonbinary individuals.

These accounts show how homophobia and transphobia are not only barriers to the inclusion of 2SLGBTQIA+ people in the sector, but also diminish the trust and cohesion that are essential to ensure the safety of workers in the office and on the jobsite.

### 1. Common experiences of homophobia and transphobia at work

**Microaggressions** were commonly experienced by participants in this study. They are subtle, casual or well-meaning comments that cause alienation and emotional strain for 2SLGBTQIA+ employees who are constantly made to feel they are “different” from their heterosexual and cisgender colleagues. Many instances of microaggressions are seemingly well-meaning – a compliment or a curious question – but they often lean on stereotypes (e.g., “you’re brave,” “you don’t look trans,” “who’s the husband/wife in the relationship?”). While the intent may not be to cause harm, the impact is often harmful. Participants shared how these seemingly small moments of aggression repeat themselves and build over time, reinforcing alienation and reducing their sense of psychological safety:

“I have a picture of my husband and I from our wedding on my window. There’s nothing special about this picture, but every time [an employee] would come into my office – his intentions were good – he would say: ‘It’s really brave of



you to have that displayed. I'm really proud that you do that.' But it happened every time he entered my office. The first time [I] was like: 'Oh, thank you. I'm just going to be myself. I don't care.' But him doing it every single time made me feel like I'm different... He didn't say it [to heterosexual colleagues], but he did for me, and it was another way where I felt singled out and alienated because I'm different... I started going to a counselor and a therapist, and a lot of that conversation centered around my uncomfortableness with being in this environment as a gay man."

– Edmund, a gay man and energy worker

Participants also shared how **homophobia and transphobia** appeared in the workplace through acts of **avoidance and resistance against 2SLGBTQIA+ visibility and inclusion** by other workers. For example, Avery, a Two-Spirit queer Indigenous energy worker, shared how resistance to 2SLGBTQIA+ inclusion on her jobsite became overt when the Pride ERG painted a rainbow sidewalk at the site entrance to promote visibility and inclusion:

"We created a rainbow sidewalk, got our members out, and had a fun time actually painting it ourselves. But then we noticed that, like, people are spitting on the sidewalk, or kicking rocks on it, or... I've seen a few people avoid it. Like, walking on this sidewalk is the most direct path but people will just go all the way around it so they don't have to walk on the rainbow sidewalk. It says: 'We're Here'. It represents: 'You are entering a site where queer people work,' we're just here to do work."

**Social exclusion, negative comments, and jokes about 2SLGBTQIA+ people** were also common for 2SLGBTQIA+ energy workers, particularly for those who did not fit into the overarching masculine stereotype in the sector and of skilled trades work more generally.

"There are a lot of locker room jokes and [I] didn't ever feel a part of the jokes that were being told... And there's [an attitude] of: 'Okay, well, we're fine with [2SLGBTQIA+ people], but we don't want to hear about it, we don't want to see it.' Like, there's a lot of that that goes around. You hear that statement a lot, even now... So, definitely there's a feeling of isolation in it, I guess, not being able to really express who you truly are."

– Victor, a queer man and energy worker

"I would say the majority of work sites, there's at least one person I'm working with that is openly hostile to me, but mostly, it's just these dudes that think I'm a little bit of a joke for existing."

- Daniel, a trans man and electrician

"I'm also small and got told by a foreman once, 'Construction workers don't wear size small.' Which, you know, just telegraphs the message that I didn't belong on the site. If [properly fitting personal protective equipment] was actually provided,

it would project the message that we were actually welcome on sites. It's just another sort of small experience of isolation."

- James, a gay man and electrician

Trans women in this study shared how **transphobia and misogyny** intersected to create unique challenges for them on the jobsite, with their experiences working in the sector shifting dramatically during and after transitioning. They were often met with skepticism, endured harsh criticism of their work, and had to constantly prove their abilities despite having the same credentials as before their transition. For example, Clara, a trans woman and electrician, described this in stark contrast to her previous experience when she had been male-presenting at work:

"It got to a point where I would go on to jobsites, while still male-presenting, and people would just trust me. They would take my word for what it was. After I came out, even with all of this experience and 26 letters behind my name and whatever else it might be, I have to prove to people over and over again about my experience and about my knowledge base, because they don't value it the same as when I was male-presenting, right? There's not that inherent trust in what I say."


The tension between visibility and belonging was a common element in the stories shared by participants in this study. It's clear that seemingly minor actions carry much deeper symbolic meaning, causing rejection, isolation, and othering of 2SLGBTQIA+ energy workers, while often requiring them to bear the burden of cultural change in environments that are slow to evolve.

## 2. Harassment and violence on the jobsite

**Homophobic and transphobic violence and harassment** were reported by multiple participants in this study and were particularly common for Two-Spirit, trans, and nonbinary individuals working in field-based environments. Similar to more subtle forms of homophobia and transphobia, violence and harassment were also described as being normalized as part of the culture of the sector. The risk of violence makes the workplace a site of heightened vigilance and risk in an environment where risks of physical danger are already present.

Clara, a trans woman and electrician, shared how transphobic attitudes and exclusion on her jobsite foreshadowed deliberate harassment and aggression against her when she came out at work. This enabled an environment in which she experienced violence that was calculated and potentially fatal, highlighting how a **culture of normalized transphobia** in the sector means that trans and nonbinary people are **structurally exposed to injury**:

"One day I was doing my pre-use inspection of a lift and as I was moving it into position, one of the wheels actually fell off because someone had loosened all of the bolts on it. So if I didn't do that pre-use inspection and let's say I was elevated when the wheel fell off, I would have been incredibly hurt, if not worse."



These experiences are echoed by another participant, Rachel, a queer trans woman and electrician, who described the culture of the sector and her trade in particular as **normalizing sexism and sexual objectification against women**, as well as violence against queer and trans people. This normalization creates unsafe work environments and often leads to a loss of employment for individuals, hence, a loss of talent for companies in the sector:

“It was a very unsafe environment. I left the trade because I felt my life would be at risk for even daring to transition on the job at all. So I had to completely abandon that career.”

Daniel, a trans man and electrician, described how the culture of normalized transphobia on jobsites leads to marginalization and exclusion from his work crew, putting him at risk of violence and injury in an environment where the technical work already presents significant risks to physical safety. This experience speaks not only to the **psychological burden of exclusion** but also to the **physical harm of transphobia**.

“It’s a pretty dangerous environment... There are a lot of situations where I’m up in a lift and there’s a lot of other activity going on, or I’m on a slab and there’s rebar swinging around that could take someone’s head off, or there’s information about what is and what isn’t energized that needs to be shared among the crew. Almost always, I’m not on the inside of the crew... and maybe there are people that are actively hostile to me... I know I have to rely on my hypervigilance all the time in ways that the rest of the crew don’t. Because I know that they’re not looking out for me the way that they’re looking out for each other. And in fact, they might think it’s funny if I’m put in an unsafe situation, they might want to see how I react if they walk up and shake my ladder while I’m working. You know, they kind of want me to fail.”

The harassment and violence experienced by trans and nonbinary workers in this sector are not isolated incidents but are common across multiple regions and sub-sectors of energy, exposing a larger trend and structure of **gender-based violence** in Canada’s energy sector. Participants described the energy sector as being “male-dominated” with a culture that is strongly rooted in hypermasculinity and that is normalizing and accepting of homophobia and transphobia.

“[The work environment] is a bit of a feedback loop around masculinity and toughness and dominance... that can lead to gender-based violence, whether that is against women that [the men] are in a relationship with or against people who don’t conform to what they perceive as the appropriate gender roles. If they don’t [fit into that role], others feel entitled to punish them for it. So whether that’s people who are trans, queer, lesbian, gay, bisexual, whatever, it really gets into this idea of: ‘I’m going to push you towards the norm’... People might call it hazing, but it’s really just violence.”

