

Budgeting for Inclusion

Why Canada Needs to
Include LGBTQI2S
Communities in the
Federal Budget of 2017

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1.0 Introduction

For the first time in Canadian history, the federal budget has explicitly addressed the issue of gender. “Building a Strong Middle Class: Budget 2017” uses a Gender Based Analysis (GBA+) lens to look at issues related to gender inequality including the gender wage gap, heightened rates of poverty and violence as well as gender-based challenges and barriers that exist within Canada’s economy. Within its Gender Statement, Budget 2017 also provides discussions on intersections stemming from racialization including Indigenous women and newcomer women.

At first glance, Budget 2017 appears equitable; however, employing a GBA+ framework falls short in providing a comprehensive intersectional analysis, meaning that the Gender Statement is still framed along cisgender and heteronormative narratives. As a result, Budget 2017 presents gender as conceptually rigid and binary. With intersecting identities removed from the analysis, marginalized groups within lesbian, gay, bisexual, trans, queer, intersex, and Two Spirit (LGBTQI2S) communities are effectively erased.

The acronym ‘LGBTQI2S’ is used here to reference all people with diverse gender identities and experiences of attraction (sexual orientation), including those who identify as lesbian, gay, bisexual, trans, Two Spirit, intersex, queer or questioning. The terms LGBTQI2S, LGBTI, queer and sexual and gender minorities will be used interchangeably throughout this paper. However, the terms gay, lesbian, bisexual, transgender, intersex or Two Spirit people will be used to refer to specific identities and populations.

Budget 2017 fails to acknowledge that trans, gender diverse, and Two Spirit people who identify as something other than male and female experience wider economic, social, and political disparities resulting from homophobia, biphobia, and transphobia. These challenges and barriers are exacerbated for trans, gender diverse, and Two Spirit people who are further marginalized through other aspects of their identity, including those in racialized communities, disabled communities, and newcomers/refugee communities.

1.0 Introduction

Egale Canada Human Rights Trust (Egale) conducted the following analysis of Budget 2017 using a population health approach that aims to shed light on the various ways that LGBTQI2S communities are effectively left behind in the key areas addressed within the original document:

- New Appointment of the Special Advisor to LGBTQ2 Issues
- Mental Health
- Housing and Homelessness
- Employment
- Family
- Justice, Safety, and Violence
- Military
- International Assistance
- Asylum System Reform

Egale calls for subsequent consultative meetings with individual federal ministries and community stakeholders to discuss our recommendations in detail - along with ministry mandates and concrete steps towards implementation of our recommendations leading up to the 2018 Federal Budget. These meetings will be an opportunity for federal ministries to collaborate with and learn from LGBTQI2S subject matter experts, including Egale, on how these recommendations can be effectively and meaningfully put into practice.

1.1 Our Analytic Frameworks

To conduct a comprehensive analysis of Budget 2017, Egale employed the following analytic frameworks:

1.11 Intersectional Analysis

It is important to acknowledge multiple identities that represent people's lived experience such as, but not limited to, race, ethnicity, attraction (sexual orientation), gender identity and gender expression, class and ability. The principle of universality fails to highlight the impact of the marginalization of identities, which is one of the major reasons that a GBA+ framework falls short of just and restorative implementation. Acknowledging intersectionality as a lens for analysis widens our ability to address the ways in which the binary conceptions of sex and gender renders trans and gender diverse people invisible throughout the budget as well as federal programming.

1.12 Social Determinants of Health

Health equity is crucial in examining the state of population health, as it impacts various aspects of participating in the Canadian economy. Within a population health approach, the concept of Social Determinants of Health (SDOH) recognizes that people's health goes beyond personal lifestyle choices and seeking medical treatment within our healthcare system to emphasize people's living conditions as the key factors of one's health (Mikkonen and Raphael, 2010). There are several factors that impact population health, as an individual's health directly relates to their income and wealth distribution, employment status and work conditions, their connections to social networks and community, the state of the environment in their neighbourhood, as well as access to economic and social resources.

When examining Budget 2017 using a population health approach, with a focus on LGBTQI2S communities, there arise significant gaps in the creation of program development or supports to meaningfully improve the living conditions of gender and sexual minority populations, specifically bisexual, queer, intersex, trans, gender diverse, and Two Spirit people. These gaps will be explored in further depth throughout the analysis. Initial steps to build a better understanding of the social determinants of health for LGBTQI2S communities include the collection of data regarding income, education, shelter, disability, access to health services, and social inclusion and exclusion (Ylioja & Craig, 2014).

2.0 Special Advisor to LGBTQ2 Issues

Egale recognizes the federal government's decision to appoint an LGBTQ2 Secretariat within the Privy Council Office is a progressive initiative toward the acceptance and inclusion of LGBTQI2S communities in Canada. Relative to previous governments and federal budgets, the new LGBTQ2 Secretariat demonstrates a long anticipated acknowledgement of LGBTQI2S communities' voices and concerns.

At the time the federal budget was released, the Secretariat provided few explicit and detailed functions beyond the government's acknowledgement of LGBTQI2S communities. The budget states that the Secretariat will work with the Prime Minister's Special Advisor on LGBTQ2 issues to deliver its mandate. More recently, the Secretariat has clarified its role as an office capable of coordinating the machinery of government and working alongside LGBTQI2S organizations and communities across the country to address historical and current discrimination. These functions are essential and imperative for the advancement of LGBTQI2S equality in Canada, and Egale commends the federal government's attention to our communities' experiences and needs.

Nevertheless, elements of the Secretariat's office still require further clarification. Primarily, the acronym that the federal government selected for this position and all corresponding work perpetuates the exclusion of the experiences and needs of Intersex people. Moreover, without offering a detailed plan to combat the historical and current discrimination against LGBTQI2S people in Canada, it remains to be seen how the budget's allotted amount of \$3.6 million over three years will be effectively used. Unlike other areas of the budget - such as housing, employment, and international assistance - it is unclear whether the Secretariat's budget is intended strictly for funding the office itself or if it includes potential program funding.

Although the creation of an LGBTQ2 Secretariat is a necessary step for the federal government to adequately address LGBTQI2S issues, the lack of a specified implementation plan, limited allocated funding, and lack of intersectional approach is worrying. Despite the federal government's explicit recognition of LGBTQI2S people in Canada through the Secretariat, the proposed purpose requires greater intentionality, insight, and transparency.

2.1 Recommendations:

1) Replace the current GBA+ lens with an Intersectional Feminist Analysis approach to more meaningfully acknowledge the multiple aspects of identity that represent people's lived experience. Such an approach would explicitly include and integrate queer people with multiple intersections of identities such as race, ethnicity, attraction, gender, class, and ability into its analysis. Using an Intersectional Feminist Analysis would not only be more inclusive but more importantly shift away from cisnormative assumptions when discussing the issues of marginalization, barriers, and challenges experienced by the vulnerable and invisible populations in Canadian society.

