

Fondation
Émergence

Annual Report – 2017 Edition

Research Report

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Leger

THE RESEARCH INTELLIGENCE GROUP

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Context, Objectives & Methodology

Context, Objectives & Methodology

Léger was commissioned by *Fondation Émergence* to poll Canadian public opinion and perceptions of homophobia and transphobia.

Methodology

This study was conducted online from January 30 to February 2, 2017 with a random sample of 1,523 Canadians from *LegerWeb*'s panel. All respondents were 18 years of age and older and could speak French or English.

Using the latest census data from Statistics Canada, the results were weighted according to gender, age, region, mother tongue, minors in the household, and level of education in order to obtain a sample representative of the entire adult population in Canada.

Note to Reader

- Since data presented in tables has been rounded up, column totals might differ from 100%.
- In graphics and tables presented, data in **bold green** indicate a significantly **higher** proportion than that of other respondents. Inversely, data in **bold red** indicate a proportion significantly **lower** than that of other respondents.
- In graphics and tables presented, green and red arrows (↑ ↓) indicate statistically significant variations in comparison with the last similar measure taken, i.e., in April 2016.



Detailed Results

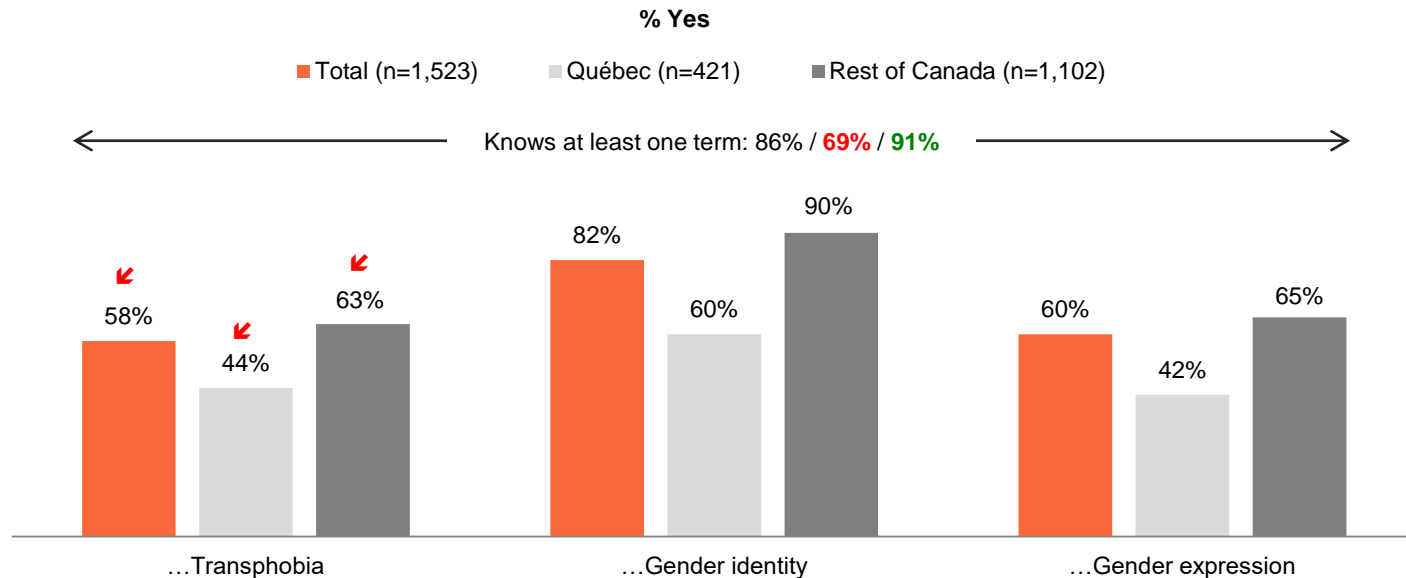
1. Knowledge of the Terms *Transphobia*, *Gender Identity* and *Gender Expression*

Knowledge of Certain Terms

- The vast majority of Canadians (82%) said they knew the meaning of the term gender identity, while the meaning of the word transphobia (58%) and the term gender expression (60%) appear to be less well known.
- Surprisingly, compared to 2016, knowledge of the meaning of transphobia has decreased significantly among Canadians (65% in 2016 vs. 58% in 2017), both in Québec and the rest of Canada. This result could be explained by the context in which the question was asked. In 2016, respondents were also polled on the meaning of homophobia, which may have allowed them to deduce the meaning of transphobia.
- It is interesting to note that the proportion of Quebecers who know the meaning of at least one of the three terms (69%) is significantly lower compared to residents in the rest of Canada (91%).

QF1_2, QF1_4 and QF1_5. Do you know the meaning of the following acronyms or words?

Base: All respondents



Knowledge of Certain Terms: Transphobia (continued)

QF1_2. Do you know the meaning of the following acronyms or words?

...**Transphobia**

Base: All respondents

Base: All respondents	Total Canada	Atlantic	Québec	Ontario	MB/SK	Alberta	British Columbia
n=	1,523	101	421	601	125	125	150
Yes	58%	60%	44%	62%	64%	59%	68%
No	42%	40%	56%	38%	36%	41%	32%

The proportion of respondents who know the meaning of the word *transphobia* is significantly higher among:

- Residents of Ontario (62%) and British Columbia (68%)
- 25-34 year olds (68%)
- Anglophones (64%)
- Professionals (66%) and students (72%)
- Respondents with a university level education (68%)
- Non-unionized respondents (62%)

Knowledge of Certain Terms: Gender Identity (continued)

QF1_4. Do you know the meaning of the following acronym or words?

...Gender identity

Base: All respondents

Base: All respondents	Total Canada	Atlantic	Québec	Ontario	MB/SK	Alberta	British Columbia
n=	1,523	101	421	601	125	125	150
Yes	82%	89%	60%	88%	92%	90%	91%
No	18%	11%	40%	12%	8%	10%	9%

The proportion of respondents who know the meaning of the expression *gender identity* is significantly higher among:

- Residents of all provinces of Canada except the Atlantic Provinces and Québec (88% to 92%)
- 25-34 year olds (88%) and those 65 and over (87%)
- Anglophones (91%)
- People who don't have any children (84%)
- Respondents with a university level education (86%)
- Non-unionized respondents (85%)

QF1_5. Do you know the meaning of the following acronym or words?

