

May 14, 2021

Rt. Hon. Justin Trudeau
Prime Minister
Ottawa

Dear Prime Minister Trudeau,

On behalf of the LGBT Purge Fund, I am pleased to provide you with a copy of the expert report, entitled **Emerging from the Purge: The State of LGBTQI2S Inclusion in the Federal Workplace and Recommendations for Improvement**. The report and this letter will be made public on May 17, 2021.

The report provides key findings and 23 recommendations that were determined from a year-long study conducted by Subject Matter Experts (SME). The SME team (comprised of EGALE Canada Human Rights Trust, Fondation Émergence and Optimus SBR) conducted consultations with the federal public service, the Royal Canadian Mounted Police and the Canadian Armed Forces.

This report provides concrete recommendations on ways to improve existing training on LGBTQI2S inclusion in the workplace. It also provides recommendations to enhance LGBTQI2S diversity and inclusion in the federal workplace.

The findings and recommendations presented in this report form part of a dynamic and ongoing conversation. We encourage you, and all readers, to reflect on the report's findings in the spirit of honesty and transparency, acknowledging identified gaps and engaging earnestly to improve the state of LGBTQI2S equity, diversity and inclusion across the Government of Canada.

This important work and resulting report were done pursuant to a court-ordered mandate resulting from the LGBT Purge class action lawsuit.

This extensive study and report were also paid for by those who experienced the horrors of the LGBT Purge. It is a sad reality that, once again, the responsibility to advocate for, and call for culture change comes from those who experienced discrimination and injustice.

Prime Minister, we call on you to hold your relevant ministers responsible for reading this report and implementing its recommendations.

The LGBT Purge Fund is an organization that exists to seek reconciliation and memorialize around the devastating period of LGBT Purge in Canada. That is why we will continue to seek engagement with the government to contribute to the improvement of the federal workplace.

The LGBT Purge Fund and Canadians expect that, in particular, the CAF and the RCMP need a culture shift in the workplace that leaves LGBTQIS2 people more vulnerable, less supported and disadvantaged. There have been ample calls for culture change in these institutions from experts before (e.g. namely, the Deschamps Report, the Bastarache Report, as well as class action lawsuits). We align ourselves with the findings and recommendations in these reports.

This report, **Emerging from the Purge**, adds to the findings of those reports. There is no way to avoid the conclusion that a culture shift in the federal workplace is needed. Leadership needs to be brought to this issue immediately. Ministers need to be aware of the issues that exist across government, and then work to remedy them. It's 2021 and these problems should not continue to exist.

People continue to experience discrimination in federal workplaces and it needs to stop. Diversity and inclusion, and better training practices need to be fostered, improved and increased.

To quote from Todd Ross, a survivor of the LGBT Purge and lead plaintiff in the LGBT purge class action law suit:

"As a survivor of the LGBT Purge, I would have expected that the federal workplace would have changed far more by now so that LGBTQI2S people are given fair opportunities, supported and are sincerely included. This report shows that this is sadly not always the case. I hope this report leads to action to ensure greater diversity, inclusion and better training. We must ensure that all people are treated with respect and dignity."

Prime Minister, we urge you to act on the recommendations of this report across the RCMP, CAF and federal departments.

Sincerely,

Michelle Douglas

Michelle Douglas
Executive Director, LGBT Purge Fund

c.c. Minister Sajjan, Minister Blair, President Duclos, Commissioner Lucki, A/CDS Lieutenant-General Eyre, A/Clerk of the Privy Council Charette, LGBTQ2 Secretariat