



FACT SHEET: LGBTQ2+ Hiring and Workplace Discrimination

A summary of research from Rainbow Community Council, TransPULSE, Statistics Canada, and the House of Commons

DISCRIMINATION AGAINST TRANSGENDER WORKERS




A 2015 study of trans Ontarians found that discrimination against transgender workers was common. Among the most common experiences of discrimination:

- 13% had been fired for being trans (another 15% were fired, and believed it might be because they were trans)
- Because they were trans, 18% were turned down for a job; another 32% suspected this was why they were turned down.
- Additionally, 17% declined a job they had applied for and were actually offered, because of the lack of a trans-positive and safe work environment.

In addition to direct discriminatory experiences, trans people experience structural barriers to employment, in systems that are not designed for the possibility of trans experiences:

- 28% of trans Ontarians could not get employment references with their current name or pronoun
- 58% could not get academic transcripts with the correct name or sex designation



LOWER WAGES

LGBTQ2+ Canadians have lower average wages than non-LGBTQ2+ Canadians, and are significantly more likely to have low income:

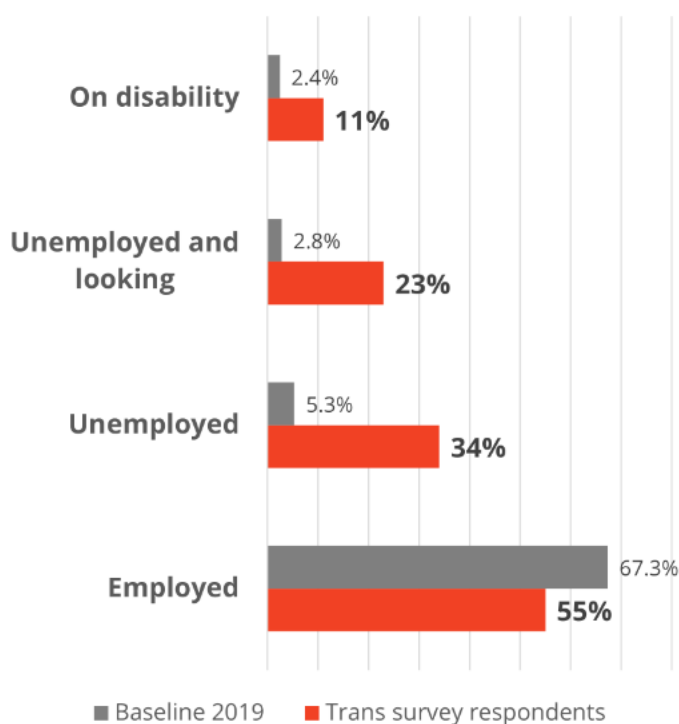
In 2019, testimony before the House of Commons reported that gay men generally earn \$8,000 to \$12,000 less than heterosexual men.

a 2019 study on trans people in Ontario that showed that, of the roughly 2,000 trans people surveyed, 50% live in low-income neighbourhoods, compared with 37% of the general population.



TRANS PEOPLE MORE LIKELY TO BE UNEMPLOYED OR ON DISABILITY

Trans Survey Respondents vs Baseline
Waterloo Region Population in 2019



A 2019 study of trans people in Waterloo Region found that trans people were more likely to be unemployed, much more likely to be on disability, and much more likely to be unemployed and looking:

- **Trans people were 12.3% less likely to be employed:** 55% of trans respondents to the Outlook Study were employed; in 2019, the baseline employment rate for Waterloo Region reached a high of 67.3%.
- **Trans people were 6.4 times more likely to be unemployed:** 34% of trans respondents to the Outlook Study were unemployed; the baseline unemployment rate for Waterloo Region in 2019 was 5.3%.
- **Trans people were 8.2 times more likely to be unemployed and looking:** 23% of trans Outlook Study respondents, compared to 2.8% of baseline population in Waterloo Region in 2019.
- **Trans people were nearly 4 times more likely to be on disability:** 11% of trans Outlook Study respondents, compared to 2.4% of baseline population in Waterloo Region in 2019.

C Davis, T Coleman, C Wilson, E McLaren, W Silk, E Schmid, R Travers, K Luu, A Mullholland, J Bell, S Ashtianti, and the Outlook Study Team. (2020). *Experiences of Trans People in Waterloo Region*. Wilfrid Laurier University. Retrieved from <https://yourwrrc.ca/rcc/wp-content/uploads/2019/05/Trans-Infosheet-v.06-SMALL.pdf>

Dr. Greta R. Bauer, A. I. (2015). *Transgender People in Ontario, Canada: Statistics from the Trans PULSE Project to Inform Human Rights Policy*. Waterloo: TransPULSE. Retrieved from <http://transpulseproject.ca/wp-content/uploads/2015/06/Trans-PULSE-Statistics-Relevant-for-Human-Rights-Policy-June-2015.pdf>

Elena Prokopenko, C. K. (2020, 15 December). *Vulnerabilities related to COVID-19 among LGBTQ2+ Canadians*. Retrieved from Statistics Canada: <https://www150.statcan.gc.ca/n1/pub/45-28-0001/2020001/article/00075-eng.htm>

House of Commons. (2019). *THE HEALTH OF LGBTQIA2 COMMUNITIES IN CANADA Report of the Standing Committee on Health*. Retrieved from <https://www.ourcommons.ca/Content/Committee/421/HESA/Reports/RP10574595/hesarp28/hesarp28-e.pdf>

Region of Waterloo. (2020, April 14). *2019 Waterloo Region Labour Force Report*. Retrieved from Region of Waterloo: <https://www.regionofwaterloo.ca/en/regional-government/resources/2019-Labour-Force-Report-and-Council-Update.pdf>

Wellbeing in Waterloo Region: A Summary of Results from the CIW Community Wellbeing Survey. (2019, February). Retrieved from Region of Waterloo: https://www.regionofwaterloo.ca/en/regional-government/resources/Wellbeing_Survey_WATERLOO_Region-Survey_Results-Feb2019_pdf.pdf