

Creating Change, TOGETHER



**Public Service
Pride Network**

2025 Annual Report



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Pride Flag Flying at Rideau Hall

Message from the Executive Director

I am pleased to share the 2025 Annual Report for the Public Service Pride Network (PSPN).

2025 was a year of remarkable progress and opportunities for the PSPN, building on the strong foundation of the work before. Representing thousands of public servants, we advanced inclusion, created opportunities for 2SLGBTQIA+ employees and allies to connect and lead, and strengthened workplace culture with practical tools, guidance, and programming.

Yet, for many in our community, this was an extremely difficult time. Across Canada and around the world, transphobia and anti-2SLGBTQIA+ attacks are on the rise. Discriminatory laws, harassment, and exclusion make people feel under attack for who they are. These threats extend into the workplace, affecting the health, safety, and well-being of federal public servants. **We see you. We hear you. We stand with you in unwavering solidarity.** Guided by our principles of inclusion, equity, and dignity, the PSPN remains committed to building a safer, more welcoming public service today and for the future.

By engaging thousands of members, employees, managers, and leaders, we turned that commitment into action. Centering lived experiences and drawing on members' professional expertise, we included your perspectives in policy, practice, and culture-change discussions.

In June 2025, we moved from the Canada School of Public Service to Health Canada, who agreed to host us for two years. We are very grateful for their support.

Our programs — from safe spaces and learning events, to Pride Awards, and Public Service Pride Week — helped public servants celebrate and advance workplaces where everyone can succeed.

As we move into 2026, we will continue to advocate for inclusive policies, systems, and practices; provide career and leadership development opportunities; and deepen relationships with other diversity networks to advance shared priorities.

The dedication, energy, and ideas of our members and allies are at the heart of our work. Together, our impact is helping build workplaces where all public servants are valued, empowered, and respected.

It has been a joy and a privilege to lead the PSPN. The achievements in this report are the result of your creativity, dedication, and leadership, and I am grateful for the energy and commitment of each of you.

Scott Cantin
Executive Director
Public Service Pride Network



Scott Cantin

Land Acknowledgement

The Public Service Pride Network (PSPN) acknowledges that our work takes place across many treaty areas, unceded territories, and Indigenous homelands. Our members, colleagues, and volunteers live, work, and gather on the traditional and ancestral territories of First Nations, Inuit, and Métis Peoples.

We invite you to take time to reflect on your relationship with the [land that you are on](#), how it impacts you, and how you impact it. We encourage learning about the treaties and recognizing how colonization and the oppression of Indigenous peoples influence all aspects of Canadian life. We encourage you to learn more about how you can contribute towards advancing the [Truth and Reconciliation Commission's 94 calls to action](#).

We honour the leadership, knowledge, and cultures of Indigenous Peoples, and acknowledge the ongoing impacts of colonialism on Indigenous communities. As a national network, we are committed to listening, learning, and working in partnership with Elders, Knowledge Keepers, and Indigenous 2SLGBTQIA+ communities, and to supporting inclusive, respectful, and equitable workplaces across the federal public service.

The Public Service Pride Network (PSPN)

The PSPN is a national network of over 3600 members, led by employees on [micro-assignments](#), working to advance inclusion, equity, and belonging for 2SLGBTQIA+ employees across the federal public service.

Our work is guided by a clear purpose. We bring together public servants from across departments and agencies, regions, and roles to help build workplaces where people can reach their full potential, be their authentic selves and grow their careers.

Vision

The PSPN envisions a federal public service where all 2SLGBTQIA+ employees are included, safe, and have equal opportunities. We are a force for change to bring about an equitable workplace that actively supports the well-being and advancement of 2SLGBTQIA+ employees through policies, programs, and practice. Every 2SLGBTQIA+ employee should have the opportunity to thrive, contribute, and succeed in their career, in a culture of respect and belonging.

Mission

Our mission is to build a workplace where every employee is valued, respected, and empowered to contribute fully, so that the federal public service is a leader in inclusion and equity.

2025 Annual Report

2025 marked a period of change, growth and impact for the PSPN and this report captures our activities and major milestones. The **Highlights** section provides an overview of key achievements and results for the year. The sections that follow offer deeper insight into our work, the partnerships built, and the collective action that shaped an incredible year. A true team effort, we extend our thanks in the acknowledgements that close this report.

A Year of Impact: 2025 Highlights

In 2025, the PSPN focused on influencing systems and leadership, creating connection and understanding, and supporting workplaces where 2SLGBTQIA+ employees belong and thrive.

■ Shaping a Modern Public Service Where Everyone Belongs

Inclusion happens through action. Policies, systems, environments, and supports shape how we experience work and well-being. In 2025, the PSPN advocated for the 2SLGBTQIA+ community, and brought informed perspectives into discussions on inclusive infrastructure and healthcare. By highlighting systemic barriers and proposing solutions, we are helping create a public service where inclusion is an everyday action.

■ Developing Future Leaders and Capacity

Part of attracting and retaining top talent is about workplaces that reflect Canada's diversity. Employees need to see themselves represented in senior leadership to understand that there is a path forward for them. In 2025, the PSPN invested in the next generation of public service leaders by offering specialized mentorship and peer support. By facilitating connections, community, and networks with executives, we help 2SLGBTQIA+ public servants as they navigate their careers. As the workplace and workforce continue to evolve, leading diverse teams requires informed, deliberate support. Our Executive Network combines the expertise of 2SLGBTQIA+ leaders to help guide this work.

