

MOVING
TOGETHER
TOWARDS
SOCIAL
EQUALITY

GOVERNMENT
ACTION PLAN

**against
homophobia**

2011-2016

Moving together towards social equality
Unity in diversity

JUSTICE.GOUV.QC.CA
Justice in Québec: at your service

This document has been produced by the Ministère de la Justice
with assistance from the government departments involved
in the fight against homophobia.

Legal deposit – 2011
Bibliothèque et Archives nationales du Québec
Library and Archives Canada
ISBN : 978-2-550-61959-8 (PDF)

© Gouvernement du Québec, 2011

All right reserved for all countries.
This document may not be reproduced by any means
or translated, even in part, without authorization
from the Ministère de la Justice du Québec.



Message from the premier



It is an unfortunate fact that many people still suffer, today, as the result of homophobic behaviour in Québec society, perhaps because differences, of whatever kind, are noticed—they arouse curiosity, create a reaction, and provoke certain kinds of behaviour.

However, it does not take long to realize that Québec society is moving rapidly forward and remains remarkably open-minded. Specifically with regard to recognition for the rights and interests of members of sexual minorities, Québec can take pride in the leading role it plays. Nevertheless, we still have work to do to overcome prejudice.

The *Government Action Plan Against Homophobia 2011-2016* provides the tools needed by players in all spheres of activity to combat homophobic behaviour. In many cases, although the players are willing to take action, they are unaware of the tools available to them; in other cases, the tools do not yet exist. This action plan offers a path leading to the achievement of the objectives targeted in the *Québec Policy Against Homophobia*, marking a precedent in North American society.

The fundamental principle on which the *Government Action Plan Against Homophobia 2011-2016* is based is full recognition and acceptance of sexual minorities. This means an end to intolerance and malevolence. Québec stands for respect and inclusiveness, and will now have the means to meet its objectives.

Thanks to this plan, gays, lesbians, bisexuals, transsexuals and transgenders will have an assurance that the right of all individuals to achieve their potential and participate fully in all dimensions of life in society remains a key priority for Québec, and that they can rely on the support of their government in their quest for social equality.

Although the state plays a key role in the fight against homophobia, it cannot act alone. It relies on a broad range of partners, some of whom are specifically required to protect the interests of sexual minorities. However, all organizations and all individuals are invited to rally round and take part in a fight that will enrich the whole of society, for the greater benefit of the citizens of the future.

A handwritten signature in black ink, which appears to read 'Jean Charest'.

Jean Charest
Premier of Québec

Message from the ministers



Discrimination against lesbians, gays, bisexuals, transsexuals and transgenders (LGBT) is unacceptable. All individuals should be free to reveal, or not to reveal, their sexual orientation and to live their lives without being judged, labelled or stigmatized. This is an inalienable right, based on the fundamental principles of justice and freedom which we all support.

In December 2009, the Québec government released the *Québec Policy Against Homophobia: Moving Together Towards Social Equality*. The objective of this major policy initiative was to guide Québec society towards full and complete recognition of sexual minorities. At the same time, we made a commitment to draw up an action plan that would provide social, community and professional support for LGBT and increase our knowledge about sexual diversity.

Presented here is the *Government Action Plan Against Homophobia 2011-2016*, which results from the concerted efforts of eleven government departments that helped define and draft the measures it contains. This milestone document is based directly on the concerns expressed by the many different organizations working to defend the interests of LGBT, who played an active role in the discussions that preceded the drafting process.

This government action plan calls on the involvement of all institutions and all Quebecers to ensure that we can live in a society free of all forms of prejudice.

Together, over the next five years, we will increase our efforts to improve the situation of sexual minorities. The actions set out in the plan, whether focused on the long term or on everyday life, will help ensure that Québec becomes a fairer, more tolerant society that is rich in its diversity. They will also allow Québec to retain its leadership role in the field of social equality, for the benefit of current and future generations.

