

The Coalition for Pay Equity presents

# Economic Justice

The 2SLGBTQIA+ Community



## Some definitions

**Gender:** A social and legal status, and set of expectations from society, about behaviours, characteristics, expressions and identities.

*Ex: Trans men and women, non-binary, genderqueer, agender, etc.*

**Sex:** A set of biological attributes, including chromosomes, gene expression, hormone levels and function, and reproductive/sexual anatomy.

**Sexuality:** A person's identity in relation to the gender or genders to which they are attracted.

*Ex: Gay, lesbian, bisexual, pansexual, etc.*



Discrimination is also present in the workplace.

## Did you know?

There is a hierarchy of income based on **sexuality and gender**.



Straight men | \$55,959

Gay men | \$50,822

Lesbians | \$44,740

Bisexual men | \$31,776

Bisexual women | \$25,290



2SLGBTQIA+ youth are particularly impacted

Close to a **third of 2SLGBTQIA+ Canadians** are under 25 years old. They are **less likely to have full-time or permanent work** which reduces their earning potential.

- ◆ **Rates of discrimination and harassment** are 2.5 times higher for gender minorities.
- ◆ **35% of gender diverse federal employees** have experienced harassment in the workplace, compared to 16% and 19% of cisgender men and women.
- ◆ **All sexual minority groups** are less likely to be employed or work full-time compared to heterosexual men.



But it doesn't stop there.

- ◆ **41% of 2SLGBTQIA+ Canadians** have an income under \$20,000— compared to 26% of non-2SLGBTQIA+ counterparts.
- ◆ **Black trans Canadians** face higher rates of poverty: 34% live in extreme poverty compared to 9% of Black non-trans Canadians.

## The results?

Members of the 2SLGBTQIA+ community are over twice as likely to have experienced homelessness or housing insecurity (27% vs 13%). **Trans and gender non-conforming youth** may be thrown out or leave their homes because of abuse or harassment on account of their gender identity.

## It's a vicious cycle



- ◆ **Concealing one's identity and discrimination based on identity** can lead to *poor mental health & constant stress.*



- ◆ **Impacts on job performance**, high level of turnover, less networking opportunities.

- ◆ **Pay and earning penalties**



## Solutions

- ◆ **Pay transparency legislation** to enable people in the 2SLGBTQIA+ community as well as women and marginalized groups, who are systematically underpaid, to advocate for fair wages.
- ◆ **Basic accommodations** for trans and gender non-conforming people such as health coverage (including gender affirming surgeries), protocols for name change, harassment and complaint policies, privacy protection, gender inclusive washrooms, language, dress code, and more...
- ◆ **Targeted support** and mentorship to promote 2SLGBTQIA+ leadership roles.
- ◆ **Pay equity legislation** to address how work performed primarily by women and gender minorities is undervalued and underpaid.
- ◆ **Inclusive policies** to reduce workplace and hiring discrimination, such as diversity, equity, and inclusion training for employees and employers.
- ◆ **Inclusive recruiting practices**, to account for irregular resumes, non-traditional education or gaps in employment due to factors such as family conflicts.