– Steph, a public policy consultant with experience in gender equity and violence prevention

Beyond the shift itself, housing and camp life extend work culture into off-hours for field-based workers. As Steph also pointed out:

“A lot of the smaller communities in Alberta where this type of work occurs, especially natural resource extraction, have very limited housing options to begin with, and community bias might make short-term rentals even harder to access for 2SLGBTQIA+ folks. Alternatively, in camps, the need for hyper-vigilance extends beyond the traditional workday because one is also living side-by-side with one’s colleagues for weeks at a time.”

This lack of safety, both psychologically and physically, is a barrier to navigating employment, including the ability to enter, stay, and advance in the sector. Participants shared varying degrees of comfort in reporting incidents with varying results, as some participants reported having their workplaces take action to investigate and respond to harassment and violence, and others reported being dismissed when they brought issues forward. Participants shared a perception that it was more common for larger employers to have prevention policies in place and to take action when reports were made, and less common for smaller employers.

### 3. Washrooms as sites of struggle

Several participants mentioned the importance of washrooms on the jobsite as spaces for privacy and comfort. Some even characterized them as potentially safe spaces where people can build connections, foster solidarity, and reaffirm community in challenging work environments.

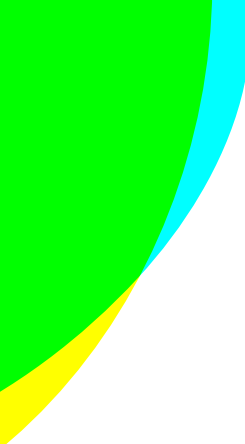
Washrooms have long been sites of struggle for women, trans and nonbinary, and disabled workers in this sector, where, at the time of writing, it is still common for jobsites in some jurisdictions to only provide male washrooms. Participants shared that it was common to be one of the few (or only) female, trans, or nonbinary workers on the jobsite and to have very limited access to adequate facilities. **Beyond a simple design or oversight issue**, the persistent absence of inclusive washroom facilities represents a **disregard for queer and trans existence in this sector**.

“On site, there are no gender-neutral washrooms. So, I pretty much have to go to the women’s one, because that’s more how I present [myself]. I’m more feminine-presenting. If I did go to the men’s washroom, I’d probably get yelled at... So, the general understanding is that there are probably no queer people who work here.”

- Avery, a Two-Spirit queer Indigenous person and energy worker

This invisibility is unfortunately not neutral. Rather, it sets a stage for more **overt forms of hostility and violence**. Participants shared experiences in which both gendered and gender-neutral washrooms were targeted by anti-woman and anti-2SLGBTQIA+ vandalism that reduced physical and psychological safety and, in some cases, constituted gender-based harassment and discrimination.





“Single-stall washrooms can be multi-gendered, for sure. But the reality is that you go into these washrooms, and basically some of the most horrific sexist, misogynistic language, words, phrases are written on these washroom stalls.”

- Rachel, a queer trans woman and electrician

“It even got to a point where someone destroyed the washroom I was using on site... Being the only feminine-presenting person on the jobsite, I had a washroom for myself, which I was very grateful for. But [one day] someone had propped the door open. There were feces everywhere, there was graffiti all inside the washroom, and there was a stop sign, like a physical stop sign, planted right in the middle of the port-a-potty.”

- Clara, a trans woman and electrician

Isolated by design, a washroom can easily become a site of intimidation by turning a private space into a public spectacle of exclusion. These stories demonstrate that such incidents not only affect workers’ psychological safety but also their physical well-being at work, where any type of distraction can lead to injury, thereby constituting a **serious occupational health and safety concern** as well as a human rights concern.

“When stuff like that happens, it really affects the psychological safety of the workers. They’re now becoming so distracted with what’s going to happen next that not only does their efficiency and production slow down, but also it’s a distraction and can impair their physical safety on site. Because they’re not paying attention to the hazards around them. They’re too busy worrying about what other people are doing and not the task at hand.”

- Clara, a trans woman and electrician

## 4. Survival strategies for 2SLGBTQIA+ energy workers

In order to navigate work and career-building in the sector, 2SLGBTQIA+ workers in this study shared a number of survival strategies that help them avoid or minimize exposure to harassment and discrimination at work. The most common strategies were concealment by attempting to “pass” as cisgender and/or heterosexual, and to find community and solidarity with others having similar experiences at work. Most participants, especially those in field-based roles, discussed the idea of being out as more of a liability than a goal or a right.

Participants shared that the focus on being out and proud, often encouraged by corporate-led DEI efforts, can be harmful to 2SLGBTQIA+ employees working in field-based roles, where individual visibility carries significant risks. For individual workers, **concealing one’s sexual orientation** was a common strategy to survive and grow in the sector. For example, Edmund, a gay energy worker, shared that he left a job in a workplace that was “welcoming” of his identity and entered the energy sector for the financial and career growth opportunities, but expecting that it would be less welcoming of his identity.



“[The energy company] was known for being a place where white, straight men worked, and I was really anxious to take [the job]. I didn’t know if I wanted to go back in the closet and protect who I was. I ultimately decided to take the role, but I made [the decision] that I was not going to talk about my personal life... My personal life wasn’t going to be part of my career to protect myself. But within my first week, I was outed by another employee. I believe he had good intentions, but... that created a lot of anxiety. I wasn’t going to deny it, but I didn’t want to talk about it.”

For 2SLGBTQIA+ workers, the decision to enter the sector is often made with hesitation and a fear of **having to return to or stay “in the closet”** to protect themselves. Many participants shared a need to keep their professional and personal lives separate, carefully managing what they shared at work and avoiding topics that may expose this part of their identity.

“[We were] sitting around an operating panel and people are sharing like, ‘Oh yeah, I went for dinner with my wife this weekend,’ and my friend was scared to say literally the exact same thing, that [she and her wife] went for dinner, just because it was a same-sex relationship... If we create that space for ourselves... If people know that we’re here, maybe those conversations won’t be that awkward.”

- Avery, a Two-Spirit queer Indigenous and energy worker

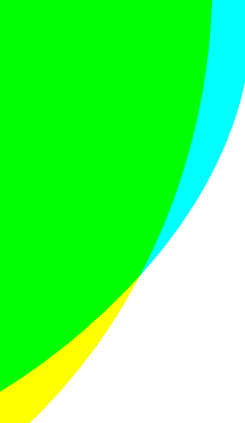
“A big part about being a trans woman, being a queer trans woman, or even just being a woman on the jobsite is fearing for your safety. I think that minorities in general, whether they be racialized or women or people with disabilities and workplace injuries, we all share a common thread, which is... that you’re subject to increased rates of targeted bullying, harassment, and higher rates of being laid off. [So] we all mostly keep those [parts of our identities] close to our chest.”

- Rachel, a queer trans woman and electrician

Participants described making **efforts to “pass” as heterosexual or cisgender** by concealing or downplaying parts of their identities and altering the ways they present themselves at work, in terms of gendered pronouns, clothing, and other elements of gender expression. In some cases, this caused individuals to experience misgendering or to feel unable to report issues of homophobia, transphobia, or sexism due to a fear of being outed in the process.

“I’m kind of not out at work. I am out with my immediate [team], but in terms of [clients], I’ve never actually disclosed that. I think that is one of the reasons I don’t use my pronouns, they/them, in my email signature because I think that immediately just puts a target on you... I think it comes with a certain privilege because I am a trans man and masculinization can be easier [than feminization]. They see me and they’re like: ‘Oh, you’re just some short guy with a baby face.’”

- Sam, a trans man and energy worker



“I can walk into any job and into any room and automatically make friends with most people because I’m very knowledgeable and I share similar hobbies to what straight men typically have. They see me not as a threat because [my interests] are not too dissimilar to the things they like. Once they find out I’m queer, they say, ‘Oh, well, now this makes sense,’ because they have all these stereotypes about queer women. It’s such terrible notions of femininity and masculinity, but... at least [I can] say that I’m not really faking who I am on the jobsite. I’m just not disclosing that I’m trans to people, right? To me, [that’s] something that they don’t need to know... I safely guard my trans history, my transition history, very closely and carefully.”

