

April 2025

What We Heard

Progress on the LGBTQ2S+ Inclusion
Action Plan



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Introduction

The Government of Yukon released the LGBTQ2S+ Inclusion Action Plan in 2021. Its release followed a broad engagement with 2SLGBTQIA+ Yukoners and their allies.

The plan details more than 100 action items. The action items are intended to make government programs and services more inclusive of 2SLGBTQIA+ people. Our government's goal is to complete all these action items by 2026.

The action plan commits the Yukon government to check in with the 2SLGBTQIA+ community in years two and four of its implementation. These engagements are meant to collect feedback on the plan, track progress, and ensure that the work and goals of the plan meet the needs of the 2SLGBTQIA+ community. This report summarizes the results from the 2023 survey.

Note: The Government of Yukon now uses the acronym 2SLGBTQIA+ (Two-Spirit, lesbian, gay, bisexual, transgender, queer and questioning, intersex, asexual and others). However, LGBTQ2S+ will continue to be used when referring to the Inclusion Action Plan.

Survey methodology and timeframe

The survey ran online from September 14 to October 27, 2023. The survey was open to Yukon residents who identified as 2SLGBTQIA+ and Yukoners who identified themselves as allies of the 2SLGBTQIA+ community. The survey defined an ally as "someone who supports and celebrates 2SLGBTQIA+ identities and helps advocate for the rights of community members. Allies often include family, friends, educators and service providers, to name a few." The purpose of the survey was to hear from 2SLGBTQIA+ people and their allies. People who did not identify as either were not eligible to complete it. However, ineligible participants had an option to provide general feedback in a comment box.

Yukon Bureau of Statistics hosted the survey, cleaned the dataset, and tabulated the data. The survey included quantitative and qualitative questions. The bureau thematically analyzed and coded all the responses to the open-ended questions. This allowed the comments to be described thoroughly and objectively, while maintaining confidentiality.

It's important to note that the responses in this report are not generalizable. This is because respondents were not randomly chosen. This self-selection bias affects any public engagement survey and this survey is no different. For more information, see the data limitation section of this report.

Who we heard from

The survey began with two screening questions to make sure that only eligible people could complete the survey. Eligibility was based on each respondent's self-identification as:

1. a Yukon resident; and
2. a member or ally of the 2SLGBTQIA+ community.

Of the 302 survey respondents who said they were Yukon residents, 165 respondents identified as 2SLGBTQIA+ individuals and 102 respondents identified as allies of the 2SLGBTQIA+ community. This made for a total of 267 eligible respondents.

Note: Throughout, this report uses the term “2SLGBTQIA+ community.” However, the term describes a broad range of people with various identities relating to their sex, gender and/or sexuality. So, while the report uses the term “2SLGBTQIA+ community,” it’s important to remember that this community is made up of a wide range of individuals with their own unique — and sometimes differing — opinions and interests.

To maintain respondent confidentiality, this report does not include individual responses to qualitative questions. Instead, it presents responses to these questions by theme. This means that not all nuances/differences in opinion are reflected in this public report — though they have been captured for internal use.

You can find more information on respondents in the demographic section of this report.

What we heard

The survey questionnaire was broken up into sections.

- LGBTQ2S+ Action Plan review
- Justice and community safety
- Culture and community
- Recreation and sport
- Hospitality and tourism
- Health care
- Education and youth
- Yukon government workplace
- Closing question

This report follows the topic order used in the survey questionnaire and provides a summary of responses to each question.

LGBTQ2S+ Inclusion Action Plan review

This section of the survey included questions on key government initiatives. It also asked about the inclusion of gender identity on government forms and documents, as well as barriers to government inclusivity.

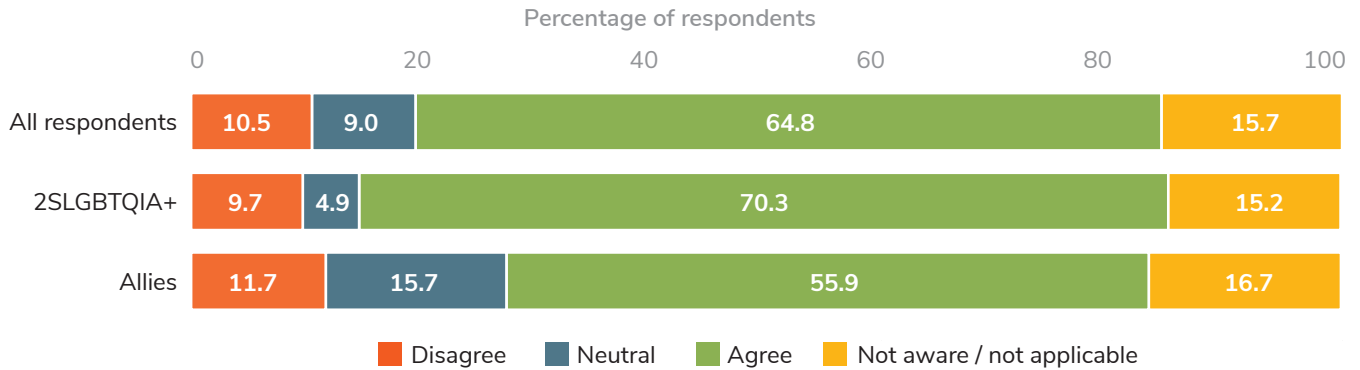
The initiatives included were:

- banning conversion therapy;
- expansion and coverage of gender-affirming care;
- opening of The Cache in Whitehorse; and
- the creation of gender-inclusive washrooms.

The survey asked respondents to rate the impact of the initiatives on themselves, on others in their life, and on the community in general.

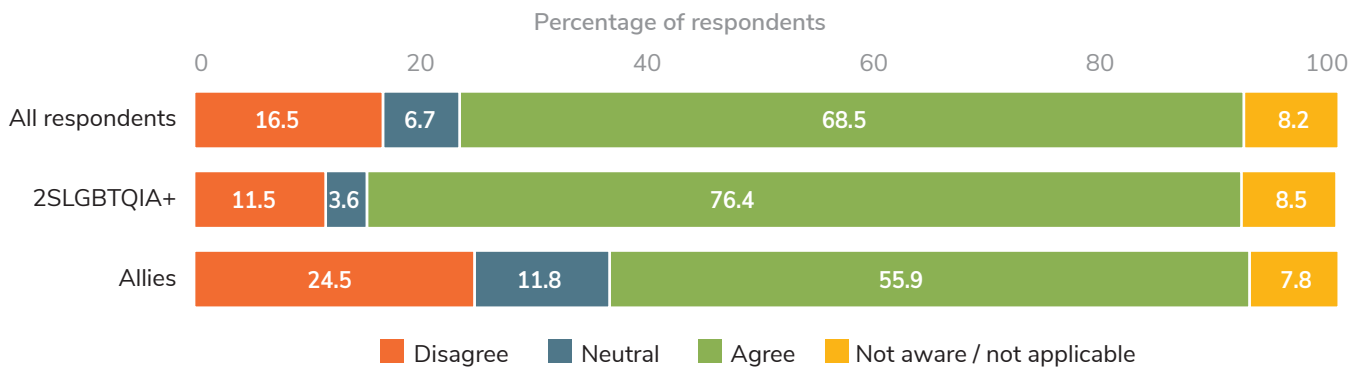
The majority of respondents (almost 65%) agreed that banning conversion therapy (Q2.1) has been beneficial (70.3% of 2SLGBTQIA+ respondents and 55.9% of allies).¹

Q2.1 Banning conversion therapy in the Yukon has benefitted my life, or the life of someone I care about.



Similarly, 68.5% of respondents (76.4% 2SLGBTQIA+ respondents and 55.9% of allies) shared that expansion and coverage of gender-affirming care in the Yukon has benefitted their lives or the lives of people they care about (Q2.2).

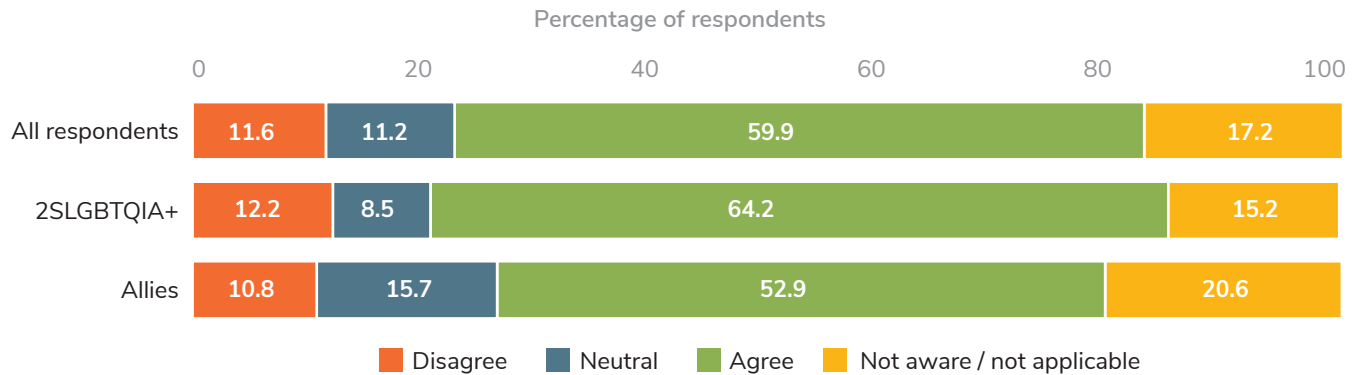
Q2.2 Expansion and coverage of gender-affirming care has benefitted my life, or the life of someone I care about.



Nearly 60% of respondents (64.2% of 2SLGBTQIA+ respondents and 52.9% of allies) agreed that the opening of The Cache, Queer Yukon’s Pride Centre in Whitehorse, has been beneficial (Q2.3).

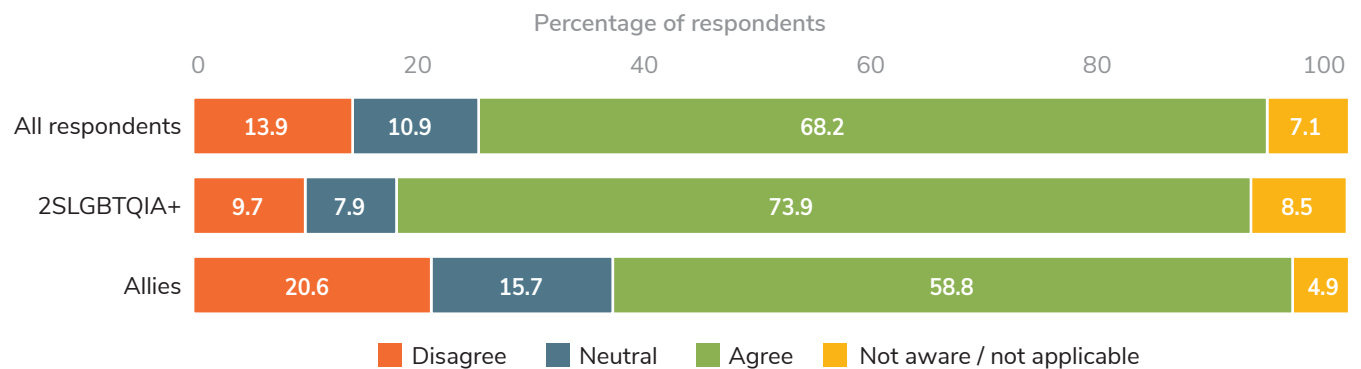
1. For illustrative purposes, the graphs in the body of this report combine “strongly disagree” and “somewhat disagree” into a single category: disagree. They also combine “strongly agree” and “somewhat agree” into a single category: agree. Not all graphs are in the main text of this report but all can be found in the appendix. Also note that the data may not sum to totals due to rounding. The disaggregated data is provided in the appendix.

Q2.3 The opening of The Cache, Queer Yukon’s Pride Centre in Whitehorse, and/or the programming/services it offers have benefitted my life, or the life of someone I care about.



Almost 70% of all respondents (68.2%) said that gender-inclusive washrooms has been beneficial (Q2.4).

Q2.4 The creation of gender-inclusive washrooms (such as the one at the Whitehorse Visitor Information Centre) has or would benefit my life, or the life of someone I care about.



An open-ended question (Q2.5) asked respondents to explain how these four initiatives have affected them or people they care about. The comments were then analyzed and grouped into themes. Many comments explained how the initiatives benefitted individuals or the community — making the Yukon more welcoming and inclusive of 2SLGBTQIA+ people.²

Some responses to this question, however, shared frustration with the action plan, while other comments stated that the government needs to go further. Still other comments stated that the actions have been detrimental. Some respondents raised concerns about specific actions, including but not limited to gender-neutral washrooms, concerns about Queer Yukon as the sole NGO providing services to the community in the Yukon, and concerns about gender-affirming care.

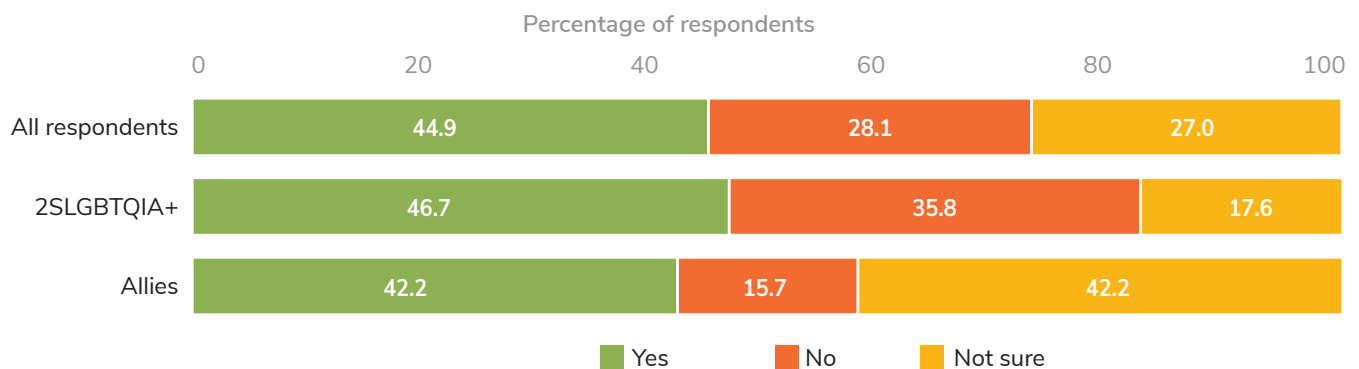
Some respondents observed that some initiatives have had more benefit in Whitehorse than other Yukon communities (specifically The Cache/Pride Centre and gender-inclusive washrooms). Some pointed out unmet needs and gaps in the programming offered by Queer Yukon.