2) Create an inclusive data collection framework that expands on the current Gender Statement to intentionally gather socio-demographic information that includes trans, gender diverse, and Two Spirit people as well as intersectional analysis of LGBTQ2S subpopulations along intersections of race, gender, sex, attraction, class, and ability. Ensure that these frameworks are reflected within the three national surveys: the Census, the Canadian Community Health Survey (CCHS), and the General Social Survey (GSS).

Gathering more in-depth and intersectional data will provide and inform several key policy areas including:

- Health Equity and Healthcare access
- Employment and workplace environment
- Homelessness and Affordable Housing
- Social and Community Services
- Law Enforcement and Corrections Services
- Legal and Court Services
- Gender Inclusion and Equity as well as Gender-based Violence
- Immigration and Refugee and Asylum Seekers
- Sexual and Reproductive Health and Rights

3.1 Context

As LGBTQI2S people experience a greater prevalence of mental health issues including depression and suicide that is related to life stress and discrimination (Bauer & Scheim, 2015), access to inclusive and affirming mental health services is crucial. While the LGBTQI2S community in general experiences an increased prevalence of mental health issues, diverse sub-populations within the LGBTQI2S community experience this uniquely and at differing rates based on their particular identity.

3.2 Key Statistics on LGBTQIS Mental Health

- Trans people experience particularly high rates of discrimination and violence that has negative impacts on mental health.
 - Due to various forms of discrimination based on gender identity, more than 50% of trans individuals in Ontario experience clinical depression, and 43% have a history of attempting suicide, both resulting from discrimination and violence (Bauer & Scheim, 2015).
- For trans youth, parental support of their gender identity had the greatest impact on their mental health and well-being
 - “The impact of strong parental support can be clearly seen in the 93% reduction in reported suicide attempts for youth who indicated their parents were strongly supportive of their gender identity and expression” (Travers et al, 2012).
- LGBTQI2S seniors and older adults experience mental health issues that are often correlated with high rates of loneliness and isolation, as well as lifelong discrimination (deVries & Gutman, 2016).
 - LGBTQI2S older persons have significantly higher rates of both psychological and physical health conditions in comparison to older cisgender and heterosexual persons (deVries & Gutman, 2016).
- LGBTQI2S people of colour experience discrimination based on their race as well as their LGBTQI2S identity which negatively impacts mental health (O’Donnell, Meyer & Schwartz, 2011; Sutter & Perrin, 2016).
 - These multiple layers of minority stress for LGBTQI2S persons of colour result in increased anxiety, depression, suicidal ideation and decreased satisfaction with life (O’Donnell, Meyer & Schwartz, 2011; Sutter & Perrin, 2016).

3.3 Amendments to Budget

In Budget 2017, the federal government has proposed significant health care investments for provinces and territories through the Canada Health Transfer totaling approximately \$200 billion over the next five years. This equates to \$37.1 billion in year one alone, a \$1.1 billion increase from last year. The federal government also guaranteed an increase to this allocation of 3 percent per year over the next five years and an additional \$11 billion over the next ten years of targeted funding for home care and mental health initiatives.

The proposed investment of \$5 billion over ten years specifically for mental health initiatives is a significant commitment compared to previous years – both in the amount and number of years. This stable, predictable, and long-term funding is intended to shorten wait times for mental health services and improve overall mental health outcomes. Additionally, the funding provided is accompanied with an emphasis on evaluating services to ensure their efficacy and long-term sustainability.

3.4 Projected Impacts of Amendments for Community

While the federal government has committed to a substantial investment in mental health and has acknowledged that LGBTQI2S individuals have “different mental health challenges and needs” (p. 236), none of this funding has been specifically earmarked for LGBTQI2S populations or communities despite empirical data showing these communities having an increased prevalence of mental health issues.

3.5 Recommendations

Egale recommends the following revisions to adequately respond to the mental health needs of LGBTQI2S communities in Canada:

- 1) Allocate specific funding towards services that attend to the mental health needs of diverse LGBTQI2S people across the country, with a specific focus on expanding services beyond major urban centers.
- 2) Implement a universal, national gender-affirming care strategy to ensure that trans and gender diverse communities across Canada have access to gender-affirming care that supports their long-term mental health, regardless of their location or socio-economic status.
- 3) Mandate inclusion training for all service providers to ensure that they have the knowledge and resources to adequately serve and respond to the needs of LGBTQI2S people.
- 4) Develop a National Harm Reduction Strategy with specific allocated funding that addresses the mental health and addiction needs of LGBTQI2S individuals.
- 5) Ensure that evaluation and data collection within the healthcare community respectfully includes attraction, gender identity and gender expression as well as disaggregated data speaking to the intersections of identity. It is important that the structure of these database(s) takes into account the sensitive and confidential nature of this information, and implement strict procedures around privacy and terms of use when sharing data among healthcare practitioners and institutions.

4.0 Housing and Homelessness

4.1 Context

Access to safe and affordable housing is a significant concern across LGBTQI2S populations in Canada. LGBTQI2S people in Canada experience homelessness* at increased rates because of discrimination, and often encounter this same discrimination while accessing services and within the shelter system (Gaetz, 2014). While the LGBTQI2S population in general experiences an increased prevalence of homelessness, diverse subpopulations within the LGBTQI2S community experience this differently and at varying rates.

4.2 Key Statistic on LGBTQI2S Housing and Homelessness

- LGBTQI2S youth represent between 25-40% of Canada's homeless youth population (Gaetz, Donaldson, Ritcher & Gulliver, 2013).
 - 63% of LGBTQI2S youth experiencing homelessness highlighted family conflict as their primary reason for being homeless (NGLTF, HRC & USC, 2017).
 - This risk of youth experiencing homelessness is further compounded for those who have been in the care of the child welfare system. One Canadian study found that 43% of participants experiencing homelessness had lived in foster care at some point in their life (Evenson, 2009).
- While there is currently no data that quantifies the Canadian population of LGBTQI2S seniors experiencing homelessness, a US based study highlighted that 78% of LGBTQI2S seniors would be interested in living in affordable LGBT-friendly housing in the future (SAGE, 2014).
 - It is important to note that housing for LGBTQI2S seniors must consider issues of mobility, limited income earning opportunities, and proximity to social support (Choi & Meyer, 2016).
- The rates of homelessness among those who identify as trans can be connected to a high proportion of the trans population living in poverty, with 34% having an income that fell below the Statistics Canada low-income cut-off (LICO) (Bauer, Travers, Scanlon & Coleman, 2012).
 - This disproportionate rate of trans people experiencing poverty connects to difficulty gaining and maintaining employment. Among surveyed trans Ontarians, 18% were turned down for employment because they are transgender, 13% were fired for being transgender, 15% were unsure if fired because of being transgender and 15% said co-workers never accepted identity (Bauer & Scheim, 2015).

*Egale uses the Canadian Observatory on Homelessness' definition of homelessness, defined as "a range of housing and shelter circumstances, with people being without any shelter at one end, and being insecurely housed at the other" (Canadian Observatory on Homelessness, 2012).