- Rachel, a queer trans woman and electrician

This kind of **identity management** carries a significant psychological burden as it requires **hyper-vigilance and self-monitoring** throughout the workday, especially in environments where being visibly 2SLGBTQIA+ is associated with a risk of harassment and physical violence. In some cases, unsafe work environments ultimately led participants to **leave workplaces, companies, and the sector as a whole**, representing another common survival strategy.

## 5. Washrooms as sites of solidarity

The challenges of **navigating safety and belonging** are illustrated in the case of washrooms on energy sector jobsites. Although washrooms were often a site of struggle for 2SLGBTQIA+ workers in this study, several participants shared stories about how they were reclaimed as spaces to find temporary emotional refuge in difficult work environments, where connections could be made with others who experienced similar challenges. These connections were especially common among those who used women-only washrooms and facilities. In these cases, even in hostile environments, workers could find ways to **push back and create joy**.

“I had a wild experience on a recent jobsite [in the women’s washroom] where someone wrote with a magic marker that it was the ‘Positivity Potty’. Then all the women started writing positive statements on the walls of the port-a-potty, and it was something I had never witnessed before... It was like: ‘Be proud of who you are. Keep your head up, put your chest out’. There were other statements like: ‘If you’re having a bad day, I’m there with you. Smile. You’re beautiful. They hate us because they ain’t us.’ You know, like all these positive statements that all the women on site were writing in the port-a-potty.”

- Rachel, a queer trans woman and electrician

Although temporary, some participants described these **moments of refuge and solidarity as a lifeline**. In a hostile work environment, the washroom was sometimes the only space where women, trans and nonbinary workers in this study could feel momentarily at ease. In these cases, washrooms constitute far more than utilitarian spaces as they can provide privacy, affirmation, and safety.

“The reality is that if you’re having a bad day or someone’s really giving you a hard time on the jobsite, it’s not uncommon to go to the washroom and just cry it out. And it’s like one of the only safe places on the jobsite to break down emotionally and just have a moment where you know you can be yourself, and just deal with those emotions. Seeing the graffiti and all the positive statements was great... I would always go to this washroom whenever I was working in the area, because it was just like, ‘I want to go to the Positivity Potty,’ and things like that make a huge difference.”

- Rachel, a queer trans woman and electrician

## TAKEAWAYS

1.

Microaggressions, jokes, and exclusionary actions can seem small, but allowing them creates a culture in which homophobia and transphobia are normalized, and even expected. This culture enables violence and harassment, creating serious occupational health and safety, and human rights concerns.

2.

To address homophobia and transphobia in the workplace, employers must go beyond surface-level inclusion and recognize that even casual remarks can make 2SLGBTQIA+ workers unwelcome and unsafe on the jobsite and in the sector more broadly.

3.

The violence described by workers in this study cannot be addressed through performative gestures, like a one-off diversity training or corporate participation in Pride events. It requires a structural response that recognizes and reckons with the ways jobsites are built—physically, culturally and institutionally—to exclude those who do not conform to dominant ideals of masculinity and heterosexuality.

4.

While some workers manage to carve out fleeting moments of affirmation and care, their acts of resistance should not have to serve as a substitute for institutional accountability.

# Current Disconnects:

## When Office-Centric DEI Doesn't Reach the Field

2SLGBTQIA+ rights and safety are closely intertwined with issues of workplace equity and inclusion. This can be a logical approach, as many of the barriers 2SLGBTQIA+ workers face have been categorized as DEI issues, such as inclusive washrooms and anti-harassment policies. However, this can also mean that the urgency to secure rights and safety is overshadowed, as DEI efforts are commonly structured around the norms and expectations of a corporate environment. Moreover, they are often the responsibility of a single employee or a very small team located in a central office.

DEI specialists, ERG leaders, and 2SLGBTQIA+ workers in this study identified significant challenges related to the current DEI approach in the sector, such as difficulties reaching employees outside the office or corporate environment, failing to understand and implement changes in field-based work environments, and failing to support 2SLGBTQIA+ workers to exist and thrive in the sector.

### 1. Designing for different work structures

Participants described their experience working in the energy sector differently, as shaped by the location and function of their work. Corporate, office-based workers generally shared more positive experiences of the sector compared to field-based workers. Several participants linked this difference to the way in which **2SLGBTQIA+ inclusion initiatives are designed based on the norms of corporate culture and office work structures**, inadvertently leaving out those in operational and frontline roles, even though they constitute a significant portion of the workforce.

For example, several participants shared that Pride events, inclusion training, and other 2SLGBTQIA+ inclusion initiatives are typically scheduled during standard business hours, based on the assumption of a flexible workday and access to company web-based platforms—which many field-based workers do not have. This creates a stratified system in which salaried office-based workers have more access to structural supports and community networks while **hourly and field-based workers are structurally excluded from this support**.

“My site’s kind of broken into staff and hourly. So, the salaried staff, like managers and those in leadership positions, and the hourly staff, like the tradespeople and the operators... Whenever we’ve hosted events, it’s very heavy on the staff side; it’s all the salaried folks that are attending these events:

mostly the office folks, and maybe just one or two hourly people... Part of that is, logistically, a lot of those hourly folks can't just leave the control panel and attend something."

- Avery, a Two-Spirit queer Indigenous and energy worker

"We have a massive employee base working in the field who don't have daily or weekly access to emails or other communication platforms. That means our ERG is unable to directly communicate through electronic means with those employees. I know there is a significant queer population there, because I know several of them, and they tell me they know several others... But I can't send them an email directly, or a communication about an event, opportunity, or offer them a way to feel included in the direction of DEI at work. That results in a lack of feedback and engagement with a specific employee base to determine what they need, or what their challenges are to better develop our ERG to support this employee group."

- Evelyn, a trans energy worker and ERG leader

## 2. Designing for a dispersed workforce

DEI professionals and ERG leaders are often located in corporate offices which adds a layer of complexity when trying to reach workers in geographically dispersed field sites. When DEI teams are small and centrally-based, resources tend to be concentrated at headquarters, limiting the ability of these efforts to reach field-based employees and foster equity and safety across the entire workforce.

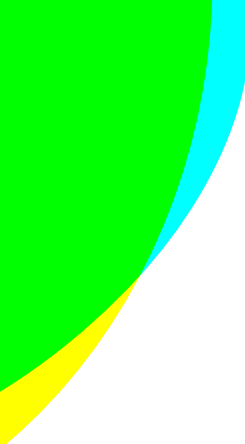
"I really started to pay attention to: 'Okay, how do we start to understand what this means for folks out in the field?' When I looked at the demographics, maybe 20% of the workforce is in the corporate environment, [while] 80% is out in the field. So we're missing a huge percentage of the workforce when we build our strategies, and it's selfish in a way."

- Caroline, a DEI professional in the energy sector

"There's so much variance within the industry... There's a lot [of jobs] within larger municipalities, there's construction, then there's the oil sands, where the work environment is much different... People are removed from their loved ones for fourteen to twenty-one days at a time and they're surrounded by strangers, essentially living in camps."

- Clara, a trans woman and electrician

Without local or regionally embedded resources, current approaches to DEI in this sector may **reach only small fractions of the sector's workforce** and risk becoming performative. Furthermore, a lack of consistent engagement with field-based workers can make it difficult to build trust and momentum at the jobsite level. Amidst this is an increasing challenge of resource constraints, which can make meaningful and effective engagement extremely difficult.



“We have a very small [DEI] team, so it’s difficult to do meaningful DEI work in every location across the province. When you’re based in the head office, you’re perceived as a corporate person who doesn’t understand the reality of the rest of the employee base. And then there are so many logistical challenges to getting people engaged across a large business, so sometimes you end up focusing on the educating and celebrating pieces of the work, but we need so much more than that for real systems change. If I had a team of six, I would have a point person in every region for DEI, but until that happens, it’s very challenging.”