...Gender expression

Base: All respondents

Base: All respondents	Total Canada	Atlantic	Québec	Ontario	MB/SK	Alberta	British Columbia
n=	1,523	101	421	601	125	125	150
Yes	60%	61%	42%	63%	70%	69%	69%
No	40%	39%	58%	37%	30%	31%	31%

The proportion of respondents who know the meaning of *gender expression* is significantly higher among:

- Residents of all provinces of Canada except the Atlantic Provinces and Québec (63% to 70%)
- 25-34 year olds (71%)
- Anglophones (67%)



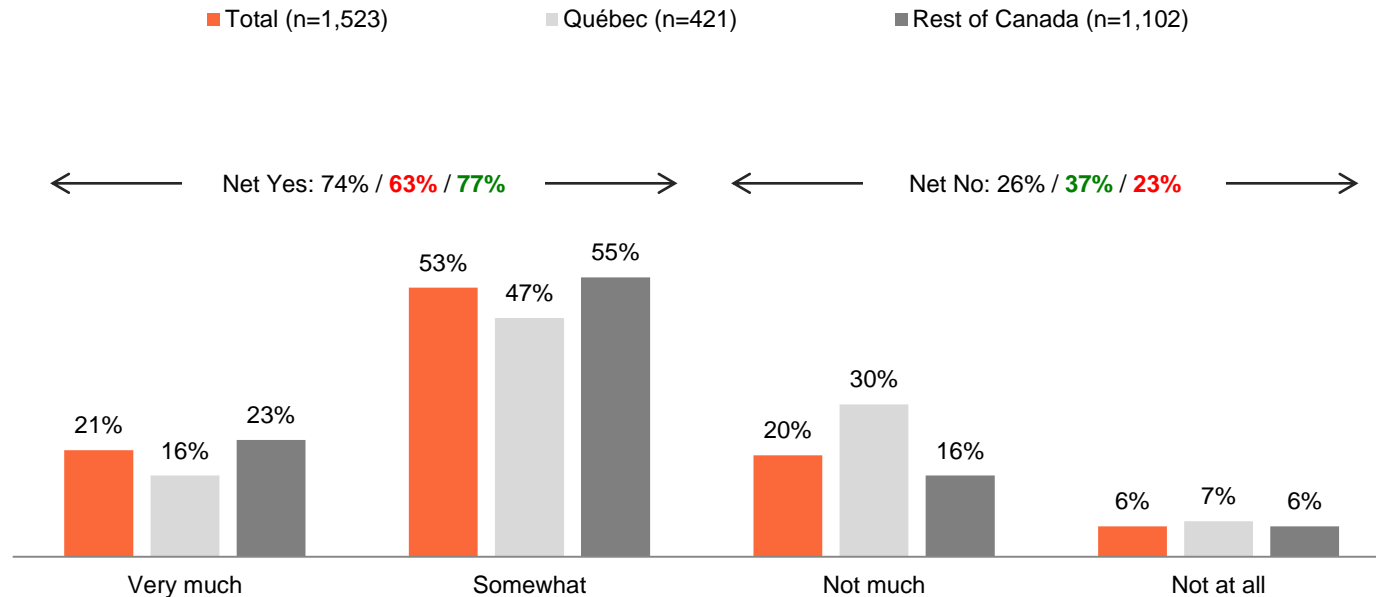
2. Issues Experienced by Trans People

Better Knowledge of the Issues Faced by Trans People

- Three-quarters of Canadians (74%) consider that their knowledge of the issues experienced by trans people has improved (very much + somewhat) in the past 5 years, 21% specified that their knowledge had improved very much.
 - This proportion is significantly higher among residents in the rest of Canada (77%) than among Quebecers (63%).

QF20. Would you say your knowledge of the issues faced by trans people has improved in the last 5 years?

Base: All respondents



Better Knowledge of the Issues Faced by Trans People (continued)

QF20. Would you say your knowledge of the issues faced by trans people has improved in the last 5 years?

Base: All respondents

Base: All respondents	Total Canada	Atlantic	Québec	Ontario	MB/SK	Alberta	British Columbia
n=	1,523	101	421	601	125	125	150
NET YES	74%	78%	63%	77%	72%	79%	81%
Very much	21%	21%	16%	21%	25%	26%	24%
Somewhat	53%	57%	47%	56%	47%	53%	57%
NET NO	26%	22%	37%	23%	28%	21%	19%
Not much	20%	15%	30%	18%	15%	12%	17%
Not at all	6%	7%	7%	5%	13%	9%	2%

The proportion of respondents whose knowledge of the issues faced by trans people has improved over the past 5 years is significantly higher among:

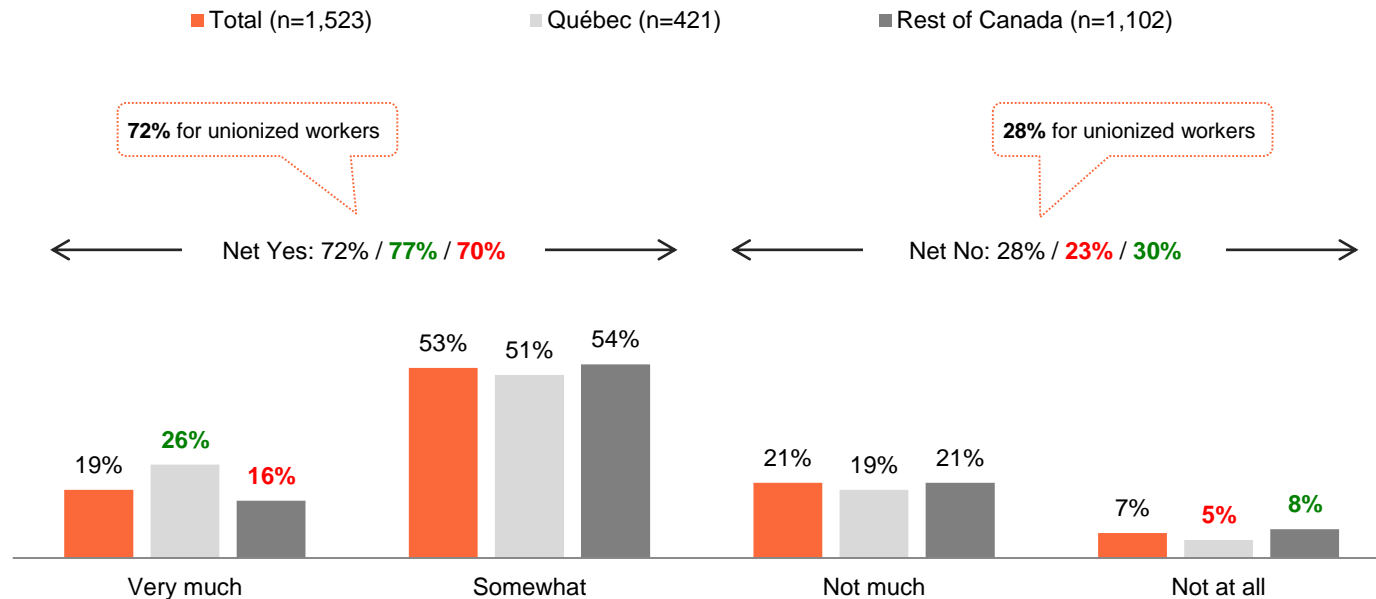
- Residents of British Columbia (81%)
- Women (77%)
- Anglophones (79%)
- Respondents with a university level education (78%)