■ Building Connections and Impact Together

The PSPN is a place for people to connect and take action together. In 2025, we strengthened networks across the country, linking local initiatives into a coordinated national movement. By drawing on the experiences and insights of 2SLGBTQIA+ members, the network amplified its impact and demonstrated that collaboration across teams and regions drives the strongest results.

■ Advancing Knowledge, Awareness, and Advocacy

Meaningful change comes about through knowledge, accessibility, and visible impact. In 2025, the PSPN expanded its national reach through a stronger digital presence and the launch of practical resources to support inclusive practices. This helped us identify which initiatives create the greatest impact, and focus our efforts where we could most effectively advance inclusion across the public service.

Shaping a Modern Public Service Where Everyone Belongs

Creating workplaces where everyone belongs includes looking at systems that shape daily workplace experiences. In 2025, the PSPN focused on advancing policies, improving physical and digital spaces, and addressing barriers for gender-diverse individuals' access to healthcare benefits. This work reflects the network's increasing role as an advocate for our members in the conversations where decisions are made and changes are implemented.

Inclusive Policy

In partnership with the [Black Executives Network | Le Réseau des exécutifs noirs](#) (BEN|REN), the PSPN continued to advance efforts to modernize the [Employment Equity Act](#) to recognize Black and 2SLGBTQIA+ employees as equity-deserving groups. A modernized Act would strengthen fair access to opportunities, address unique barriers faced by our communities, and support data-driven monitoring of progress. Drawing on community experiences and take-aways from the [2024 Public Service Employee Survey](#), the PSPN and the BEN|REN met with senior officials to advocate for an updated Act. A modernized Act would uphold dignity and equity across the federal public service while addressing past and present barriers faced by our communities. The work is ongoing, but our commitment to creating lasting change remains strong.

"The Public Service Pride Network strongly supports amending the Employment Equity Act to recognize 2SLGBTQIA+ and Black communities as equity-deserving groups. Ensuring that the Act reflects the diversity of Canada's workforce is essential to advancing fairness, inclusion, and dignity for all. Modernizing the Act would align with our mission to build a workplace where every employee is valued, respected, and empowered to contribute fully, while addressing barriers from the past and present."

Scott Cantin, Executive Director

Inclusive Spaces and Systems

The PSPN's [Inclusive Washroom FAQ guide](#) is a practical resource to address misinformation, support informed conversations among employees, and promote consistent understanding across departments. This year, we extended the guide's impact beyond the federal public service by sharing it with municipal, territorial and provincial colleagues through the PSPN-led Intergovernmental Pride Working Group.

The PSPN worked on advancing inclusive digital systems by advocating for changes to the Neo Travel and Expense System, the Government of Canada's new platform for managing official travel and related expenses. Through engagement with departments and the Pride Network Chairs Committee, the PSPN identified concerns and facilitated discussions on how to improve the system.

These included permitting users to select a third gender option (X) and the removal of gendered salutations (Mr., Mrs. or Ms.). We capped off the year with the first in a series of meetings with PSPC and TBS-OCHRO to develop solutions, which will align the Neo system with the Government of Canada's policies on inclusion. By advocating for travel documentation that reflects a traveller's true identity, we foresee a safer, more respectful experience for all employees.

The PSPN participated in the Intergovernmental Data Collection Working Group under the Call to Action on Anti-Racism, Equity, and Inclusion. In Fall 2025, the Working Group presented their recommendations to the intergovernmental Assistant Deputy Minister leads, highlighting barriers and recommending solutions in the short, medium and long term.

Equitable Access to Healthcare

Equitable access to healthcare is essential to fairness, well-being and the dignity of federal public servants. After we heard from some of our members about barriers they encountered, the PSPN took action. We conducted a study on the experiences of individuals accessing gender-affirming care through the [Public Service Health Care Plan](#) (PSHCP).

The research study, led by Rozen Neupané, shed light on difficulties faced by federal public servants trying to access gender-affirming care. Through over 40 interviews with trans and non-binary employees and their families, the study identified critical gaps and inconsistencies in the way PSHCP claims were handled and advice that was given to people seeking information on coverage. We shared these findings, along with recommendations for improved benefit design and policy oversight, with TBS-OCHRO to request consistency of employee experience with the plan. They pledged to take immediate action and by year's

end we had confirmation that the findings and recommendations were relayed to a receptive Canada Life leadership team.

By bringing together under one study the lived experiences of our trans and non-binary colleagues and sharing the results directly with the plan administrator, we have helped move the needle toward more equitable coverage, more consistent experiences, and a clearer idea of what will be covered, in consideration of individual needs and circumstances.

We continue to work closely with colleagues at TBS-OCHRO to be a voice for our community.



The PSPN proudly recognizes **Rozen Neupané** for her dedication to the well-being of the 2SLGBTQIA+ community. Along with data and research, Rozen's ability to centre the lived experiences of trans and non-binary colleagues provided the PSPN with a powerful roadmap for change. Her contributions ensure that the human impact of healthcare policy remains at the forefront of our advocacy work.

Developing Future Leaders and Capacity

Developing inclusive workplaces requires a systematic approach to supporting and sustaining leadership. In 2025, the PSPN strengthened capacity across the public service by supporting mentorship, leadership learning, and peer connection tailored for 2SLGBTQIA+ employees. This work recognizes leadership as both a skill to develop and a collective responsibility we carry, shaped through experience, support, and connection.