- Sophie, a DEI professional in the energy sector

In geographically dispersed field environments, DEI efforts can feel distant and disconnected from reality. Sometimes, they are even met with resistance. Without localized strategies or dedicated personnel in the field, these efforts risk being perceived as superficial or out of touch.

### 3. Designing for different work cultures

There is a gap in the sector’s current approach to advancing 2SLGBTQIA+ rights and safety through DEI initiatives, as they don’t currently recognize or design for the working constraints of field-based workers nor the distinct cultures of their work environments.

Participants described a **cultural divide between field-based and office-based workplaces**, noting significant differences in how diversity, inclusion, harassment, and discrimination are discussed. Although participants recognized that office-based work environments were not perfectly inclusive or psychologically safe for 2SLGBTQIA+ employees, the culture was described as being at least accepting and celebrating of diversity—albeit performatively in some cases—and reactive to harassment, homophobia, and transphobia. This was contrasted with field-based environments, which were described as being less accepting of diversity and more tolerant of homophobia and transphobia, to the point that hostility was expected by 2SLGBTQIA+ workers across regions, sub-sectors, and jobsites.

“I would say the leaders are very aware that, you know, the culture is different in the more remote areas. I think the big difference is that in [remote] areas, there’s no one else willing to step up to stop [harassment]. In the office, there are people there that are willing to step up and stop it. I think in [remote] areas, there’s a cultural idea that if I step up to stop it, then I’m going to be a target of it as well. That’s what many allies feel... And for that reason, I think it’s really hard.”

- Victor, a queer man and energy worker

There were also some differences in the types of initiatives participants thought would be effective to advance 2SLGBTQIA+ rights and safety in the sector. For example, corporate DEI policies were more positively regarded by corporate and



office-based workers; while field-based workers did report a need for stronger policies around harassment and discrimination, but were less optimistic about the impact they would have at the jobsite level. Furthermore, corporate and office-based workers tended to prioritize visibility and representation, while field-based workers were more hesitant about visibility due to safety concerns.

“I would say representation matters. So the more representation we have within the energy sector, the more change that’ll occur, the more progress towards a more inclusive environment.”

- Oliver, a 2SLGBTQIA+ HR professional and ERG leader

“You have to weigh every situation very carefully and you have to safeguard your story, your history very carefully, because you may work with these people for one day, one hour, one month, one year, and then never see them again. This is not like an office environment where you can easily go to your supervisor or someone in HR who’s going to protect the interests of the company and say: ‘We don’t tolerate harassment and violence in the workplace.’”

- Rachel, a queer trans woman and electrician

“I’m familiar with what happens if you try to actually activate any of the legally required policies for anti-harassment. I have been harassed for [my ethnicity] and being queer, but I have never, ever, ever gone to the company because I know it’s completely useless. I haven’t gone to the union because I know it’s completely useless... But no, there is basically zero official support for anybody who is any kind of minority on [the jobsite].”


- Ezra, a queer man and electrician

Corporate and office-based workers in this study shared hopeful stories of the progress they have seen in the sector which is a very positive finding stemming from the efforts of dedicated 2SLGBTQIA+ professionals and allies, but there is clear evidence of a gap for workers in different parts of the sector which must be corrected.

## 4. Failure to resonate in the jobsite culture

The disconnections between office- and field-based environments can lead to a common narrative that field-based workers are simply ignorant and resistant to change. While there is observable pushback, this framing often begins and ends with placing blame, which fails to produce meaningful change. What is missing is an informed understanding of the cultural differences that exist in the two environments, including the social, emotional, and cultural attachments individuals have to their lives, routines, and ways of relating to others.

Participants raised concerns with this framing and shared that it is counterproductive to the goal of 2SLGBTQIA+ rights and safety in the workplace. Despite having negative experiences on the jobsite, several participants shared the view



that resistance was rarely just a result of ignorance and was often a result of **unfamiliarity or even a fear or anxiety about embracing change**.

“It’s more about the fact that they’ve never been around anyone that’s different from them, they just don’t know how to behave... In their mind, they’re just like: ‘Oh, I’m just being curious, I just don’t know.’ Well, if you had done the work of researching yourself... Then you wouldn’t be making this mistake. So this tells me that [2SLGBTQIA+ people] are just absent in your life, and so you just don’t know how to behave around them.”

- Sam, a trans man and energy worker

Participants also shared about the limitations of corporate 2SLGBTQIA+ inclusion initiatives, which assume a general awareness and comfort with diversity among workers. For those on the jobsite who are unfamiliar with inclusive language, a fear of saying the wrong thing can lead to disengagement and even isolation. Several participants pointed out that beneath that avoidance is often a strong **sense of discomfort with being challenged** to unlearn long-held beliefs, rather than defiance and malicious intent.

“It’s an annoyance for them. They live in a binary world and so to try to get them to think about change is hard. They resist because people are resistant: ‘How dare you challenge my language?’ I had one guy who, when I correct [his misuse of my pronouns], I correct pretty gently and I just say: ‘They, just to remind you today.’ He got really upset and called me ‘The gender language police’. It’s like trying to make somebody [who normally] puts their socks on before their shoes every morning [instead] put one sock and then a shoe on. It’s like: ‘No, you’re disrupting my routine.’”

- Rowan, a nonbinary union representative

Avery, a Two-Spirit queer Indigenous energy worker, shared that no matter how well-intentioned an initiative is, it can provoke avoidance rather than openness when it’s designed and introduced **without context or reassurance**, as it can lead to individuals feeling exposed and insecure:

“Maybe we could have done a bit better when rolling out the inclusive language guide. Like we’re not saying: ‘Thou shalt not say.’ [But] what was interpreted across the site was: ‘If you say this word, you’re going to get fired.’ We ended up getting push back for the learning information and resources [we put out]. People would actively avoid talking to me. They thought they’d say the wrong thing, so they just didn’t want to say anything at all... I’m guessing that’s probably a bit of conflict avoidance, in the sense that they don’t want to bring something up and then have me challenge it. Maybe it’s safer for them to just not say anything.”

If efforts to advance 2SLGBTQIA+ rights and safety are to succeed in these contexts, they must go beyond top-down mandates and **engage with the emotional and cultural stakes of change**. Without this type of change, it is likely



that the energy sector will remain a sector in which 2SLGBTQIA+ workers are at risk, preventing the sector from staying up to speed with Canada's changing labour market.

## 5. The status quo as a barrier to 2SLGBTQIA+ talent

Despite the need for Canada's energy sector to attract talent and fill ongoing shortages to remain competitive in the global environment, there is a common perception that the sector is upholding the status quo in which **2SLGBTQIA+ talent is marginalized and underutilized**. The sector being exclusionary and unsafe for 2SLGBTQIA+ workers is not just a perception but a lived reality with **direct consequences for talent acquisition and retention**. For many 2SLGBTQIA+ people, this reputation prevents them from even considering a career in the sector:

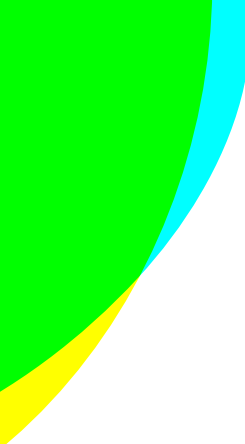
“[This sector] is inherently a place where queer people like myself might be fearful to join because of microaggressions and harassment, misunderstandings, [and] misconceptions leading to alienation, bullying, and violence, right? So what we're trying to do is help bridge that gap by consulting with ownership and showing them that by having positive representation, so people can see themselves in the job, they become more interested in actually joining [the sector]... But once people are in, there's a lot of individuals who find it hard to navigate without the proper support. There aren't a lot of supports in place for queer individuals to help navigate a successful career path through [the sector]. [Without that] it's hard for queer individuals to want to stay as well.”