Jean-Marc Fournier

Minister of Justice and Attorney General of Québec
Minister responsible for the fight against homophobia

Line Beauchamp

Minister of Education, Recreation and Sports

Yves Bolduc

Minister of Health and Social Services

Julie Boulet

Minister of Employment and Social Solidarity

Robert Dutil

Minister of Public Security

Yolande James

Minister of Families

Geoffrey Kelley

Minister responsible for Native Affairs

Laurent Lessard

Minister of Municipal Affairs,
Regions and Land Occupancy

Christine St-Pierre

Minister of Culture, Communications
and the Status of Women

Lise Thériault

Minister of Labour

Kathleen Weil

Minister of Immigration
and Cultural Communities

Acknowledgements



Production of this action plan was made possible with the participation of the members of the task force on homophobia:

**Ministère de la Culture, des Communications
et de la Condition féminine**

Marcelle Gendreau

Ministère de l'Éducation, du Loisir et du Sport

Annik Lemieux

Ministère de l'Emploi et de la Solidarité sociale

Mike Rousseau

Ministère de la Famille et des Aînés

Améline Bourque

Donald Baillargeon

**Ministère de l'Immigration
et des Communautés Culturelles**

Roger Noël

Ministère de la Justice

Sonia Beaudoin

Johanne Bédard

Elaine Blackburn

Anik Mimeault

Marie-Ève Thériault

Ministère de la Santé et des Services sociaux

Michel Lavallée

Ministère de la Sécurité publique

Lucie Michaud

Ministère du Travail

Patrice Tremblay



We thank the following government departments and bodies who helped develop the action plan:

École nationale de police

**Ministère des Affaires municipales, des Régions
et de l'Occupation du territoire**

**Ministère du Conseil exécutif par le biais du Secrétariat
aux affaires autochtones et du Secrétariat à la jeunesse**

Registrar of Civil Status

We also thank the following community organizations who generously agreed to take part in the consultations that preceded the drafting of the action plan:

Association des transsexuels et transsexuelles du Québec

Centre communautaire des gais et lesbiennes de Montréal

Collectif de travail LGBT (Comité de liaison)

Fondation Émergence and Gai Écoute

Gris-Montréal

Université du Québec à Montréal

Definitions

For the purposes of this action plan, “heterosexism”, “homophobia” and “sexual minorities” mean:

Heterosexism: Affirmation of heterosexuality as a social norm or the highest form of sexual orientation; social practice that conceals the diversity of sexual orientations and identities in everyday representations, social relations and social institutions, in particular by taking for granted that all people are heterosexual.

Homophobia: All negative attitudes leading to the rejection of and direct or indirect discrimination against gays, lesbians, bisexuals, transsexuals and transgenders, or against persons whose appearance or behaviour does not conform to masculine or feminine stereotypes.

Sexual minorities: Inclusive term for lesbians, gays, bisexuals, transsexuals and transgenders.

The definitions are taken from the report *De l'égalité juridique à l'égalité sociale* by the Commission des droits de la personne et des droits de la jeunesse. In this action plan, the term “homophobia” includes the notion of “transphobia”, defined as follows:

Transphobia: All negative attitudes leading to the rejection of and direct or indirect discrimination against transsexuals, transgenders and transvestites, or against persons who cross the lines of gender and sex or of gender and sex representations.¹

¹ Definition elaborate in collaboration with AlterHéros, L'Association des transsexuels et des transsexuelles du Québec, Projet 10, Centre 2110, Coalition jeunesse Montréalaise de lutte contre l'homophobie and Le Conseil québécois des gais et lesbiennes.

Abbreviations



ENPQ	École nationale de police du Québec
GDA	Gender-differentiated analysis
HSSA	Health and social services agencies
LGB	Lesbians, gays and bisexuals
LGBT	Lesbians, gays, bisexuals, transsexuals and transgenders
LSN	Local services network
MAMROT	Ministère des Affaires municipales, des Régions et de l'Occupation territoriale
MCCCF	Ministère de la Culture, des Communications et de la Condition féminine
MCE	Ministère du Conseil exécutif
MELS	Ministère de l'Éducation, du Loisir et du Sport
MESS	Ministère de l'Emploi et de la Solidarité sociale
MFA	Ministère de la Famille et des Aînés
MICC	Ministère de l'Immigration et des Communautés culturelles
MJQ	Ministère de la Justice
MSP	Ministère de la Sécurité publique
MSSS	Ministère de la Santé et des Services sociaux
MTRAV	Ministère du Travail
RCS	Registrar of Civil Status
SAA	Secrétariat aux affaires autochtones
SACAIS	Secrétariat à l'action communautaire autonome et aux initiatives sociales
SAJ	Secrétariat à la jeunesse