Pride Mentoring Program

The [Pride Mentoring Program](#) connects 2SLGBTQIA+ mentors and mentees from across the public service, to encourage professional growth, belonging, and confidence.



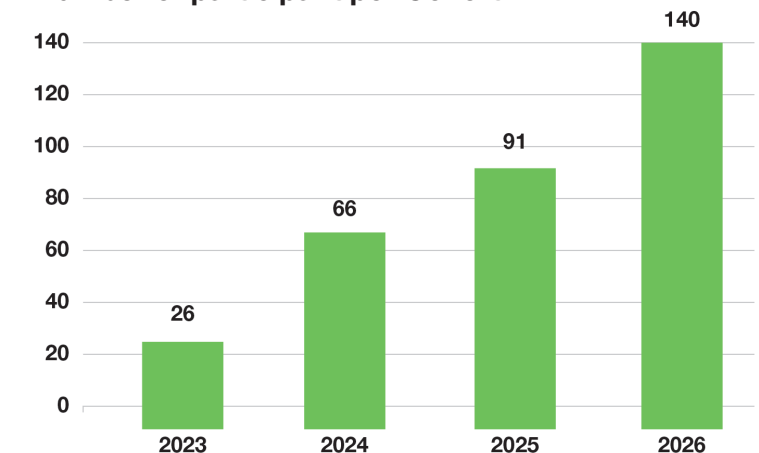
Alison Wardlaw

(2025 mentee, 2026 mentor)

"The PSPN mentoring program was an incredible opportunity for me. I was paired with a phenomenal mentor who helped me solidify my career trajectory and empowered me to come out at work. It can't be overstated how impactful it is to have a 2SLGBTQIA+ mentor and role model exemplifying what it means to be a queer leader in the public service. The program is well-designed to inspire, connect, and deliver lasting value for mentors and mentees alike."

The program continued to grow this year, a result of its incredible reputation and word-of-mouth from past participants. The 2025 call for applications generated a record 70 matched pairs for 2026.

Number of participant per Cohort





Alexandre Daoust
(2023, 2024, 2026 mentor)

“From our first meetings I’ve been impressed with my mentee’s ability to self-reflect, assess her context, and take action. Her dedication to being prepared and having clear goals was a standout throughout this experience. She demonstrates all the qualities we’re looking for in the next generation of public servants, and I look forward to seeing what’s next for her. Even though the formal program is ending, my mentee and I have decided to continue our mentoring relationship outside of this structure which speaks to the quality of the program.”

Mentor the Mentors and The Glow of Leadership

The Pride Mentoring Program includes the Mentor the Mentors and Glow of Leadership series, which provide additional support to participants. These sessions reinforce consistent mentoring practices and create space for reflection, learning, and leadership development for both mentors and mentees.

Mentors participated in the Mentor the Mentors series, where Deputy Ministers gave advice and shared their insights on leadership, mentoring, the power of curiosity and resilience. Each included a Q&A where mentors and deputies could engage on additional topics. These sessions were designed to support mentors through open discussion with some of our most senior leaders.

Mentees participated in the Glow of Leadership series, meeting with public servants from different backgrounds and departments. Guest speakers shared experiences on topics such as inclusivity, intersectionality, and navigating challenges and change. These sessions provided opportunities for mentees to connect with peers and professionals across the public service.

2SLGBTQIA+ Executive Network

The [2SLGBTQIA+ Executive Network](#), established in 2022, provides a forum for 2SLGBTQIA+ leaders and serves as a consultative body to the PSPN.

In 2025, the Executive Network united 168 executives across 56 departments to share resources, foster dialogue and learning, increase visibility, and deepen engagement with the PSPN and organizational Pride Networks, supporting diversity, inclusion, and leadership development.

The network welcomes executives of all backgrounds, including allies, who are interested in supporting diversity in leadership.

PSPN Ambassador Initiative

[PSPN Ambassadors](#) are volunteer leaders who act as connectors across the network, playing a vital role in growing PSPN’s reach and impact nationwide. They champion inclusion, host regional and social events, and build community by connecting public servants to the PSPN and to one another.

In 2025, the PSPN Ambassador initiative grew to 24 active Ambassadors, with new representatives in Vancouver, Edmonton, Calgary, Regina, Whitehorse, Ottawa, and Charlottetown. This expansion helped extend access to community and support in regions where geography, role or work environment can contribute to isolation. Increasing representation in the Northern Territories and the Prairies remains a priority.

PSPN Ambassadors develop practical skills in leadership, event planning, public speaking, and volunteer coordination. Departments and organizations that support participation demonstrate a commitment to inclusive leadership while benefiting from increased engagement and visibility of diversity, equity, and inclusion efforts. Beyond leadership development, Ambassadors foster connections through social events that create safe and welcoming spaces and play a key role in growing PSPN’s impact and reach across the public service.

In 2025, events were hosted in Charlottetown, Edmonton, Halifax, Montreal, Ottawa, Toronto, Victoria, and Whitehorse, further strengthening the PSPN's national footprint.



Edmonton Social



Ottawa Social



Toronto Social



Victoria Social



PSPN Ambassador Nadia Munro (Left) catches up with Tash at a social mixer in Victoria.



