

**The following message has been approved by Tanya Rowell, CEO
of the Public Service Commission**

Please post this message for employees who do not have computer access

Greetings,

Every July, we come together to celebrate 2SLGBTQIA+ individuals, colleagues and wider community. This year, the Diversity and Inclusion Advisory Committee and the Pride Week Working Group are pleased to invite you to join the 2022 PEI PRIDE Festival scheduled from **July 16 to July 24, 2022**.

While celebrating PRIDE Festival and events in our workplace and in the community, we continue to enhance our ongoing efforts to build an inclusive workplace culture that values diverse social and cultural identities, including sexual orientation and gender identity. As outlined in our [Diversity and Inclusion Policy](#) and the recently released [Diversity and Inclusion Strategy](#), it is fundamental for employees to feel supported both as professionals and individuals, where employees who self-identify as 2SLGBTQIA+ are respected, valued, accepted, and engaged so they can thrive both at work and in our community. As civil servants, we all have a shared responsibility to support and create a positive and healthy workplace that is psychologically, physically, and emotionally safe. We are committed to valuing the concept of belonging, to cultivate a culture in which people feel safe, respected and supported to be themselves and empowered to contribute their perspectives.

We encourage you to participate in [Pride Festival Events](#) happening across the Island which will allow us to celebrate diversity and inclusion while recognizing the importance of eliminating homophobia and transphobia. **Below you will find information on activities and events scheduled for the 2022 PRIDE Celebration and some resources for your review.**

[“PRIDE YOUR SPACE”](#)

This year, you are encouraged to decorate your workspace in a way to celebrate Pride. Individuals or teams who participate in this awareness activity can share their pride themed decorations by sending their photos to pride@gov.pe.ca. Link to photos will be added soon to the [PSC website](#) for everyone to enjoy!

[“PRIDE YOUR VIRTUAL SPACE”](#)

In support of 2SLGBTQIA+ employees and community, we have customized three virtual meeting background templates that you can download and use to celebrate Pride. Please click [here](#) to download the templates.

[PRIDE DAY, JULY 18](#)

On Monday, **July 18 at 11:00 am**, the Honourable Natalie Jameson, Minister of Education and Lifelong Learning and the Minister responsible for the Status of Women will be joined by staff and members of the Pride community, including officials from Pride PEI: Lucky Fusca, Co-Chair

and Tyler Murnaghan, Festival Director, for the Pride Flag raising at the Provincial Administrative Buildings (PAB Court Yard) in Charlottetown. All employees are welcome to attend this event.

On Pride Day, you are encouraged to wear one of the colours found in the Pride flag, to demonstrate inclusivity, diversity, unity, equity and hope with and for 2SLGBTQIA+ people.

PEI PRIDE PARADE, JULY 23

The magnificent PEI Pride Parade is back this year! The Pride Parade is organized by Pride PEI and will take place on **July 23 from 12:30 PM to 1:00 PM**. Public Service employees and their families are encouraged to join the parade in solidarity with the 2SLGBTQIA+ community. To view the parade route, please [click here](#). To join the parade, meet at **Terry Fox Drive at 12:30 PM on Saturday, July 23**.

TAKE THE GENDER-BASED ANALYSIS PLUS COURSE (GBA+)

By completing the Gender-Based Analysis Plus course at <https://women-gender-equality.canada.ca/en/gender-based-analysis-plus/take-course.html> with Women and Gender Equality Canada, you will learn to identify how GBA+ can enhance the responsiveness, effectiveness and outcomes of provincial government initiatives while applying some foundational GBA+ concepts and processes. Upon completing the course, we encourage you to send your certificate of completion to your supervisor and share your learnings with your team.