Trans People Discriminated Against by their Employers

- Nearly three-quarters of Canadians (72%) believe that trans people are discriminated against (very much + somewhat) by their employers, 19% specifying “very much” when it comes to trans people being discriminated against by their employers.
 - This proportion is significantly higher among Quebecers (77%) than among residents in the rest of Canada (70%).
- No significant differences were observed for unionized respondents.

QF21. Do you believe that trans people are discriminated against by their employers?

Base: All respondents



Trans People Discriminated Against by their Employers (continued)

QF21. Do you believe that trans people are discriminated against by their employers?

Base: All respondents

Base: All respondents	Total Canada	Atlantic	Québec	Ontario	MB/SK	Alberta	British Columbia
n=	1,523	101	421	601	125	125	150
NET YES	72%	67%	77%	73%	60%	69%	72%
Very much	19%	10%	26%	17%	17%	20%	16%
Somewhat	53%	58%	51%	56%	43%	48%	56%
NET NO	28%	33%	23%	27%	40%	31%	28%
Not much	21%	25%	19%	20%	26%	21%	23%
Not at all	7%	7%	5%	8%	14%	10%	5%

The proportion of respondents who believe that trans people are very much discriminated against by their employers is significantly higher among:

- Residents of Québec (26%)
- 18-24 year olds(31%)
- Francophones (26%)
- Professionals (22%)
- Respondents with a university level education (22%)
- Unionized respondents (21%)

Derogatory Remarks about Trans People: Workplace vs. Educational Facility vs. Social Networks

- Overall, Canadians witness more derogatory remarks about trans people on social networks (49%) than in their workplace (18%) or educational facility (17%).
 - There does not appear to be any significant differences in the results for Québec and those for the rest of Canada. However, a significantly higher proportion of unionized respondents witnessed derogatory remarks in their workplace (23%) and in an educational facility (23%).

QF22_1 to QF22_3. In the past 12 months, have you ever witnessed derogatory remarks about trans people?

Base: All respondents

■ Total (n=1,523)

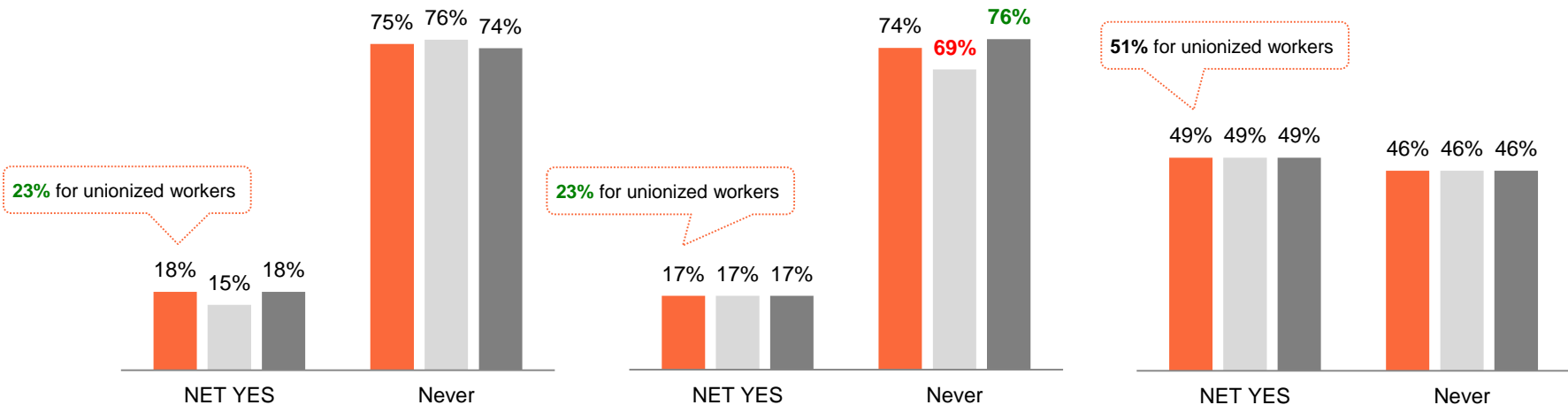
■ Québec (n=421)

■ Rest of Canada (n=1,102)

...in your workplace

...in an educational facility
(school, Cégep, university, etc.)

...on social networks
(Facebook, Twitter, Google+, Tumblr, LinkedIn, etc.)