Winnipeg Social



Halifax Social

Nadia found purpose in creating a sense of community for 2SLGBTQIA+ people in the federal public service. Over the past three years, Nadia's team built the PSPN presence in Victoria from the ground up. Today, their quarterly events regularly attract over 100 guests. Reflecting on successful early events that surpassed expectations, Nadia shared, "We have created and nurtured a sense of pride here. People find belonging at our events and that's why they keep coming back."

For regional staff like Nadia, the PSPN offers connection to a community of diverse people motivated to make positive change. "My work as a PSPN Ambassador adds social impact to what I do," she says. Nadia's contributions to the PSPN boost the visibility of the Government of Canada as an inclusive employer and empower her to develop her leadership skills while advancing diversity, equity, and inclusion in the workplace.

Nadia Munro is the Acting Manager of Business Transformation in the Chief Data Officer Branch at Employment and Social Development Canada in Victoria. She joined the PSPN in 2021 as a volunteer member of several organizing committees and later became the PSPN Ambassador for Victoria in 2023.

Building Connections and Impact Together

In 2025, the PSPN continued to create opportunities for people to come together through shared celebration, recognition, and collaboration. Our national programming celebrated 2SLGBTQIA+ communities. Our Pride Awards recognized excellence and leadership within the public service. Our work with partners in different levels of government and networks built a supportive community that aims to make everyone feel seen, valued, and empowered to contribute.

For employees working in remote or isolated environments, such as those stationed on vessels at sea, field staff, or people in small satellite offices where accessing community is challenging or impossible, the PSPN is a critical point of connection. We sustain this by offering virtual activities and events that bridge distance, sharing resources that support employees wherever they are, and providing regular updates that keep our community informed and connected.

Public Service Pride Week 2025

In 2025, [Public Service Pride Week](#) united thousands of public servants across Canada and beyond to celebrate, amplify 2SLGBTQIA+ voices, and advance equity in the workplace. With the theme “Together, We Create Change”, the program celebrated our community and our shared work in making a more inclusive public service for everyone.

The week kicked off with an inspirational message from:

- Michael Sabia, Clerk of the Privy Council and Secretary to the Cabinet;
- Nathalie G. Drouin, Ad. E., Deputy Clerk of the Privy Council and National Security and Intelligence Advisor to the Prime Minister; and
- Christiane Fox, Deputy Clerk of the Privy Council, Associate Secretary to the Cabinet, and Deputy Minister of Intergovernmental Affairs.

In 2025, Public Service Pride Week was an enormous success, with record participation. The week’s success was measured by:

- **Overall reach:** Over 13,000 employees across 120 organizations participated.
- **Ceremonial support:** 128 Pride flag raising ceremonies were coordinated across the country.
- **Core programming:** More than 25 virtual and in-person events were hosted over five days.
- **Event quality:** Participant feedback reflected high satisfaction levels, with the vast majority rating the week’s events as outstanding.

Along with fun activities and events, the week included learning events and dialogue on topics such as identity, intersectionality, allyship, and digital safety.

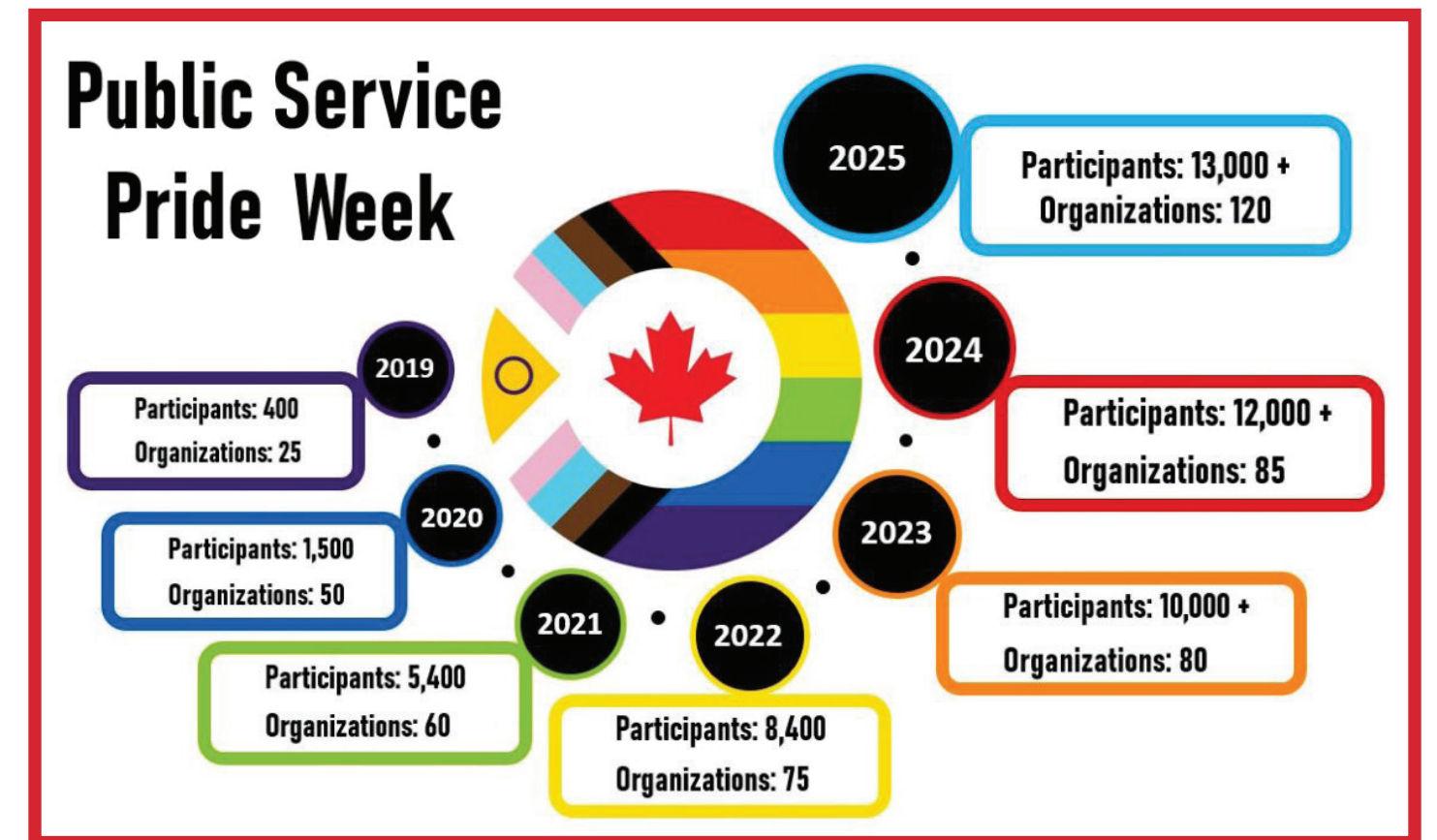
A standout highlight was the virtual event “In Conversation with Jaylene Tyme,” featuring a Two-Spirit trans woman, advocate, and ’60s Scoop survivor. This event was made possible through close collaboration between the PSPN and our friends at [PSPC](#), [HICC](#), [WAGE](#), and [ECCC](#). By leveraging our national platform, we reached 755 employees across 63 federal departments and agencies.