4.2 Key Statistic on LGBTQI2S Housing and Homelessness cont'd

- “Aboriginal homelessness is rooted in historical and structural factors and much of the literature points to the fact that they are a population which has suffered terribly from the effects of colonization and whose current social, economic, and political conditions have placed them in a deeply disadvantaged position,” (United Native Nations Society, 2001).
 - These experiences are compounded for those who are both Indigenous and LGBTQI2S. Among Indigenous gender diverse people studied, 34% were experiencing homelessness or unstable housing, and 29% did not have enough food in the past year (Scheim et al, 2013).
- Racialized (Indigenous, Black, and people of colour) LGBTQI2S youth experiencing homelessness are more likely to be criminalized or arrested when homeless than their non-racialized (white) peers (Daniel & Cukier, 2015).
 - “In cases of violence against racialized LGBTQ homeless youth, it is often an intersection of various markers of “otherness” that make these youth “too visible” and easy targets” (Daniel & Cukier, 2015).
- Accessibility within subsidized housing initiatives is a key concern for LGBTQI2S people as the rates of disability is higher than non-LGBTQI2S communities:
 - Lesbians/bisexual women and gay/bisexual men are more likely than their heterosexual counterparts to have a disability (Fredriksen-Golden et al., 2012).

4.3 Amendments to Budget

In Budget 2017, the federal government has proposed substantial investments in housing to address the lack of affordable and social housing as a part of a new National Housing Strategy. This investment would total approximately \$11.2 billion over 11 years for a range of initiatives that support the building, renewing, and repairing of affordable housing units for people living in Canada. This investment would include a \$3.2 billion allocation over 11 years to provinces and territories to support key priorities for affordable housing based on the unique needs of diverse communities, and \$5 billion allocated to a new National Housing Fund for vulnerable citizens that will be administered through the Canadian Mortgage and Housing Corporation.

The federal government has additionally proposed an investment of \$2.1 billion over 11 years to prevent and reduce homelessness through the Homelessness Partnering Strategy. With the guidance of an advisory panel that includes subject-matter experts on homelessness, the Federal Government will consult with stakeholders, provinces, territories, and Indigenous partners around how this strategy should be redesigned to more effectively reduce and prevent homelessness.

4.4 Projected Impacts of Amendments for Community

While there is available Canadian research that highlights a significant overrepresentation of LGBTQI2S individuals among Canada's homeless population, none of the federal government's funding allocation has been earmarked to address homelessness among this population. This is particularly problematic as services for people experiencing homelessness often fail to include or meet the needs of LGBTQI2S service users. This is evident in the shelter system where LGBTQI2S youth are vulnerable to experiencing homophobia, biphobia and transphobia from shelter staff and non-LGBTQI2S peers (Egale Canada Human Rights Trust, 2012).

4.5 Recommendations

Egale recommends the following revisions to adequately respond to the housing needs of LGBTQI2S communities in Canada:

- 1) Allocate specific funding towards targeted housing and services for vulnerable populations including LGBTQI2S youth and seniors, and ensure that these services are accessible and inclusive of the diverse needs within the community.
- 2) Ensure that services for those experiencing homelessness or housing insecurity be inclusive and affirming for LGBTQI2S people across all sectors through policy development and training of shelters, transitional housing, drop-in services, social housing and rent-geared-to-income (RGI)/affordable housing.
- 3) Meaningfully consults with LGBTQI2S stakeholders and organizations throughout the process of revising the Homelessness Partnering Strategy in order to be inclusive of LGBTQI2S communities and address their needs.
- 4) Meaningfully engage with diverse LGBTQI2S populations across the country in the development of the National Housing Strategy and to allocate targeted funding for policy, programming, and training development that is specific to LGBTQI2S communities, with an emphasis on LGBTQI2S youth and seniors, LGBTQI2S communities of colour, Two Spirit and LGBTQI Indigenous communities, LGBTQI2S persons with disabilities and LGBTQI newcomers and asylum seekers.

5.1 Context

A healthy, efficient and diverse economy is highly dependent on optimum economic participation within the workforce. Creating the conditions for as many members as possible to be integrated within the economy via calculated and specific employment measures is one of the key ways to fuel meaningful economic growth. Employment is equal parts preparing and arming people in Canada with necessary and relevant skills to confidently enter the workforce, ensuring there are protections in place to safeguard a person's source of income in regular and emergency circumstances, and finally providing resources for people who are transitioning between jobs and need extra financial or capacity-building support. Budget 2017 acknowledges how important these different characteristics are for lowering unemployment rates and ensuring citizens are working and comfortably able to support their livelihood in a diverse workplace environment. Many of these new incentives are also aimed at reducing workplace discrimination towards marginalized groups on the basis of gender identity or expression, attraction (sexual orientation), race, ability and socio-economic status. For LGBTQI2S communities, these preventative measures are important for maintaining income and ensuring some form of job security in the long term.

5.2 Key Statistics on LGBTQI2S Employment and Workplace Violence

- Due to the combination of high national unemployment rate (13.2% reported in 2015) and attraction and/or gender identity or expression, LGBTQI2S youth face complex employment challenges
- Data based on the Trans Pulse study in Ontario found that of 433 trans participants 16 years of age (Bauer et al., 2011):
 - 37% were working full-time;
 - 15% were working part-time;
 - 20% were unemployed or on disability;
 - 25% were students;
 - 3% were retired; and
 - 25% of trans Ontarians felt they passed as cis less than half the time, leaving them vulnerable to harassment.

5.2 Key Statistics on LGBTQI2S Employment and Workplace Violence cont'd

- The same study from Ontario found that, with relation to searching for employment (Bauer et al., 2011):
 - 18% were turned down for a job because they are trans;
 - 13% were fired for being trans;
 - 15% were unsure if fired because of being trans;
 - 15% said coworkers never accepted their gender identity; and
 - 28% of trans Ontarians were unable to get employment references with their name and pronouns.
- Many LGBTQI2S Canadians feel unsafe disclosing their identities in the workplace, or perceive a lack of opportunities to disclose their orientation or gender identity at work, (Canadian Centre for Diversity and Inclusion, 2016).
- In one study, 75% of LGBT survey respondents and roughly 70% of heterosexual and cisgender respondents agreed that employers should provide employees with the opportunity to self-identify at work, since less than 20% of LGBT respondents had been given opportunity to self-identify in their workplace (Canadian Centre for Diversity and Inclusion, 2016).
- 50% of trans people in Ontario earn less than \$15,000/year despite the fact that over 70% have completed at least some college or university education. Additionally, only 37% of trans people in Ontario have succeeded in obtaining full-time employment (Bauer et al., 2011).
- LGBTQ community members often rank starting salaries and advancement potential lower than heterosexuals of same sex, though the LGBTQ-straight male difference on starting salary is not statistically different (Lewis & Ng, 2013)
- Approximately one third of LGBT+ employees have reported experiencing or witnessing discrimination toward LGBT+ people in their workplace at least a few times a month (Canadian Centre for Diversity and Inclusion, 2016).

