

This message has been approved by Tanya Rowell, CEO of the Public Service Commission
Please post this message and attachments for employees without email access

Greetings!

June to September is recognized as PRIDE season in Canada. It's a chance to honor and recognize the 2SLGBTQIA+ communities (Two-Spirit, lesbian, gay, bisexual, transgender, queer, or intersex, asexual or who use other terms related to sexual or gender diversity) and recognize the contributions that they have made and continue to make.

The kickoff for the [2024 PEI Pride Festival](#) begins in July, and we encourage you to support and celebrate our 2SLGBTQIA+ colleagues in the public service and communities across our province. These festivities are an important opportunity to recognize the tremendous achievements made to expand inclusivity and equality for 2SLGBTQIA+ people and to reflect on the invaluable contributions made by our colleagues and communities that champion equity, dignity and respect for 2SLGBTQIA+ community.

The Public Service Commission and Equity, Diversity and Inclusion Advisory Committee are pleased to invite you to participate in 2024 Pride Festival, happening July 12-21, 2024. Check out the schedule of events here: <https://www.pridepei.ca/schedule>.

In addition to celebrating Pride Festival and events, we continue to enhance our ongoing efforts to build an inclusive and respectful workplace culture that values diverse social and cultural identities, including sexual orientation, gender expression and gender identity. As outlined in our [Diversity and Inclusion Policy](#) and the [Diversity and Inclusion Strategy](#), our goal is for employees to feel respected, engaged, and supported professionally and personally, so they can thrive both at work and in our community. We are committed to fostering a welcoming, healthy and positive work environment that is free from any forms of discrimination.

We encourage you join in the [2024 Pride Festival celebrations](#) happening across the Island – engage, listen, learn and celebrate what PRIDE means to the 2SLGBTQIA+ community. These opportunities will allow us to embrace diversity, promote equity and foster an inclusive society.

Pride Flag Raising at PAB Courtyard - Monday, July 15

Join us on Monday, July 15 at 10:00 AM for the Pride Flag Raising at the Provincial Administrative Buildings (PAB Courtyard) in Charlottetown. Civil service employees are invited to attend in person.

Pride Your Office Space

We encourage you 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. Photos will be posted on the [PSC's Pride Festival Page](#) 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.

PEI Pride Parade - Saturday, July 20

The PEI Pride Parade will be taking place on Saturday July 20 at 12:00 PM. Provincial government employees, their friends and families are encouraged to join the parade in solidarity with 2SLGBTQIA+ community. Those interested in attending the parade are welcome to join our group at 11:30 AM at the PAB Courtyard next to the flagpole. To view the parade route, please see the attached map. We look forward to seeing you at the parade!

Below are Self-directed Learning and Self-care and Support Resources:

Take the Gender-Based Analysis Plus course (GBA+)

By completing the Gender-Based Analysis Plus course at [Introduction to GBA Plus - Women and Gender Equality Canada](#) 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.

2SLGBTQIA+ Inclusive Practices in the Workplace

We encourage employees to make their conversations more inclusive and respectful by analyzing [unconscious biases](#), avoiding gender specific language, and ensuring 2SLGBTQIA+ inclusiveness in the workplace. It's also important to avoid functioning under the assumption that everyone is heterosexual unless you're told otherwise. Promote voluntary pronoun sharing among your colleagues and coworkers to incorporate pronouns in their email address and self-introduction, etc. This will lead to enhanced respect for individuality, inclusivity and fostering supportive workplaces.

PEI Public Library Catalogue on 2SLGBTQIA+

To view books available at the Public Library on different 2SLGBTQIA+ topics, please see the attached list.

Employee Assistance Program (EAP)

Check out some self-help resources below. 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. Feel free to share your feedback [here](#).

- "How to talk (and listen) to transgender people" Jackson Bird: <https://youtu.be/HbQZ7iAvgoI>
- Unconditional: A Guide to Loving and Supporting your LGBTQ Child by Telaina Eriksen
- The Queer Mental Health Workbook: A Creative Self-Help Guide Using CBT, CFT and DBT by Dr. Brendan J. Dunlop, March 21, 2022
- It Gets Better Canada: <https://itgetsbetter.org/>
- Lead with Pride: Best Practices for Advancing 2SLGBTQIA+ Leadership: <https://prideatwork.ca/lead-with-pride/>

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

Happy Pride!