

Working for Change

Fact Sheet: **Canada**



The *Working for Change* project aimed to better understand the employment experiences and challenges faced by Two Spirit, trans, and nonbinary people in Canada aged 16 and older. It was a mixed methods study.

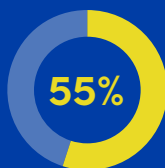
This fact sheet summarizes the survey data of **555** participants from **Canada**.



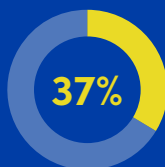
Workplace Experiences

62% hid or minimized aspects of their identity during job seeking process to avoid discrimination most of the time or always

Current Workplace



55% shared their **gender** with most people or everyone in current workplace



37% felt they **belonged** at their current place of employment



59% somewhat agreed or strongly agreed that their **correct pronouns and name are respected at their workplace**



41% somewhat agreed or strongly agreed that they feel **comfortable and safe using the washroom of their choice** at their workplace

History of Employment Experiences

72% somewhat agree or strongly agree that they have experienced **discrimination in the workplace**

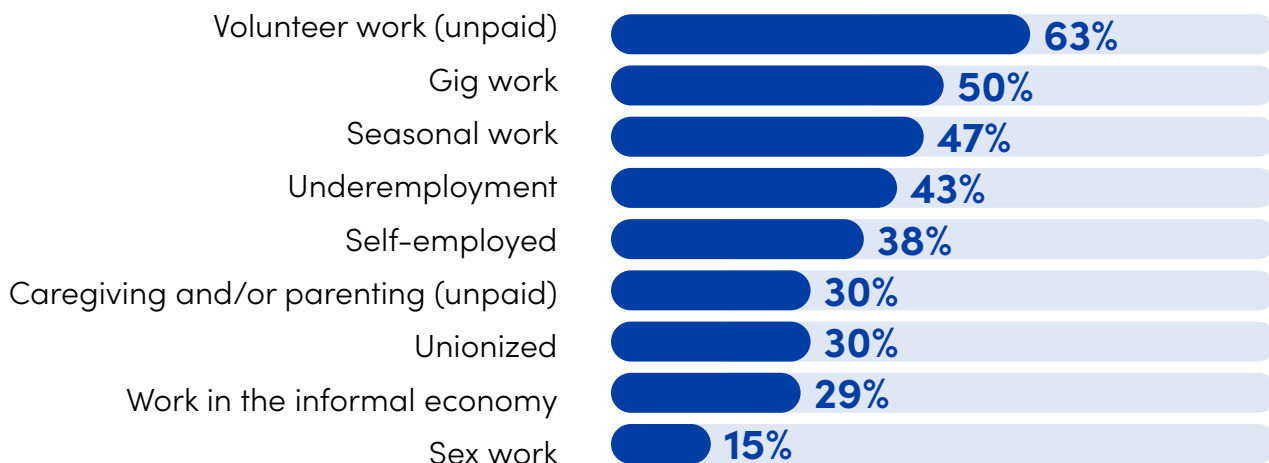


53% somewhat agree or strongly agree that they **have quit a job because they did not feel accepted** at work

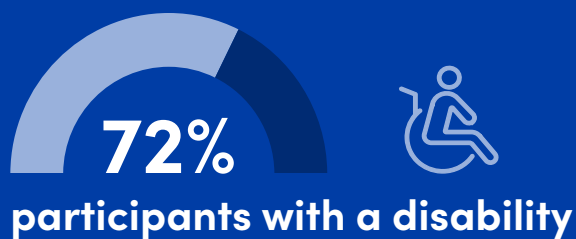


23% somewhat agree or strongly agree that they **have been fired or wrongfully let go** for reasons related to their identity

Types of Work Experienced



+ Health



\$ Income



Ability to meet basic needs

(housing, food, telephone and internet, clothing, transportation)