A sometimes funny and moving but always insightful conversation, Jaylene shared her story and call to action for us all. She provided powerful insights on missing and murdered Indigenous women, Truth and Reconciliation, and the importance of visibility and allyship. She also showcased imagery and stories from her Every Child Matters advocacy on Canada’s Drag Race. Participants noted that the profound impact of her resonant story contributed to their understanding of intersectional equity.

The week’s energy made clear that change is happening, and it is being led by public servants who care!



Public Service Pride Week Highlight: “In Conversation with Jaylene Tyme”



Growth chart Public Service Pride Week participation over the years.



Moncton Pride



Pride Flag Raising at Health Canada in Ottawa



Winnipeg Pride



Calgary Pride



THE GOVERNOR GENERAL · LA GOUVERNEURE GÉNÉRALE

Message from the Governor General of Canada on Public Service Pride Week

As we celebrate Public Service Pride Week, I am honoured to reflect on the integrity and diversity of Canada's public service.

This week, the Pride flag will fly at Rideau Hall as we recognize the invaluable contributions of 2SLGBTQI+ public servants—those who strive to bring their authentic selves to work every day and enrich their workplaces in doing so. Your dedication, resilience and diverse expertise strengthen our ability to serve Canadians with integrity and compassion.

For decades, you have remained resolute in the fight to be seen, to be treated equally and to be accepted. You have helped build inclusive, respectful work environments where everyone can feel valued and empowered.

For that, we thank you. Let's keep going—together.

Mary Simon

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OTTAWA · CANADA · K1A 0A1 · WWW.GG.CA

The week featured a message from Her Excellency, the [Right Honourable Mary Simon, Governor General of Canada](#) and, for the first time ever, the Pride flag flew at Rideau Hall. We were grateful for these moving examples of visibility and solidarity.

Support for Public Service Pride Week from our ceremonial head of state is an encouraging sign that Canada remains firmly committed to a path of inclusion and dignity for all.

Public Service Pride Awards

Each year, the [Public Service Pride Awards](#) spotlight individuals, networks, and organizations creating a more inclusive, welcoming and equitable public service for 2SLGBTQIA+ employees. We would like to thank Nathalie G. Drouin, Ad. E., Deputy Clerk of the Privy Council and National Security and Intelligence Advisor to the Prime Minister, for her leadership and support as co-champion of the 2025 Awards.

In 2025, the PSPN was proud to recognize outstanding achievements across five award categories, receiving a record-breaking 56 nominations from 29 federal public service organizations.

Instead of a centralized event, the PSPN introduced two resources to help support deputies and organizations recognize the achievements of their people and teams. A Recognition Toolkit included key messages and branded materials to promote and celebrate nominees and recipients within their own workplaces. A Ceremony-in-a-Box resource offered customizable messaging for deputy ministers and internal communications teams, and recognition materials to support in-house events.

Teams across Canada could then celebrate nominees and recipients accessibly, locally, and in a way that fits their workplace. The PSPN featured recipients on LinkedIn and published each nomination, highlighting stories of leadership and impact.

Winners were selected by an evaluation committee of their peers. The PSPN extends its gratitude to this committee, which included six PSPN members, plus one associate member from the European Commission.



Agent of Change 2025 Winner: **Megan (MG) Le Stum**

The PSPN recognized Megan (MG) Le Stum with the Public Service Pride Award in the Agent of Change category for their leadership and contribution to eliminating systemic barriers and advancing 2SLGBTQIA+ inclusion.

