

Working for Change

Fact Sheet: **Ontario**



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.

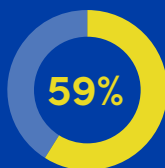
This fact sheet summarizes the survey data of **103** participants from **Ontario**.



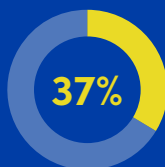
Workplace Experiences

66% hid or minimized aspects of their identity during job seeking process to avoid discrimination most of the time or always

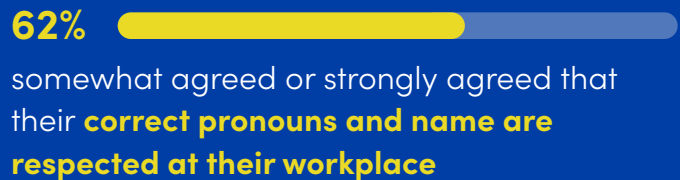
Current Workplace



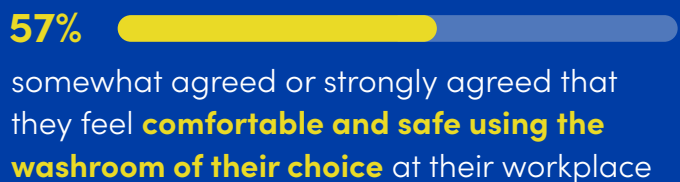
59% shared their **gender** with most people or everyone in current workplace



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

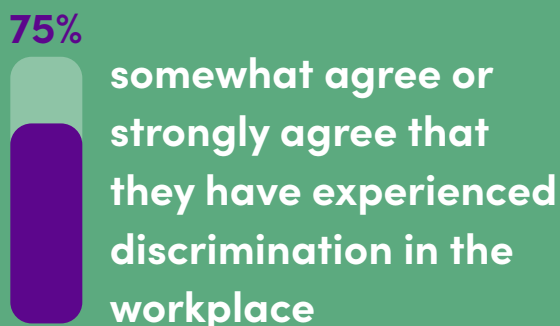


62% somewhat agreed or strongly agreed that their **correct pronouns and name are respected at their workplace**

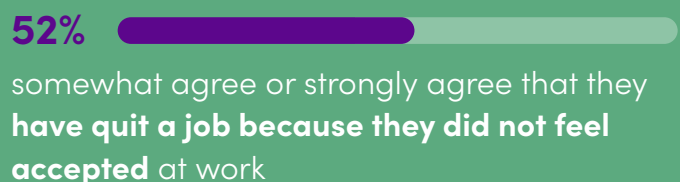


57% somewhat agreed or strongly agreed that they feel **comfortable and safe using the washroom of their choice** at their workplace

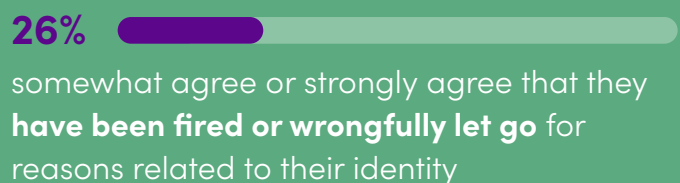
History of Employment Experiences



75% somewhat agree or strongly agree that they have experienced **discrimination in the workplace**

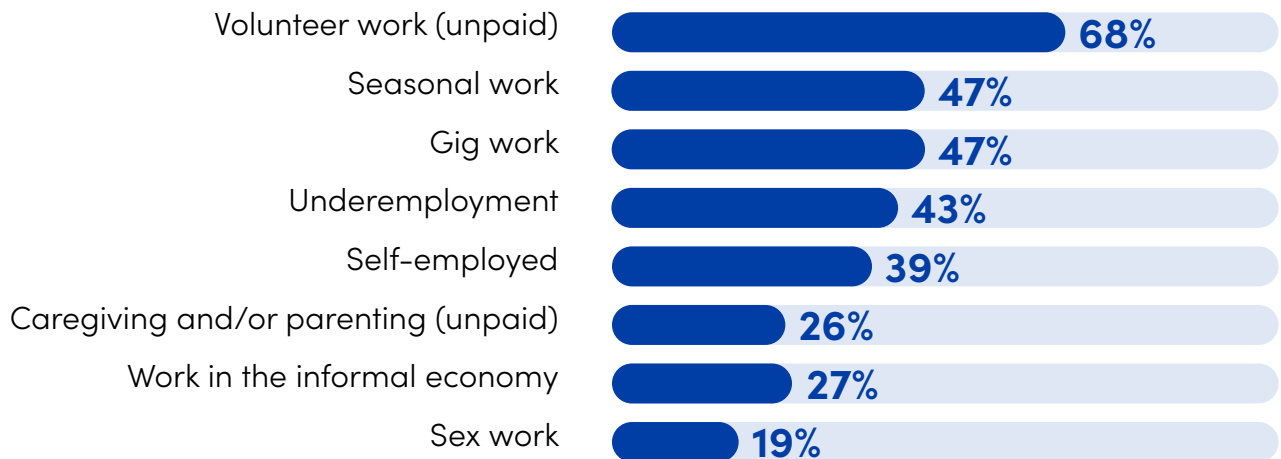


52% somewhat agree or strongly agree that they **have quit a job because they did not feel accepted** at work

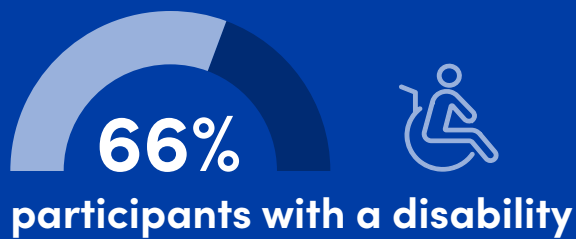


26% somewhat agree or strongly agree that they **have been fired or wrongfully let go** for reasons related to their identity

Types of Work Experienced



+ Health



\$ Income



Ability to meet basic needs

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