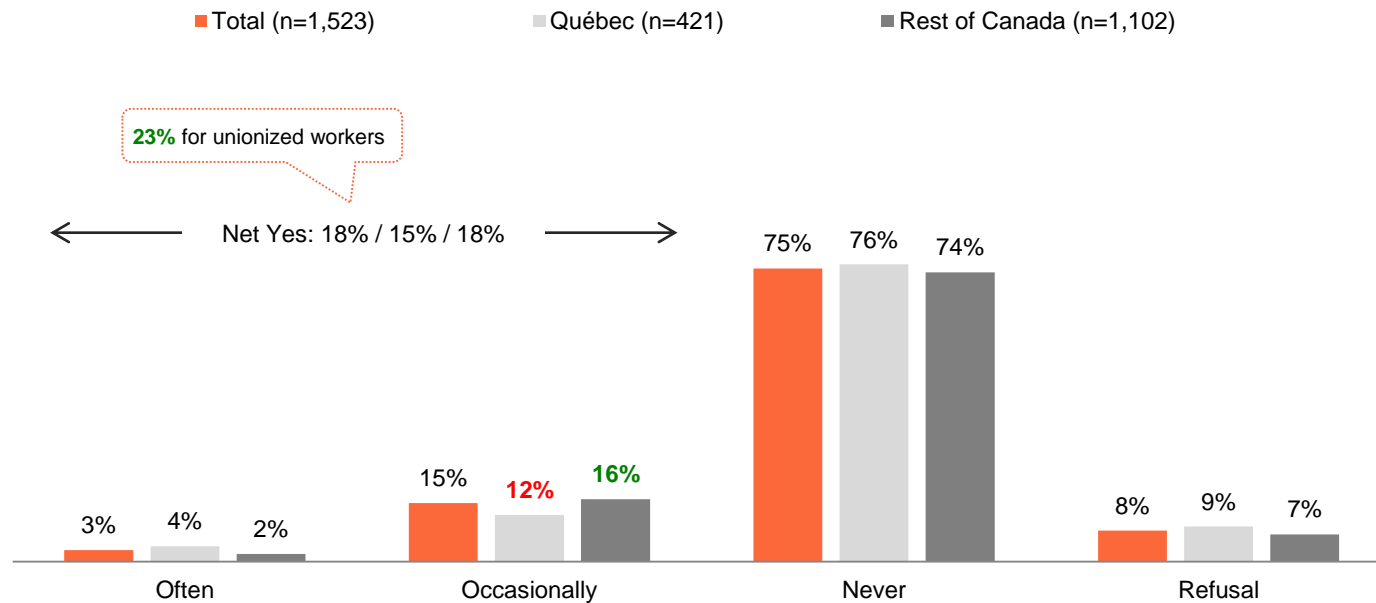
Derogatory Remarks about Trans People in the Workplace

- Nearly one Canadian out of five (18%) witnessed derogatory remarks about trans people in their workplace over the past 12 months, 3% mentioned often witnessing this type of behaviour.
 - This proportion is significantly higher among unionized respondents (23%).

QF22_1. In the past 12 months, have you ever witnessed derogatory remarks about trans people

...in your workplace

Base: All respondents



Derogatory Remarks about Trans People in the Workplace (continued)

QF22_1. In the past 12 months, have you ever witnessed derogatory remarks about trans people

...in your workplace

Base: All respondents

Base: All respondents	Total Canada	Atlantic	Québec	Ontario	MB/SK	Alberta	British Columbia
n=	1,523	101	421	601	125	125	150
NET YES	18%	14%	15%	17%	14%	26%	20%
Often	3%	2%	4%	2%	0%	6%	3%
Occasionally	15%	12%	12%	16%	14%	20%	17%
Never	75%	77%	76%	76%	73%	70%	72%
Refusal	8%	9%	9%	7%	12%	4%	8%

The proportion of respondents who often witnessed derogatory remarks about trans people in the workplace over the past 12 months is significantly higher among:

- Residents of Alberta (6%)
- 25-34 year olds (6%)
- Respondents with a gross annual household income under \$40K (5%)
- Students(8%)
- Unionized respondents (4%)

The proportion of respondents who occasionally witnessed derogatory remarks about trans people in the workplace over the past 12 months is significantly higher among:

- Men (17%)
- Anglophones (18%)
- Respondents with a gross annual household income of \$40K to \$59K (20%) and \$60K to \$79K (21%)
- The active population (18%)
- Unionized respondents (19%)

The proportion of respondents who never witnessed derogatory remarks about trans people in the workplace over the past 12 months is significantly higher among:

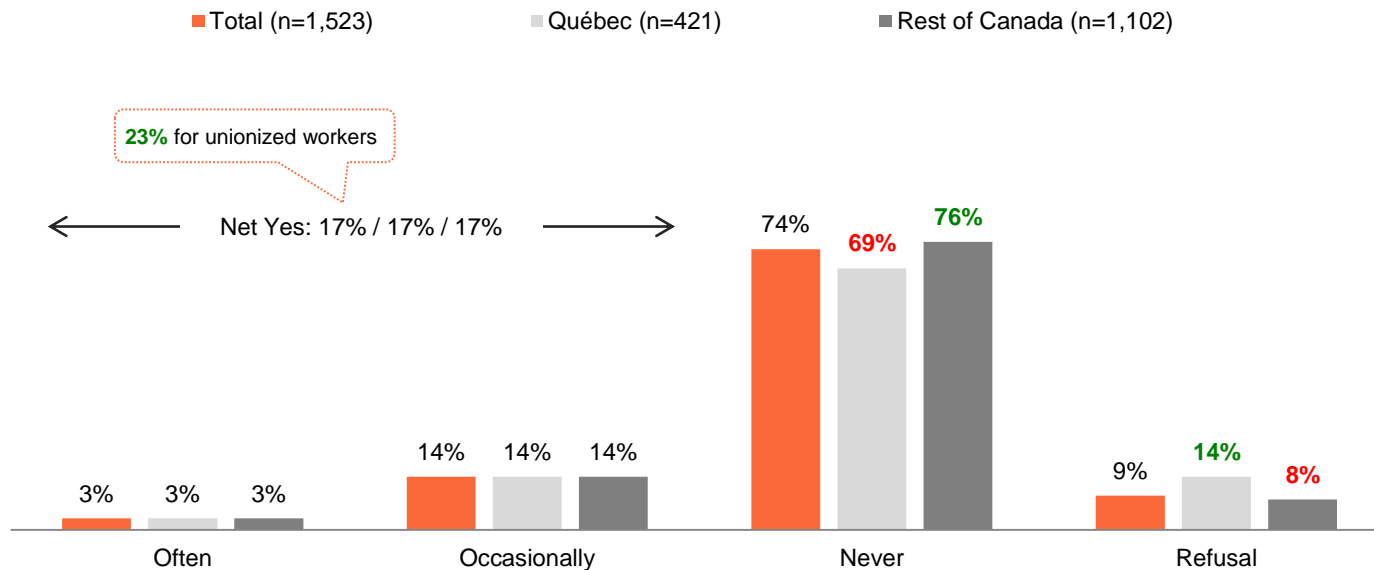
- 45-54 year olds (81%)
- Respondents with a gross annual household income of \$100K or more (80%)
- Non-unionized respondents (77%)

Derogatory Remarks about Trans People in an Educational Facility

- One Canadian out of six (17%) witnessed derogatory remarks about trans people in an educational facility over the past 12 months, 3% mentioned often witnessing this type of behaviour.
 - This proportion is significantly higher among unionized respondents (23%), but is the same for residents of Québec and the rest of Canada.
- However, since the proportion of “refusals” is higher among Québec residents, a significantly higher proportion of residents in the rest of Canada (76%) said they never witnessed derogatory remarks in an educational facility, compared to Quebecers (69%).