As part of this critical work, MG launched an intersectional qualitative survey on the workplace experience of Statistics Canada employees who are both persons with disabilities and part of the 2SLGBTQIA+ community. This initiative met legislative requirements under the Accessible Canada Act and informed discussions around the anticipated modernization of the Employment Equity Act, which we hope to see include the 2SLGBTQIA+ community as an equity-deserving group.

Crucially, MG also developed an intersectional consultation methodology that can be adopted across the public service to encourage and facilitate broader engagement on these vital issues.

The Pride Network Chairs Committee

Launched in 2025, the Pride Network Chairs Committee (PNCC), brings together colleagues from across the government. This active group discusses community priorities, identifies action priorities and shares resources. The PNCC includes 130 Pride Network leaders from 43 departments and agencies, and meets monthly. This strategic forum has rapidly strengthened and amplified the collective voice of 2SLGBTQIA+ employees and allies across Canada.

It was through this forum that the PSPN first became aware of problems faced by gender-diverse employees using the Neo Travel and Expense System. Working together and drawing on the experiences and perspectives of the PNCC, we developed a set of recommendations for improved employee experience. This involved documenting community concerns and developing a strategy for engaging with PSPC and TBS.

Less than one year on, the PNCC has quickly become an important forum for keeping connected to our wide-ranging and diverse community and for driving systemic change.



AJ Dolman - Co-chair, 2SLGBTQIA+ Pride Action Network - Social Sciences and Humanities Research Council of Canada

Speaking about the role of the PNCC, AJ explained:

“The PNCC enables me and my co-chair to understand and contextualize broader issues across the Public Service for our 2SLGBTQIA+ Pride Action Network. It also allows us to set goals based on the undertakings, successes and lessons learned of other networks with more experience.”

The Intergovernmental Working Group

In 2025, we launched an Intergovernmental Working Group that connects federal, provincial, territorial, and municipal partners to support coordinated progress on 2SLGBTQIA+ inclusion.

The forum enables two-way learning: federal policies and programs provide models for adaptation, while approaches developed in other jurisdictions allow federal efforts to benefit from local and regional expertise.

Collaboration with Partners

In 2025, the PSPN deepened its work with federal employee-led equity networks to support more intersectional approaches to inclusion. As many members navigate overlapping identities, collaboration across networks remains a growing priority for the PSPN.

A key highlight of this effort was the “Heart to Heart” session, co-hosted with the [Network of Asian Federal Employees](#) (NAFE) to make the transition from Asian Heritage Month into Pride Season. The session featured speakers from Asian and 2SLGBTQIA+ communities who shared perspectives shaped by different career stages and generations. These conversations highlighted how intersecting identities influence workplace experiences, career development, and well-being.

Through this and other partnerships, the PSPN ensures that lived experience meaningfully informs advocacy and policy discussions. In addition to NAFE, the PSPN continued coordinated efforts with partners, including the [Black Executives Network](#) (BEN|REN), the [Network for Neurodivergent Employees](#) (Infinity), the [National Managers' Community](#) (NMC), and the [Federal Youth Network](#) (FYN).

Advancing Knowledge, Awareness, and Advocacy

Meaningful progress depends on tangible changes in employees' day-to-day work. In 2025, the PSPN supported this by linking learning with dialogue, developing practical knowledge resources, and expanding awareness through its digital platforms.

In parallel, the PSPN placed greater emphasis on understanding reach and impact. Data and performance metrics were used to move beyond anecdotal evidence and identify where efforts can deliver the greatest value across the public service.

Engaging Through Learning and Dialogue

In 2025, the PSPN delivered 15 virtual learning sessions, reaching more than 1,200 employees across the public service, including those in remote and isolated work environments. These sessions promoted awareness and allyship while helping participants translate inclusive principles into everyday workplace practices.

Learning content was developed and delivered with support from Rozen Neupané and Taryn Husband, who contributes part-time to the PSPN while serving in his home department. His work supported the design and implementation of educational programming from concept through delivery.



Taryn Husband - Helping shape meaningful learning experiences across the Public Service.

Key PSPN learning titles:

- Creating Safer Spaces: Practical Steps for Supporting Trans and Gender-Diverse Employees
- Creating Positive Spaces: Fostering and Enhancing 2SLGBTQIA+ Inclusion. Our Roles as Public Servants
- Bridges of Belonging: Celebrating 2SLGBTQIA+ Inclusion and Allyship
- The PSPN 101

Taryn further highlighted the program's strength, noting: “We consistently receive glowing feedback on and active participation in these learning events. Participants leave discussing what they've learned and what they will do differently going forward.”

The PSPN also continued to offer practical tools and resources to support leadership development, enabling leaders and employees to apply inclusive practices consistently in decision-making, communication, and team culture.

The PSPN's Gender Identity and Expression Action Committee training sub-committee provided its expertise to the Canada School of the Public Service in the developing new learning products, contributing to the release of a new micro-learning product [Respecting Gender Identity in the Workplace \(INC1-M01\)](#).