5.3 Amendments to Budget

Budget 2017's initiatives make very selective decisions aimed at increasing employment rates of those who fall into the middle class in a strategic way. These initiatives take into consideration the reality that different people need more support socioeconomically when gaining the skills necessary to become employed or economically sustainable. In other words, some people face more barriers than others when finding or maintaining employment due to the intersections of gender identity and gender expression, race, attraction (sexual orientation), poverty, mental health, ability and family demands. Through the Labour Market Transfer Agreements (LMTA), the Government invests \$3 billion yearly to allow provinces the ability to offer programs including skill training, career counselling, and job search assistance in order to help unemployed and underemployed people in Canada improve their skills and get their next job. In order to allow these agreements to reach the people who will benefit from it most, the 2017 Budget proposes to invest an additional \$1.8 billion over six years, expanding the Labour Market Development Agreements (LMDA) to have a broader reach in underrepresented communities.

Due to the inability for many living in Canada to access Employment Insurance (EI)-funded training under the LMDA, the Budget proposes investing an additional \$900 million over six years, starting in 2017-2018, for new Workforce Development Agreements (WDA). The new WDA will consolidate the existing Canada Job Fund Agreements, the Labour Market Agreements for Persons with Disabilities and the Targeted Initiative for Older Workers in order to make transfers to provinces and territories simpler and more flexible. In addition to this, the Government proposed to amend the Employment Insurance Act to broaden worker eligibility for programs and services under the Labour Market Development Agreements allowing more Canadians to access EI-funded skills training and employment supports. With regards to Youth Unemployment, the Government announced new investments in the Youth Employment Strategy and the Canada Summer Jobs program to create short term job opportunities for youth between the age of 15 and 30. Budget 2017 proposed an additional \$395.5 million over three years, starting in 2017-2018, for the Youth Employment Strategy combined with Budget 2016 measures to help more than 33,000 vulnerable youth develop skills they need to find work or go back to school.

5.3 Amendments to Budget cont'd

These initiatives come in the form of creating 15,000 new green jobs for young people in Canada and providing over 1600 new employment opportunities for youth in the heritage sector. The commitment to vulnerable communities is worth commending, but there leaves much room for improvement by including marginalized people within LGBTQI2S communities and viewing these communities from a more intersectional perspective.

5.4 Projected Impact of Amendment to Community

While Budget 2017 asserts the importance of targeting underrepresented people and communities, there is no mention of people who face challenges in the employment sector such as trans and gender diverse people. Knowing the significant rate of unemployment and workplace discrimination faced by trans and gender diverse individuals, these initiatives do not provide the prevention and protection required for these communities to work safely within all workplaces.

The increased erasure of trans and gender diverse people in national surveys does not allow for information to be collected on employment challenges faced by marginalized LGBTQI2S community members, and therefore fails to equip the Government with the necessary data to inform strategies that would address the forms of discrimination they experience. While the Canadian market remains highly gendered, with 70% of women in the paid labour force working in 5 female-dominated sectors - namely, health, teaching, clerical work, sales, and service - there are additional barriers for LGBTQ people (Kelly, 2016). Without meaningful representation in employment statistics, LGBTQI2S communities are further marginalized from the data collection and implementation processes of proposed initiatives to improve their experiences in the workplace. These barriers to inclusion put the Canadian economy at a loss as it reduces the amount of people who can participate in the economy and decreases diversity - not only with regards to the hiring process and types of employees but also with regards to the types of industries that can be developed with the inclusion of these communities in the workforce.

5.5 Recommendations

Egale recommends the following revisions to adequately respond to the employment needs, challenges, and barriers of LGBTQI2S communities in Canada:

- The federal government must develop a comprehensive national implementation strategy for Bill C-16 that targets funding for the development of comprehensive and inclusive policies, programs and training around gender identity and expression. This must provide support and funding to organizations looking to develop trans inclusive policies and programming in workplaces.
- Include sexual orientation, gender identity and gender expression as protected grounds in the federal Employment Equity Act, and collect data that is inclusive of LGBTQI2S communities that accurately reflects the lived employment realities of LGBTQI2S people across the country.
- Earmark targeted social assistance funding to sustain the income of trans and gender diverse employees who experience employment disruption while they are recovering from gender affirming procedures.
- Provide incentives for employers to establish LGBTQI2S-focused Employee Resource Groups (ERGs), which play an important role in creating safer spaces in organizations for LGBTQI2S people and advocating for changes in organizational policies and practices.

6.1 Context

Given the prevalence of low-income households and complex employment challenges, inclusive access to incentives that impact the affordability of raising a family have the potential to mitigate some of the economic disparities experienced by LGBTQI2S parents and guardians. For many families that belong to marginalized and minority communities, these new incentives may provide single-parent households and families with multiple children some relief which was not offered by the former Conservative government budgets.

6.2 Key Statistics on LGBTQI2S Parents

- According to the 2011 census, children living with parents that are same-sex couples are as follows:
 - 7,700 — The number of children aged 24 and under living with female same-sex parents in 2011.
 - 1,900 — The number of children aged 24 and under living with male same-sex parents in 2011.
- However, the 2011 census may also have failed to collect accurate statistical data on LGBTQI2S families, as some children of same-sex couples may live with their non-LGBTQI2S parent(s), and therefore are not reflected in the above-mentioned figures.
- The 2011 census also reported that married couples represented about 3 in 10 same-sex couples in 2011, nearly twice the share of same-sex married couples in 2006 (16.5%):
 - 64,575 — The number of same-sex couple families in 2011.
- According to the Ontario-based TransPulse study, 24% of trans people are parents (Bauer & Scheim, 2015).

6.3 Amendments to Budget

Budget 2017 puts a strong focus on issues that impact families, such as child poverty, low-income, and single-parent households. Through expanding and enhancing many already established government programs, Budget 2017 aims to increase economic flexibility and work arrangements for caregivers, increase investments to subsidize costs for childcare, and implement the Tax-Free Canada Child Benefit in lieu of previous programs such as the Canada Child Tax Benefit, the National Child Benefit, and the Universal Child Care Benefit under the former Conservative government.

Additionally, Budget 2017 has increased its investments in family services. For example, the Affordable Access program will incentivize service providers to offer low-cost home interest packages to interested low-income families, as well as expand the eligibility for fertility-related expenses to single parent and same-sex couples who are using reproduction assisted technologies for family planning.

For many queer families who are planning to use assisted human reproductive technology such as IVF, Budget 2017 has expanded the already existing fertility tax credit to individuals who are not medically infertile, in order to support single parent families as well as gay and lesbian couples.

6.4 Projected Impact of Amendment for Community

For many queer people who are using known sperm donors from cisgender gay or bisexual men, under the archaic state of the Assisted Human Reproduction Act (AHRA), it is still illegal for men who have sex with men (MSM) to donate sperm or blood. MSM sperm must be tested and submitted alongside an application to the Minister of Health for approval.

For many queer families, there still remains systemic and legal barriers to meaningfully and legally accessing the Fertility Tax Credit. Accessed through the completion of federal taxes, the Fertility Tax Credit operates as a reimbursement for those who have already paid out of pocket to access assisted human reproductive technology, perpetuating the economic barrier for those who are unable to afford the upfront cost.