QF22_2. In the past 12 months, have you ever witnessed derogatory remarks about trans people
...in an educational facility (school, Cégep, university, etc.)

Base: All respondents



Derogatory Remarks about Trans People in an Educational Facility (continued)

QF22_2. In the past 12 months, have you ever witnessed derogatory remarks about trans people

...in an educational facility (school, Cégep, university, etc.)

Base: All respondents

Base: All respondents	Total Canada	Atlantic	Québec	Ontario	MB/SK	Alberta	British Columbia
n=	1,523	101	421	601	125	125	150
NET YES	17%	16%	17%	16%	13%	16%	22%
Often	3%	3%	3%	3%	2%	4%	4%
Occasionally	14%	13%	14%	13%	10%	12%	17%
Never	74%	78%	69%	77%	75%	76%	71%
Refusal	9%	6%	14%	7%	12%	8%	7%

The proportion of respondents who often witnessed derogatory remarks about trans people in an educational facility (school, Cégep, university, etc.) over the past 12 months is significantly higher among:

- 25-34 year olds (6%)
- Respondents with a gross annual household income of less than \$40K (6%)
- Those who are unemployed (9%)
- Unionized respondents (5%)

The proportion of respondents who occasionally witnessed derogatory remarks about trans people in an educational facility (school, Cégep, university, etc.) over the past 12 months is significantly higher among:

- 18-24 year olds (23%) and 25-34 year olds (18%)
- Respondents with a gross annual household income of less than \$40K (18%)
- Students (23%)
- Unionized respondents (18%)

The proportion of respondents who never witnessed derogatory remarks about trans people in an educational facility (school, Cégep, university, etc.) over the past 12 months is significantly higher among:

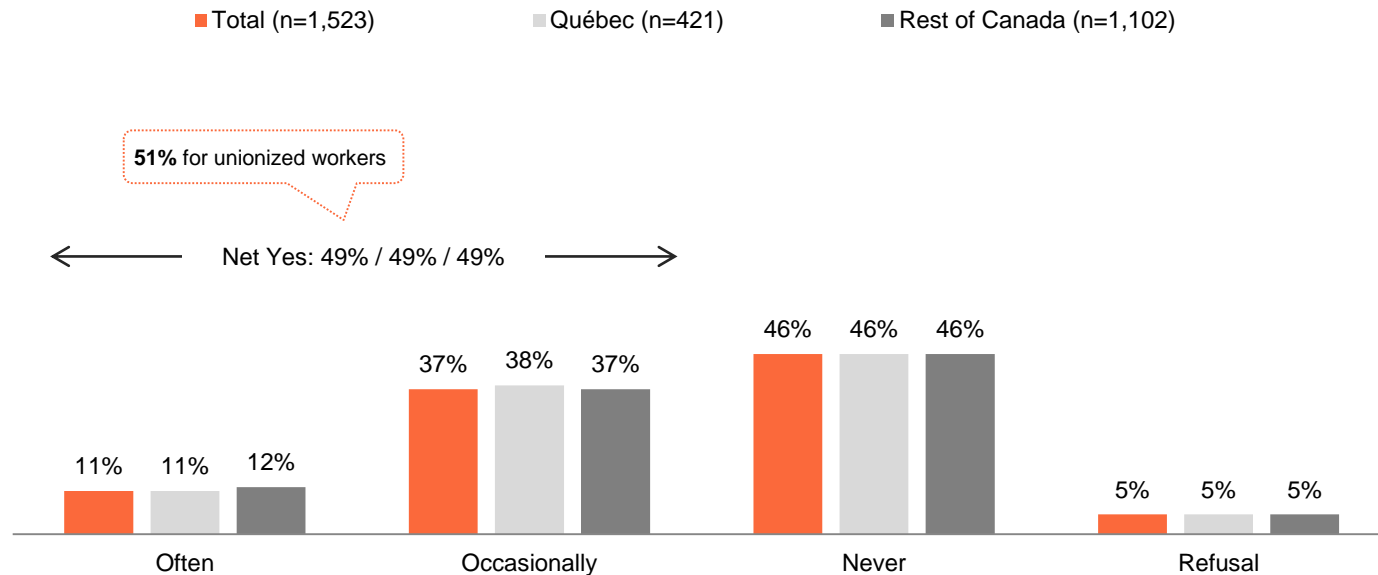
- Men (76%)
- 45-54 year olds (80%)
- Anglophones (76%)
- Respondents with a gross annual household income of \$100K or more (84%)
- Non-unionized respondents (76%)

Derogatory Remarks about Trans People on Social Networks

- One out of two Canadians (49%) said they witnessed derogatory remarks about trans people on social networks over the past 12 months, 11% mentioned often witnessing this type of behaviour.
 - There are no significant differences between regions or unionized respondents.

QF22_3. In the past 12 months, have you ever witnessed derogatory remarks about trans people
...on social networks (Facebook, Twitter, Google+, Tumblr, LinkedIn, etc.)

Base: All respondents



Derogatory Remarks about Trans People on Social Networks (continued)

QF22_3. In the past 12 months, have you ever witnessed derogatory remarks about trans people

...on social networks (Facebook, Twitter, Google+, Tumblr, LinkedIn, etc.)

Base: All respondents

Base: All respondents	Total Canada	Atlantic	Québec	Ontario	MB/SK	Alberta	British Columbia
n=	1,523	101	421	601	125	125	150
NET YES	49%	52%	49%	48%	42%	49%	53%
Often	11%	16%	11%	11%	11%	11%	13%
Occasionally	37%	35%	38%	37%	31%	38%	40%
Never	46%	45%	46%	47%	48%	48%	44%
Refusal	5%	3%	5%	5%	10%	3%	4%

The proportion of respondents who often witnessed derogatory remarks about trans people on social networks (Facebook, Twitter, Google+, Tumblr, LinkedIn, etc.) over the past 12 months is significantly higher among:

- Women (13%)
- 18-24 year olds (24%) and 25-34 year olds (19%)
- People who have children (16%)
- Respondents with a gross annual household income under \$40K (16%)
- Students (24%) and those who are unemployed (26%)
- Unionized respondents (13%)

The proportion of respondents who occasionally witnessed derogatory remarks about trans people on social networks (Facebook, Twitter, Google+, Tumblr, LinkedIn, etc.) over the past 12 months is significantly higher among:

- 18-24 year olds (46%) and 35-44 year olds (45%)
- Professionals (43%)