Building Knowledge Resources

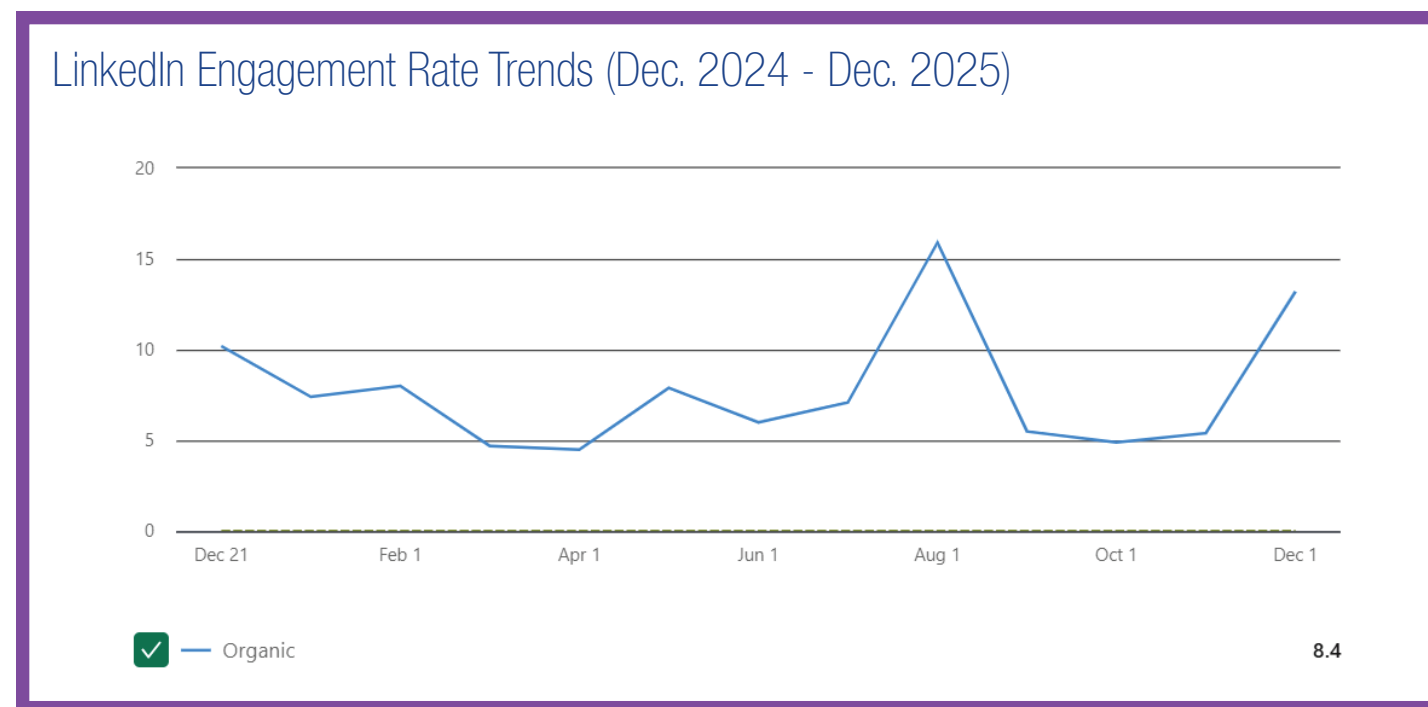
In partnership with the Intergovernmental Working Group, the PSPN developed a Gender Affirmation and Inclusion resource to support consistent learning across all levels of the public service.

Drawing on contributions from diverse sources, it provides practical tools and guidance for employees and managers working to foster inclusive workplaces. Grounded in principles of accessibility, consistency, and equity, it establishes a shared baseline of best practices. It serves as a reference for local initiatives, and helps organizations identify and address gaps in policies and guidance related to gender affirmation and inclusion.

By coordinating this initiative, the PSPN supported broader and more consistent sharing of inclusive information and proven approaches across all levels of Canadian government.

Driving Awareness and Visibility

In 2025, the PSPN developed a high-impact communications strategy designed to make the most of communications opportunities internally as well as through our public platforms.



Engagement rate

Digital Presence:

- [GCXchange](#): Our primary secure hub for internal collaboration and community-building.
- [Public Website](#): The central repository for program overviews and official resources.
- [LinkedIn](#): Our platform for external advocacy, success stories, and public-facing outreach.

2025 Impact Dashboard:

1. **National Reach & Representation:** The Network's digital reach showed continued growth. 2SLGBTQIA+ public servants and their allies increasingly sought out dedicated, safe, and authoritative spaces for connection and resource-sharing.
 - 36,000 Unique Users: Up from 33,000 the previous year.
 - Regional Strength: Significant engagement hubs in Toronto (6k), Ottawa/Gatineau (14k), Quebec City (1.7k), and Montreal (1.5k).
 - Linguistic Inclusion: 4,000 users navigated our resources in French.

2. Industry-Leading Engagement:

- The Network's content saw stronger engagement compared with average government communications.
- 8.4% LinkedIn Engagement Rate: To put that in perspective, the government average is 5.8% (based on data pulled from Government of Canada LinkedIn accounts connected to Hootsuite). This demonstrates that our content isn't just being seen, it's driving meaningful interaction, far exceeding typical government communication norms.

3. Actionable Tools for Leadership: Our data shows* that users are looking for opportunities to get involved and for practical, applied tools rather than general information alone. Public Service Pride Week remains the PSPN's most visited offering (19,000 users), while our guides function as popular "how-to" resources for managers.

- [The Manager's Guide to Supporting Two-Spirit, Transgender, and Non-Binary and Gender-Diverse Employees](#): 2,000 users (Our most popular tool for leaders)
- [Pride Mentoring Program](#): 1,300 users
- [Guide for Two-Spirit, Trans, Non-Binary, and Gender-Diverse Employees](#): 1,300 users
- [Inclusive Washrooms](#) and [Pronoun Learning](#): 1,200 users

Key Findings: These metrics confirm that the PSPN's digital presence is a critical platform for knowledge sharing, delivering practical tools to help build inclusive workplaces across Canada. They also indicate that users want to understand and apply concrete practices that support 2SLGBTQIA+ employees, laying a strong foundation for reflection, learning, and ongoing progress.