2. Tables that show responses to open-ended questions by theme can be found in the appendix.

This part of the survey also asked about gender options on forms and government documents (Q2.6). Just under 45% of all respondents believed that the following list of gender options is adequate and inclusive:

- boy/man;
- girl/woman; and
- non-binary

Q2.6 I believe the following list of gender options is adequate and inclusive for use on forms and other government documents: (a) boy/man, (b) girl/woman, (c) non-binary.



Some respondents felt there was a need for more or different options. Others objected to government forms including a gender question at all. A few others stated that they believe gender is a binary (Q2.6.1).

The last question in this section was open-ended. It asked about the biggest barriers to 2SLGBTQIA+ inclusion in government programs and services (Q2.7).

The most common themes included:

- issues with government, authorities and the workplace;
- personal biases among government workers and leadership, and Yukoners more broadly; and
- a lack of education and awareness.

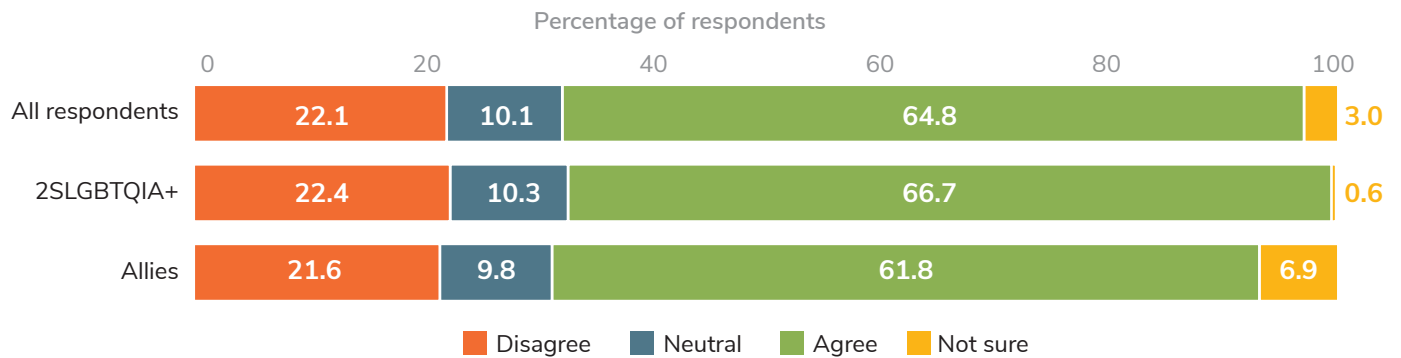
A few respondents cited no barriers to government services and programs. A handful of respondents left unfavourable comments.³ These included, but were not limited to, negative comments about the use of the umbrella acronym 2SLGBTQIA+ to represent individuals with different perspectives. They also included negative comments about teaching gender identity in schools.

3. Such comments were prevalent throughout the survey, with a few individuals reiterating their views, sometimes repeating the same comment in each box.

Justice and community safety

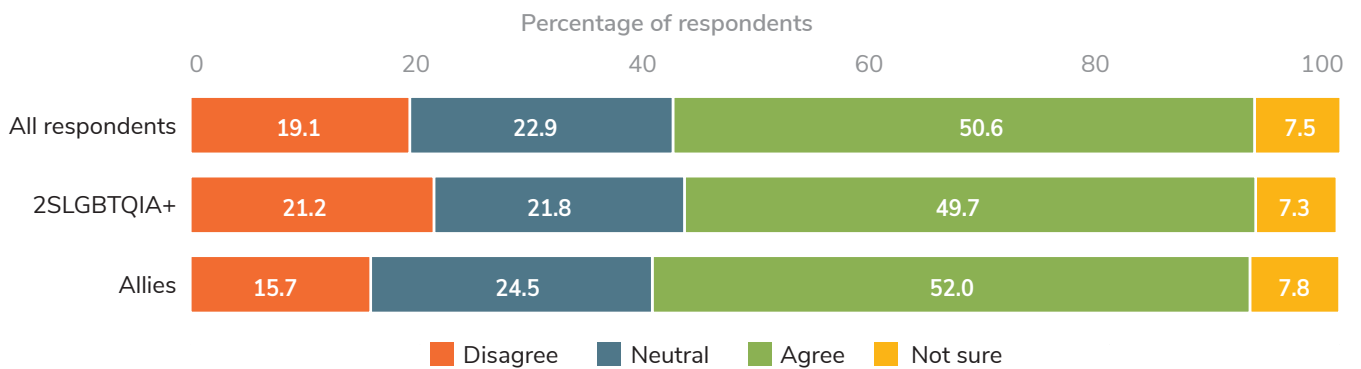
The survey included four questions regarding how safe members of the 2SLGBTQIA+ community feel in the Yukon. Nearly 65% of respondents agreed that the Yukon is a safe place for members of the 2SLGBTQIA+ community to live (Q2.8).

Q2.8 The Yukon is a safe place for members of the 2SLGBTQIA+ community to live.



About half of the respondents (50.6%) agreed that over the past five years, the Yukon has become a safer place for 2SLGBTQIA+ people to live (Q2.9).

Q2.9 Over the last five years/since I have been here (if less than five years) the Yukon has become a safer place for 2SLGBTQIA+ people to live.



Respondents were then asked an open-ended question on what makes them, or their loved ones, feel safe (Q2.10). The most common themes in the responses were:

- public and/or governmental support for 2SLGBTQIA+ people;
- safe and inclusive spaces;
- acceptance in general; and
- representation, community and visibility.

The survey also asked participants what threats to 2SLGBTQIA+ safety in the Yukon they were most concerned about (Q2.11). The most common responses included the following.

- Bigotry and misinformation
- The anti-2SLGBTQIA+ movement
- Homophobic and transphobic hate crimes
- Legislative or policy changes intended to limit rights of 2SLGBTQIA+ people
- Gaps in the system (e.g., health care, education, policing)

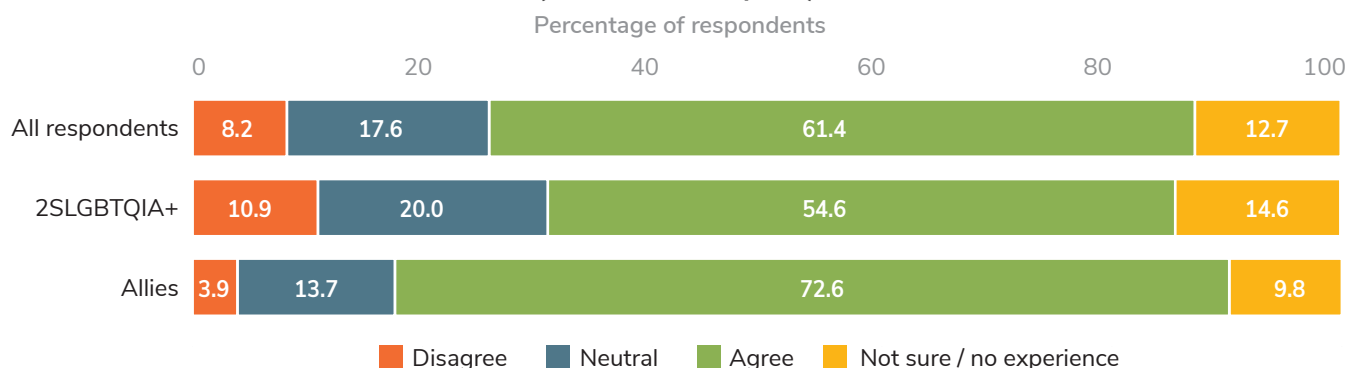
Culture and community

The action plan committed to making more opportunities for inclusion in community and culture for 2SLGBTQIA+ Yukoners. The following commitments were included in the action plan.

- Support 2SLGBTQIA+ culture and programming at all age levels.
- Connect non-profits, and private-sector employers and businesses with education and training in 2SLGBTQIA+ cultural competency.
- Work with 2SLGBTQIA+ community organizations to develop a 2SLGBTQIA+ Pride Centre.
- Work to make government-funding programs inclusive of 2SLGBTQIA+ identities.

Just over 60% of respondents agreed that non-profits, private-sector employers and businesses have become more aware, inclusive and welcoming of 2SLGBTQIA+ people over the past two years (Q2.12). The level of agreement was much higher for allies (72.6%) than for 2SLGBTQIA+ people (54.6%).

Q2.12 Non-profits, private-sector employers and businesses in the Yukon have become more aware, inclusive, and welcoming of 2SLGBTQIA+ people over the last two years/since I have been here (if less than two years).



Just over half (51.3%) of all respondents agreed that it has become easier to access programming and activities specific and welcoming to 2SLGBTQIA+ people in their communities over the past two years (Q2.13). More 2SLGBTQIA+ people than allies agreed with this statement (53.9% compared to 47.1%).

Respondents who agreed with either of these statements were asked which changes have had the most impact (Q2.14.1). The most mentioned changes were the Pride Centre/Queer Yukon, followed by the visibility of the community and an increase in inclusive programming in general.

Respondents who disagreed with either of the statements were asked what the Yukon government should do to improve inclusion (Q2.14.2). The large majority of respondents said the government should “do more,” while some said to “do less.” A few others suggested that government should stay the course, or fine-tune existing programs.

Recreation and sport

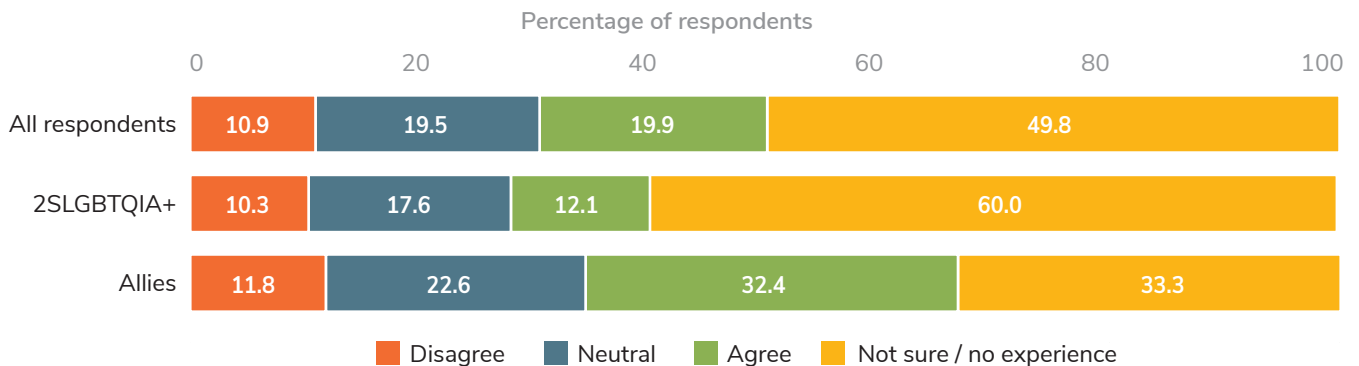
In the action plan, the Yukon government committed to the following actions related to recreation and sport activities.

- Encourage sport governing bodies and special recreation groups to deliver specific programs that are open to all genders.
- Expand the commitment to educate Yukon sport and recreation organizations to examine their spaces, activities, or events, which are gender-segregated in a way that might be inadvertently excluding 2SLGBTQIA+ people.
- Update the Sexual Orientation and Gender Identity (SOGI) policy for schools to address issues such as gender-identity inclusion in sports.

The survey asked several questions about the inclusivity of Yukon’s sport and recreation programming. It also asked about barriers that respondents or their loved ones may have faced, based on their gender or sexuality.

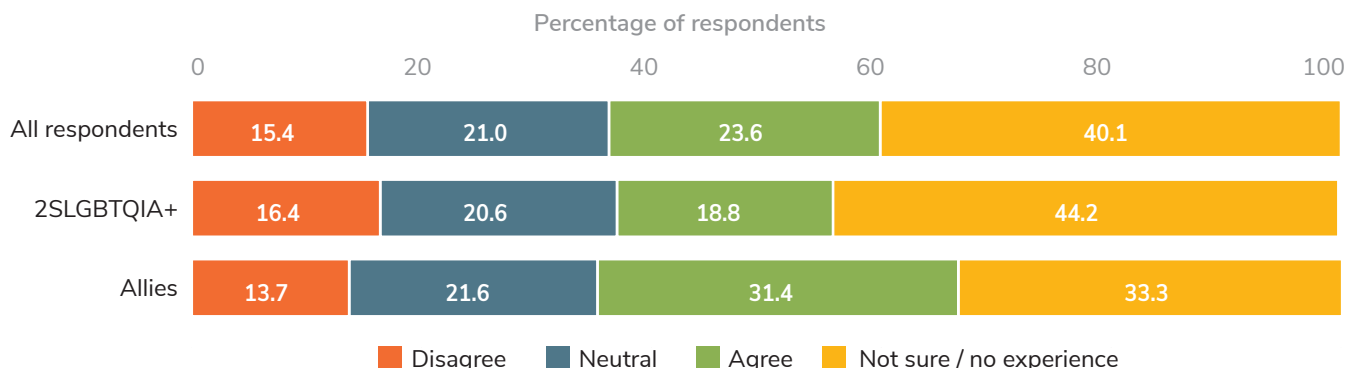
Nearly half (49.8%) of all respondents said they were either not sure or had no experience on whether youth recreation and sport programming has become more inclusive of all genders over the last two years (60.0% of 2SLGBTQIA+ respondents and 33.3% of allies; Q2.15). Of those with experience on the topic, less than half agreed that they have seen an increase.

Q2.15 I have seen an increase in youth recreation and sport programming that is inclusive of all genders over the last two years/since I have been here (if less than two years).



Similarly, 40.1% of respondents (44.2% 2SLGBTQIA+ respondents and 33.3% allies) said they were either not sure or had no experience on whether adult sport and recreation programming has become more inclusive over the past two years (Q2.15.1). Less than half of those with experience said they have seen improvements.