- Clara, a trans woman and electrician

While several participants shared a hesitation around visibility due to safety concerns, positive representation of 2SLGBTQIA+ individuals in the sector was shared as an important strategy to encourage more diverse and inclusive recruitment and retention. At the same time, however, there is a need to improve working conditions for 2SLGBTQIA+ workers to **ensure representation is not performative or tokenistic**.

Even when 2SLGBTQIA+ workers do enter the energy sector, staying in the sector and advancing their careers is another challenge. Unsafe workplace cultures are a **barrier to retention**, particularly in field-based environments where homophobia and transphobia tend to be more normalized, and harassment and violence are more common:

“The retention piece is the biggest [issue]. We do see a lot of individuals who are unsafe - whether that's physically, mentally, or emotionally - in the workplace. And so we do our best to equip them with different tools, skills, [and] resources, to kind of make their time in these toxic cultures just a little bit easier for them. And sometimes the conversation is just, 'Maybe this isn't the best... Like, take care of yourself, if you have to remove yourself from this environment,



that's okay.' I think the biggest piece is just the retention, the culture. We're seeing a lot of bigotry and hatred, and a lot of it is very prominent in field settings. It's an unfortunate reality that due to this culture, we end up having to encourage skilled individuals to leave these industries because it's unsafe for them to work there."

- Jamie, a program manager for a grassroots organization

Some participants shared significant challenges and barriers that caused them to move from a field-based to an office-based role, to move to a different company, or to leave the sector entirely. While employers have obligations to respond effectively to harassment and discrimination in the workplace, several participants reported a **lack of accountability**, which led them to leave the workplace.

"I did reach out to the human rights person... and they went to the site that I was working on and they told me that my foreman said the big problem is that I'm open about who I am, and I talk about my life, and that [it's] my fault that I was getting harassed."

- Morgan, a nonbinary person and former electrician

"I need that shortage-of-work layoff, because I need an out sometimes. I don't have any recourse in the company to say that I'm being harassed or bullied, all I can do is ask for a layoff and they have the discretion to give it to me. I very often need that when I'm being actively harassed, and sometimes because I've been working in [an] environment for six months solid [where] every day I have to be hyper-vigilant every minute and I just need to go work for a different company."

- Daniel, a trans man and electrician

For individuals, this means losing out on work, income and career progress. For employers, this means losing out on skilled talent, enabling work environments that are unsafe, and assuming liability for the harassment and violence that persists in the workplace.

## TAKEAWAYS

1.

Until efforts around 2SLGBTQIA+ rights and safety expand beyond the office walls to reach and address the needs of field-based workers whose safety is most at risk, the energy sector will fail to effectively engage with diverse talent. This includes an imperative to account for the logistic, geographic, and cultural realities of field-based workers.

2.

Increased visibility and representation in the sector will help 2SLGBTQIA+ people envision a future for themselves in energy, but representation alone is insufficient to solve the core challenges 2SLGBTQIA+ workers face, since visibility is often not a safe option for those in field-based roles.

3.

There is a need for employers to encourage and champion allyship in field-based workplaces to advance safety and inclusion for 2SLGBTQIA+ workers and alleviate the current burden placed on those workers to educate and advocate for themselves in unsafe and unsupportive work environments.

4.

Employers of all sizes must ensure that structural accountability and legal obligations regarding harassment, violence, bullying, and discrimination at work are upheld to a high standard in order to guarantee the human rights and safety of all employees.

5.

The relatively low representation of 2SLGBTQIA+ people in the energy sector is not because they are uninterested in these careers; the challenge, rather, is that the sector itself has failed to cultivate environments where 2SLGBTQIA+ workers can thrive. Safety and inclusion must be non-negotiable for companies to attract and retain top talent.



# Regional Insights from Energy in Alberta

Although the energy sector contributes to the economy of every province and territory in Canada, its impact is significant in Alberta, which holds the largest share of direct energy sector employment as well as the highest concentration of energy-reliant communities, particularly in the oil and gas sub-sector. Alberta is Canada's most conservative-voting province and is often described as the most socially conservative province in the country. This context cannot be ignored when assessing the challenges of 2SLGBTQIA+ rights and safety in the energy sector.

At the time of this study, 2SLGBTQIA+ rights are at risk in Alberta, with a set of anti-trans legislation being enacted in late 2025 aiming to restrict trans people's access to gender-affirming care, ban trans athletes from participating in sports, and require parental consent for students updating the pronouns they use at school. This is occurring in the context of a growing anti-DEI sentiment in Alberta's political, economic, and social landscape that has led both public and private organizations to shift away from the language of DEI, and even dramatically cut back or eliminate this work altogether. As many of the leading energy companies in Canada are headquartered or have significant operations in Alberta, these regional dynamics affect not only organizational approaches to DEI but also the rights and safety of 2SLGBTQIA+ workers in the sector. **Silence on these issues is not just cultural, it's strategic:**

"I would say a lot of organizations, most organizations, have stayed away from [trans inclusion] because it is such a contentious issue. I think you'll see a lot of companies in Alberta, in particular, will stay silent. The energy sector is very small, and a lot of companies won't speak up about social issues for fear... I think there's always this dance that the energy industry has to do around social issues depending on the government, because the industry relies so heavily on government policy."

- Lily, a queer woman and DEI professional in the energy sector

Even when companies are committed to fostering visibility around 2SLGBTQIA+ inclusion, such as participating in regional Pride events, there remains a stark underrepresentation and marginalization of 2SLGBTQIA+ workers in Alberta's energy sector.

“A lot of companies are rolling back their policies and are not being as vocal or as open about what they’re doing on the DEI front... When I attend conferences, I don’t think I’ve ever encountered anybody else from the community. I know there are people, because when we go to the Calgary Pride Parade festival, there are [energy] companies there. Some of the big oil and gas companies often have a group that marches in the parade. [But] I don’t ever really encounter anybody [through my work.]”

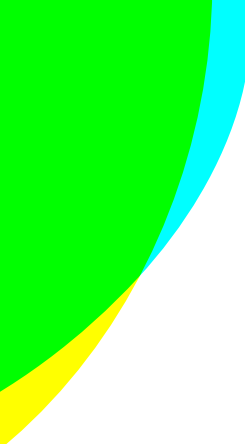
- Wayne, a pansexual racialized man and energy worker

Given the prominence of the energy sector in Alberta, participants shared that these trends cultivate an atmosphere of fear and vulnerability for 2SLGBTQIA+ communities more broadly, affecting even those not working directly in the sector. For example, Jennifer, a leader of a 2SLGBTQIA+ community organization in Alberta, shared how worsening conditions in Alberta are affecting **young people’s ability to see a future for themselves**:

“The legislation from the government... I think, speaks to a culture that allows these things [like anti-trans legislation] to be possible... We kind of thought that kind of conversation wouldn’t be possible anymore. We thought, you know, we’ve gained these rights, we’ve made these changes as a society, we’re safe now. And then to have the government come out directly and say, ‘We don’t want you here,’ was really scary. And we definitely saw a lot of people immediately who were talking about leaving, who are feeling unsafe, who are concerned about their ability to access care... But especially for young people.

I think a lot about one young trans intersex person in particular. This announcement from the government would mean that they would not be able to access [gender-affirming care] when the time came. And this lovely, lovely little kid tried to take their own life. I think literally as a response to the fear being curated by the government that makes the idea of the future seem so unlivable.”

While it’s essential to name the structural forces harming 2SLGBTQIA+ communities in Alberta, it’s also important to recognize how the **pervasive negative portrayal of the province has been harmful to 2SLGBTQIA+ people** living there. The region is often viewed from the outside through extreme examples of hostility, causing local efforts around inclusion and cultural change to be overlooked. Participants shared how this flattening of Alberta into a symbol of intolerance further marginalizes and reinforces the isolation of the 2SLGBTQIA+ people who live there.



