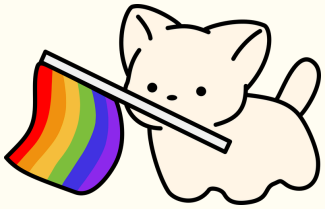
OCTOBER 8

Reflect on 2SLGBTQI+ Wellbeing

Canada's Healthy Workplace Month

EXCELLENCE CANADA

According to the Randstad Canada survey, 41% of 2SLGBTQI+ employees have faced discrimination at work. This can largely be attributed to the lack of awareness. Let's change that!



Going beyond tolerance can lead to more harmony in the workplace. Building on the fact that well-being starts with being able to show up as one's full self, it is important to celebrate diversity in the workplace and have a safe space for everyone to engage, participate and feel appreciated. Pride at Work Canada has a great podcast with the title: The Uncovering Belonging Podcast.

Choose how you will

Reflect on 2SLGBTQI+ Wellbeing

Ask yourself questions to encourage reflection:

What does inclusion look like in my daily actions, not just my intentions?

How do I respond - verbally or non-verbally - when someone shares their identity?

Whose voices are missing from conversations and decisions in my workplace?

Do I understand the difference between acceptance, allyship, and advocacy?

How do power dynamics influence whether people feel safe to be themselves?

Learn more at
healthyworkplacemonth.ca

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Daily Resource

2SLGBTQ+ Inclusive Health Care in Canada

Promoting a safe space in the health care system that provides medical and non-medical services with respect to 2SLGBTQI+ patients is crucial. This article by the Canadian Medical Association discusses what inclusive care looks like, exploring themes such as cultural competency & respecting Indigenous approaches to healing.

Workplace Tips

For Leaders

Address microaggressions promptly and consistently.

Use gender-neutral language ("team," "everyone," "folks") to create a more welcoming tone.

Anticipate needs - don't wait for someone to ask for accommodations or support.

For Team Members

Avoid assumptions about gender or identity

Interrupt bias when you see it, even in small moments.

Avoid jokes or comments that rely on stereotypes.

> **"You have the right to be exactly who you are and to be loved for it."**
>
> **- Elliot Page (Actor & LGBTQ+ Advocate)**

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