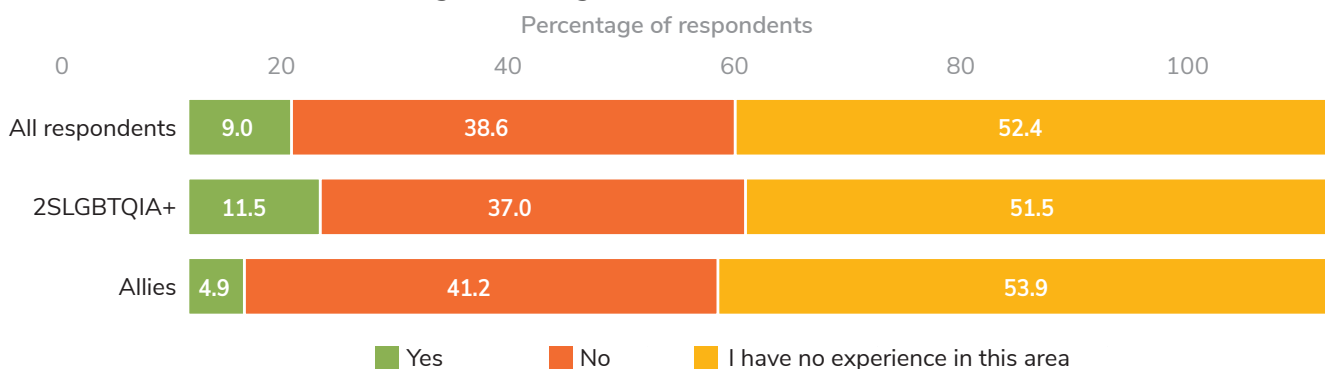
Q2.15.1 I have seen an increase in adult sport and recreation programming that is inclusive of all genders over the last two years/since I have been here (if less than two years).



The survey then asked those who have seen an increase in gender-inclusive sport and recreation to describe what they have seen and its impacts (Q2.15.2). Most respondents shared positive examples, while some described barriers to inclusion. Many of the positive examples included traditionally non-gendered activities and solo sports. They also included initiatives such as the distribution of ski passes by Queer Yukon. Others mentioned queer-friendly activities such as bike polo and roller derby. In terms of barriers, respondents mentioned that much more still needs to be done to advance gender inclusion, especially in team sports, such as gender-inclusive washrooms, funding for organizations that support gender inclusion in sports, and advancing gender-inclusive sports in schools.

The survey also asked whether any specific policies negatively affected respondents' participation in sport and recreation based on gender and/or sexual orientation (Q2.16). More than half (52.4%) of the respondents said they have no experience in this area. Of those with experience, most said they have not encountered barriers.

Q2.16 In the past two years/since you have been in the Yukon (if less than two years) have any specific program or sport policies prevented or discouraged you from participating in a sport or recreation activity on the grounds of gender and/or sexual orientation?



Those who have experienced barriers to inclusion were asked to describe their experience (Q2.16.1). Several commenters noted that transgender or non-binary individuals had been excluded from participating in a sport or recreation activity. Most of those commenters shared that the gendered language used to describe some programs is a barrier and can trigger dysphoria.

The survey also asked respondents what the Yukon government could do to improve inclusion in sport and recreation (Q2.16.2). Many respondents commented that the Yukon government could offer more support and better inclusion.

Suggestions were many and varied. A few respondents offered that the Yukon government consider funding or policy solutions that encourage sport organizations to become more inclusive. Other respondents suggested that government consider how to make school sports more inclusive of transgender and non-binary students.

Some respondents mentioned removing the binary gendered model from team sports entirely. Some people brought up ongoing problems in team sports. Concerns raised included tolerance for discriminatory language used by players. Other respondents suggested the need to ensure there are gender-inclusive changerooms and bathrooms or more individual stalls or private changerooms in public areas. In contrast, a couple of respondents pressed for the continuation of gendered wash-rooms and sports. A few respondents suggested the government should not do anything to improve inclusion in this area.

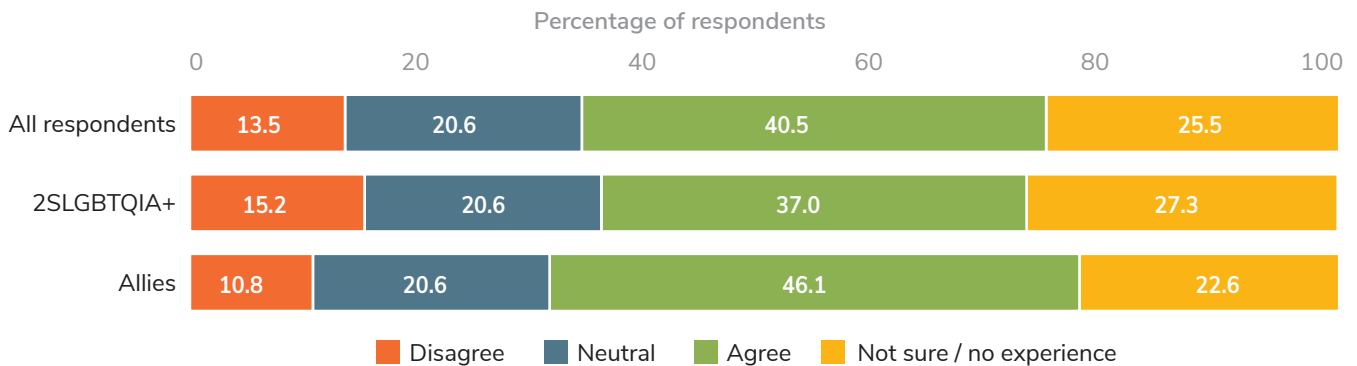
Hospitality and tourism

In the action plan, the Yukon government committed to the following actions related to tourism.

- Feature 2SLGBTQIA+ related events and festivals in tourism promotions.
- Support businesses and organizations in the hospitality and tourism sectors to provide management and staff with 2SLGBTQIA+ competency training.
- Encourage businesses in hospitality and tourism to articulate support for 2SLGBTQIA+ communities.

The survey asked respondents whether they have seen more 2SLGBTQIA+ inclusion and awareness in the Yukon’s hospitality and tourism sectors over the past two years (Q2.17). Just over 40% of all respondents agreed that they have seen improvements in this area.

Q2.17 In the last two years/since I have been in the Yukon (if less than two years) I have seen more 2SLGBTQIA+ inclusion and awareness in the Yukon's hospitality and tourism sectors.



Nearly three-quarters (74.2%) of the respondents agreed that they feel confident recommending the Yukon as a safe and inclusive travel destination to 2SLGBTQIA+ family and friends (Q2.18).

When asked to describe the most attractive things about the Yukon as a travel destination for 2SLGBTQIA+ family and friends (Q2.19), many shared that the Yukon and the 2SLGBTQIA+ community are welcoming, that many Yukon businesses are queer-friendly, and that there is 2SLGBTQIA+ visibility. Some described the physical assets of the Yukon, such as its natural beauty and wilderness activities. Others mentioned queer events and activities. Some respondents shared that it's a relatively safe place to visit. A few shared that they did not think Yukon was welcoming, inclusive or safe for 2SLGBTQIA+ people.

A final open-ended question in this section asked respondents if they had any other comments or experiences to share (Q2.20). Respondents provided a variety of suggestions, opinions and anecdotes. A few people suggested that a listing of queer-friendly and queer-owned businesses would be useful. Other suggestions included increased advertising of events such as Pride and activities for queer people; increased 2SLGBTQIA+ representation in Yukon Tourism advertising; increased and better signage of queer-friendly businesses; and 2SLGBTQIA+ inclusion training for tourism operators.

Some respondents to this question pointed out barriers to inclusivity, including a business that has only gendered changerooms and requirements to identify as male or female on registration forms. A few mentioned ongoing safety concerns — including in downtown Whitehorse — as showing how much more work in this area the Yukon must do.

Health care

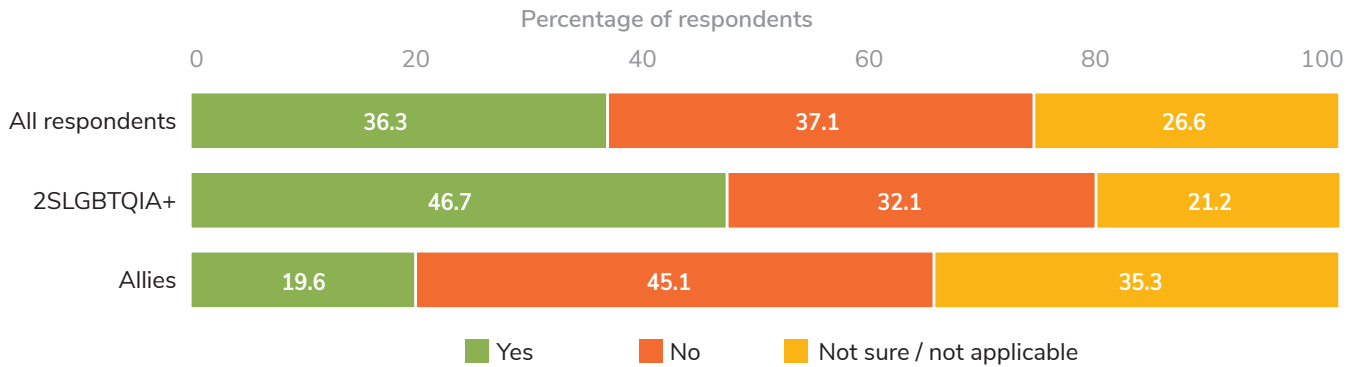
In the action plan, the Yukon government committed to take actions to reduce harm, alleviate barriers and end discrimination so that 2SLGBTQIA+ Yukoners reach and maintain their best health. These actions included the following.

- Improve access to Two-Spirit, transgender and non-binary-affirming health care.
- Improve access to health care for 2SLGBTQIA+ Yukoners.
- Provide education and training for health care professionals and administrators in 2SLGBTQIA+ cultural competency.
- Enhance public health education and prevention strategies to address the sexual health needs of 2SLGBTQIA+ Yukoners.
- Improve access to supportive mental health and wellness services for 2SLGBTQIA+ Yukoners.

The survey asked 2SLGBTQIA+ respondents whether they've faced barriers in accessing inclusive and supportive health care in the Yukon over the past two years (Q3.1). Nearly one-third (30.9%) of the 2SLGBTQIA+ survey respondents said they have encountered barriers, while 44.9% shared that they had not.

All respondents were asked whether they've witnessed or heard of a loved one facing barriers in accessing 2SLGBTQIA+ inclusive and supportive health care in the Yukon (Q3.2). While 36.3% said yes, the proportion who said yes was higher among 2SLGBTQIA+ respondents (46.7%) compared with allies (19.6%).

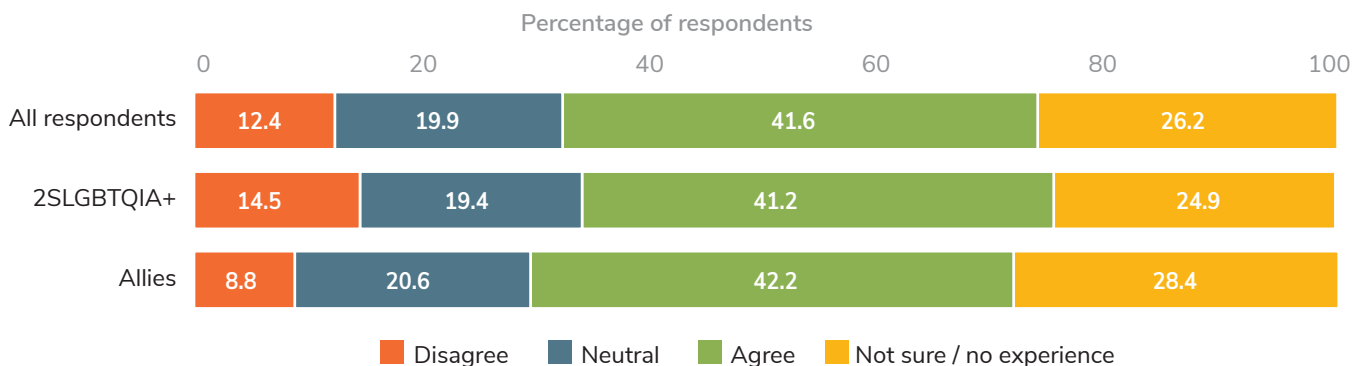
Q3.2 In the past two years/since I have been here (if less than two years), I have witnessed or heard of a loved one facing barriers in accessing 2SLGBTQIA+ inclusive and supportive health care in the Yukon.



The survey then asked respondents to share any barriers to 2SLGBTQIA+ inclusive and supportive health care they've experienced or seen (Q3.2.1). Many respondents commented on the inadequacy of health services overall in the territory, the lack of family doctors and the lack of queer-inclusive and/or appropriately trained health professionals. Many mentioned being misgendered by health care staff and professionals. Others mentioned difficulties accessing gender-affirming as well as transgender-inclusive care. Some mentioned bigotry and heteronormative assumptions from health care providers. Some mentioned barriers to adequate mental health services.

More than 40% of respondents agreed that health care providers in the Yukon have become more aware, inclusive and welcoming of 2SLGBTQIA+ people over the past two years (Q3.3). However, 12.4% of all respondents disagreed with this statement, 19.9% were neutral, and 26.2% were not sure or had no experience.

Q3.3 Health care providers in the Yukon have become more aware, inclusive and welcoming of 2SLGBTQIA+ people over the past two years/since I have been here (if less than two years).