*Metrics reflect combined engagement across English and French versions of all resources.

Moving Forward Together

Looking ahead, the momentum of this year continues to shape how we support one another. Across departments, regions, and communities, PSPN members, partners, and allies are actively building a public service where 2SLGBTQIA+ people belong, lead, and thrive.

At a time when our rights are challenged globally and at home, our commitment remains steady. Every inclusive space created, story shared, and conversation started strengthens the public service's dedication to dignity, respect, and safety for everyone.

Discrimination against one group weakens protections for all. The PSPN's mission is fundamentally about safeguarding the core values of the public service – trust, equality, and inclusion – for everyone.

Our responsibility is urgent and shared. We must support every member of our community and every ally, making daily choices that reflect courage, trust, and commitment. Moving forward, we carry this momentum with confidence, knowing that when we act together, we build a public service where everyone can stand fully in who they are.



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Together, We Made it Possible

The work reflected in this report is the result of collective effort. This section recognizes how the PSPN's work is carried forward in practice, through people, partnerships and the way the work is organized and delivered across the public service.

The PSPN Team

The PSPN's work is supported by employees on micro assignments to the Secretariat. Typically lasting 12 months, micro-assignments are funded by the employees' home departments. Each member of the team brings skills, experience, and perspective from across the public service to support the network's work.

The Secretariat:

- **Scott Cantin (he / him)** – Executive Director – Health Canada (on secondment from Public Services and Procurement Canada)
- **Bonnie Whelan (she / her)** – Manager of Communications, Outreach and Engagement – Health Canada (on secondment from Women and Gender Equality Canada)
- **Neil Parkinson-Dow (he / him)** – National Coordinator for Events and Partnerships – Canadian Coast Guard / National Defence
- **Marc Danis (he / him)** – Communications Advisor – Employment and Social Development Canada
- **Renault Desrosiers (they / them)** – Executive Assistant – Health Canada
- **Taryn Husband (he / him)** – Gender Identity and Expression Advisor and Co-Chair of the Gender Identity and Expression Action Committee – Employment and Social Development Canada

Those who completed their assignments in 2025:

- **Jason Bett (he / him)** – Executive Director and Public Service Pride Champion – Transport Canada
- **Julie Beaulieu (she / her)** – Office Manager and Executive Assistant – Canada School of Public Service
- **Danielle MacKinlay (she/her / they/them)** – Atlantic Lead/Communications Advisor – Transport Canada
- **Richard Hansen (he / him)** – Western Regional Lead – Canada Revenue Agency
- **Rozen Neupané (she / her)** – Analyst, Learning and Advocacy, Equity, Diversity and Inclusion Policy and Data – Canadian Heritage
- **Isabelle Chalhoub (she / her)** – Communications and Events Advisor – National Research Council

Our members and allies make the PSPN what it is and, without you, we could not have the impact and influence we do. You are the heroes, champions, advocates and ambassadors that bring our vision and mission to life. Thank you.

A huge and heartfelt thanks to Jason Bett, who started the Network in 2018, led it for seven impactful years and championed 2SLGBTQIA+ inclusion through every corner of Canada's public service. The PSPN is your legacy. Thank you, Jay!

Thank you!

The PSPN's work is supported by many others across the public service whose time, expertise, and ideas have been essential. To everyone who showed up, stepped in and carried this work forward, our deepest thanks!

We are grateful for the support of:

Greg Orencsak	Monika Lavallée
Fabio Onesi	Natacha Moussi
Alexandre Daoust	Nathalie Drouin
Anastasia (Tassi) Pivnicki	Ralph Duchesne
Andrew Brown	Taki Sarantakis
Arianne Reza	Black Executives Network
Colin Hoult	Infinity - The Network for Neurodivergent Public Servants
Derek Moss	Federal Youth Network
France Bergeron	LGBT Purge Fund
Frances McRae	Muslim Federal Employees Network
J.J. Beauchemin	Network of Asian Federal Employees
Joey Whelan	National Managers Community
Julie Beaulieu	Nominators and Nominees of the Pride Awards
Kelly Gillis	Pride Network Chairs Committee
Marc-André Millaire	Prairie Federal Council
Marcel Pagé	Pride Intergovernmental Working Group
Melissa Albert-Gauthier	PSPN Ambassadors
Mentors and Mentees	PSPN Volunteers
Michelle Douglas	
Mike McGuire	



Glossary

2SLGBTQIA+: Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, and more.

PSPN — Public Service Pride Network

BEN|REN — Black Executive Network

DEI — Diversity, Equity, Inclusion

EEA — Employment Equity Act

ESDC — Employment and Social Development Canada

FYN — Federal Youth Network

HICC — Housing, Infrastructure and Communities Canada

MMIWG — Missing and Murdered Indigenous Women and Girls

NAFE — Network for Asian Federal Employees

NMC — National Managers' Community

OCHRO — Office of the Chief Human Resources Officer

PNCC — Pride Network Chairs Committee

PSPC — Public Services and Procurement Canada

TBS — Treasury Board Secretariat

WAGE — Women and Gender Equality Canada