Table of contents



INTRODUCTION	1
PRIORITY 1: Recognize the realities faced by sexual minorities	3
Objective 1: Raise awareness and educate by ...	3
... organizing media-based awareness-raising campaigns about homophobia	3
... implementing awareness-raising activities about the realities faced by sexual minorities and gay-parent families.....	3
... focusing on the problems of sexual minorities in training activities.....	4
... disseminating information about homophobia	5
... providing support and assistance.....	5
... contributing to the design of awareness-raising activities and tools	6
... encouraging actions to combat homophobia	6
Objective 2: Promote research by ...	6
... setting up a university research chair on homophobia	6
... promoting research projects on homophobia	6
... producing targeted statistics on the realities faced by sexual minorities.....	7
... taking into consideration the realities faced by sexual minorities when conducting surveys and research	7
PRIORITY 2: Promote respect for the rights of sexual minorities	8
Objective 1: Promote rights by ...	8
... disseminating information about the rights of sexual minorities	8
... taking the rights of sexual minorities into account in training activities	8
... making reference tools available.....	8
Objective 2: Help individuals exercise their rights by ...	9
... providing financial support for community organizations promoting and defending the rights of sexual minorities	9
PRIORITY 3: Promote well-being	10
Objective 1: Support victims of homophobia by ...	10
... publishing a list of resources offering assistance to sexual minorities	10
... taking sexual minority youth into account in suicide-prevention measures	10
... providing suitable training for professional staff working with sexual minorities.....	11



Objective 2: Encourage the adaptation of public services by ...	11
... ensuring that adapted services are available	11
... adapting tools, documents, policies and programs	11
... promoting activities	12
... providing access to suitable resources	12
... exchanging relevant information with the main government departments and bodies	12
Objective 3: Support community action by ...	12
... continuing to provide financial support for community organizations working with sexual minorities	12
... providing financial assistance for projects presented by Aboriginal communities	13
... establishing an overview of community organizations	13
PRIORITY 4: Ensure a concerted approach	14
Objective 1: Coordinate the actions of public institutions by ...	14
... establishing an interdepartmental monitoring committee	14
Objective 2: Rally the support of local and regional authorities and other government partners by ...	14
... publicizing the action plan in all networks of the government departments concerned	14
... making municipal authorities aware of the fight against homophobia	15
IMPLEMENTATION, MONITORING AND ASSESSMENT	15
Ensure the implementation, monitoring and assessment of the action plan by ...	15
... establishing an office to combat homophobia	15
... regularly assessing the action plan	15
CONCLUSION	17

Introduction



In June 2008, by way of a ministerial order, the government added the fight against homophobia to the list of responsibilities entrusted to the Minister of Justice. Eighteen months later, the first-ever *Québec Policy Against Homophobia* was released. It did more than simply set out the vision of the government authorities: it also made clear their committed support for a society freed from all prejudice against sexual diversity.

At the international level, Québec is a forerunner in the recognition of sexual diversity. For example, while homosexual behaviour of any kind is still prohibited in some countries, Québec is one of the few societies that gives same-sex couples the same right to marry. However, much remains to be done before the legal equality acquired is matched by a corresponding degree of social equality. The Québec government must continue to implement concrete measures that help ensure that sexual diversity is fully recognized, understood and accepted.

To implement the policy, an inter-departmental task force was set up with representatives from nine government departments. They worked together for one year to develop this *Government Action Plan Against Homophobia*, once again creating a precedent.

The action plan covers a five-year period and includes 60 actions grouped under four main headings:

- Recognize the realities faced by sexual minorities
- Promote respect for the rights of sexual minorities
- Promote well-being
- Ensure a concerted approach¹

Each action is also a commitment. The implementation of the action plan, and the results achieved, will be closely monitored. Several measures in the action plan are differentiated to take into account the specific needs and realities of the members of each sexual minority group, whether lesbian, gay, bisexual, transsexual or transgender. They also highlight the different needs and realities faced by men and women within each sexual minority group. These actions are labelled “GDA”, for “gender-differentiated analysis”.² The government departments and bodies whose actions are marked “GDA” undertake to apply a gender-differentiated approach when implementing them, and to make public the differentiated effects for women and men or LGBT individuals.

² The gender-differentiated analysis (GDA) is a process to identify, for preventive purposes, the effects that the implementation of a project may have, respectively, on women and men.