The proportion of respondents who never witnessed derogatory remarks about trans people on social networks (Facebook, Twitter, Google+, Tumblr, LinkedIn, etc.) over the past 12 months is significantly higher among:

- Men (49%)
- 45-54 year olds (55%), 55-64 year olds (54%) and those 65 and over (59%)
- People who don't have any children (48%)
- Manual workers (57%) and retirees (55%)

3. Initiatives Taken by Unions on Sexual or Gender Diversity

Initiatives Taken by the Union: Activity to Raise Awareness vs. Anti-Discrimination Policy vs. Discussion with the Employer

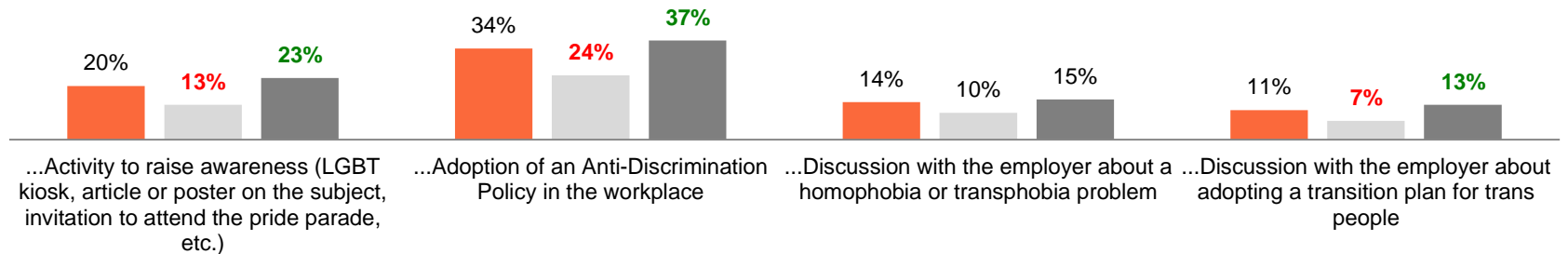
- Overall, the adoption of an Anti-Discrimination Policy in the workplace (34%) seems to be the most popular initiative among Canadian unions on matters of sexual or gender diversity.
- Interestingly, compared to other unionized respondents in Canada, union members in Québec seem to be less well informed about the initiatives taken by their unions regarding sexual or gender diversity. A significantly lower proportion of union members in Québec said their union undertook most of the initiatives below:

QF23_1 to QF23_4. Has your union taken the following initiatives regarding sexual or gender diversity?

Base: Unionized respondents

■ Total (n=672) ■ Québec (n=200) ■ Rest of Canada (n=472)

% of respondents whose union took the following initiatives regarding sexual or gender diversity



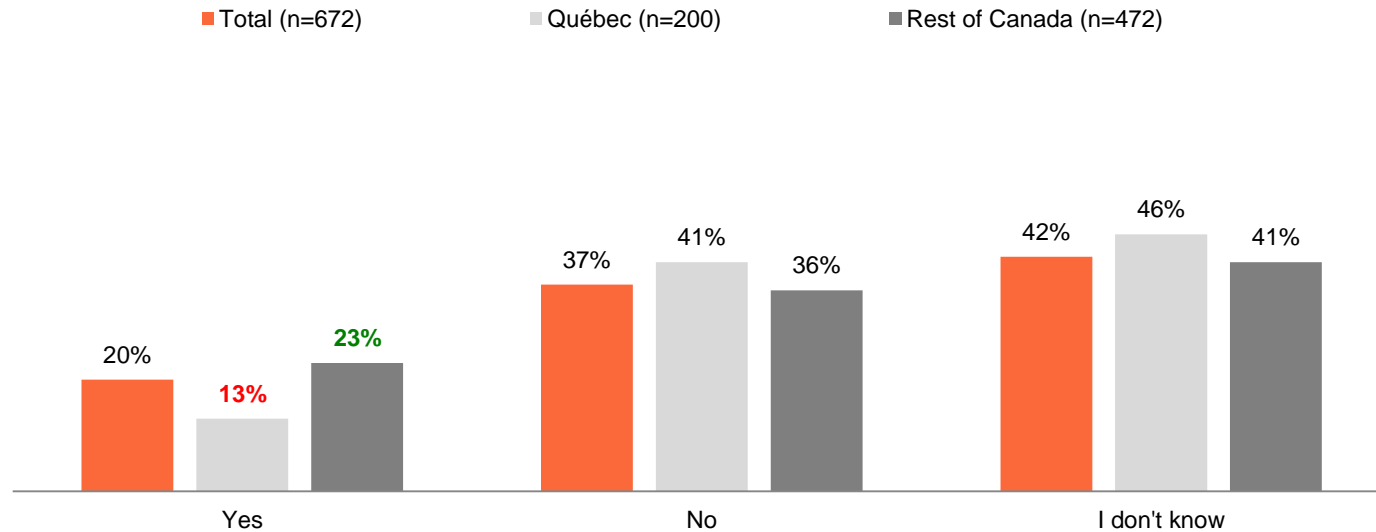
Implementing Activities to Raise Awareness

- One out of five Canadians (20%) said that their union took the initiative of setting up activities to raise awareness about sexual or gender diversity.
 - This proportion is significantly higher among residents in the rest of Canada (23%) compared to Quebecers (13%).

QF23_1. Has your union taken the following initiatives regarding sexual or gender diversity

...Activity to raise awareness (LGBT kiosk, article or poster on the subject, invitation to attend the pride parade, etc.)

Base: Unionized respondents



Implementing Activities to Raise Awareness (continued)

QF23_1. Has your union taken the following initiatives regarding sexual or gender diversity

...Activity to raise awareness (LGBT kiosk, article or poster on the subject, invitation to attend the pride parade, etc.)

