

Public Service Pride Network (PSPN)

Terms of Reference

1. Purpose and Mandate

The Public Service Pride Network (PSPN) is an employee-led network for 2SLGBTQIA+ employees and allies across the federal public service. Guided by the government's priorities on anti-racism, reconciliation, equity, diversity, and inclusion, PSPN works with leadership to advance the well-being, inclusion, and career progression of 2SLGBTQIA+ employees. It serves as a community voice for 2SLGBTQIA+ issues, creates learning resources, co-hosts events, and supports career development, employee recognition, and retention for its members.

PSPN's mandate is to:

- Advance equity and inclusion through advice, advocacy, and collaboration with senior leadership and central agencies.
- Design and deliver programs and events (e.g., mentoring initiatives, Pride Week, awards) that foster connection, visibility, and support.
- Provide strategic advice to identify and address systemic barriers affecting 2SLGBTQIA+ communities in a constructive way with Government of Canada leadership.
- Convene conversations between employees and employee-led networks on common issues, barriers, solutions, and opportunities.
- Collaborate with other employee networks to advance shared goals across the public service.
- Communicate effectively with members through consistent, transparent, and accessible channels.

PSPN operates through a distributed model supported by micro-assignments funded by participating organizations.

As an employee-led, voluntary organization, PSPN is a voice for positive change and support. It works productively with public service leadership and departmental Pride networks to identify opportunities and solutions. While aiming to always support

members, PSPN directs concerns or requests that fall outside its scope to appropriate mechanisms (e.g., line management, Employee Assistance Programs, ombuds, bargaining agents).

2. Guiding Principles

- Inclusion, respect, and belonging
 - Adherence to public service values, standards, and direction
 - Transparency and accountability
 - Collaboration and intersectionality
 - Accessibility and representation
 - Evidence-informed and community-driven decision-making
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3. Governance Structure

a. 2SLGBTQIA+ Executive Network (Advisory)

- 160+ members (EX-01 to DM-02)
- Provide senior leadership engagement and guidance
- Support PSPN in influencing policies, programs, and organizational practices

b. Working Groups

- Convene teams responsible for program delivery, policy input, communications, and engagement initiatives
- Share best practices among members (e.g., Pride Network Chairs Committee, Intergovernmental Working Group)
- Led by designated co-chairs (one PSPN, one external)

c. Membership

- Open to federal public servants and allies
 - Members contribute through participation, volunteering, and micro-assignments
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4. Leadership

- PSPN's Champion is Isabelle Mondou, Deputy Clerk of the Privy Council and Assistant Secretary to Cabinet
- PSPN's daily activities and strategic planning are led by a Chair or Executive Director, who provides overall leadership, represents the Network externally, and ensures effective governance
- The Chair position is rotational, typically for a term of two years, subject to the availability of suitable candidates

Selection Process:

- Conducted through a documented, transparent, and merit-based process
 - Includes:
 - Open call for expressions of interest across the Network
 - Clear selection criteria (e.g., prior involvement with PSPN, leadership experience, experience in anti-racism, equity, diversity, and inclusion, representation considerations)
 - Review by a selection panel including the Executive Director, the host department manager of the Executive Director, and the host department's Deputy Minister
 - Documented decision rationale shared with members for transparency
 - Succession planning is used to ensure continuity
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5. Decision-Making and Accountability

- Decisions are made in consultation with members and occasionally by seeking advice from the Executive Network
 - PSPN commits to regular reporting and communication to members on priorities, activities, and outcomes
 - Priorities, strategy, and achievements are communicated through publicly available documents (website), an annual report, and regular reporting to the Network Champion
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6. Vision for Enhanced Governance

In fiscal year 2026-2027, PSPN will develop an enhanced governance model, including:

a. Steering Committee / Executive Committee

- Provide strategic direction, oversight, and priority-setting
 - Be composed of both executive and non-executive members
 - Serve as the selection panel for the Chair or Executive Director, typically on a two-year rotation cycle
 - Ensure alignment with PSPN's vision and mission
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7. Review of Terms of Reference

This Terms of Reference is reviewed every two years, or as required, to reflect evolving needs, membership, and priorities.