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**To: Regina City Council**

Regina City Hall, 2476 Victoria Ave, Regina, SK S4P 3C8

**Re: 2SLGBTQIAP+ Communities in Regina**

Dear Regina City Councillors and those it may concern,

I am writing to share important information for your consideration regarding MN22-4 2SLGBTQIAP+ Communities in Regina. Through dialogue, education and thought leadership, Pride at Work Canada/Fierté au travail Canada empowers Canadian employers to build workplaces that celebrate all employees regardless of gender expression, gender identity, and sexual orientation. We help private, public and nonprofit employers to create safer, more inclusive workplaces that recognize the skills of 2SLGBTQIA+ people.

There is an abundance of evidence that 2SLGBTQIA+ people face barriers and challenges in the Canadian labour market. As one example, the median income for heterosexual men in Canada is \$55,959. The median income for bisexual women is less than half that amount (\$25,290) and is significantly lower than the median income for heterosexual women, which is \$39,180. This and other arresting statistics can be found in the [Phase 1](#) and [Phase 2](#) reports of "Building the evidence base about economic, health and social inequities faced by LGBTQ2S-Plus individuals in Canada", research funded by Women and Gender Equality Canada and carried out by the Social Research and Demonstration Corporation with support from Pride at Work Canada and other partners. The [Phase 3](#) report of the project sheds light on the labour market experiences of queer and trans individuals, highlighting the challenges they face related to homophobia, biphobia and transphobia. Reports on all three pages of this project can be found at <http://www.srdc.org>. Additional research reports can be found at <http://www.prideatwork.ca>.

The inclusion of 2SLGBTQIA+ people in the workplace is also beneficial for local economies. When more people are able to participate in the labour market with dignity, it translates into a citizenship with increased spending power. Of our over [240 Proud Partners](#), employers that have made a decision to implement formal programs to support queer and trans workers, we are proud to have the City of Winnipeg, City of Toronto and City of Montreal, among other municipalities, provincial public service organizations and agencies of the federal government, such as Parks Canada.

If you have any questions, I encourage you to contact me directly.

All the best,  
Colin Druhan (he/him)  
Executive Director