



Dear Minister Hajdu,

We are writing as a coalition of 2SLGBTQI+ organizations to call on your government to act on the 2023 Employment Equity Act Review Taskforce recommendations and fulfill the promise made by the former Minister of Labour to bring forward long-overdue legislation to modernize the Employment Equity Act. Following a multi-year consultation process and with widespread support from community leaders, this issue is ready for action. At a time when Canada is working on building the strongest economy in the G7, we must promote the full participation of Canadians in the workforce with greater access to affirming and equitable employment.

From the 1971 We Demand Rally in Ottawa, when gay rights activists came to Parliament to call for equality, equitable access to employment has been a central priority for our communities. The Employment Equity Act, first introduced in 1986 and entered into full force in 1995, predated the 1996 addition of sexual orientation to the Canadian Human Rights Act and the Supreme Court's 1995 and 1998 decisions reading sexual orientation into the Charter of Rights and Freedoms. As a result, 2SLGBTQI+ communities were left out of this groundbreaking legislation. Nearly four decades later, the Act must be updated to reflect modern understandings of equity, inclusion, and intersectionality.

Our communities continue to face systemic barriers to employment and these barriers are not experienced equally. Trans and nonbinary people, Black, Indigenous and racialized two-spirit, queer and trans people, queer and trans women, and disabled queer and trans people face heightened barriers to safe and meaningful work. The modernization of the Act offers a vital opportunity to address these inequities in a comprehensive way.

Specifically, we call on the Government of Canada to:

- Add 2SLGBTQI+ and Black workers as designated groups, with a definition of 2SLGBTQI+ that acknowledges distinctions between sexual orientation, gender identity and expression, and sex characteristics.
- Center intersectionality throughout the Act to ensure the diverse experiences of 2SLGBTQI+ and other marginalized workers are recognized.
- Update the names and definitions of Indigenous, racialized and disabled workers.
- Strengthen data protections for workers who disclose equity-deserving identities to employers.
- Enhance transparency through stronger public reporting on employer compliance with the Employment Equity Act.

This opportunity comes at a critical time. Rising hate, polarization, and economic precarity threaten to roll back decades of progress. By implementing the Taskforce's

recommendations, your government can demonstrate meaningful leadership and continue Canada's proud tradition of advancing human rights and equality for 2SLGBTQI+ people.

We urge your government to move swiftly to implement these crucial, evidence-based policy changes.

Sincerely,

The Enchanté Network

Pride at Work Canada

**Signatories:**

100 Mile Pride Society  
2Spirit Consultants of Manitoba  
5 Star Trees Ltd.  
AccessBC Campaign  
AGIR Montreal  
Aide aux Trans du Québec (ATQ)  
AIDS Committee of Durham Region (ACDR)  
AIDS Committee of Ottawa  
Aids Community Care Montreal (ACCM)  
Alliance Arc-en-ciel de Québec  
Alphabet Sports Collective  
Alter Acadie NB  
Bi+ Canada  
Binary Freedom Foundation  
Black pride YYC  
Buddies in Bad Times Theatre  
Calgary Pride  
Canada's Queer Chamber of Commerce (CQCC)  
Castlegar Pride Association  
Centre de solidarité lesbienne (CSL)  
Centre for Sexuality  
Chroma NB  
Comité FrancoQueer de l'Ouest  
Community Capacity Building Initiative  
Community-Based Research Centre (CBRC)  
Creston Valley Pride  
Dawson Creek Pride Society  
Divergenres  
Diversité 02  
Dykes on Bikes Winnipeg  
E2S-Edmonton 2 Spirit Society

Eastman Pride  
Erin Davis Co.  
Ferne Pride Society  
Fierte Canada Pride  
FrancoQueer  
Gender Affirming Care Prince Edward Island  
Guelph Resource Centre for Gender Empowerment and Diversity  
Halifax Sexual Health Centre  
ICRC / CCBI  
Intersex Canada  
Jeunesse Lambda  
Kind Space  
Lambda Scholarship Foundation  
Leduc pride  
Les 3 sex\*  
LGBT Purge Fund  
LGBT YouthLine  
Manitoba Pride Alliance  
Manitoba Teachers' Society  
Mashkiwizii Manido Foundation  
MCC Toronto's Paul Austin Human Rights Centre  
Mentorat Québec  
Momentum Canada  
Nanaimo Family Life Association  
Nelson Pride Society  
north end womens centre  
Open Digital Literacy and Access Network  
Ottawa Coalition to End Violence Against Women (OCTEVAW) | Coalition d'Ottawa contre la violence faite aux femmes (COCVFF)  
Out There Winnipeg  
OUTreach Southern Alberta Society  
Parents and Relatives Allied with Trans Individuals of Manitoba  
Pride Winnipeg  
Project 10  
Project Agape  
QMUNITY: BC's Two-Spirit, Queer, Trans Resource Centre  
QT Fatties in NB  
Quadrangle NL  
Queer Business BC  
Queer Centre Comox Valley  
Queer Citizens United  
Queer Craft Club Kelowna  
Queer Neighbours Society Red Deer  
Queer Toronto Literary Magazine  
Queers On Gears Winnipeg  
Rainbow Collective of Thunder Bay  
Rainbow Railroad  
Realize/Réalise

Sault Pride  
Sexual Health Nova Scotia  
Sher Pride  
Skipping Stone Foundation  
Society for Advocacy for Gender-Affirming Healthcare  
Ten Oaks Project  
The Bridge Brant  
The Grounding Stone  
The Lacombe Pride Society  
The Landing  
The Pride Centre of Edmonton  
The Queer & Trans Graduate Student Group  
The Youth Project  
The Zetna Collective for Black Advancement  
Trans Support NL  
Ubuntu Rainbow Network  
UPlift Black  
Vancouver Coastal Health  
Vancouver Dyke March  
Vancouver Island Person's With AIDS Society  
Vancouver Junction Community Center  
Walk The Rainbow  
West Coast Legal Education and Action Fund (West Coast LEAF)  
Wisdom2Action Consulting Ltd.  
Wood Buffalo Pride