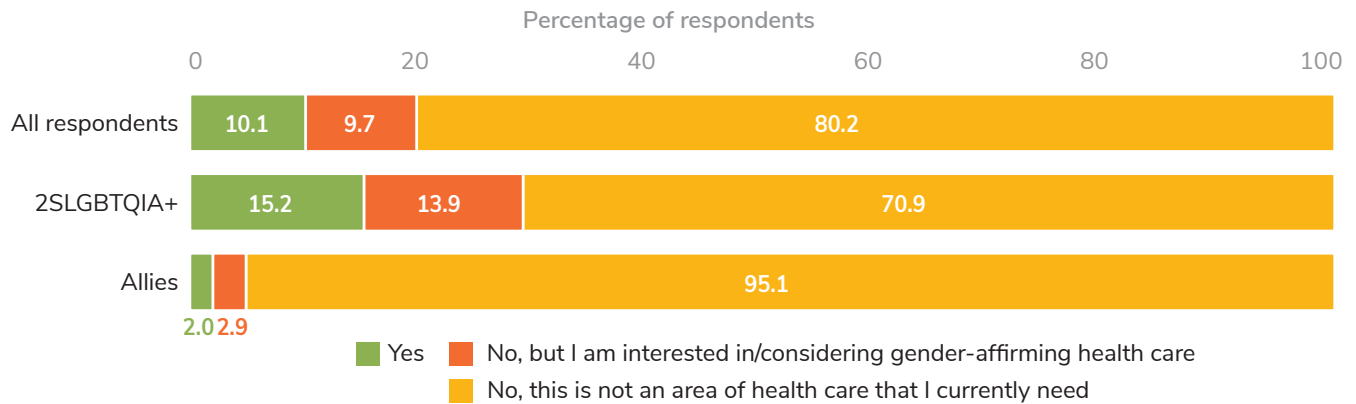


This section on health care also asked a question about access to pre-exposure prophylaxis (PrEP). In January 2021, the Yukon government began covering PrEP medication for people at risk of contracting HIV. The survey asked respondents whether they or someone they know has experienced any barriers to accessing that coverage (Q3.4). Many respondents reported that this question was not applicable to them. Just under 10% of 2SLGBTQIA+ respondents said they had experienced barriers.

A subsequent question (Q3.4.1) asked those who had responded “yes” to share further details. Some respondents pointed out that there is no central website or place to find information on how to get PrEP in the Yukon. Others mentioned that some health care providers are not recommending PrEP. Respondents also shared other access issues, such as some pharmacists not knowing that the medication should be available for free, as well as challenges with getting required blood tests.

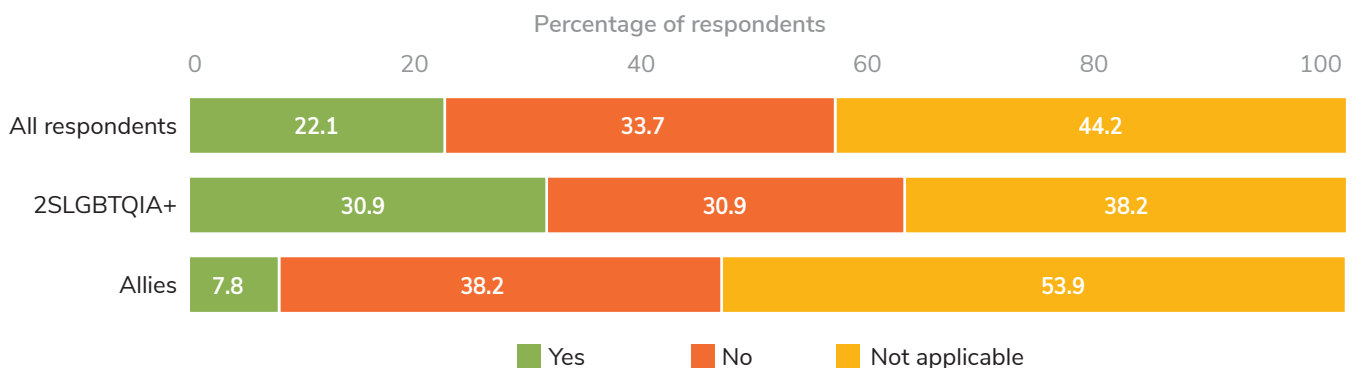
The health care section of the survey also asked about gender-affirming care. Altogether, 10.1% of the respondents said they’ve accessed gender-affirming health care in the Yukon in the past two years (Q3.5). An additional 9.7% of respondents (13.9% of 2SLGBTQIA+ respondents and 2.9% of allies) said they haven’t accessed gender-affirming health care, but they’re interested in or considering it.

Q3.5 In the last two years, have you accessed gender-affirming health care in the Yukon? This includes health care accessed out of territory through Yukon Insured Health.



Meanwhile, 22.1% of respondents (30.9% of 2SLGBTQIA+ respondents and 7.8% of allies) said they or someone they care about has experienced barriers to getting gender-affirming health care (Q3.6).

Q3.6 Have you, or someone you care about, experienced barriers to receiving gender-affirming health care in the Yukon? This includes health care accessed out of territory through Yukon Insured Health.



The barriers they described (Q3.7) included:

- inadequate services;
- long wait times;
- financial barriers; and
- a lack of a roadmap or information to help people navigate the system.

The survey also asked about awareness of the gender-affirming care options available through the Yukon government (Q3.8). Altogether, 63.52% of respondents said did not feel confident that they know all the gender-affirming care options available. People suggested their access to information could be improved through sharing information through schools, Queer Yukon, health care providers, a health navigator, or online (Q3.9).

The final question in this section asked respondents to describe what inclusive, supportive and accessible health care looks like (Q3.10). The top theme in the comments was 2SLGBTQIA+-inclusive health professionals and spaces. The next most common theme was more health professionals, services, coverage or diversity, followed by mental health supports.

Education and youth

Under the education and youth section of the action plan, the Yukon government committed to the actions that follow.

- Implement Sexual Orientation and Gender Identity (SOGI) policies and encourage schools to support Gender and Sexuality Alliances (GSAs) or similar clubs.
- Provide education and training for teachers and school administrators in 2SLGBTQIA+ cultural competency.
- Improve anti-bullying initiatives in Yukon schools, especially for 2SLGBTQIA+ youth.
- Encourage extracurricular programming that is more inclusive of queer relationships and diverse gender identities.

For this section of the survey, only the following people were eligible to answer the questions:

- people who attend Yukon public schools, their parents, guardians and family members; and
- educators, administrators and other staff at Yukon public schools.

To confirm eligibility, question 3.11 asked, “Which of the following best describes you? Select all that apply.” Altogether, 125 respondents were eligible to complete this section (Q3.11).

- I am a student in a Yukon public school: 12 respondents.
- I am the parent, guardian, or family member/loved one of a student in a Yukon public school: 91 respondents.
- I am an educator in a Yukon public school: 29 respondents.
- I am an administrator or other employee within a Yukon public school: 8 respondents.
- None of the above: 142 respondents.

Those who were not eligible to complete this section were directed to the survey’s next section.

The first questions in this section asked about the impact of changes to the Yukon’s Education Act, which was amended in April 2022. All Yukon schools must now have safe spaces for 2SLGBTQIA+ students. These safe spaces can include student activities or organizations. The survey asked respondents whether the Yukon education system has become more inclusive of 2SLGBTQIA+ students since April 2022 (Q3.12). While nearly half (48.8%) of the respondents said yes, 16% said no (23.3% of 2SLGBTQIA+ respondents and 9.2% of allies), and the remaining 35.2% said they weren’t sure.

The respondents who answered “yes” to question 3.12 were asked to describe the changes that have had the biggest impact. They mentioned improvements such as:

- safe spaces such as rainbow rooms and GSAs and signage in schools;
- SOGI and other policy improvements; and
- the correct use of pronouns or names, as well as gender diversity education (Q3.13.1).

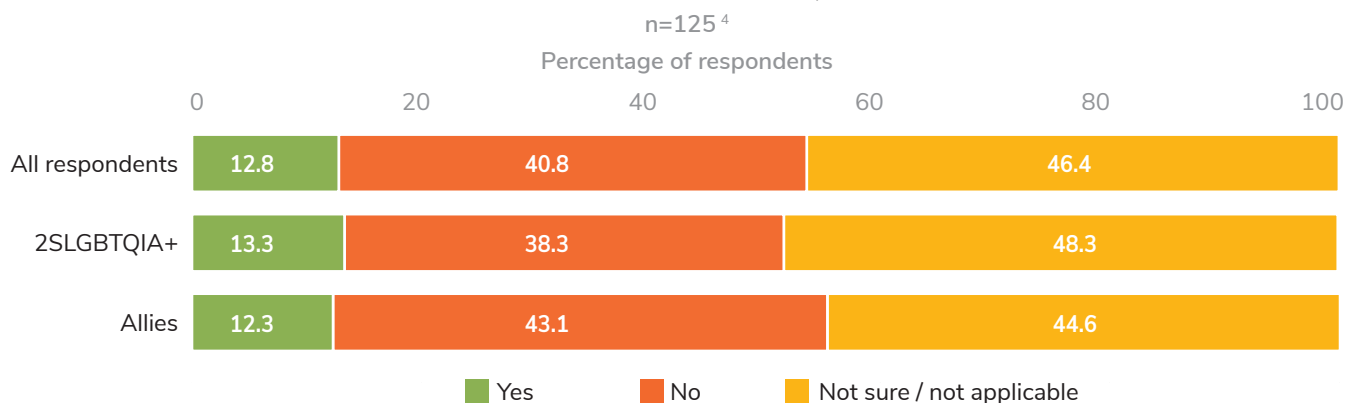
Those who answered “no” to question 3.12 mentioned:

- ongoing issues with bullying, homophobia and transphobia;
- that nothing has changed; and
- some schools and educators not complying with SOGI (Q3.13.2).

Respondents were asked about barriers to accessing inclusive education as a member of the 2SLGBTQIA+ community (Q3.14). Almost 13% of all respondents said they or their child has experienced such barriers. When asked to describe their experiences (Q3.14.1), they described:

- teachers not having enough education and support, as well as inadequate safe spaces in schools;
- bathrooms, changerooms and sports teams that exclude transgender people or are gendered;
- gendered activities and awards; and
- bullying.

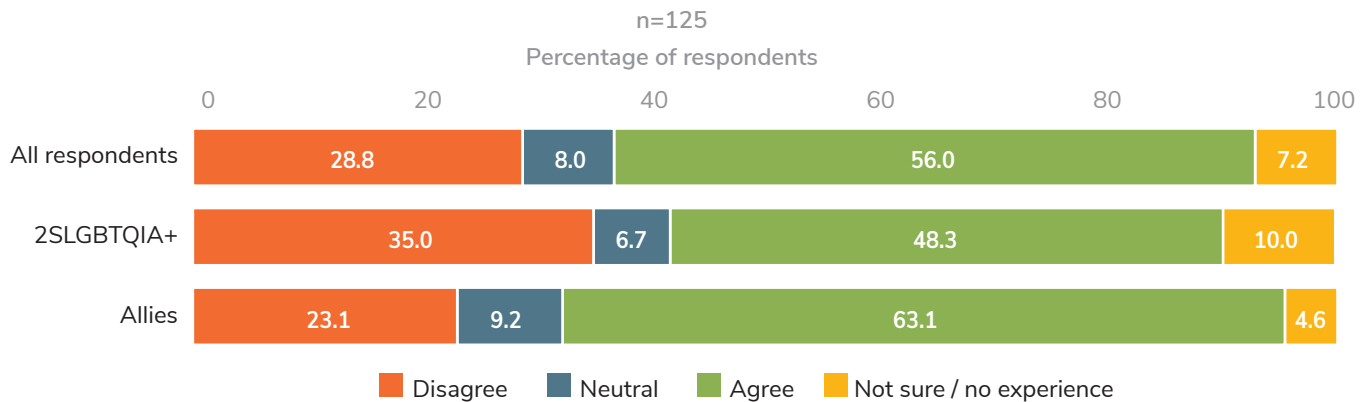
Q3.14 Since April 2022, have you/has your child experienced barriers to accessing inclusive education services as a member of the 2SLGBTQIA+ community?



4. Note: Whenever a subset of all respondents were asked a question, the graph includes “n [for number]=[X]” to indicate this.

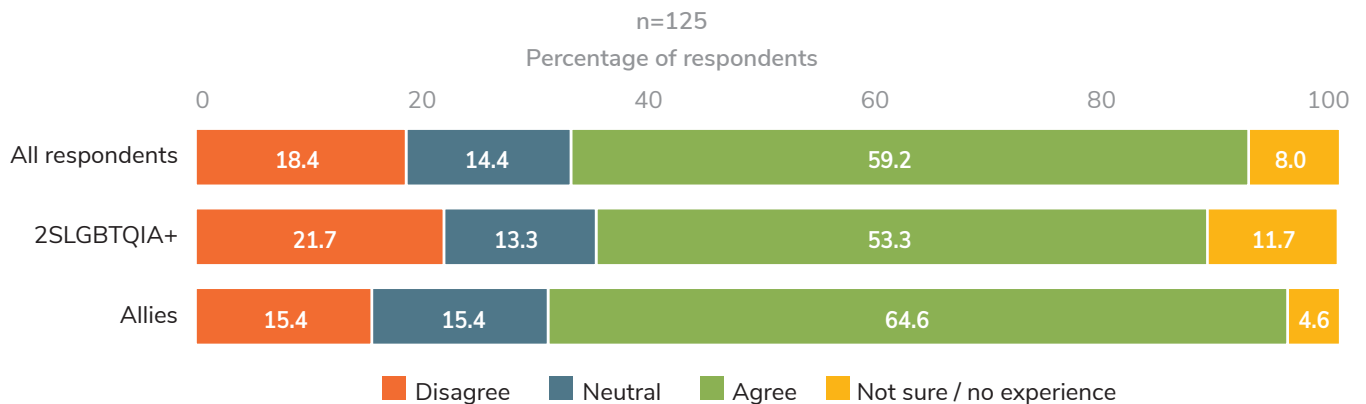
Of the respondents, 56% (48.3% of 2SLGBTQIA+ respondents and 63.1% of allies) agreed the teachers and staff at their or their child's school have adequate training, knowledge and compassion for 2SLGBTQIA+ students (Q3.15).

Q3.15 I believe the teachers and staff at my school or my child's school have adequate training, knowledge and compassion for 2SLGBTQIA+ students.



Less than half (46.4%) of the respondents (30% of 2SLGBTQIA+ respondents and 61.5% of allies) agreed that their or their child's school has learning material that demonstrates a diversity of gender identities and sexual orientations (Q3.16). A higher proportion of respondents (59.2%; 53.3% of 2SLGBTQIA+ respondents and 64.6% of allies) agreed that their or their child's school adequately supports 2SLGBTQIA+ students (Q3.17).