Each government department involved in the action plan now has commitments and responsibilities in the fight against homophobia. With this action plan, the government ensures that the actions of all the partners will be concerted and coherent. To fight against homophobia in all its forms and maintain Québec's leadership position in the field of equality requires the concurrent and coordinated efforts of all individuals and stakeholders.

Priority 1

Recognize the realities faced by sexual minorities

Prejudice is the foundation for homophobic attitudes and behaviour, and because of prejudice, sexual minorities are often forced to keep their sexual identity quiet, perpetuating the lack of understanding and the rejection of difference. An effort must be made to demystify sexual identities and orientations and the realities they involve, increase recognition for those realities, and raise awareness.

Objective 1

Raise awareness and educate by ...

Goal: promote the values of openness and inclusiveness with respect to sexual diversity.

Action	Responsibility
<p>... organizing media-based awareness-raising campaigns about homophobia</p> <p>1 Define and implement a comprehensive communications strategy, including two awareness-raising campaigns against homophobia.^{GDA}</p>	<p>MJQ (partners: all)</p>
<p>... implementing awareness-raising activities about the realities faced by sexual minorities and gay-parent families</p> <p>2 Continue to raise awareness about the problem of suicide among sexual minority youth and about suicide prevention methods by contacting professional orders and associations and intervention and prevention organizations.^{GDA}</p>	<p>MSSS</p>
<p>3 Continue to raise awareness about the realities faced by sexual minorities and gay-parent families within health and social services agencies [HSSA], in health and social services centres [HSSC] and local services networks [LSN] partners, including youth centres in particular.^{GDA}</p>	<p>MSSS</p>

^{GDA}: gender-differentiated analysis

Action	Responsibility
4 Make college and university student service providers aware of the problem of homophobia and the realities faced by sexual minority youth and gay-parent families, in order to promote the development of local and regional initiatives to combat homophobia and promote the sharing of knowledge. ^{GDA}	MELS
5 Make associations and regional groups in the daycare network aware of the need to take the realities of gay-parent families into consideration as part of the training provided for daycare workers.	MFA
6 Make provincial, regional and local community/municipal partners in the health and education sectors aware of the realities faced by sexual minorities and of the problem of homophobia in sports.	MELS
7 Continue to make coroners aware of contributory factors, including homophobia, when investigating cases of suicide.	MSP
8 Make major labour organizations aware of the importance of keeping all forms of homophobia out of the workplace, and of the obligation, for accredited associations, of ensuring equal treatment for all the workers they represent, with regard in particular to complaints of discrimination and harassment on grounds of sexual orientation.	MTRAV
9 Make major employers' associations aware of the importance of keeping all forms of homophobia out of the workplace, and encourage them to inform private-sector business managers of their legal responsibility for applying legislation concerning the recognition of same-sex spouses and civil unions and the new rules of filiation.	MTRAV
10 Make justice stakeholders and administrative staff in administrative tribunals aware of the problem of homophobia and the realities faced by sexual minorities.	MJQ
... focusing on the problems of sexual minorities in training activities	
11 Ensure that the training provided for groups and organizations, and for individuals involved in sentinel networks, is adapted to deal with the realities faced by sexual minority youth. ^{GDA}	MSSS
12 Provide ongoing awareness-raising and training for caseworkers on suicide prevention teams, especially concerning the realities faced by sexual minority youth considered to belong to high-risk groups. ^{GDA}	MSSS
13 Work with universities to explore ways to include the topic of violence in schools, including homophobic violence, in basic teacher training programs. ^{GDA}	MELS

