

# GOVERNMENT ACTION PLAN

against  
homophobia

2011-2016

Moving together towards social equality  
Unity in diversity

## Key measures

Prepare and implement media campaigns to raise awareness about homophobia.

Create a research chair on homophobia.

Substantially increase financial support for community organizations promoting and defending the rights of sexual minority members.

Establish a bureau for the fight against homophobia.

## Overview of the partners' commitments under the action plan

Make associations and regional groups in the daycare network aware of the need to take the realities of gay-parent families into consideration as part of the training provided for day care workers.

Make union organizations and employers' associations aware of the importance of keeping all forms of homophobia out of the workplace.

Inform sexual minority members about their rights in the workplace.

Help prevent suicide among young sexual minority members by improving the training provided for workers in the health and social services network.

Ensure that the services provided by the health and social services network are adapted, and that the realities faced by sexual minorities are taken into account in policies, programs and research projects.

Adapt reception and residential services for young people, seniors and homo-parent families.

## **Education**

Take homophobia into account in the implementation of the action plans and strategies of the Ministère de l'Éducation, du Loisir et du Sport.

Include the topic of violence in schools, including homophobic violence, in basic training programs (teachers and professionals).

Include the realities faced by sexual minority members in the implementation of intervention measures under the action plan to prevent and deal with violence in schools.

Make college and university student service providers aware of the problem of homophobia in order to promote the development of local initiatives.

## **Sports**

Combat homophobia in sports by making sports federations aware of the problem and equipping them to deal with it, especially in the training provided for referees and trainers.

Include specific references to the problem of homophobia in sports when republishing or producing documents concerning sports ethics and integrity.

## **Public security**

Improve the basic and upgrading training programs for police officers by including homophobia in the programs offered by the École nationale de police du Québec.

## **Immigration**

Ensure that the theme of acceptance of differences, with respect to sexual minority members, is addressed in French-language classes, especially in connection with the fundamental values of Québec society.

## **Municipal affairs**

Make municipalities aware of the importance of considering the issues involved in the fight against homophobia.

## **Aboriginal affairs**

Provide financial assistance for projects presented by the Aboriginal community that help combat homophobia.

## **Status of women**

Draw up a socio-demographic overview and health summary, differentiated by gender, to identify the needs of lesbians, gays, bisexuals, transsexuals and transgenders (LGBT) in Québec.

Whenever possible, base the measures in the action plan on the needs of the men and women within each sexual minority group, using gender-differentiated analysis (GDA).

## **Registrar of civil status**

Define a discussion mechanism with the government departments and bodies concerned to allow them to be informed of a change in the information recorded with respect to a person's name or sex.