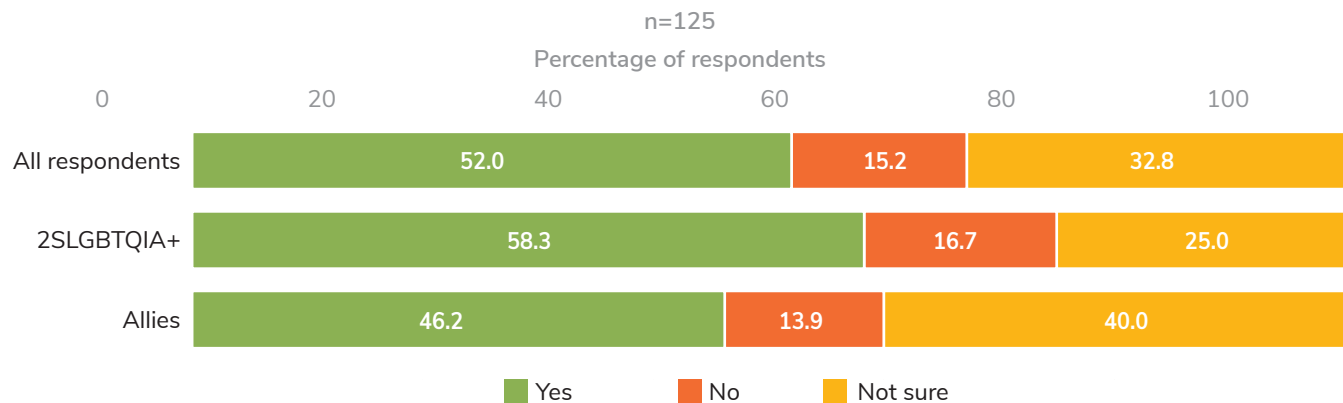
Q3.17 I believe my school, or my child's school, adequately supports 2SLGBTQIA+ students.



More than half (54.5%) of the respondents (50% of 2SLGBTQIA+ respondents and 58.5% of allies) agreed that their or their child's school has become more inclusive of 2SLGBTQIA+ people over the past two years (Q3.18). Less than half (44.0%) of the respondents agreed that students at their or their child's school can access extracurricular programming that's inclusive of diverse gender identities (40.0% of 2SLGBTQIA+ respondents and 47.7% of allies; Q3.19).

Just over half (52.0%) of the respondents (58.3% of 2SLGBTQIA+ respondents and 46.2% of allies) agreed that staff and other students at their or their child’s school are encouraged to, and consistently use, the correct gender pronouns for staff and students (Q3.20). However, it’s worth noting that 32.8% of respondents were unsure and 15.2% disagreed.

Q3.20 Staff and other students at my school or my child’s school are encouraged to, and consistently use, the correct gender pronouns for staff and students.



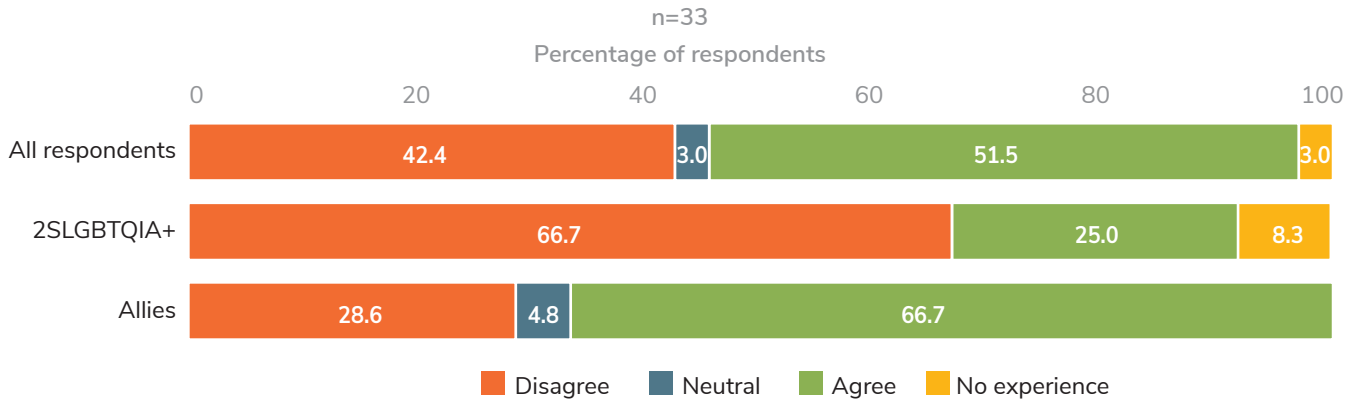
When asked what is needed to strengthen supports for 2SLGBTQIA+ students and staff in schools (Q3.21), respondents shared many different ideas. Some common themes raised included:

- more education, training and resources for staff;
- the need for a commitment from all staff and educators to support a respectful and inclusive school environment;
- the importance of GSAs and safe spaces; and
- the importance of having appropriate resources and inclusive teaching material.

Some respondents also pointed out that there are still big differences between schools when it comes to inclusion. A few drew attention to the Catholic school system and described the relationship of religious leadership with the schools as problematic due to its beliefs about the 2SLGBTQIA+ community. Some of those respondents said they believed that religious schools should not be publicly funded.

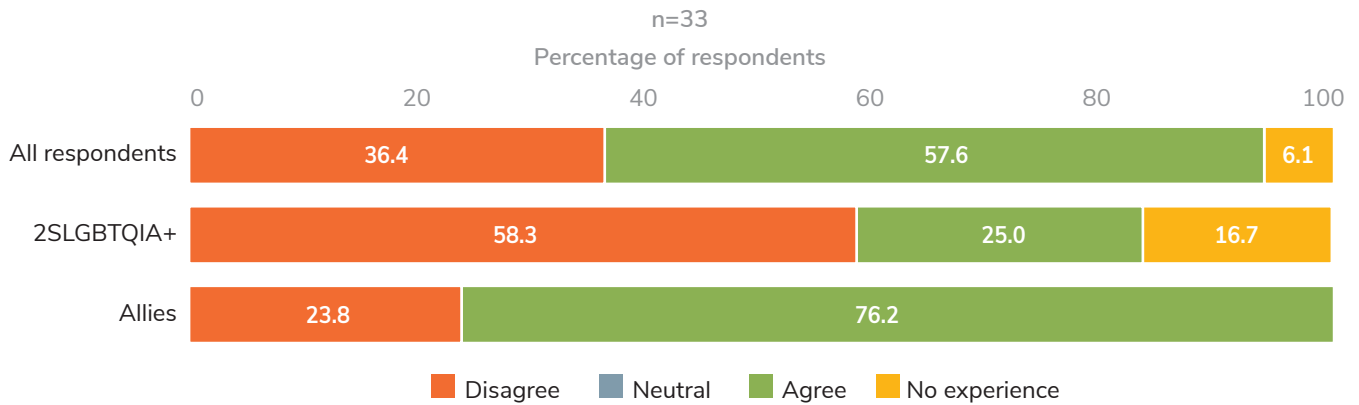
Several questions were targeted to educators and administrators in the school system (33 respondents; please note that some respondents self-identified as both an educator and an administrator). Just over half (51.5%) of these respondents agreed that they have enough training and resources to meaningfully and confidently carry out 2SLGBTQIA+ inclusive policies and resources in their school (Q3.22). Allies (66.7%) were far more likely than 2SLGBTQIA+ individuals (25%) to agree with this statement.

Q3.22 As an educator, I have enough training and resources to carry out 2SLGBTQIA+ inclusive policies and resources meaningfully and confidently in my school.



Similarly, 57.6% of educators (25% of 2SLGBTQIA+ people and 76.2% of allies) agreed that they have enough training and resources to meaningfully and confidently support 2SLGBTQIA+ students in their classroom and school community (Q3.23).

Q3.23 As an educator, I have enough training and resources to support 2SLGBTQIA+ students in my classroom and school community meaningfully and confidently.



A large majority of educators (75.8% of all respondents) agreed that they feel supported by their administration in running 2SLGBTQIA+ inclusive initiatives at school (Q3.24).

Yukon government workplace

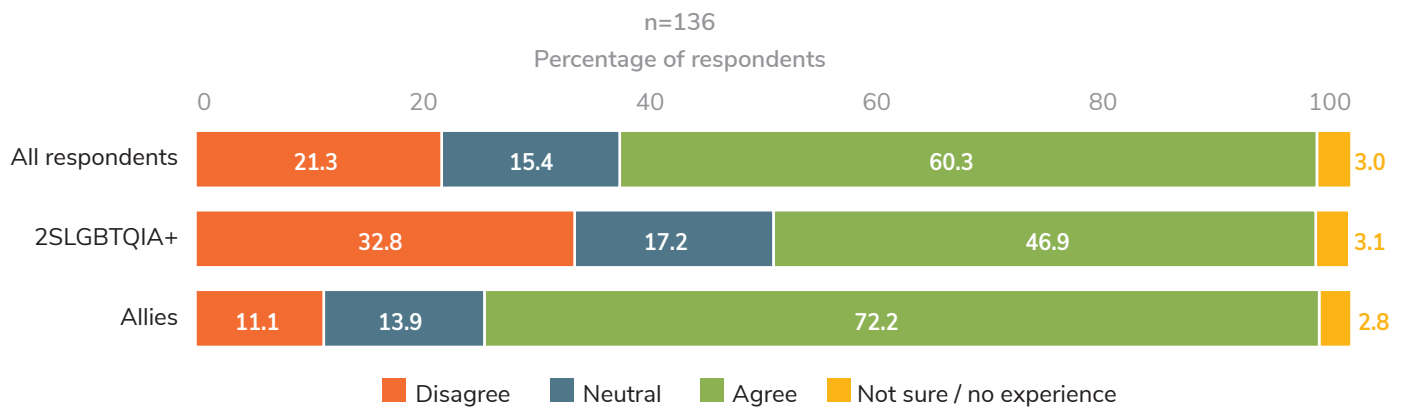
In the action plan, the Yukon government committed to the following actions under the “Yukon government workplace” section.

- Provide education and training for the public service in 2SLGBTQIA+ cultural competency.
- Identify and communicate resources and support for 2SLGBTQIA+ employees.
- Generate a broad cultural shift towards acceptance of 2SLGBTQIA+ people within the Yukon government.

The survey included a set of questions for respondents who are or have been employed by the Government of Yukon in the past 12 months. About half (50.9%) of the respondents (38.8% of 2SLGBTQIA+ respondents and 70.6% of allies) said they are or have recently been Yukon government employees (Q3.25). Most (73.5%) were permanent employees, while 21.3% were term, auxiliary on-call or casual/contract employees, and 5.2% were former employees (Q3.26).

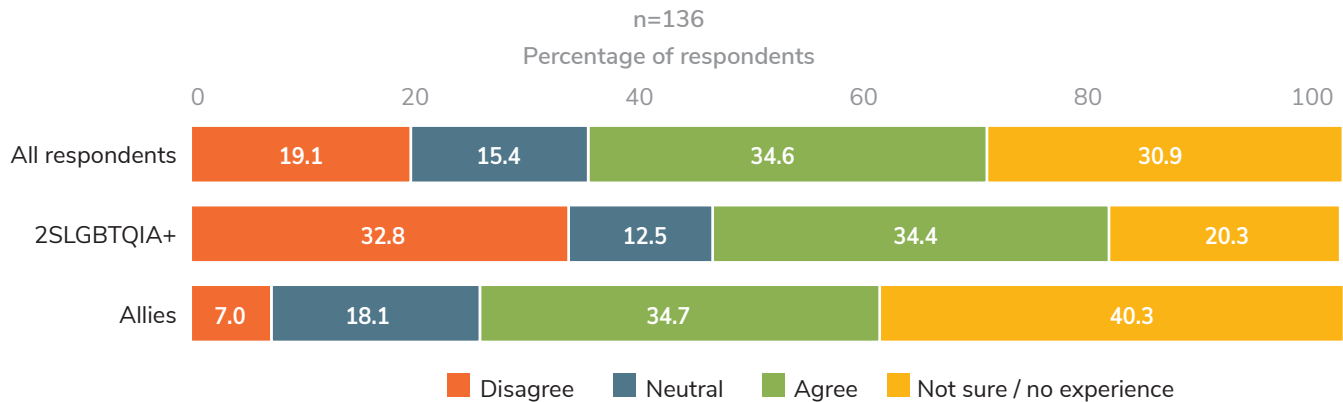
One hundred and thirty-six respondents completed this survey section. Of these, 60.3% agreed that the Yukon government creates an inclusive and supportive environment for 2SLGBTQIA+ employees (Q3.27). There was a substantial difference between 2SLGBTQIA+ respondents (46.9%) and ally respondents (72.2%).

Q3.27 The Yukon government creates an inclusive and supportive environment for 2SLGBTQIA+ employees.



A smaller proportion (34.6%) of respondents agreed the Yukon government provides services and supports for its 2SLGBTQIA+ employees that meet their needs. This proportion was similar for 2SLGBTQIA+ and ally respondents (Q3.28).

Q3.28 The Yukon government provides services and supports for its 2SLGBTQIA+ employees that meet my needs.



Less than half (41.9%) of the respondents (31.3% of 2SLGBTQIA+ respondents and 51.4% of allies) agreed that they've seen an increase in acceptance and inclusion of 2SLGBTQIA+ people within the Yukon government in the past 12 months (Q3.29).

The majority (71.3%) of respondents (68.8% of 2SLGBTQIA+ respondents and 73.6% of allies) said they're aware the Yukon government offers 2SLGBTQIA+ inclusion training to its employees (Q3.30). About half of the respondents who were aware of the training reported taking it (Q3.31).

The survey asked those who have taken the training whether they agreed that it is sufficient (Q3.32). Less than half (43.8%) of the respondents who have taken the training (28.6% of 2SLGBTQIA+ respondents and 55.6% of allies) agreed with this statement.

The survey also asked about awareness of the government's Pride Employee Resource Group. Just under half of the respondents (47.8%) said they're aware of the resource group (Q3.33). More 2SLGBTQIA+ people (59.4%) than allies (37.5%) reported awareness.

Of those who knew about the resource group, just over 40% (44.7% of 2SLGBTQIA+ respondents and 37% of allies) agreed it had a positive impact on their experience as a 2SLGBTQIA+ Yukon government employee or ally (Q3.34).

