



Government of Canada  
Gouvernement du Canada

MEMORANDUM NOTE DE :

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2003

TO  
À

Michael Vaughan, Director  
Ethics and Incentives

FROM  
DE

Lyon Weidman, Director  
Employment Equity Policy

Security classification
Originator/Telephone No. Auteur/Numéro de téléphone Arleen Closter 952-3032
Our file Notre référence LEB 8800-000 001
Your file Votre référence
Date September 1, 1993

SUBJECT Sexual Orientation and Impacts of Recognizing Same-sex  
OBJET Relationships

At the August 12 meeting, you requested input from those areas within TBS that could be impacted by the extension of benefits to same-sex partners.

Employment equity is a separate issue and we would not favour the designation of homosexuals for employment equity purposes. Nevertheless, we must take into consideration the possibility of increasing pressure for the recognition of gays and lesbians as a designated group under federal employment equity legislation should benefits be extended to them (see attached articles).

The federal government would face a number of problems in determining what the size of the gay and lesbian population actually is or whether gays and lesbians are disadvantaged with respect to employment practices. Without quantitative data, it would be impossible to ascertain whether the group was in fact disadvantaged, to indicate shortcomings in hirings and promotions or to set goals and targets (based on self-identification).

With respect to costs associated with the recognition of gays and lesbians as a designated group, the current Special Measures Programs have a budget of \$17.4 million. This amount funds the programs, as well as the administration of the programs within TBS and the PSC. There are currently four designated groups and six Special Measures Programs. The Secretary of the Treasury Board has four Consultation Groups advising him on EE issues for each of the designated groups as well as four officers within TBS providing the secretariat to each group. A new designated group could, in the long-term, mean an additional program (approximately \$1M per annum), the

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creation of a Consultation Group (approximately \$50K per annum), salary dollars for an officer within TBS to support the Consultation Group and undetermined costs within departments related to the meeting of employment equity objectives in respect of a fifth designated group.

Attached for your information is a paper indicating some of the efforts made and the difficulties experienced by Statistics Canada in addressing this subject in the 1991 Census of Canada. You will note that efforts were made to collect information on the living arrangements of same-sex partners. While such information would assist in the extension of benefits to same-sex partners, it would not identify the number of gays and lesbians who are not in a same-sex living arrangement in order to provide quantitative data should gays and lesbians become a designated group under the EE policy.

Att.

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