Base: Unionized respondents

Base: Unionized respondents	Total Canada	Atlantic	Québec	Ontario	MB/SK	Alberta	British Columbia
n=	672	38	200	253	56	62	63
Yes	20%	21%	13%	18%	20%	30%	30%
No	37%	46%	41%	38%	32%	36%	31%
I don't know	42%	33%	46%	44%	48%	34%	39%

The proportion of respondents whose union set up one or more activities to raise awareness (LGBT kiosk, article or poster on the subject, invitation to attend the pride parade, etc.) about sexual or gender diversity is significantly higher among:

- Residents of Alberta (30%) and residents of British Columbia (30%)
- Anglophones (23%)
- Professionals (31%)
- Respondents with a university level education (31%)

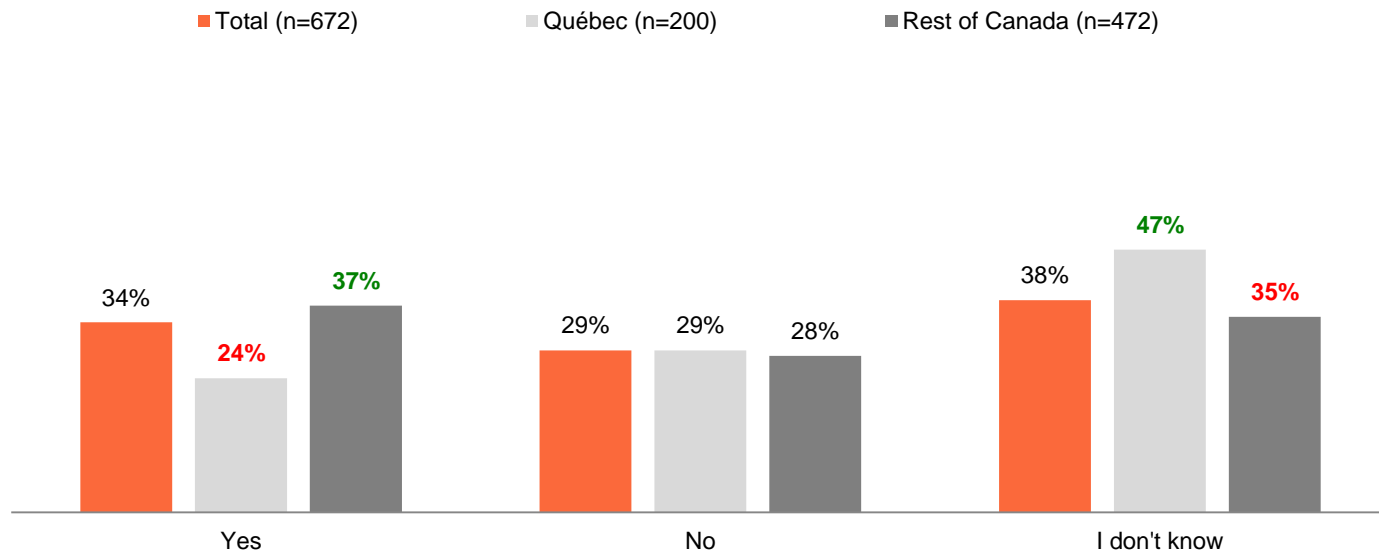
Adoption of an Anti-Discrimination Policy in the Workplace

- A third of unionized Canadians (34%) said that their union took the initiative of adopting an Anti-Discrimination Policy in the workplace regarding sexual or gender diversity.
 - This proportion is significantly higher among residents in the rest of Canada (37%) compared to Quebecers (24%).

QF23_2. Has your union taken the following initiatives regarding sexual or gender diversity?

...Adoption of an Anti-Discrimination Policy in the workplace

Base: Unionized respondents



Adoption of an Anti-Discrimination Policy in the Workplace (continued)

QF23_2. Has your union taken the following initiatives regarding sexual or gender diversity?

...Adoption of an Anti-Discrimination Policy in the workplace

Base: Unionized respondents

Base: Unionized respondents	Total Canada	Atlantic	Québec	Ontario	MB/SK	Alberta	British Columbia
n=	672	38	200	253	56	62	63
Yes	34%	40%	24%	31%	44%	43%	41%
No	29%	32%	29%	32%	16%	27%	23%
I don't know	38%	28%	47%	37%	40%	30%	36%

The proportion of respondents whose union adopted an Anti-Discrimination Policy in the workplace regarding sexual or gender diversity is significantly higher among:

- Anglophones (40%)
- Respondents with a gross annual household income of \$60K to \$79K (47%) and \$100K or more (42%)
- People who work in services / sales / offices (43%) and professionals (43%)
- Respondents with a university level education (45%)

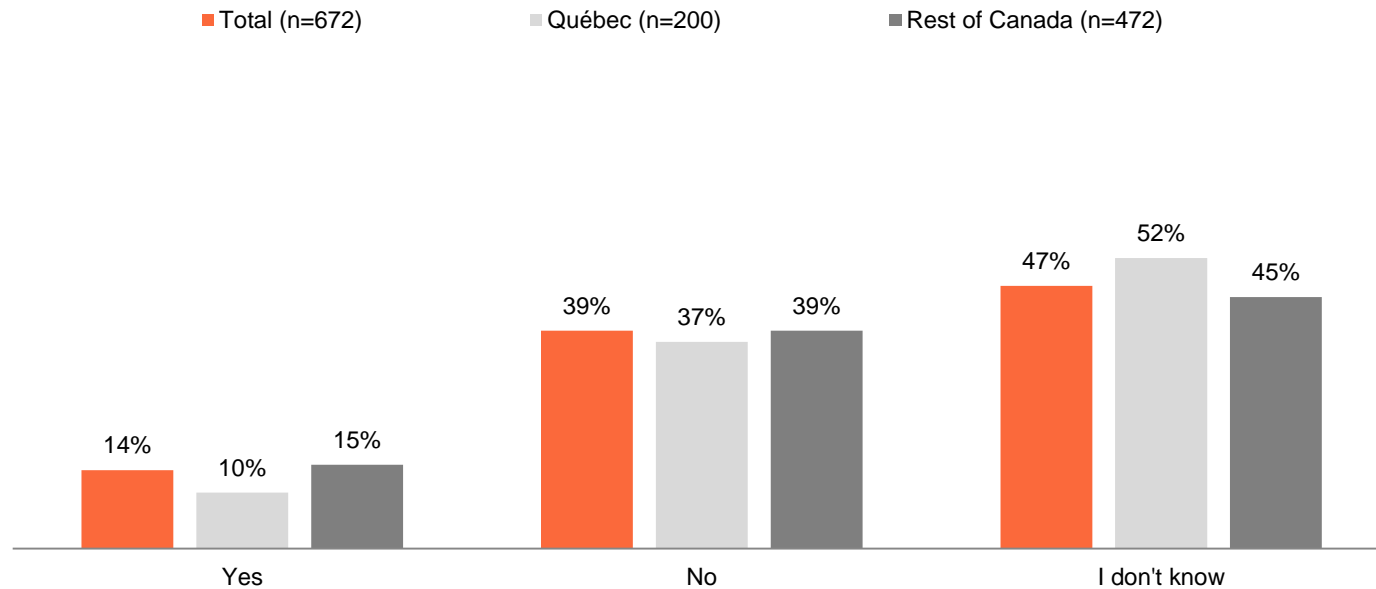
Discussion with the Employer about a Problem with Homophobia or Transphobia

- One out of seven unionized Canadians (14%) said that their union took the initiative of having discussions with the employer about a problem with homophobia or transphobia.
 - There are no significant differences between Québec and the rest of Canada.