When asked about the impact the Pride Employee Resource Group has had on their experience as a Yukon government employee, most comments were positive. Some respondents shared that they felt more connected because of the group. However, some respondents shared that they find it inadequate and under-supported (Q3.35).

The survey also asked the 2SLGBTQIA+ respondents to describe any barriers they've faced as a Yukon government employee (Q3.36). The most common theme in responses was homophobia, transphobia, sexism and bigotry and heteronormativity. Other themes included:

- leadership failures in creating an inclusive workplace;
- management not recognizing the value of correct pronouns or pronouns in signature lines;
- tokenization of 2SLGBTQIA+ employees; and
- an absence of gender-neutral bathrooms or changerooms in some work sites.

Closing question

The survey closed with an open-ended question (Q3.37). This question asked respondents to share anything they think is missing from the action plan that the Yukon government should focus on now.

The most common theme in the comments was for the government to stay the course or fight backlash against the 2SLGBTQIA+ community. The second-most common theme called for more visibility, education and inclusive services.

Respondent demographics

The demographic section of the survey included 10 questions. Respondents could choose to opt out of most of these. To protect participants' privacy, this report presents the demographic information at a high level:

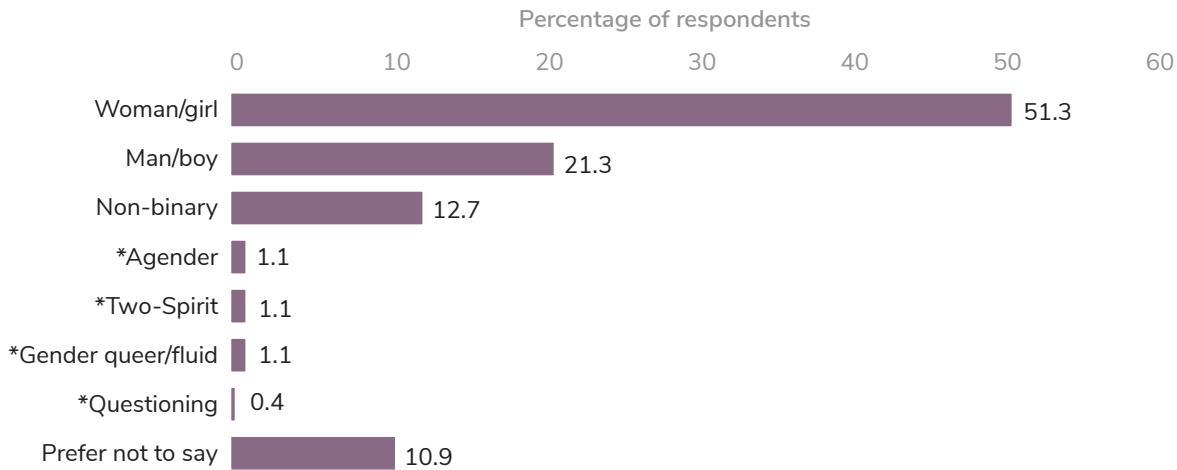
- 89.1% of the respondents live in the Whitehorse area.
- 22.9% identify as a person with a disability.
- 12.0% identify as Indigenous (First Nations, Métis or Inuit).
- 8.2% identify as a non-Indigenous visible minority.
- 3.0% identify as a newcomer to Canada.
- 17.6% said they or their households are typically short on money to meet their needs.

In addition, three questions asked about the respondents' gender and sexuality.

Question 4.2 asked respondents "What is your gender identity?" Just over half (51.3%) of the respondents identified as women or girls, while 21.3% are men or boys. Additionally, 16.4% identified as non-binary, agender, Two-Spirit, gender queer or gender fluid, or questioning (Q4.2).

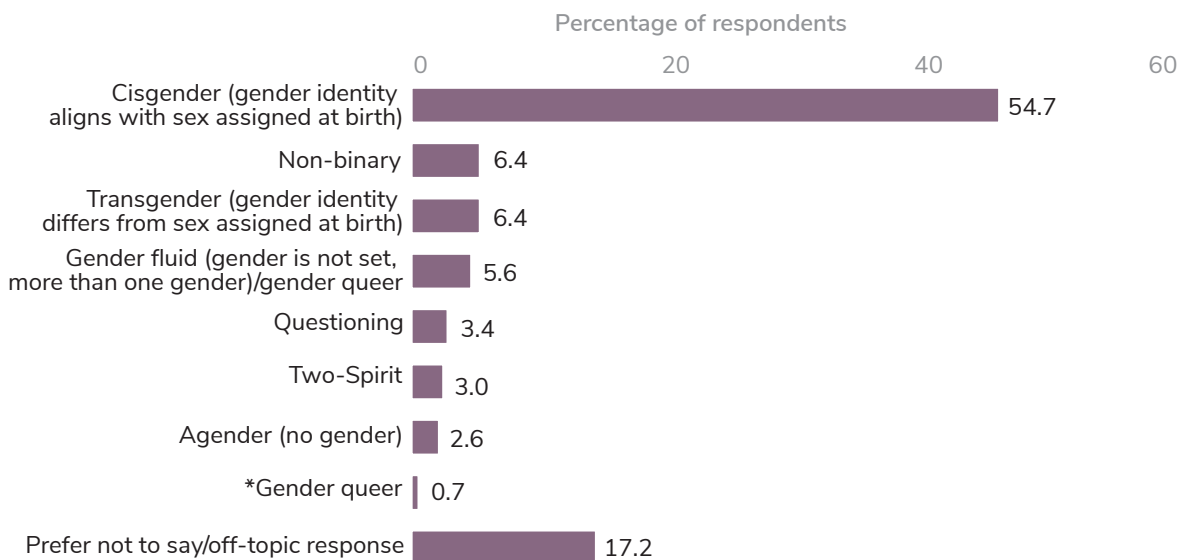
Responses were often complex, with a number of respondents using the "other" comment box instead of selecting one of the listed options. These text responses have been coded and either added to the predefined categories, where appropriate, or counted as new categories where the option had not been included in the survey question. These new response categories are shown in the graphs for questions Q4.2 through Q4.4 with asterisks.

Q4.2 What is your gender identity?



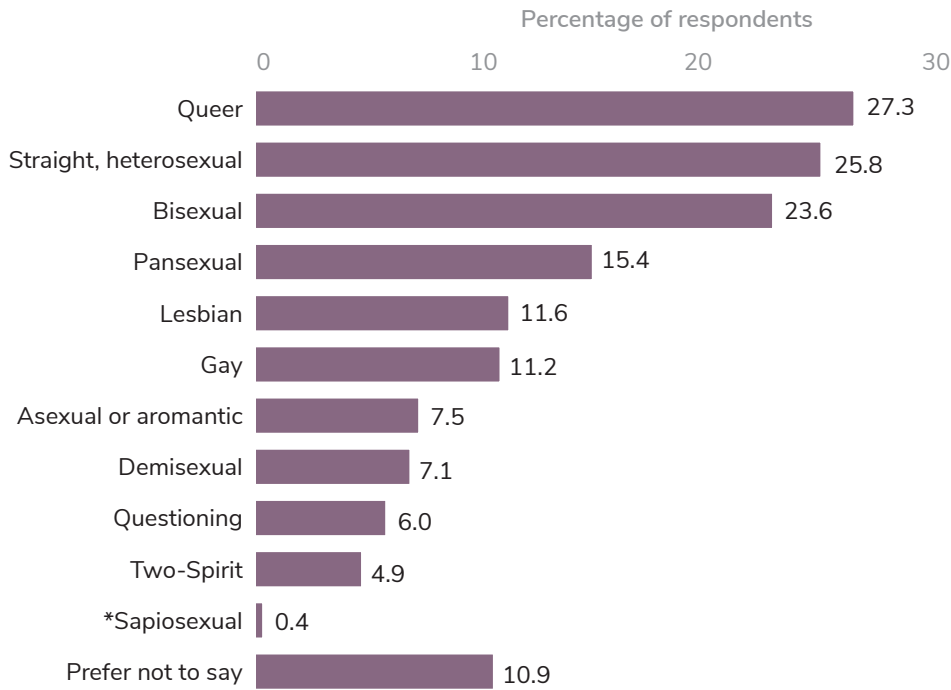
The subsequent question (Q4.3) then asked respondents to describe which identity best suited them. More than half (54.7%) of respondents said they are cisgender, 6.4% said they are transgender, while 15.7% self-identified as non-binary, gender fluid, Two-Spirit or gender queer.

Q4.3 Which of the below identities is best suited to you?



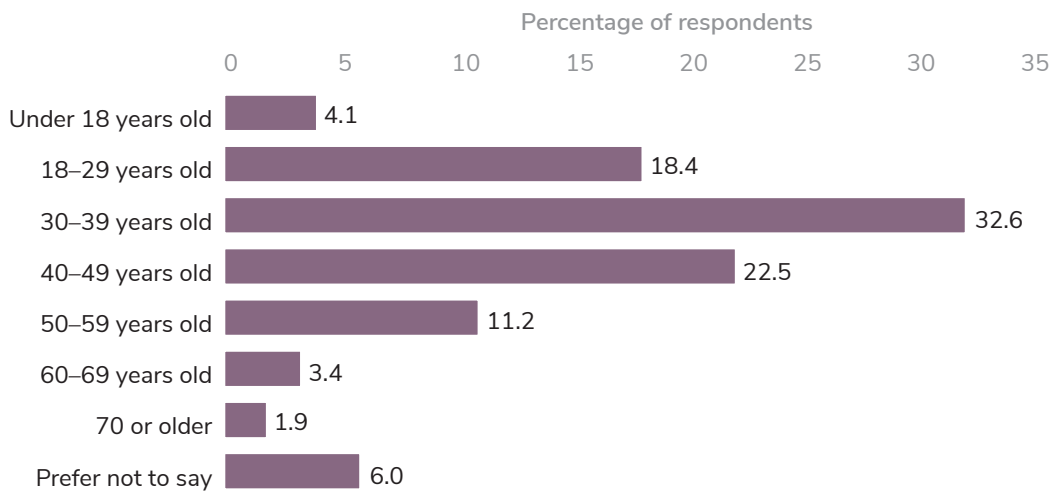
When asked about their sexual orientation (Q4.4), respondents were able to select multiple options. The most common responses given were queer (27.3%), straight (25.8%), bisexual (23.6%), pansexual (15.4%), lesbian (11.6%), and gay (11.2%).

Q4.4 Which of the below identities is best suited to you? Select all that apply.



The age distribution of respondents (Q4.5) reflected a relatively small number of responses from youth and seniors. More than half the respondents were in their thirties or forties.

Q4.5 How old are you?



Data limitations

It's important to recognize that the data presented in this report does not represent the perspectives of all 2SLGBTQIA+ Yukoners. There are a couple of reasons for this. First, public engagement respondents are not randomly chosen and so are not a representative sample of the total population. Second, a disproportionate number of people who completed this survey identified as white, living in the Whitehorse area, and not experiencing financial strain. This means that the report does not adequately represent the perspectives of the following groups of 2SLGBTQIA+ people and their allies:

- Indigenous, Black and people of colour;
- people who have disabilities;
- people living in rural and remote regions of the Yukon;
- people who are experiencing financial strain; and
- youth and seniors.

In addition, after the survey ended, the Women and Gender Equity Directorate consulted with the Community Based Research Centre for initial analysis of the survey data. This organization works to promote the health of people of diverse sexualities and genders through research and intervention development. Their analysis indicated the survey had limitations in how it collected gender data, which may have impacted the survey's ability to receive more accurate and intersectional results.

The first gender identity question offered only three options (man/boy, woman/girl, non-binary) along with "prefer not to say" and an open text box "other" option. A following question provided more gender options (i.e., cisgender, transgender, Two-Spirit, etc.). This formatting may have been confusing for participants, and the results may not accurately reflect the identity of some respondents.

The Yukon government is committed to collecting information on gender identity and sexuality in more accurate and intersectional ways moving forward.

What's next

The Yukon government is dedicated to fulfilling all the goals in the LGBTQ2S+ Inclusion Action Plan. The feedback from this survey will help improve the plan's implementation. Targeted summaries will be provided to each department, focusing on the actions they are leading.

Appendix: data tables and graphs

Eligibility questions

Q1.1 Are you a Yukon resident?

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Yes	267	100.0	165	100.0	102	100.0

Q1.2 How do you identify in relation to the 2SLGBTQIA+ community?

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
I am a member of the 2SLGBTQIA+ community.	165	61.8	165	100.0	0	0.0
I am an ally of the 2SLGBTQIA+ community.	102	38.2	0	0.0	102	100.0

LGBTQ2S+ Inclusion Action Plan review

Q2.1 Banning conversion therapy in the Yukon has benefitted my life, or the life of someone I care about.

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Strongly disagree	19	7.1	10	6.1	9	8.8
Somewhat disagree	9	3.4	6	3.6	3	2.9
Neutral	24	9.0	8	4.9	16	15.7
Somewhat agree	29	10.9	21	12.7	8	7.8
Strongly agree	144	53.9	95	57.6	49	48.0
I was not aware of this initiative	11	4.1	8	4.9	14	13.7
Not applicable	31	11.6	17	10.3	3	2.9

Q2.2 Expansion and coverage of gender-affirming care has benefitted my life, or the life of someone I care about.

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Strongly disagree	32	12.0	15	9.1	17	16.7
Somewhat disagree	12	4.5	4	2.4	8	7.8
Neutral	18	6.7	6	3.6	12	11.8
Somewhat agree	27	10.1	18	10.9	9	8.8
Strongly agree	156	58.4	108	65.5	48	47.1
I was not aware of this initiative	5	1.9	4	2.4	7	6.9
Not applicable	17	6.4	10	6.1	1	1.0

Q2.3 The opening of The Cache, Queer Yukon's Pride Centre in Whitehorse, and/or the programming/ services it offers have benefitted my life, or the life of someone I care about.