“There’s a few bad actors who take their hate to an extreme level, and they’re very concerning and very worrying. But I will say a lot of the community is very focused on inclusion and very focused on rights. Fort McMurray has a stigma of being a worker town, but we’re actually much more family oriented than people think and so there is a stronger movement within the community for inclusion to change that negative stereotype. I can talk about many incidents of [homophobia and transphobia], but I want to reiterate that it’s not as negative as probably most people think.”

- Noah, an Indigenous queer person and former energy worker.

These positive indicators are often overshadowed by the broader, traumatic histories of the mistreatment of 2SLGBTQIA+ people in the region. Some participants and stakeholders shared that Alberta and its 2SLGBTQIA+ community often feel overlooked and excluded by the rest of the country. A **lack of attention to the province’s unique regional context** in public discourse and national 2SLGBTQIA+ funding schemes, combined with the broader invisibility of 2SLGBTQIA+ individuals in the energy sector, helps explain the **systematic neglect of the rights and safety of 2SLGBTQIA+ workers in the energy sector**.

The challenges faced by 2SLGBTQIA+ people in Alberta are influenced by the **intertwined cultures of the province and the energy sector**, indicating that progress on 2SLGBTQIA+ rights in these realms can only be achieved through efforts that address regional dynamics and industry-specific barriers. **A locally grounded, culturally responsive approach to securing 2SLGBTQIA+ rights and safety is imperative** for the future of the province and the sector.

“We definitely see [outward migration] and hear lots of people talking about it, [people] of all ages and especially of young people who feel that this [Alberta] is not the space for them, and that there isn’t space for them here. Certainly Toronto, Montreal, and Vancouver being the big ones where people go in hopes of finding that kind of community and care that they’re not seeing here... We’re seeing lots of disabled queer people who are feeling especially threatened and concerned right now about how they are going to survive.”

- Jennifer, a leader of a 2SLGBTQIA+ organization in Alberta

This trend highlights a significant challenge and **missed opportunity for the province and the sector** in terms of workforce attraction and retention in the context of a growing skilled labour shortage and a generational shift, in which a large portion of the sector’s workforce is moving toward retirement and in which younger generations are more likely to identify as members of the 2SLGBTQIA+ community and to prioritize psychological safety, inclusive leadership, and values alignment in their career choices. Without a significant shift, the energy sector risks losing out on a skilled workforce.

# Bright Spots on the Grid:

## Signs of 2SLGBTQIA+ Inclusion in the Sector

Amidst the challenges faced by 2SLGBTQIA+ workers in the energy sector, participants also shared stories of hope, signs of progress, and promising practices for advancing rights and safety in the sector—all of which have been led by 2SLGBTQIA+ advocacy and allyship. For employers and industry organizations, these bright spots indicate an opportunity to improve conditions for 2SLGBTQIA+ workers in the sector and to strengthen their ability to work with 2SLGBTQIA+ talent. For 2SLGBTQIA+ individuals working in the sector, these bright spots offer strategies for promoting wellbeing, community-building, and career development, as well as a reminder that they're not alone.

### 1. Visibility, allyship, and active leadership

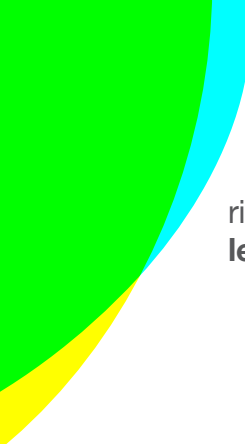
The idea of visibility and being out at work was frequently discussed by participants in various ways. Several 2SLGBTQIA+ workers in this study shared that seeing a visibly out colleague at work made them feel more comfortable and reduced feelings of isolation, as it let them know they were not alone. Some participants who were out at work shared that visibility allowed them to build connections with others and contribute to a more inclusive work environment, but at the same time increased risks to their personal safety and wellbeing at work which further highlights the tension between visibility and safety for workers on the jobsite:

“I’ve had people come up to me and talk about their child who is questioning their gender identity and they want to know [about] resources for them... People whose family members are queer and they’re never shared that with other co-workers, but they feel comfortable sharing it with me because I’ve been visible and have advocated a lot for queer inclusion. So, it’s the two sides of the coin. Those conversations are so powerful and impactful... But then also, it makes me more open to some of that negative feedback as well.”

- Avery, a Two-Spirit queer Indigenous person and energy worker

Visibility, when done appropriately, can help make 2SLGBTQIA+ inclusion more accessible for those who do not feel safe being out at work. Efforts should seek to **increase representation at the leadership, organizational, or industry level**, while prioritizing protection and support for 2SLGBTQIA+ individuals at the office and jobsite level in a way that doesn’t require them to take on the personal





risk of visibility in order to see change happen. This is where active **allyship and leadership can make a significant difference**:

“Getting leadership involved is really important. If we don’t have the support from all around us, I could be speaking till I’m blue in the face and it will go nowhere until I get some support and someone else saying: ‘Yes, that’s right, we should be doing this.’ [That support] coming from leadership is so important.”

- Rowan, a nonbinary union representative

“I’ve had experiences where I had a manager who was extremely passionate about inclusion, and I felt that my whole team was more supportive because the manager was leading from this example and making it clear that, like, this is how our team operates. And then I’ve had managers who would do the bare minimum, and that’s felt by the whole team. [For example], there was graffiti in the bathrooms and in big letters on the back of the stall was [a homophobic slur]. It was frustrating because I knew that my boss and other leaders had all used that washroom, had all clearly seen it, and done nothing.

I ended up telling a female coworker about it, just that it happened, I wasn’t asking her to do anything. But she contacted the facilities team and it was covered up the next day. And I always use this as an example of allyship. Like, I didn’t ask her to do anything but she heard about the issue and immediately took action and found a solution.”

- Noah, an Indigenous queer person and former energy worker

## 2. Employee resource groups

A promising practice in companies is the provision of 2SLGBTQIA+ employee resource groups (ERGs), which play a critical role in making the needs of 2SLGBTQIA+ employees more visible to the employer, building community for 2SLGBTQIA+ employees, and advocating for needed change in the workplace. Access to an ERG was more common among office-based workers in this study, but some field-based workers reported having access either because an ERG had been established directly at the jobsite or because the ERG in the head office had made an intentional effort to reach employees in the field.

ERG leaders in this study who had a background in trades or field-based work in the sector emphasized the **importance of reaching out to and serving the needs of field-based workers**, knowing the barriers that exist. For example, Victor, a queer man, energy worker and ERG leader, shared how he used his experience as a field-based worker when stepping into a visible leadership role with the ERG to strengthen the group’s ability to reach workers in the field:

“One of the things that came up was the impact that the ERG could have on the unionized workers on the front line. Because like our representation



was 3% of trades workers, but predominantly those who had moved into management and administrative positions, so it dawned on me that we're really not reaching those people. One of the avenues we could use to reach those people was to put a people profile [of me] up on the intranet... It was a really tough decision [because] I was outing myself to the entire company.

In doing that, our membership within the unionized front line workers doubled the first year, and it doubled again every year following. And I know the impact that I've made [because] I've had so many people reach out saying, like: 'Now I have community. I felt alone. Thank you for representing my trade.' So it makes a big difference."

Participants shared how ERGs serve both a **practical role and a symbolic role in advancing 2SLGBTQIA+ inclusion** in the sector, by creating space for people to connect, creating visibility and role models, and advocating for needed changes in the workplace:

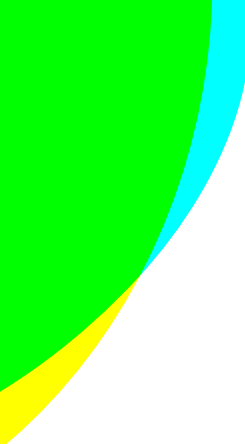
"[When I was starting to transition at work] I reached out to HR, like: 'Hey, I want to come out in the workplace, what are some tools and things to do this?' And nobody had anything like that. HR actually put me in contact with another employee who had transitioned at work for guidance. Connecting with the ERG provided amazing peer support and some preliminary tools I built on while I navigated what felt right for me during the process. After the whole transitioning experience, the ERG asked me to write a summary of my experience... And that ended up going to our [executive sponsor] and then we finally got some traction on developing a 'Transitioning in the Workplace Guide'! Implemented shortly thereafter it provides guidance for the employee, leadership, and how to be an ally. [It's] an amazing tool that takes a lot of pressure off the transitioning employee needing to come up with all the answers."