6.5 Recommendations

In September 2016, the Government of Canada announced its plan to review and update regulations regarding sperm and ova donors, and clarify the parameters of reimbursable expenses. The expansion of the Fertility Tax Credit is the first of many updates that is needed under the AHRA to validate queer families planning. Alongside the changes to the Fertility Tax Credit, Egale would like to see the Government of Canada:

- Recognize queer family planning and diverse family structures by training healthcare professionals, including IVF clinics, on inclusive patient care that eschews heteronormative and cisnormative assumptions about family planning and fertility.
- Provide comprehensive national coverage of assisted human reproductive technology, giving universal access to all people in Canada.
- Invest in comprehensive large-scale longitudinal research to provide an evidence base for amending the AHRA regarding its impacts on queer family planning.

7.1 Context

Violence in all forms - physical, mental, and emotional - poses an issue for people in Canada from the perspective of health, well-being, and productivity. Access to non-violent spaces should be prioritized, as lack of safety increasingly affects those who are most marginalised due to socioeconomics, race, disability, gender and sex in devastating and sometimes irreversible ways. Many aspects of the Budget 2017 take focused approaches to violence, specifically the issue of gender-based violence (GBV). As this government expands their knowledge on the complexities of gender, we see a need to broaden our understanding of the intricacies of how GBV affects trans and gender diverse people and how to provide more holistic approaches to ending this type of violence.

7.2 Key Statistics on LGBTQI2S Violence

- 37% of youth with LGBTQ parents report being harassed about the sexual orientation of their parents and are more likely to be verbally harassed about their own gender expression, perceived sexual orientation, gender identity, gender, and sexual orientation (Taylor & Peter, 2011).
- Women who identify as bisexual or lesbian are more likely to experience GBV by a current or previous spouse (Statistics Canada, 2015).
- Police-reported hate crimes motivated by sexual orientation are more likely to be violent than hate crimes targeted other groups (Allen, 2015).
- Intimate partner violence (IPV) is four times more likely to be experienced by women (Allen, 2015).
- Trans communities are almost twice as likely to experiencing IPV (Wathen, MacGregor & MacQuarrie, 2014).
- Approximately 45% - 75% of sex workers will experience physical or sexual violence (Canadian Public Health Association, 2014).

7.3 Amendments to Budget

Budget 2017 has made an explicit effort to include some of the most marginalized groups in Canadian society, such as low-income single mothers, single seniors, IPV survivors, and lastly single mothers with children who live in shelters. Especially noteworthy is the Liberal government's recognition of the need to invest in protection related to GBV. This increase in funding also attempts to use an intersectional lens to conceptualise and pinpoint those populations most affected by GBV, drawing connections between gender and poverty, sexual assault survivors, homelessness, and the ability to provide for children as a single parent, sometimes living in shelters.

Budget 2017 proposes to invest \$100 million over five years, starting in 2017-2018, and \$20.7 million per year thereafter, to establish a National Strategy to Address Gender-Based Violence. Included in this strategy is the creation of a Centre of Excellence within Status of Women Canada and an aim to better align existing resources to address GBV implemented by the Royal Canadian Mounted Police and the Department of National Defence.

7.4 Projected Impact of Amendment for Community

Budget 2017 adopts an intersectional approach to GBV, but fails to push this approach beyond a heteronormative and cisnormative context that includes not just marginalized women but members of queer and trans communities. This binary perspective on gender results in a lack of awareness of the specific violence faced by trans women, trans men, non-binary, and gender diverse people living in Canada.

For many queer, trans and gender diverse people who experience violence either in an intimate partner setting, as a hate crime, or at home with their family, there are few specific resources allocated to deal with their experiences of violence. Whether in the form of physical shelters, mental health resources, or crisis centres that are specific to queer and specifically trans people, there is a strong need for services and resources that are trained and prepped with the correct language, support systems, and information for these clients.

7.4 Projected Impact of Amendment for Community cont'd

Similar to the ways in which poverty affects women and children and places them in precarious and often times volatile situations, the same occurs for trans and gender diverse people. Unfortunately, our statistical understanding of queer and trans individuals' exposure to violence is complicated due to the exclusion of diverse gender identities and gender expressions from data sets. Without accurate information on the experiences of violence LGBTQI2S communities face, it becomes even more difficult to mitigate and minimize violence against them on a systemic level.

Budget 2017 does not designate any specific funding for aforementioned services. This service gap could be addressed by earmarking additional funds or reallocating outlined funding within the National Strategy to Address Gender-Based Violence. Moreover, violence against LGBTQI2S communities will continue to persist if the census and other government-funded data collection tools do not begin to include a range of gender identity options for people that extend beyond the outdated binary male and female options that exist.

7.5 Recommendations

Alongside the allotment of funding for a National Gender-Based Violence Strategy, Egale recommends the Government of Canada implement the following actions:

- Include a range of gender identity options in the upcoming census and within the Canadian Community Health Survey (CCHS) and the General Social Survey (GSS), including non-binary self-identifiers so that more accurate data regarding gender identity and expression and its relation to violence on different levels can be gathered.
- Earmark funds for tailored programs targeting the most vulnerable members of LGBTQI2S communities, especially racialized and disabled trans and gender diverse communities. These funds should be part of the National Gender-Based Violence Strategy in order to systematically respond to the needs of gender diverse communities in Canada.

8.1 Context

In 2016, the Canadian Armed Forces announced a review of their existing policy pertaining to trans service members, with an aim for a revamped policy to be released by 2017. The new policy has yet to be released.

Budget 2017 has promised to address issues regarding safety, justice, and violence with the launch of a national GBV strategy, developing initiatives to strengthen the family justice system, as well as investing in programming for veterans and their family members regarding rehabilitation, and mental health, alongside investments in veterans' organizations to support the creation of services that support veterans.

8.2 Key Statistics on LGBTQI2S Experience in the Military

- As of January, 2015, 14.6% of all officers in the Canadian Armed Forces (CAF) were women, or 2,758 individuals (Deschamps, 2016).
 - However, 49% of individuals accessing the Sexual Misconduct Response Centre were women
- Results from the Survey on Sexual Misconduct in the Canadian Armed Forces found that “LGBT Regular Force members were more likely than non-LGBT members to have been victims of sexual assault in the past 12 months. Among men, LGBT members were three times more likely to have been sexually assaulted in the past year. Among women, the proportion of LGBT members who were sexually assaulted was almost double the proportion recorded for non-LGBT members” (Cotter, 2016).
- Of members who were targets of discrimination on the basis of sexual orientation or gender identity, 48% did not report the incidents as they “did not believe reporting would make a difference,” and 33% did not report because of fear of negative consequences (Cotter, 2016).
 - Additionally, research on the well-being of sexual minority veterans highlights experiences of “significantly less social and emotional support and higher rates of suicidal ideation than heterosexual veterans,” (Matarazzo, et al., 2014)

8.3 Amendments to Budget

In the 2016 Budget, the Government of Canada earmarked \$5.6 billion over the next six years to go towards a number of programs aimed at supporting veterans with injuries, disabilities, or illness. This includes boosting financial support offered to veterans and reopening previously closed services. Budget 2017 works to build off this initial work, as well as acknowledge some of the concerns addressed in national consultations with veterans and their families. These new initiatives include:

- Improving the transitions between service and civilian life;
- Increasing the education and training benefit as well as the Career Transition Services Program starting in April 2018;
- Replacing the Family Caregiver Relief Benefit with the Caregiver Recognition Benefit, providing expanded and direct monthly payouts to caregivers of veterans;
- Removing the one year vocational rehabilitation timeline for survivors and spouses of veterans;
- Expanding access to Military Family Resource Centres to families of medically released veterans;
- Development of a Centre of Excellence on Post-Traumatic Stress Disorder (PTSD) and related mental health conditions;
- Introduction of a veteran and family well-being fund to support the research, development, and/or implementation of innovative programming to improve quality of life for veterans and their families; and
- Development of a Veteran Emergency Fund to be utilized by Veterans Affairs Canada to address urgent need.

