

# Working for Change

## Fact Sheet: **Quebec**



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 **99** participants from **Quebec**.

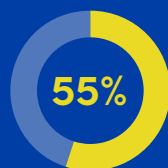


## Workplace Experiences

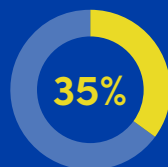
**70%** hid or minimized aspects of their identity during job seeking process to avoid discrimination most of the time or always



## Current Workplace



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



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

**67%**

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

**70%**

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

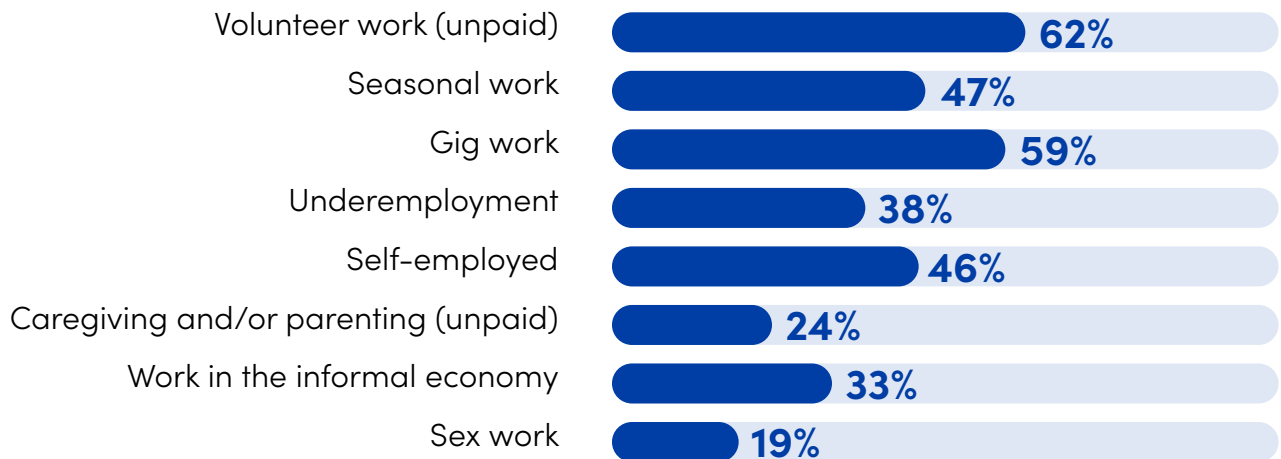
**56%**

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

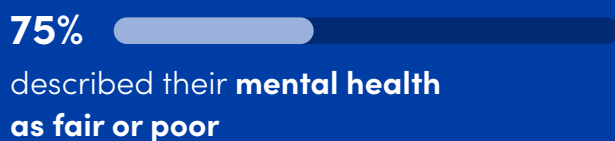
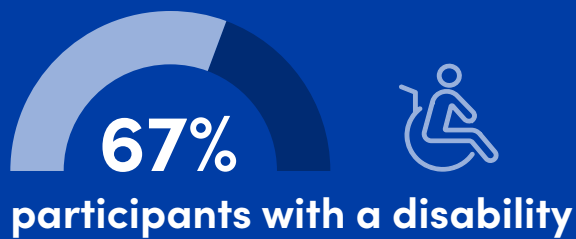
**20%**

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)

