

PRIORITY	OBJECTIVES	MEASURES	GOVERNMENT DEPARTMENTS RESPONSIBLE
1 OPENNESS TO SEXUAL DIVERSITY	1 Implement awareness-raising actions adapted to various groups	<ol style="list-style-type: none"> Define an awareness strategy Make family community bodies and childcare services aware of same-sex parenting Distribute an information document on homoparental families in childcare services and family community bodies Include homophobia and transphobia as concerns on the web platform sportbienetre.ca Make municipalities aware of the issues connected with the fight against homophobia Include information about sexual and gender diversity on the MSSS website 	MJQ Famille MEES MAMOT MSSS
2 RESPECT FOR THE RIGHTS OF AND SUPPORT FOR MEMBERS OF SEXUAL MINORITIES	2 Inform groups about the rights of sexual minority members	<ol style="list-style-type: none"> Raise awareness about the rights of sexual minority members as part of the services provided for immigrants Highlight Québec government actions on the international stage and support discussions of best practices 	MIDI MRIF
	3 Support community actions to fight homophobia and transphobia	<ol style="list-style-type: none"> Support community organizations involved in the fight against homophobia and transphobia 	MJQ
3 CREATION OF SAFE AND INCLUSIVE ENVIRONNEMENTS	4 Provide support for partners	<ol style="list-style-type: none"> Help partners implement initiatives for LGBT seniors Promote recognition for sexual and gender diversity in higher education Help enterprises integrate and retain a range of workers Cooperate with the <i>Table nationale de lutte contre l'homophobie et la transphobie des réseaux de l'éducation</i> and the <i>Table provinciale de concertation sur la violence, les jeunes et le milieu scolaire</i> Include the realities faced by young sexual minority members when implementing actions, especially under the anti-bullying and anti-violence plan that each school must adopt 	Famille - SA MEES MTESS MEES
4 ADAPTATION OF PUBLIC SERVICES	5 Improve administrative practices in public services	<ol style="list-style-type: none"> Take sexual and gender diversity into account when implementing sex education strategies defined by the Ministère de l'Éducation et de l'Enseignement supérieur Continue to adapt the terminology used in administrative documents to reflect the <i>Act instituting civil unions and establishing new rules of filiation</i> Update the body of Québec legislation to ensure equality for sexual minority parents Facilitate the administrative process at government departments and bodies for trans individuals who have changed their name or sex Adapt the terminology used in forms in the employment and social assistance sectors to reflect new family realities Adapt the publications and websites of the Québec Parental Insurance Plan and the Conseil de gestion de l'assurance parentale Ensure departmental coherence in the adaptation of services 	MEES MJQ MTESS MSSS
	6 Improve training for public services staff	<ol style="list-style-type: none"> Integrate the notion of diversity in departmental guidelines concerning professional skills for teachers Support training and workshops on the realities faced by LGBT seniors Raise awareness in the health, social service and education sectors about the realities faced by sexual minority members Make training available for front-line MTESS staff about the realities faced by sexual minority members Equip police officers to intervene suitably and in an adapted way when dealing with homophobia and transphobia Train new correctional services staff to take charge of inmates while respecting their dignity Continue to make coroners aware of contributing factors, including homophobia and transphobia, when investigating suicides Ensure that the training provided for professionals on the 24/7 psychosocial helpline is adapted to the realities faced by sexual minority members, and that the necessary tools are made available Establish training on discrimination against racialized LGBT individuals Distribute the awareness-raising tool <i>Les jeunes de minorités sexuelles et la problématique du suicide</i> 	MEES Famille - SA MJQ MTESS MSP MSSS
5 COHERENCE AND EFFECTIVENESS OF ACTIONS TAKEN	7 Document current situations to intervene more effectively	<ol style="list-style-type: none"> Support research on LGBT realities Encourage research and the transfer of knowledge about the realities faced by sexual minority members in the health and social services system Publish annual data from the Uniform Crime Reporting Survey (hate crimes and incidents motivated by sexual orientation) Document needs and services for the defence of LGBT rights in outlying regions Produce a statistics bulletin on homoparental families Conduct a survey on judicial pathways for sexual minority parents 	MJQ MSSS MSP MTESS Famille MJQ
	8 Improve coordination, in particular in outlying regions	<ol style="list-style-type: none"> Assist the deployment of the activities of the <i>Bureau de lutte contre l'homophobie</i> 	MJQ

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GOVERNMENT ACTION PLAN

AGAINST HOMOPHOBIA AND TRANSPHOBIA

2017-2022

QUÉBEC, RICH IN
ITS DIVERSITY

Summary