8.4 Projected Impact of Amendments for Community

The allocation of additional funding to better support service members, veterans, and their families, particularly in relation to their mental health and disability support needs, is a critical federal initiative.

Yet absent from this discussion is any specific mention of vulnerable communities who require specialized support tailored to their unique experiences and support needs. In the 2017-2018 departmental plan, the Department of National Defence has committed to engaging in research related to attitudes towards LGBTQ2 issues, cultural competency, and cultural tolerance/intolerance. It is imperative that federal funding be earmarked to not only assist but expand this research to understand the experiences and specialized support needs of LGBTQI2S service members. Stemming from this additional work, funding should be allocated towards the development, implementation, and long-term sustainment of programming to best support LGBTQI2S service members, veterans, and their families in addition to awareness and training about LGBTQI2S identities and anti-racist and anti-oppressive practices in order to provide inclusive and appropriate support.

8.5 Recommendations

Egale recommends the following revisions to adequately respond to the needs, challenges, and barriers of LGBTQI2S individuals in the CAF:

- Federal funding should be earmarked to both assist and expand research on the experiences of LGBTQI2S service members in the CAF, as well as evaluate the specialized support needs of LGBTQI2S service members.
- Federal funding should be allocated towards the development, implementation, and long-term sustainment of programming that research indicates best supports LGBTQI2S service members, veterans, and their families.
- Budget 2017 should include an allotment for the CAF to conduct training through external agencies about LGBTQI2S identities and anti-racist and anti-oppressive practices in order to foster inclusive and appropriate support.

9.1 Context

Globally, LGBTQI2S human rights are becoming increasingly prominent due to the advocacy efforts of civil society organizations, activists, and non-governmental organizations (NGOs) such as the International Lesbian and Gay Association (ILGA). Over the past decade, progressive shifts have been observed within LGBTQI2S international human rights, including:

- The 2006 signing of the Declaration of Montreal and the Yogyakarta principles, which recognizes both “sexual orientation” and “gender identity” as part of international human rights discourse;
- The UN Human Rights Office of the High Commissioner’s release of *Free and Equal: Sexual Orientation and Gender Identity in International Human Right Law*, a report which reiterates the rights and protections of “all people, irrespective of sex, sexual orientation or gender identity” (OHCHR, 2012); and
- The UN Development Programme’s (UNDP, 2016) release of its Sustainable Development Goals (SDG) towards ending poverty and inequality by 2030, including key initiatives to measure global LGBT inclusion.
- In September 2016, the UN Human Rights Council appointed an Independent Expert on Sexual Orientation and Gender Identity (SOGI). The mandate of the Independent Expert includes the assessment of the implementation of human rights instruments, existing gaps, and best practices in overcoming violence and discrimination of persons on the basis of SOGI as well as consulting with state governments, civil society, and multiple stakeholders to develop implementation measures to address the issues of violence and discrimination of persons on the basis of SOGI (OHCHR, 2016).

9.2 Key Information on International LGBTQI2S Human Rights

- Many nation states in the Global South have a strong presence of conservative Christian sects, both Catholic and Evangelical, which has presented challenges to progressive changes in attitudes towards LGBTI rights and social inclusion.
- In South Africa, both legislative changes and the campaigning of religious leaders such as Desmond Tutu have challenged the narrative of homosexuality and transgender identities as “un-African”.
- There have been few public education initiatives championed by government entities throughout the Global South, despite advocacy by local queer communities. As a result, state legislative reforms continue to be viewed as Western-centric values imposed by the Global North’s “gay agenda”.
- In Latin America, Argentina provides a key example of how both legislative change and the advocacy work of local queer communities has ushered significant social and cultural change on a national level, as many activists and national NGO networks engaged with the religious and cultural values of their society in order to foster greater acceptance of queer peoples’ lives in Argentina (Pousadela, 2013; D’Amico, 2015).
- Largely, public opinion in the majority of the states within Latin American, African, Middle Eastern, and East Asian regions is strongly homophobic and transphobic, which has attributed to the rise of hate crimes and violence perpetrated towards queer and gender diverse people. For instance, in Ghana, many activists have propagated that homophobia and transphobia are “un-African” to promote the acceptance of difference, inclusion, and peace as continental values (Baisley, 2015; D’Amico, 2015);
- In Asia, India recently decriminalized homosexuality as a result of the activism from men who have sex with men (MSM) HIV/AIDS and Hedra (non-binary people) sex worker groups (Jolly, 2011).
- In the Middle East, diasporic Islamic communities engage in dispelling the notion of Islam as a monolithic community. As a result, many queer immigrant Muslim activists have engaged in discussing the diversity within Islamic culture to create space that validates their LGBTI identities outside of the Western-centric standpoint of Gay and Lesbian human rights (Rahman, 2015).

9.3 Amendment to Budget

Budget 2017 has outlined a new, comprehensive approach to international assistance based on the results of conducting an Overseas Assistance Review in 2016. One of the new initiatives under their Comprehensive Development Assistance programs is the investments of \$650 million in funding to address global gaps in sexual and reproductive health and rights.

9.4 Projected Impact of Amendment for Community

Egale, in September 2016, submitted a consultation paper to Global Affairs Canada as part of Canada's Overseas Assistance Review. In our submission paper, Egale highlighted several areas where LGBTQI2S peoples are left behind when tackling the United Nations' 2030 agenda on accomplishing Sustainable Development Goals, including the following points:

- The present analysis of gender by Global Affairs Canada, and more broadly, the Government of Canada, recognizes gender as a binary in which only two categories exist: men and women. Through this understanding, trans and gender diverse people are erased. It is important to broaden the current understanding of gender and conceptualize gender as spectrum in order to implement gender inclusive practices in Canada's international work. Globally, trans and gender diverse people continue to experience deeply embedded forms of discrimination and lack safe access to medical services, employment, housing, and education.
- With regard to the state of international LGBTQI2S human rights, it must be acknowledged that homophobia, biphobia, transphobia, and discrimination on the grounds of gender identity and sexual orientation is not exceptional to the Global South. As last year's Orlando massacre illustrated, alongside the recent removal of the Executive Order that banned discrimination of LGBT in the workplace in the United States and the systemic marginalization of diverse gender identities and sexual attraction, these geographies still have much work to do domestically.
- Harm is perpetrated by international development agencies within local civil societies when international assistance programs operate in contradiction to Canada's national human rights values, policies, and priorities (Bergenfield & Miller, 2014). In considering Canada's development assistance policies, Canada should thoroughly review its strategic commitments to funding organizations and projects that align with its values, national legislation, and priorities as well as scale back on international projects and programs that have cross purposes and contribute to negative outcomes.