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Strongly disagree	22	8.2	12	7.3	10	9.8
Somewhat disagree	9	3.4	8	4.9	1	1.0
Neutral	30	11.2	14	8.5	16	15.7
Somewhat agree	41	15.4	22	13.3	19	18.6
Strongly agree	119	44.6	84	50.9	35	34.3
I was not aware of this initiative	37	13.9	19	11.5	3	2.9
Not applicable	9	3.4	6	3.6	18	17.7

Q2.4 The creation of gender-inclusive washrooms (such as the one at the Whitehorse Visitor Information Centre) has or would benefit my life, or the life of someone I care about.

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Strongly disagree	30	11.2	14	8.5	16	15.7
Somewhat disagree	7	2.6	2	1.2	5	4.9
Neutral	29	10.9	13	7.9	16	15.7
Somewhat agree	31	11.6	17	10.3	14	13.7
Strongly agree	151	56.6	105	63.6	46	45.1
I was not aware of this initiative	11	4.1	8	4.9	2	2.0
Not applicable	8	3.0	6	3.6	3	2.9

Q2.5 How have the above initiatives, or other initiatives under the LGBTQ2S+ Inclusion Action Plan, impacted you and/or people close to you? ⁵

Theme	Number of comments		
	All respondents	2SLGBTQIA+	Allies
Benefits to loved ones/community	72	43	29
Benefits to self	45	44	1
Needs to go farther	20	19	1
Negative impacts	18	7	11
YG stance important	12	9	3
No impacts	2	2	0
Other	7	4	3

5. Throughout this report, some responses were coded into more than one theme where appropriate. Off-topic comments were coded into the "other" category.

Q2.6 I believe the following list of gender options is adequate and inclusive for use on forms and other government documents: (a) boy/man, (b) girl/woman, (c) non-binary.

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Yes	120	44.9	77	46.7	43	42.2
No	75	28.1	59	35.8	16	15.7
Not sure	72	27.0	29	17.6	43	42.2

Q2.6.1 Why the following list of gender options is NOT adequate and inclusive for use on forms and other government documents: (a) boy/man, (b) girl/woman, (c) non-binary.

Theme	Number of comments		
	All respondents	2SLGBTQIA+	Allies
Need more/different opinions	54	45	9
Don't ask gender	13	11	2
Need fewer opinions (binary)	6	4	2
Other	3	2	1

Q2.7 Overall, what do you think are the biggest barriers to 2SLGBTQIA+ inclusion in government programs and services?

Theme	Number of comments		
	All respondents	2SLGBTQIA+	Allies
Government/authorities/workplace	52	42	10
Personal biases	42	25	17
Education/awareness	31	23	8
Political barriers	18	15	3
Nothing/not sure	15	9	6
Rural issues/access issues	14	10	4
Health care/service providers	13	13	0
2SLGBTQIA+ community issues	10	9	1
Too much emphasis on inclusion	7	0	7
Terminology	4	3	1
Sexual orientation vs gender identity	3	3	0
Other	11	6	5

Justice and community safety

Q2.8 The Yukon is a safe place for members of the 2SLGBTQIA+ community to live.

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Strongly disagree	9	3.4	6	3.6	3	2.9
Somewhat disagree	50	18.7	31	18.8	19	18.6
Neutral	27	10.1	17	10.3	10	9.8
Somewhat agree	126	47.2	85	51.5	41	40.2
Strongly agree	47	17.6	25	15.2	22	21.6
Not sure	8	3.0	1	0.6	7	6.9

Q2.9 Over the last five years/since I have been here (if less than five years) the Yukon has become a safer place for 2SLGBTQIA+ people to live.

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Strongly disagree	8	3.0	7	4.2	1	1.0
Somewhat disagree	43	16.1	28	17.0	15	14.7
Neutral	61	22.9	36	21.8	25	24.5
Somewhat agree	96	36.0	55	33.3	41	40.2
Strongly agree	39	14.6	27	16.4	12	11.8
Not sure	20	7.5	12	7.3	8	7.8

Q2.10 What makes you or your loved ones feel safe as a member of the 2SLGBTQIA+ community?

Theme	Number of comments		
	All respondents	2SLGBTQIA+	Allies
Public/government support	76	62	14
Safe and inclusive spaces	44	28	16
Acceptance	44	25	19
Representation, community and visibility	34	26	8
Queer Yukon/advocacy	12	10	2
Gender-affirming care	8	8	0
Too much emphasis on inclusion	6	2	4
Other	17	12	5

Q2.11 When you think about threats to 2SLGBTQIA+ safety in the Yukon, what are you most concerned about?

Theme	Number of comments		
	All respondents	2SLGBTQIA+	Allies
Bigotry and misinformation	64	44	20
Anti-2SLGBTQIA+ movement	62	46	16
Homophobic/transphobic hate crimes	61	45	16
Legislative or policy changes intended to limit rights of 2SLGBTQIA+ people	59	50	9
Gaps in the system (e.g., health care, education, policing)	24	18	6
Specific targets (e.g., youth, women, transgender people)	8	4	4
Too much attention to the issue	6	2	4
Nothing	6	5	1
Polarization	5	3	2
Other	8	4	4

Culture and community

Q2.12 Non-profits, private-sector employers and businesses in the Yukon have become more aware, inclusive, and welcoming of 2SLGBTQIA+ people over the last two years/since I have been here (if less than two years).

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Strongly disagree	5	1.9	3	1.8	2	2.0
Somewhat disagree	17	6.4	15	9.1	2	2.0
Neutral	47	17.6	33	20.0	14	13.7
Somewhat agree	117	43.8	64	38.8	53	52.0
Strongly agree	47	17.6	26	15.8	21	20.6
Not sure	17	6.4	13	7.9	4	3.9
I have no experience in this area	17	6.4	11	6.7	6	5.9

Q2.13 It has become easier for me to access programming and activities specific and welcoming to 2SLGBTQIA+ people in my community over the last two years/since I have been here (if less than two years).

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Strongly disagree	9	3.4	7	4.2	2	2.0
Somewhat disagree	15	5.6	12	7.3	3	2.9
Neutral	53	19.9	32	19.4	21	20.6
Somewhat agree	84	31.5	49	29.7	35	34.3
Strongly agree	53	19.9	40	24.2	13	12.8
Not sure	18	6.7	11	6.7	7	6.9
I have no experience in this area	35	13.1	14	8.5	21	20.6

Q2.14.1 If you agree with the statements above, which changes have been most impactful?

Theme	Number of comments		
	All respondents	2SLGBTQIA+	Allies
Pride centre/Queer Yukon	42	35	7
Visibility/inclusive programming	36	29	7
Government/employers/schools	15	8	7
Signage — businesses with rainbow flags	13	11	2
Gender-affirming care/pronouns	5	1	4
Safety concerns	3	2	1
No improvements	2	2	0
Lack of rural services	2	1	1
Other	19	11	8

Q2.14.2 If you do not agree, what do you think the Government of Yukon should do to improve inclusion in community and culture for 2SLGBTQIA+ Yukoners?

Theme	Number of comments		
	All respondents	2SLGBTQIA+	Allies
Do more — improve programming/access/representation	53	44	9
Do less	14	6	8
It's enough — stay the course	3	2	1
Fine tuning	3	2	1
Other	15	9	6

Recreation and sport

Q2.15 I have seen an increase in youth recreation and sport programming that is inclusive of all genders over the last two years/since I have been here (if less than two years).

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Strongly disagree	10	3.8	5	3.0	5	4.9
Somewhat disagree	19	7.1	12	7.3	7	6.9
Neutral	52	19.5	29	17.6	23	22.6
Somewhat agree	35	13.1	14	8.5	21	20.6
Strongly agree	18	6.7	6	3.6	12	11.8
Not sure	32	12.0	22	13.3	10	9.8
I have no experience in this area	101	37.8	77	46.7	24	23.5

Q2.15.1 I have seen an increase in adult sport and recreation programming that is inclusive of all genders over the last two years/since I have been here (if less than two years).

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Strongly disagree	14	5.2	9	5.5	5	4.9
Somewhat disagree	27	10.1	18	10.9	9	8.8
Neutral	56	21.0	34	20.6	22	21.6
Somewhat agree	46	17.2	24	14.6	22	21.6
Strongly agree	17	6.4	7	4.2	10	9.8
Not sure	32	12.0	20	12.1	12	11.8
I have no experience in this area	75	28.1	53	32.1	22	21.6

Q2.15.2 If you have seen an increase in inclusive sport and recreation programming during this time, please let us know where you have seen this and any impact on you and/or a loved one.

Theme	Number of comments		
	All respondents	2SLGBTQIA+	Allies
Examples	39	26	13
Barriers	7	5	2
Other	11	7	4

Q2.16 In the past two years/since you have been in the Yukon (if less than two years) have any specific program or sport policies prevented or discouraged you from participating in a sport or recreation activity on the grounds of gender and/or sexual orientation?

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Yes	24	9.0	19	11.5	5	4.9
No	103	38.6	61	37.0	42	41.2
I have no experience in this area	140	52.4	85	51.5	55	53.9

Q2.16.1 If yes, please let us know whatever you are comfortable sharing about your experience.

Theme	Number of comments		
	All respondents	2SLGBTQIA+	Allies
Transgender/non-binary individuals excluded	11	10	1
Transgender-unfriendly comment - washroom access	2	2	0
Other	5	2	3

Q2.16.2 What do you think the Government of Yukon could do to improve inclusion in sport and recreation?

Theme	Number of comments		
	All respondents	2SLGBTQIA+	Allies
Better inclusion/support	52	34	18
Nothing	11	7	4
Changeroom/bathroom	6	4	2
Other	10	7	3

Hospitality and tourism

Q2.17 In the last two years/since I have been in the Yukon (if less than two years) I have seen more 2SLGBTQIA+ inclusion and awareness in the Yukon's hospitality and tourism sectors.

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Strongly disagree	11	4.1	8	4.9	3	2.9
Somewhat disagree	25	9.4	17	10.3	8	7.8
Neutral	55	20.6	34	20.6	21	20.6
Somewhat agree	78	29.2	45	27.3	33	32.4
Strongly agree	30	11.2	16	9.7	14	13.7
Not sure	33	12.4	20	12.1	13	12.8
I have no experience in this area	35	13.1	25	15.2	10	9.8

Q2.18 I feel confident recommending the Yukon as a safe and inclusive travel destination to 2SLGBTQIA+ family and friends.

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Strongly disagree	5	1.9	4	2.4	1	1.0
Somewhat disagree	20	7.5	12	7.3	8	7.8
Neutral	30	11.2	21	12.7	9	8.8
Somewhat agree	114	42.7	66	40.0	48	47.1
Strongly agree	84	31.5	53	32.1	31	30.4
Not sure	6	2.3	5	3.0	1	1.0
I have no experience in this area	8	3.0	4	2.4	4	3.9

Q2.19 What do you think are the most attractive things about the Yukon as a travel destination for 2SLGBTQIA+ family and friends?

Theme	Number of comments		
	All respondents	2SLGBTQIA+	Allies
Welcoming community, visibility	59	37	22
Physical assets	31	23	8
Queer events and activities	18	14	4
Safety	16	12	4
Nothing	4	4	0
Other	13	10	3

Q2.20 Do you have any other comments or experiences that you would like to share about the Yukon's tourism sector and its safety and accessibility for members of the 2SLGBTQIA+ community?

Theme	Number of comments		
	All respondents	2SLGBTQIA+	Allies
Suggestion	21	15	6
Opinion	13	15	7
Anecdote	8	7	1
Other	2	2	0

Health care

Q3.1 In the past two years/since I have been here (if less than two years), I have faced barriers in accessing 2SLGBTQIA+ inclusive and supportive health care in the Yukon as a member of the 2SLGBTQIA+ community.

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Yes	51	30.9	51	30.9	(This question was skipped for allies)	
No	74	44.9	74	44.9		
Not sure	15	9.1	15	9.1		
Not applicable	25	15.2	25	15.2		

Q3.2 In the past two years/since I have been here (if less than two years), I have witnessed or heard of a loved one facing barriers in accessing 2SLGBTQIA+ inclusive and supportive health care in the Yukon.

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Yes	97	36.3	77	46.7	20	19.6
No	99	37.1	53	32.1	46	45.1
Not sure	48	18.0	24	14.6	24	23.5
Not applicable	23	8.6	11	6.7	12	11.8

Q3.2.1 If yes, please let us know whatever you are comfortable sharing about the experience. Feel free to share any specific barriers you or a loved one has faced in accessing 2SLGBTQIA+ inclusive and supportive health care in the Yukon.

Theme	Number of comments		
	All respondents	2SLGBTQIA+	Allies
Inadequate services/too few queer-inclusive health professionals	36	30	6
Lack of transgender-inclusive care/misgendering	35	32	3
Bigotry/heteronormative assumptions in general	14	11	3
Other	5	5	0

Q3.3 Health care providers in the Yukon have become more aware, inclusive and welcoming of 2SLGBTQIA+ people over the past two years/since I have been here (if less than two years).

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Strongly disagree	7	2.6	4	2.4	3	2.9
Somewhat disagree	26	9.7	20	12.1	6	5.9
Neutral	53	19.9	32	19.4	21	20.6
Somewhat agree	73	27.3	47	28.5	26	25.5
Strongly agree	38	14.2	21	12.7	17	16.7
Not sure	31	11.6	19	11.5	12	11.8
I have no experience in this area	39	14.6	22	13.3	17	16.7

Q3.4 The Yukon government committed to covering PrEP (pre-exposure prophylaxis) medication for people at-risk of contracting HIV, beginning mid-January 2021. Have you, or someone else you know in the 2SLGBTQIA+ community, experienced any barriers to accessing coverage for this medication?

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Yes	18	6.7	16	9.7	2	2.0
No	96	36.0	59	35.8	37	36.3
Not applicable	153	57.3	90	54.6	63	61.8

Q3.4.1 If yes, please let us know any details you are comfortable sharing about barriers you or a loved one has faced in accessing coverage for this medication.

Theme	Number of comments		
	All respondents	2SLGBTQIA+	Allies
Access info lacking	9	9	0
Care providers not recommending	5	5	0
Other access issues	5	4	1

Q3.5 In the last two years, have you accessed gender-affirming health care in the Yukon? This includes health care accessed out of territory through Yukon Insured Health.

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Yes	27	10.1	25	15.2	2	2.0
No, but I am interested in/considering gender-affirming health care	26	9.7	23	13.9	3	2.9
No, this is not an area of health care that I currently need	214	80.2	117	70.9	97	95.1

Q3.6 Have you, or someone you care about, experienced barriers to receiving gender-affirming health care in the Yukon? This includes health care accessed out of territory through Yukon Insured Health.