QF23_3. Has your union taken the following initiatives regarding sexual or gender diversity?

...Discussion with the employer about a homophobia or transphobia problem

Base: Unionized respondents



Discussion with the Employer about a Problem with Homophobia or Transphobia (continued)

QF23_3. Has your union taken the following initiatives regarding sexual or gender diversity?

...Discussion with the employer about a homophobia or transphobia problem

Base: Unionized respondents

Base: Unionized respondents	Total Canada	Atlantic	Québec	Ontario	MB/SK	Alberta	British Columbia
n=	672	38	200	253	56	62	63
Yes	14%	10%	10%	15%	15%	18%	16%
No	39%	41%	37%	40%	36%	42%	37%
I don't know	47%	49%	52%	46%	50%	40%	47%

The proportion of respondents whose union set up one or more discussions with the employer about a problem with homophobia or transphobia is significantly higher among:

- Anglophones (18%)
- Respondents with a gross annual household income of \$80K to \$99K (21%)
- Respondents with a university level education (21%)

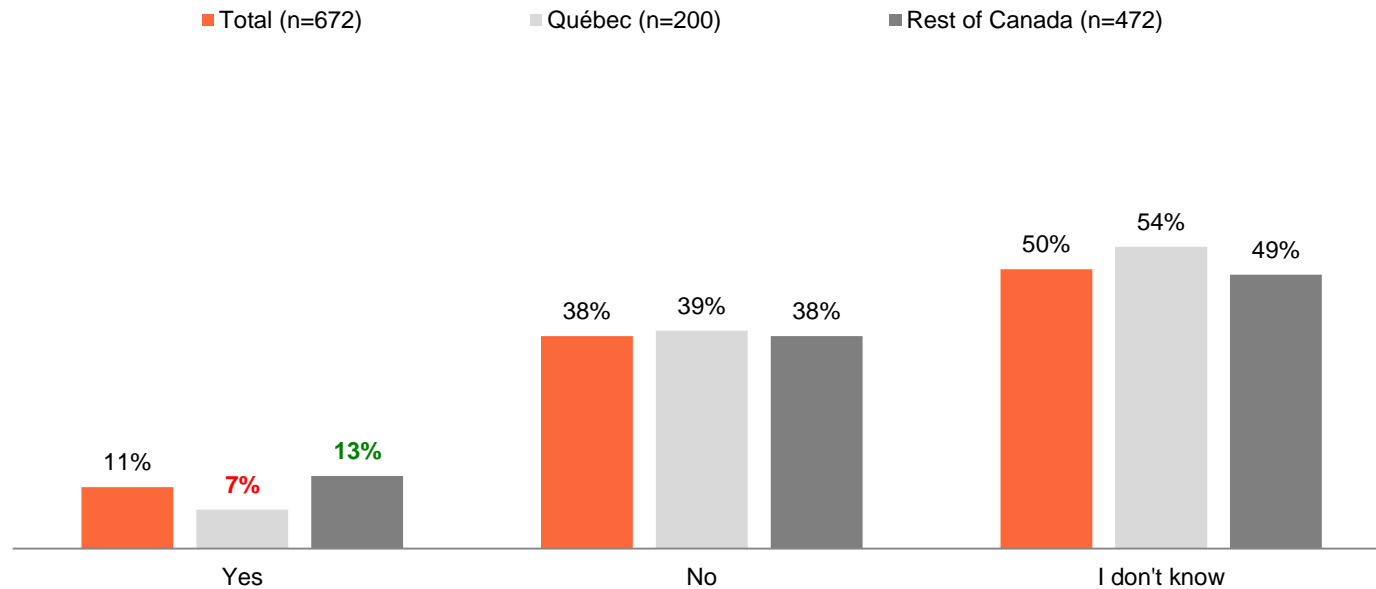
Discussion with the Employer about a Transition Plan for Trans People

- One out of ten unionized Canadians (11%) said that their union took the initiative of having discussions with the employer about a transition plan for trans people.
 - This proportion is significantly higher among residents in the rest of Canada (13%) compared to Quebecers (7%).

QF23_4. Has your union taken the following initiatives regarding sexual or gender diversity?

...Discussion with the employer about adopting a transition plan for trans people

Base: Unionized respondents



Discussion with the Employer about a Transition Plan for Trans People (continued)

QF23_4. Has your union taken the following initiatives regarding sexual or gender diversity?

...Discussion with the employer about adopting a transition plan for trans people

Base: Unionized respondents

Base: Unionized respondents	Total Canada	Atlantic	Québec	Ontario	MB/SK	Alberta	British Columbia
n=	672	38	200	253	56	62	63
Yes	11%	10%	7%	15%	13%	11%	11%
No	38%	39%	39%	36%	28%	46%	39%
I don't know	50%	52%	54%	49%	59%	43%	50%

The proportion of respondents whose union set up one or more discussions with the employer about adopting a transition plan for trans people is significantly higher among:

- Residents of Ontario (15%)
- Men (14%)
- Anglophones (15%)
- Respondents with a university level education (17%)



Profile of Respondents

Profile of Respondents

	TOTAL
n=	1,523
Gender	
Male	48%
Female	52%
Age	
18 to 24	12%
25 to 34	16%
35 to 44	17%
45 to 54	20%
55 to 64	17%
65 or over	19%
Language	
Francophones	21%
Anglophones	57%
Other	21%
Education	
Primary / High school	32%
College	29%
University	37%
Children	
Yes	29%
No	71%

	TOTAL
n=	1,523
Region	
Atlantic	7%
Québec	24%
Ontario	39%
Prairies (Manitoba, Saskatchewan)	7%
Alberta	11%
British Columbia	13%
Occupation	
Service / Sales / Office	21%
Manual worker	9%
Professional	24%
Homemaker	5%
Student	7%
Retired	23%
Unemployed	4%
Household Income	
-\$40K	24%
\$40K-\$59K	17%
\$60K-\$79K	15%
\$80K-\$99K	12%
\$100K or over	17%
Refusal	15%

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