9.4 Projected Impact of Amendment for Community cont'd

- For instance, Canada's international assistance should scale back funding to homophobic and transphobic organizations as well as develop explicit terms of reference in their policies that prohibits funded organizations from spreading homophobia and transphobia in their values and project implementation in the Global South.

9.5 Recommendations

Egale recommends the following meaningful ways Canada can support international assistance for LGBTQI2S communities most efficiently and effectively, and to better measure results:

- Provide core funding to organizations that have equity practices and engage with marginalized communities, as their work demonstrates their ability to foster initiatives which prioritize the perspective of impacted communities. For instance, Egale's aim is to promote equity and awareness of LGBTQI2S people and communities through an anti-racist and anti-oppression framework;
- Leverage organizations that have experience working with multiple stakeholders and have demonstrated the ability to collaborate with religious organizations to promote inclusivity and diversity with the goal of social change in civil society; and
- Provide evaluation and monitoring support to organizations by equipping them with the appropriate tools to ensure that indicators are relevant and meaningful to the impacted communities.
- Globally, LGBTQI2S people continue to experience deeply embedded forms of discrimination and stigma, particularly within the healthcare system. Within the Global North, queer and trans people of colour and Two Spirit people and communities face additional barriers as they are even more likely to be refused treatment (Nixon, 2013) or receive inadequate primary health care. The World Professional Association of Transgender Health (WPATH) has pointed to the lack of research on trans people's reproductive health, especially in relation to trans people who are receiving hormone therapy as a part their transition (Nixon, 2013). For these reasons, Egale also strongly urges that Canada includes LGBTQI2S people in their commitment to sexual health and reproductive health and rights overseas.

10.1 Context

In today's geopolitical context, there has been a significant rise in refugee claims as well as asylum seekers to Canadian borders, including those who flee their country of origin because of violence and persecution related to their attraction (sexual orientation) or gender identity. Canada's notable diasporic populations are pivotal and a strength on the international stage; however, Canada's refugee system has been in constant need of revisions over the last decade.

During the former Conservative government's tenure, the refugee system witnessed significant alterations with the passing of Protecting Canada's Immigration System Act (2012), including:

- Consolidating the Immigration Minister's power to categorize what constitutes "safe" countries without consultation from other parties including human rights experts;
- Cancelling health benefits programs to refugee claimants;
- Rejected claimants from safe countries would no longer have the right to appeal the decision to the Immigration and Refugee Board;
- Claimants from "safe" countries could be deported while awaiting a judicial review by the Federal Court or during the one year wait time for applying for compassionate and humanitarian grounds; and
- Biometric identification would be required for people that apply for visas to visit Canada.

Additionally, the former Conservative government conducted an evaluation on In-Canada Asylum System (ICAS) following the implementation of the reforms under the Protecting Canada's Immigration System Act.

10.1 Context cont'd

The evaluation covered the period from December 2012 to December 2014 and was published in 2016. Some of the report's key findings include:

1. The need for reform of ICAS stems from the increasing number of claims, growing backlog/inventories, and lengthy processing times.
2. Reforms are aligned with Canada's international and legislative obligations as well as federal government priorities in safeguarding the integrity of ICAS.
3. Despite implementation success across agencies there still remain challenges related to the production and use of data, and a lack of governance and project management structures for the Refugee Claimant Continuum reduced the efficiency and effectiveness of the monitoring and reporting process.

In 2016, the current Liberal government addressed backlash from immigrant communities as well as the medical community stemming from the cancellation of health benefits programs by implementing the Interim Federal Health Program Policy (IFHP). This health program provides limited, temporary coverage of health-care costs for refugees including resettled refugees, refugee claimants, and rejected refugee claimants during their period of ineligibility for provincial or territorial health insurance.

10.2 Key Statistic on LGBTQI2S Asylum Seekers

- LGBTQI asylum seekers who are fleeing persecution often face barriers to accessing safe environments and social support services (Hall & Sajjani, 2015).
 - With difficulty accessing safer spaces alongside experiencing social isolation, LGBTQI asylum seekers lack the support and resources to process their experiences of trauma and address their mental health concerns. While there are some resources to support this particular population, they are concentrated in large urban centres (such as Toronto, Ottawa, or Vancouver) leaving a substantial gap in services across the country (Hall & Sajjani, 2015).
 - Canadian research exploring the experiences of LGBTQI asylum seekers highlights a lack of safe, affirming, and affordable housing. As a result, LGBTQI asylum seekers have reduced options for accessing housing and often must live in situations where they experience stigma and violence (Mulé & Gates-Gasse, 2012).

10.2 Key Statistic on LGBTQI2S Asylum Seekers cont'd

- While the Interim Federal Health Program (IFHP) provides temporary health coverage for individuals not covered by provincial and federal health programs (including refugee claimants, refugees, and other protected persons), the IFHP insurance explicitly excludes any coverage of transition-related health care including access to specialist healthcare providers, hormone prescriptions, and surgery (Medavie Blue Cross, 2016).

10.3 Amendment to Budget

The growing number of asylum claims and the increasing inventories in key steps of the asylum process, prior to the implementation of the backlog reduction strategy, resulted in claimants taking longer to pass through the system. In the pre-reform years, it took between 3 to 4.5 years from the time of the claim to removal of a failed claimant.

In light of the evaluation process, the 2017 Federal Budget offers investments of \$29.0 million over five years, starting in 2017–18, and \$5.8 million per year thereafter, to make permanent the Reviews and Interventions Pilot Project to monitor and investigate fraudulent claims. In tandem, the Government of Canada recognizes that immigration and refugee legal aid services that provide legal advice, information and representation to eligible asylum claimants are essential to ensuring fair and timely decisions to claimants. Thus, the 2017 Federal Budget proposes to provide \$62.9 million over five years, starting in 2017–18, and \$11.5 million per year thereafter, to enhance the delivery of immigration and refugee legal aid services, in partnership with the provinces and territories.

10.4 Projected Impact of Amendment for Community

In May 2017, the Immigration and Refugee Board (IRB) released the new Chairperson's Guidelines on proceeding before IRB involving sexual orientation and gender identity and expression (SOGIE). The guidelines' purpose is to promote greater understanding of cases involving SOGIE as well as expand the decision makers' awareness of specific considerations related to SOGIE asylum claimants' experiences in their testimonies to IRB.

Although these measures are significant in overturning some of the harmful policy reforms of the former Conservative government's approach to immigration, there are still many ways that the current Liberal government needs to better support refugee and asylum seekers along the refugee continuum in settling and participating in Canadian society.