- Evelyn, a trans woman, energy worker and ERG leader

These acts of connection—spaces where individuals can be themselves, be listened to, and receive support—are the backbone of inclusion. But in environments where structural change is slow, **ERGs often take on this work as unpaid labour in addition to their regular duties**. However, these groups and the dedicated employees leading them have a significant impact, as many 2SLGBTQIA+ workers stay in the sector precisely because someone has created a space for them.

### 3. Community networks and connections

Aside from formal ERGs in the workplace, participants emphasized the importance of creating their own community networks and connections, both within the workplace and beyond, including the sector, trades, and other relevant areas. Connections with others who share similar identities or experiences were described not just as beneficial but as essential to survival and career longevity.



“I think it takes all of us from all different directions to move forward as a community. I think the connections between us, building coalitions, and finding solidarity with one another on an organizational level but also just as individuals. Asking, like: ‘How can we take care of each other? How can we look out for each other if we’re up against these systems that will not support us?’ Sometimes it’s such small little things that don’t seem like radical acts, sometimes it’s watching somebody’s children, or taking somebody for coffee, you know, all these little things become so essential if we think of our survival as being connected.”

- Jennifer, a leader of a 2SLGBTQIA+ community organization in Alberta

“For me, internal mutual aid networks have been absolutely vital in that like... I wouldn’t still be in the trade if I didn’t know queer people, trans people, [and] women that are working in the trade and also experiencing harassment. For us to be able to support each other and listen to each other and strategize with each other.”

- Daniel, a trans man and electrician

“[My motivation for actively engaging in the ERG] is to provide and obtain peer support while connecting with like-minded individuals. The more connections I can have with queer individuals at my workplace the better. It allows me to be on the front lines to assist our queer employee base while providing input into the company’s [DEI] direction well in advance of a rollout to the masses! That adds an element to my life of queer joy at work!!!”

- Evelyn, a trans woman, energy worker and ERG leader

## 4 Pride in the industry and the trades


Despite the significant challenges faced by 2SLGBTQIA+ workers in the energy sector, work in the sector and in the trades can be profoundly fulfilling. Some participants spoke about **connections between their hometown and the sector**, and some spoke about the **pride and satisfaction** that come with building something tangible:

“I want to see more women and more racialized persons in the workforce, and I want specifically queer people and trans people to feel like they too can make a living, earn an income from working in the trades, because it is a highly rewarding career when you get to build something. And for a lot of us in the trades, you know, we’ll bicker and complain about jobsite conditions and how bad things are at but at the end of the day, we’re all proud of the fact that we built something, like I made that happen...”

And racialized individuals, women, queer people, trans people, shouldn’t forgo looking at the trades, but we’re never going to reach that diversity of workers on the job unless it’s safe. That’s the main point. They have to feel like it’s a place they can work free of harassment, violence, and assault. A place where

opportunity exists for them, a place where they can advance their career. Any actions or tactics or strategies, whether it be legislation or policies, that move in that direction, will strengthen Canada's workforce. The quality of work on the job will improve, and companies will be stronger with a diverse workforce."

- Rachel, a queer trans woman and electrician



# **Recommendations for Rewiring the System: Actions for a Safer, More Inclusive Energy Sector**

# 1.

## DEVELOP TRAINING AND RESOURCES SPECIFIC TO JOBSITES

Traditional inclusion training approaches use corporate language and delivery modes that do not resonate with field-based workers. Cultural barriers such as hypermasculinity, isolation, and resistance to unfamiliar norms must be explicitly addressed. Many field-based workers perceive inclusion work as condescending, irrelevant, punitive, and failing to reflect their lived experiences. Effective inclusion strategies must acknowledge and directly respond to specific power structures and workplace norms in field-based environments in a way that resonates with workers.

### Action Items

- Co-develop training content on 2SLGBTQIA+ rights and inclusion with operational and field-based staff, allowing for two-way conversations and feedback from these perspectives.
- Prioritize storytelling and sharing of personal narratives to foster empathy and understanding in the learning process.
- Use field-relevant scenarios focused on physical and psychological safety, trust, and respect.

# 2.

## DESIGN STRATEGIES THAT REACH BEYOND THE OFFICE

Many workplace inclusion efforts remain focused on office environments and salaried staff, creating a two-tiered system of inclusion that inadvertently excludes many operational and field-based workers. Field-based workers are often unable to access resources and support due to rigid scheduling, lack of digital access, and geographic isolation, highlighting how existing inclusion efforts have failed to create meaningful change for these workers.

### Action Items

- Embed regional liaisons or field-based champions at jobsites to cultivate local leadership on 2SLGBTQIA+ rights and inclusion.
- Ensure programming is accessible in satellite and remote locations.
- Provide programming and engagement opportunities during shift changes or off-cycle rotations.

### 3.

## DECENTRALIZE IMPLEMENTATION AND COMMUNICATIONS

Unlike their corporate counterparts, field-based workers often work without computer equipment, have limited time to engage with email communications, and often don't have the electronic credentials needed to access virtual platforms used by the company. As a result, inclusion initiatives and resources often fail to reach this majority segment of the workforce, reinforcing the perception that inclusion is reserved for office-based workers. These communication gaps not only exclude 2SLGBTQIA+ field-based workers from accessing support and belonging but also weaken the overall effectiveness of inclusion strategies across the organization.

### Action Items

- Leverage low-tech communication channels (e.g., posters in break rooms, toolbox talks, daily safety huddles, and bulletin boards) to ensure workers receive information where they work.
- Work with trusted messengers such as union representatives, shift supervisors, and peer leaders who understand the culture of the jobsite.
- Provide multiple learning modes and opportunities to reach people at different levels of familiarity and to accommodate various learning styles and preferences.
- Incorporate 2SLGBTQIA+ inclusion content into routine communications such as safety briefings, onboarding information, and site orientations to normalize inclusion as part of operational excellence.

### 4.

## PRIORITIZE PSYCHOLOGICAL AND PHYSICAL SAFETY

Psychological safety is as essential as physical safety for 2SLGBTQIA+ workers in the energy sector, where both forms of violence can occur simultaneously. These dual vulnerabilities must be treated with equal urgency by safety protocols and workplace policies alike. Unlike in many office settings where physical violence is rare, psychological and physical safety are deeply intertwined in high-risk environments such as energy and construction work sites. Distractions caused by psychological distress can be life-threatening. Therefore, psychological safety must be treated as a critical safety issue and addressed with proactive organizational intervention, policy change, and cultural transformation.

### Action Items

- Implement occupational health and safety (OHS) regulations to address both psychological and physical harm with equal urgency.
- Require incident reporting mechanisms to account for both physical and identity-based harassment, ensuring workers can report anonymously without fear of retaliation.
- Align safety protocols to reflect that physical and psychological safety are interconnected, and that risks to either must be treated as serious threats to worker well-being and operational integrity.

## 5.

### LEAD WITH INCLUSIVE INFRASTRUCTURE

The lack of gender-neutral washrooms and changerooms available to workers in the sector points to broader issues of exclusion and unsafe conditions for trans and nonbinary workers. When facilities are not designed to account for gender diversity, workers are forced to make unsafe or emotionally distressing choices, such as using facilities where they may face abuse, threats, or humiliation. Providing safe and accessible washroom and changeroom facilities that affirm all gender identities should not be seen as a privilege but a basic requirement for psychological and physical safety, dignity, and workplace inclusion.