SELF-DIRECTED LEARNING AND SELFCARE AND SUPPORT RESOURCES

Below you will find a list of resources where you can learn more about Pride and the 2SLGBTQIA+ community in Prince Edward Island.

| | | |
|--------------------------|---|---|
| 2021 Census Report | <i>Gender Diverse Population in Canada</i> | https://www12.statcan.gc.ca/census-recensement/2021/rt-td/age-eng.cfm |
| 2021 Census Report | <i>PEI Total and Gender Diverse Population</i> | https://www.princeedwardisland.ca/en/publication/2021-census-of-population |
| 2SLGBTQIA+ 101 | <i>LGBTQ2+ terminology (Government of Canada)</i> | https://www.canada.ca/en/canadian-heritage/campaigns/free-to-be-me/lgbtq2-glossary.html |

| | | |
|-------------------|---|---|
| | <i>Pride flag creator Gilbert Baker on the rainbow's real meaning (CBC)</i> | https://www.cbc.ca/radio/q/schedule-for-friday-june-26-2015-1.3128742/pride-flag-creator-gilbert-baker-on-the-rainbow-s-real-meaning-1.3128763 |
| | <i>Socioeconomic characteristics of the lesbian, gay and bisexual population, 2015-2018 (Statistics Canada)</i> | https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=1310081701 |
| | <i>Rights of LGBTI persons (Government of Canada)</i> | https://www.canada.ca/en/canadian-heritage/services/rights-lgbti-persons.html |
| 2SLGBTQIA+ PEI | <i>History of queer Islanders subject of new web series (CBC)</i> | https://www.cbc.ca/news/canada/prince-edward-island/pei-queer-islanders-podcast-dave-stewart-1.5819736 |
| | <i>Pride PEI presents 'Out of the Closet and Onto the Screen' film series Social Sharing (CBC PEI)</i> | https://www.cbc.ca/news/canada/prince-edward-island/pride-films-1.5939946 |
| | <i>Transgender Health Services (Health PEI)</i> | https://www.princeedwardisland.ca/en/information/health-pei/transgender-health-services |
| | <i>'Talking it out' provides support system for LGBTQ youth</i> | https://www.princeedwardisland.ca/en/news/talking-it-out-provides-support-system-lgbtq-youth |
| Pride PEI | <i>Additional resources to educate yourself</i> | https://www.pridepei.ca/resources |

| | | |
|----------------|--|---|
| PEERS Alliance | <i>Multifaceted Resources to support 2SLGBTQIA+ community and allies</i> | https://www.peersalliance.ca/ |
|----------------|--|---|

| | | |
|-------------------------|---|---|
| PEI Transgender Network | <i>This Facebook page is a supportive group of people who are allies to PEI transgender community</i> | https://www.facebook.com/peitn/ |
|-------------------------|---|---|

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Check out some new self-help resources for individuals and/or parents. Your EAP program strives to stay current with new trending resources. We would love to have feedback if you've read these and have any comments. Submit comments [here](#).

- "How to talk (and listen) to transgender people" Jackson Bird:
<https://youtu.be/HbQZ7jAvgol>
- UNCONDITIONAL: A GUIDE TO LOVING AND SUPPORTING YOUR LGBTQ CHILD
by [Telaina Eriksen](#), April 26, 2022
<https://www.chapters.indigo.ca/en-ca/books/unconditional-a-guide-to-loving/9781642509458-item.html?ikwid=unconditional+a+guide&ikwsec=Home&ikwidx=1#algoliaQueryId=cf1b270fd38a3e0289f5994cdc1f67bf>
- THE QUEER MENTAL HEALTH WORKBOOK: A CREATIVE SELF-HELP GUIDE USING CBT, CFT AND DBT by [Dr. Brendan J. Dunlop](#), March 21, 2022
<https://www.chapters.indigo.ca/en-ca/books/the-queer-mental-health-workbook/9781839971075-item.html?ikwid=Queer+mental+health+workbook&ikwsec=Home&ikwidx=0#algoliaQueryId=d3645108034ef955a9e7ed3a3a37d89b>

To learn more about EAP support services available to you, please visit the PSC website [here](#).

At this time, we wish to thank our Pride Week Working Group Committee who organized these events and resources to share with you. A huge thank you goes out to Sarah Muthee, Athul Siva, Crystal Lynn O'Meara, Olivia Lantz, Jaklyn Panting, Laura Lee Noonan, Andrea Triolo, Maribeth Vos, and Thilak Tennekone for their creative ideas and planning.

Happy Pride!