10.5 Recommendations

Egale recommends the following meaningful ways Canada can address the systemic issues facing LGBTQI refugee claimants and asylum seekers and reform the immigration and refugee processes:

- Commit to long-term investments and consistent funding that supports the ongoing support of refugees at all stages of the settlement process, including:
 - Crisis and ongoing trauma counselling;
 - Mental health counselling;
 - Housing support workers to help LGBTQI refugees find inclusive housing;
 - Subsidized legal support to aid LGBTQI refugees with legal issues, especially as it relates to their status in Canada; and
 - Settlement workers to help with comprehensive needs related to the settlement process.

10.5 Recommendations cont'd

- Develop and implement a national, large-scale needs assessment to determine the needs of LGBTQI refugees that will empower these individuals and better support them throughout the settlement process with components that:
 - Collect and ethically store relevant, inclusive, and disaggregated data;
 - Inform decision makers and program design;
 - Establish meaningful evaluation parameters; and
 - Disseminate findings to community agencies and service providers.
- Make direct investments into systems innovations and sustainability by:
 - Supporting the development of innovative ways to provide support (both in person as well as online) as well as different modalities of therapy such as somatic, online counselling, and peer support; and
 - Developing and implementing training for other community agencies and housing services to provide inclusive support so that staff are educated and familiar with practices when supporting LGBTQI refugees.
- Review and expand the IFHP to include SOGIE related medical care, such as hormone therapy and gender affirming surgery, making it available to asylum seeking gender minorities - a step that aligns with many provincial health policies that ensure gender affirming medical care is covered by government-issued health insurance.
 - Many LGBTQI individuals who are fleeing their home countries due to persecution related to their sexuality and gender identity or expression have experienced trauma related to seeking medical treatment, including "corrective" sexual violence, non-consensual medical and scientific experimentation, forced sex-reassignment or "corrective" surgery, forced traditional cleansing rituals or religious exorcisms, forced institutionalization, forced psychotherapy, forced electroshock therapy, and forced drug injection and hormonal therapy. Such treatment violates an individual's security of the person and is persecutory.

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Glossary of Terms

The following terms recognize that gender is a self-identification that does not necessarily correspond to sex assigned at birth; physical appearance and genitalia are not the only determinants of gender. It also recognizes that there are many ways to experience and express gender and is intended to include the diverse range of gender identities.

Sex Definitions

Intersex (adj): Refers to a person whose chromosomal, hormonal or anatomical sex characteristics fall outside the conventional classifications of male or female. The designation of “intersex” can be experienced as stigmatizing given the history of medical practitioners imposing it as a diagnosis requiring correction, often through non-consensual surgical or pharmaceutical intervention on infants, children and young adults (some people may not be identified as “intersex” until puberty or even later in life).

Attraction Definitions

Bisexual (adj): A person who experiences attraction to both men and women. Some bisexual people use this term to express attraction to both their own sex and/or gender, as well as to people of a different sex and/or gender.

Gay (adj): A person who experiences attraction to people of the same sex and/or gender—gay can include both male-identified individuals and female-identified individuals, or refer to male-identified individuals only.

Heterosexual: A person who experiences attraction to people of a different sex and/or gender. Also referred to as “straight”.

Lesbian (adj or n): A female-identified person who experiences attraction to people of the same sex and/or gender.

Pansexual (adj): A person who experiences attraction to people of diverse sexes and/or genders. The term pansexual reflects a desire to recognize the potential for attraction to sexes and/or genders that exist across a spectrum and to challenge the sex/gender binary.

Glossary of Terms cont'd

Gender Identity Definitions

Cisgender (adj): A person whose gender identity corresponds with the sex assigned to them at birth (e.g., a cisgender man is someone who identifies as a man and who was assigned male sex at birth).

Gender Diverse (adj): An umbrella term for gender identities and/or gender expressions that differ from cultural or societal expectations based on assigned sex.

Transgender (adj): A person who does not identify either fully or in part with the gender associated with the sex assigned to them at birth—often used as an umbrella term to represent a wide range of gender identities and expressions.

Trans (adj): Often used as an umbrella term to encompass a variety of gender-diverse identities, including transgender, transsexual and genderqueer. Some people may identify with these or other specific terms, but not with the term trans. Similarly, some people may identify as trans, but not with other terms under the trans umbrella.

Definitions related to both gender identity and attraction

Queer (adj): A term used by some in LGBTQ communities, particularly youth, as a symbol of pride and affirmation of diversity. This term makes space for the expression of a variety of identities outside of rigid categories associated with sex, gender or attraction. It can be used by a community to encompass a broad spectrum of identities related to sex, gender or attraction (as with the acronym LGBTQ), or by an individual to reflect the interrelatedness of these aspects of their identity. Queer was historically a derogatory term for difference, used in particular to insult homosexuality and LGBTQ people. Although sometimes still used as a slur, the term has been reclaimed by some members of LGBTQ communities.

Two Spirit (or 2-spirit) (adj): An English umbrella term that reflects the many words used in different Indigenous languages to affirm the interrelatedness of multiple aspects of identity—including gender, sexuality, community, culture and spirituality. Prior to the imposition of the sex/gender binary by European colonizers, some Indigenous cultures recognized Two Spirit people as respected members of their communities. Two Spirit people were often accorded special status based upon their unique abilities to understand and move between masculine and feminine perspectives, acting as visionaries, healers and medicine people. Some Indigenous people identify as Two Spirit rather than, or in addition to, identifying as lesbian, gay, bisexual, trans or queer.

About Egale Canada Human Rights Trust

Founded in 1995, Egale Canada Human Rights Trust (Egale) works to improve the lives of lesbian, gay, bisexual, trans, queer, intersex, and Two Spirit (LGBTQI2S) people in Canada and to enhance the global response to LGBTQI2S issues by informing public policy, inspiring cultural change, and promoting human rights and inclusion through research, education and community engagement. Egale’s vision is a Canada, and ultimately a world, without homophobia, biphobia, transphobia, and all other forms of oppression so that every person can achieve their full potential, free from hatred and bias.

Egale’s work is grounded in ARAO practice. While striving to compile, produce and communicate the best-available evidence to guide our work, we recognize that the production of knowledge is always intimately connected to power, privilege and oppression. Those with the least power and privilege are often not included in the production of knowledge, and as a result, fail to be represented in the knowledge that influences their lives. Often, it is those with the least power to produce and shape knowledge who are most in need of services, leaving them un/mis-represented, under-served, ill-served, or not served at all. To honour and address the experiences of the most marginal folks in our communities, Egale undertakes to balance both academic and experiential knowledge, privileging community-based participatory practices in conducting research; developing and reviewing policy, resources and curricula; and providing services to clients, community organizations and individuals. Furthermore, Egale recognizes the necessity of targeting intersectional oppression, while simultaneously examining the broader social contexts that sustain and legitimize various oppressions, in order to appropriately respond to the needs and experiences of the full diversity of LGBTQ communities.