#### Action Items

- Mandate accessible, all-gender washrooms in jobsite and office locations, designed with privacy and security in mind, and ensure signage clearly communicates inclusivity.
- Treat acts of vandalism, defacement, or sabotage of washroom facilities, especially those targeting gender and sexual diversity, as serious safety violations, triggering immediate investigation and disciplinary response.
- Regularly audit on-site facilities for inclusivity and safety, including feedback from 2SLGBTQIA+ employees, and incorporate this into ongoing site improvement plans.

## 6.

### STRENGTHEN LEGAL AND POLICY ENFORCEMENT MECHANISMS

Anti-harassment policies often go unenforced on jobsites. All field-based research participants in this study reported that formal reporting channels are not only difficult to access but also fail to result in meaningful action. In some cases, workers faced retaliation or dismissal for coming forward. The failure of enforcement mechanisms reflects a broader organizational culture that deprioritizes the safety of workers from marginalized groups, allowing homophobic, transphobic, sexist, and racist behaviours to persist unchecked.

#### Action Items

- Create third-party roles external to the Human Resources structure to ensure impartiality in handling harassment and discrimination targeting 2SLGBTQIA+ workers and workers from other marginalized groups. These roles should be empowered to investigate complaints independently and protect workers from retaliation.
- Update harassment and discrimination policies to explicitly prohibit and educate on common forms of homophobic and transphobic harassment.
- Establish strong internal tracking mechanisms for harassment and discrimination complaints and ensure a trained Human Resource professional regularly reviews monitoring data to identify organizational trends and implement corrective actions.
- Work with community-based organizations that specialize in supporting workers from marginalized groups so they are able to navigate reporting and investigation processes.

## 7.

### FORMALIZE ERGs AS EQUITY PARTNERS

ERGs play a vital role in advancing inclusion. But, more often than not, they face backlash, experience burnout, and have limited institutional support. In many cases, ERG work is carried out as unpaid labour, disproportionately borne by those who are already marginalized and meant to benefit from this work. When formally recognized and properly resourced, ERGs can bridge gaps between corporate leadership and frontline workers, strengthen employee engagement and retention, and provide community support to those most in need.

#### Action Items

- Provide dedicated funding for ERGs to ensure field-based workers can participate meaningfully, including compensation for their time and coverage for operational duties during the implementation of ERG-related activities.
- Structure ERGs to include representation from across organizational hierarchies and job functions, so that perspectives from operations, trades, and remote jobsites are reflected in priority-setting and programming.
- Institutionalize ERG involvement by offering paid time for ERG work, access to development opportunities, and access to peer support, and ensure that participation is recognized in performance evaluations and advancement frameworks.

## 8.

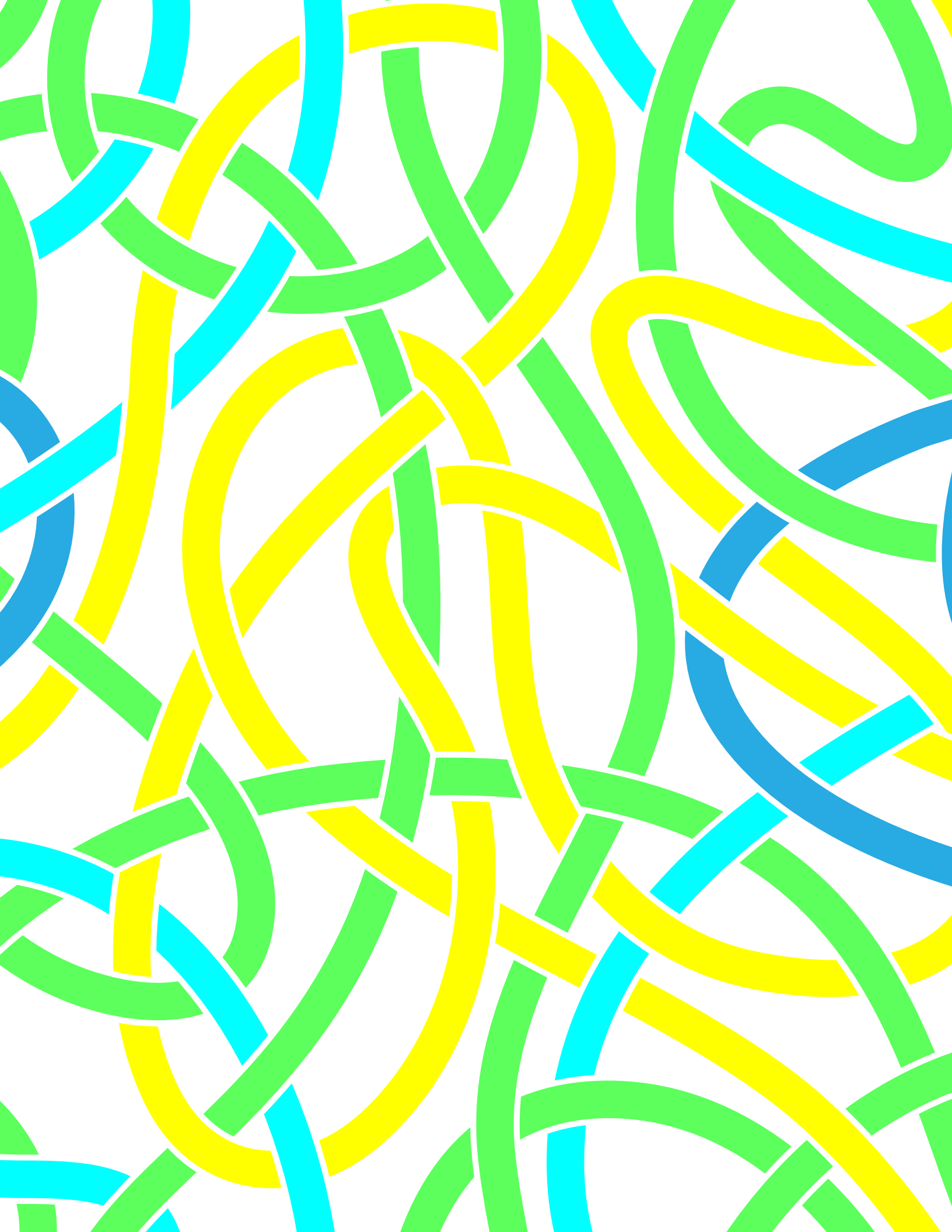
### BRIDGE RECRUITMENT GAPS WITH MENTORSHIP AND REPRESENTATION

A lack of visible role models, targeted outreach, and affirming recruitment practices continues to prevent 2SLGBTQIA+ individuals from entering and advancing in the energy sector. Recruitment materials often fail to reflect diverse identities, reinforcing the perception that the sector is not a welcoming space. Even when 2SLGBTQIA+ workers are hired, systemic barriers contribute to high attrition rates and a sense that success in the industry requires concealment of one's identity. To create sustainable pipelines for 2SLGBTQIA+ talent, inclusion must be embedded across the full employee lifecycle: from recruitment to retention to succession.

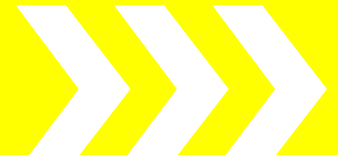
#### Action Items

- Feature 2SLGBTQIA+ workers prominently in recruitment materials and outreach campaigns to signal that they are welcome and valued in the sector.
- Develop mentorship programs specifically designed for early-career 2SLGBTQIA+ workers, pairing them with mentors who understand the challenges of working in challenging environments.
- Establish sponsorship programs that advocate for 2SLGBTQIA+ workers' advancement into leadership roles, recognizing the structural barriers in the workplace that inhibit their access to career advancement.





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# EMPOWERING 2SLGBTQIA+ WORKERS IN ENERGY

PRIDE AT  
**WORK**  
CANADA



FIERTÉ AU  
**TRAVAIL**  
CANADA