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Yes	59	22.1	51	30.9	8	7.8
No	90	33.7	51	30.9	39	38.2
Not applicable	118	44.2	63	38.2	55	53.9

Q3.7 If yes, please describe any barriers that you or someone you care about have experienced to accessing gender-affirming care in the Yukon. This includes health care accessed out of territory through Yukon Insured Health. Please include the specific services, procedures and/or medications if applicable.

Theme	Number of comments		
	All respondents	2SLGBTQIA+	Allies
Inadequate service available	12	11	1
Wait times	9	9	0
Financial barriers	8	7	1
Lack of information	2	2	0
Other	7	5	2

Q3.8 Do you feel confident that you know all the gender-affirming care options available through the Yukon government?

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Yes	58	36.5	39	35.5	19	38.8
No	101	63.5	71	64.6	30	61.2

Q3.9 If no, please let us know how you think your access to this information could be improved.

Theme	Number of comments		
	All respondents	2SLGBTQIA+	Allies
Other	22	10	12
Schools, Queer Yukon, health providers, health navigator, etc.	12	11	1
Online	10	8	2
Don't need	9	6	3
Don't know	4	4	0

Q3.10 When you think of inclusive, supportive and accessible health care as a 2SLGBTQIA+ community member or ally, what does it look like? (This can include practices that are already in place or things that you want to see change).

Theme	Number of comments		
	All respondents	2SLGBTQIA+	Allies
2SLGBTQIA+ friendly health professionals/ spaces	76	57	19
More health professionals/services/coverage/ diversity	25	19	6
Mental health supports	15	13	2
Advocate/health system navigator	5	4	1
More publicly available information	4	2	2
Wraparound care/services	2	2	0
Current situation is fine	2	2	0
Other	10	4	6

Education and youth

Q3.11 Which of the following best describes you? Select all that apply.

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
I am a student in a Yukon public school	12	4.5	12	7.3	0	0.0
I am the parent, guardian, or family member/loved one of a student in a Yukon public school	91	34.1	40	24.2	51	50.0
I am an educator, administrator or other employee in a Yukon public school **	37	13.9	13	7.9	24	23.5
None of the above	142	53.2				

**Categories were combined due to a low number of responses in a category.

Q3.12 Since April 2022, has the Yukon education system become more inclusive of 2SLGBTQIA+ students?

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Yes	61	48.8	29	48.3	32	49.2
No	20	16.0	14	23.3	6	9.2
Not sure	44	35.2	17	28.3	27	41.5

Q3.13.1 If yes, what changes have had the greatest impact?

Theme	Number of comments		
	All respondents	2SLGBTQIA+	Allies
Safe spaces/signage	16	10	6
SOGI/policies	12	7	5
Pronouns/names, gender-diversity education	7	4	3
Other	5	3	2

Q3.13.2 If no, please explain what is still needed.

Theme	Number of comments		
	All respondents	2SLGBTQIA+	Allies
Bullying/homophobia/transphobia	5	5	0
Nothing has changed	4	3	1
Compliance with SOGI	3	0	3
Bathrooms	1	1	0
Other	3	3	0

Q3.14 Since April 2022, have you/has your child experienced barriers to accessing inclusive education services as a member of the 2SLGBTQIA+ community?

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Yes	16	12.8	8	13.3	8	12.3
No	51	40.8	23	38.3	28	43.1
Not sure	27	21.6	15	25.0	12	18.5
Not applicable	31	24.8	14	23.3	17	26.2

Q3.14.1 If yes, please describe your experience.

Theme	Number of comments		
	All respondents	2SLGBTQIA+	Allies
Teacher education/support, safe spaces in schools	6	0	6
Bathrooms/changerooms/sports teams	4	3	1
Gendered activities/awards	2	2	0
Bullying	2	1	1

Q3.15 I believe the teachers and staff at my school or my child's school have adequate training, knowledge and compassion for 2SLGBTQIA+ students.

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Strongly disagree	13	10.4	9	15.0	4	6.2
Somewhat disagree	23	18.4	12	20.0	11	16.9
Neutral	10	8.0	4	6.7	6	9.2
Somewhat agree	39	31.2	17	28.3	22	33.9
Strongly agree	31	24.8	12	20.0	19	29.2
Not sure	6	4.8	3	5.0	3	4.6
I have no experience in this area	3	2.4	3	5.0	0	0.0

Q3.16 My school or my child's school has learning material that demonstrates a diversity of gender identities and sexual orientations.

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Strongly disagree	13	10.4	9	15.0	4	6.2
Somewhat disagree	17	13.6	12	20.0	5	7.7
Neutral	15	12.0	7	11.7	8	12.3
Somewhat agree	30	24.0	9	15.0	21	32.3
Strongly agree	28	22.4	9	15.0	19	29.2
Not sure	15	12.0	9	15.0	6	9.2
I have no experience in this area	7	5.6	5	8.3	2	3.1

Q3.17 I believe my school, or my child's school, adequately supports 2SLGBTQIA+ students.

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Strongly disagree	10	8.0	6	10.0	4	6.2
Somewhat disagree	13	10.4	7	11.7	6	9.2
Neutral	18	14.4	8	13.3	10	15.4
Somewhat agree	31	24.8	13	21.7	18	27.7
Strongly agree	43	34.4	19	31.7	24	36.9
Not sure	8	6.4	5	8.3	3	4.6
I have no experience in this area	2	1.6	2	3.3	0	0.0

Q3.18 Over the past two years/since I have been here (if less than two years) my school or my child's school has become more inclusive of 2SLGBTQIA+ people.

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Strongly disagree	7	5.6	5	8.3	2	3.1
Somewhat disagree	10	8.0	5	8.3	5	7.7
Neutral	20	16.0	6	10.0	14	21.5
Somewhat agree	39	31.2	18	30.0	21	32.3
Strongly agree	29	23.2	12	20.0	17	26.2
Not sure	15	12.0	9	15.0	6	9.2
I have no experience in this area	5	4.0	5	8.3	0	0.0

Q3.19 Students at my school or my child's school can access extra-curricular programming that is inclusive of diverse gender identities.

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Strongly disagree	8	6.4	4	6.7	4	6.2
Somewhat disagree	6	4.8	5	8.3	1	1.5
Neutral	17	13.6	4	6.7	13	20.0
Somewhat agree	29	23.2	11	18.3	18	27.7
Strongly agree	26	20.8	13	21.7	13	20.0
Not sure	28	22.4	17	28.3	11	16.9
I have no experience in this area	11	8.8	6	10.0	5	7.7

Q3.20 Staff and other students at my school or my child's school are encouraged to, and consistently use, the correct gender pronouns for staff and students.

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Yes	65	52.0	35	58.3	30	46.2
No	19	15.2	10	16.7	9	13.9
Not sure	41	32.8	15	25.0	26	40.0

Q3.21 What is needed to strengthen supports for 2SLGBTQIA+ students or staff in schools?

Theme	Number of comments		
	All respondents	2SLGBTQIA+	Allies
Training, education	26	16	10
Respect, commitment from all educators and administrators	18	13	5
Resources, scope of teaching	8	4	4
GSAs, safe spaces, mentorships	8	4	4
Catholic/religious school issues	7	0	7
Consequences for bigotry	6	4	2
Bathrooms/changerooms	6	2	4
Communication with parents, community	4	0	4
Nothing/stay the course	3	1	2
No gender binary	2	2	0
Other	17	8	9
Not sure	2	2	0

Q3.22 As an educator, I have enough training and resources to carry out 2SLGBTQIA+ inclusive policies and resources meaningfully and confidently in my school.

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Strongly disagree	5	15.2	3	25.0	2	9.5
Somewhat disagree	9	27.3	5	41.7	4	19.1
Neutral	1	3.0	0	0.0	1	4.8
Somewhat agree	4	12.1	0	0.0	4	19.1
Strongly agree	13	39.4	3	25.0	10	47.6
I have no experience in this area	1	3.0	1	8.3	0	0.0

Q3.23 As an educator, I have enough training and resources to support 2SLGBTQIA+ students in my classroom and school community meaningfully and confidently.

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Strongly disagree	4	12.1	2	16.7	2	9.5
Somewhat disagree	8	24.2	5	41.7	3	14.3
Neutral	0	0.0	0	0.0	0	0.0
Somewhat agree	7	21.2	0	0.0	7	33.3
Strongly agree	12	36.4	3	25.0	9	42.9
I have no experience in this area	2	6.1	2	16.7	0	0.0

Q3.24 As an educator, I feel supported by my administration in running 2SLGBTQIA+ inclusive initiatives at school.

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Strongly disagree	2	6.1	1	8.3	2	9.5
Somewhat disagree	2	6.1	0	0.0	2	9.5
Neutral	2	6.1	0	0.0	1	4.8
Somewhat agree	9	27.3	4	33.3	5	23.8
Strongly agree	16	48.5	5	41.7	11	52.4
I have no experience in this area	2	6.1	2	16.7	0	0.0

Yukon government workplace

Q3.25 Are you currently employed by the Yukon government, or have you been employed by the Yukon government at any time in the past 12 months?

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Yes	136	50.9	64	38.8	72	70.6
No	131	49.1	101	61.2	30	29.4

Q3.26 What is the status of your employment with the Yukon government?

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Permanent employee	100	73.5	43	67.2	57	79.2
Term, auxiliary on-call or casual employee, or contractor, or not currently employed by YG **	36	26.5	21	32.8	15	20.8

**Categories were combined due to a low number of responses in a category.

Q3.27 The Yukon government creates an inclusive and supportive environment for 2SLGBTQIA+ employees.

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Strongly disagree	8	5.9	8	12.5	8	11.1
Somewhat disagree	21	15.4	13	20.3	0	0.0
Neutral	21	15.4	11	17.2	10	13.9
Somewhat agree	56	41.2	24	37.5	32	44.4
Strongly agree	26	19.1	6	9.4	20	27.8
Not sure	1	0.7	1	1.6	0	0.0
I have no experience in this area	3	2.2	1	1.6	2	2.8

Q3.28 The Yukon government provides services and supports for its 2SLGBTQIA+ employees that meet my needs.

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Strongly disagree	12	8.8	10	15.6	2	2.8
Somewhat disagree	14	10.3	11	17.2	3	4.2
Neutral	21	15.4	8	12.5	13	18.1
Somewhat agree	25	18.4	14	21.9	11	15.3
Strongly agree	22	16.2	8	12.5	14	19.4
Not sure	8	5.9	4	6.3	4	5.6
I have no experience in this area	34	25.0	9	14.1	25	34.7

Q3.29 In the past 12 months, I have seen an increase in acceptance and inclusion of 2SLGBTQIA+ people within the Yukon government.

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Strongly disagree	9	6.6	7	10.9	2	2.8
Somewhat disagree	17	12.5	13	20.3	4	5.6
Neutral	32	23.5	17	26.6	15	20.8
Somewhat agree	37	27.2	15	23.4	22	30.6
Strongly agree	20	14.7	5	7.8	15	20.8
Not sure	13	9.6	4	6.3	9	12.5
I have no experience in this area	8	5.9	3	4.7	5	6.9

Q3.30 I am aware of the 2SLGBTQIA+ awareness and inclusion training offered by the Yukon government to its employees.

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Yes	97	71.3	44	68.8	53	73.6
No	39	28.7	20	31.3	19	26.4

Q3.31 I have taken the 2SLGBTQIA+ Awareness and Inclusion in Services and Practices training offered by the Yukon government to its employees.

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Yes	48	49.5	21	47.7	27	50.9
No	49	50.5	23	52.3	26	49.1

Q3.32 The 2SLGBTQIA+ inclusion training offered to YG employees is sufficient.

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Strongly disagree	5	10.4	5	23.8	0	0.0
Somewhat disagree	15	31.3	6	28.6	9	33.3
Neutral	6	12.5	3	14.3	3	11.1
Somewhat agree	13	27.1	5	23.8	8	29.6
Strongly agree	8	16.7	1	4.8	7	25.9
Not sure	1	2.1	1	4.8	0	0.0

Q3.33 I am aware of the Yukon government’s Pride Employee Resource Group.

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Yes	65	48	38	59	27	38
No	71	52	26	41	45	63

Q3.34 The creation of a Pride Employee Resource Group has made a positive impact on my experience as a 2SLGBTQIA+ Yukon government employee or ally.

	All respondents		2SLGBTQIA+		Allies	
	Count	%	Count	%	Count	%
Strongly disagree	5	7.7	3	7.9	2	7.4
Somewhat disagree	6	9.2	3	7.9	3	11.1
Neutral	22	33.9	13	34.2	9	33.3
Somewhat agree	17	26.2	11	29.0	6	22.2
Strongly agree	10	15.4	6	15.8	4	14.8
Not sure	5	7.7	2	5.3	3	11.1

Q3.35 If the Pride Employee Resource Group has had any impact on your experience as a Yukon government employee, please let us know what that has been.

Theme	Number of comments		
	All respondents	2SLGBTQIA+	Allies
Positive	16	13	3
Inadequate/under-supported by management	7	7	0
Potentially harmful	2	2	0

Q3.36 If you have faced barriers as a Yukon government employee to having a safe and supportive workplace as a member of the 2SLGBTQIA+ community, please describe what you are comfortable sharing about your experience.

Theme	Number of comments		
	All respondents	2SLGBTQIA+	Allies
Homophobia/transphobia/sexism and bigotry/heteronormativity	17	15	2
Leadership failures	7	6	1
Pronouns/signature lines	5	4	1
Tokenization	3	3	0
Bathrooms/changerooms	3	1	2
Other	12	7	5

Q3.37 Is there anything not included in the 2021 LGBTQ2S+ Inclusion Action Plan that the Yukon government needs to address now?

Theme	Number of comments		
	All respondents	Allies	Allies
Stay the course/fight the backlash	25	20	5
More visibility/education/inclusive services	14	9	5
Roll it back	8	5	3
Health care	7	5	2
Nothing	6	4	2
Mental health	5	3	2
Safety	5	4	1
Housing, transportation, social services	5	5	0
Bathrooms/public spaces	3	2	1
Rural communities	2	2	0
Other	18	11	7