		Responsibility
14	Offer French teachers and reception, support and integration staff basic training on homophobia and the realities faced by sexual minorities, adapted to intercultural realities. ^{GDA}	MICC
15	Continue the implementation of the new training program for correctional services officers.	MSP
16	Improve the components addressing the problem of homophobia in the relevant basic and upgrading training programs offered by the École nationale de police du Québec (ENPQ), working with partners in the police training continuum.	MSP
... disseminating information about homophobia		
17	Give Québec sports federations access to the information available about homophobia in sports, to equip them to address the issue, especially in the training provided for referees and coaches.	MELS
18	Include specific references to the problem of homophobia in sports when republishing or producing documents concerning sports ethics and integrity.	MELS
19	Every three years, update the information guide <i>Réalités juridiques et sociales de l'homosexualité et de la transsexualité dans les principaux pays d'origine des nouveaux arrivants au Québec</i> and distribute it to immigration consultants and other service providers assisting in the welcoming of refugees and immigrants and their settlement in Québec. ^{GDA}	MICC
20	Publish information briefs on the MICC intranet site and articles in <i>Infoprofs</i> concerning the impacts of homophobia and heterosexism on immigrants belonging to a sexual minority, and the difficulties they create for integration. ^{GDA}	MICC
21	Compile and release, each year, statistical data from the Uniform Crime Reporting Survey in connection with hate crimes, including crimes motivated by sexual orientation. ^{GDA}	MSP
... providing support and assistance		
22	Address the realities faced by sexual minority youth in the implementation of the measures under the action plan to prevent and deal with violence, in particular in the local intervention strategy, the list of promising practices, and references tools including the leaflet "Homophobia: Let's Work on it Together!". ^{GDA}	MELS

Action		Responsibility
... contributing to the design of awareness-raising activities and tools		
23	Take part in the work of the provincial discussion tables on homophobia (Table nationale de lutte à homophobie) at the school and college levels, and of the provincial discussion table on violence, young people and schools (Table provinciale de concertation sur la violence, les jeunes et le milieu scolaire), which work to prevent violence and raise awareness about the realities faced by sexual minority youth and gay-parent families. ^{GDA}	MELS (partner: MSSS)
24	Take homophobia into account in the implementation (development and support) of the action plans and strategies of the Ministère de l'Éducation, du Loisir et du Sport targeting social fairness and equality-based relationships, especially in sex education and academic perseverance programs. ^{GDA}	MELS
... encouraging actions to combat homophobia		
25	Include "homophobia" as a topic for eligible projects under the program to provide financial support for the promotion of ethics in recreation and sports activities (Programme de soutien financier pour la promotion de l'éthique dans le loisir et le sport).	MELS
26	Provide financial support for community organizations to support the implementation of information and awareness-raising projects.	MJQ

Objective 2

Promote research by ...

Goal: increase knowledge about sexual diversity in order to introduce more effective methods to combat homophobia.

Action		Responsibility
... setting up a university research chair on homophobia		
27	Support initiatives to set up a university research chair on homophobia. ^{GDA}	MJQ
... promoting research projects on homophobia		
28	Encourage research to increase knowledge about the problem of suicide and suicide attempts by sexual minority youth. ^{GDA}	MSSS

	Action	Responsibility
29	Encourage research on homophobia, including its causes and its impacts on the health, well-being, family, academic progress and general living conditions of sexual minorities, especially among certain specific groups such as young people, lesbians, transsexuals, seniors, Aboriginals, immigrants and members of cultural communities. ^{GDA}	MJQ (partners: all)
	... producing targeted statistics on the realities faced by sexual minorities	
30	Draw up a socio-demographic overview and health summary, differentiated by gender, to identify the needs of lesbians, gays, bisexuals, transsexuals and transgenders and adapt the services provided to them. ^{GDA}	MCCCCF (partner: MSSS)
	... taking into consideration the realities faced by sexual minorities when conducting surveys and research	
31	Take gay-parent families and sexual minority seniors into consideration when conducting certain types of surveys and research on families and seniors. ^{GDA}	MFA

Priority 2

Promote respect for the rights of sexual minorities

Harassment and discrimination against sexual minorities persist in various sectors. The rights of sexual minorities are still largely misunderstood, a situation which helps maintain the influence of homophobic or heterosexist ideas over decisions and behaviour patterns. The second challenge is to ensure full social recognition for the rights of sexual minorities.

Objective 1

Promote rights by ...

Goal: increase social recognition for the rights of sexual minorities.

Action	Responsibility
<p>... disseminating information about the rights of sexual minorities</p> <p>32 Disseminate information about homophobia in the workplace on the website and intranet of the Ministère du Travail, especially concerning the rights of sexual minorities and available recourses after a complaint is filed.</p>	MTRAV
<p>... taking the rights of sexual minorities into account in training activities</p> <p>33 Ensure that the theme of acceptance of differences, with respect to sexual minorities, is addressed in French-language classes, especially in connection with the fundamental values of Québec society.</p>	MICC (partner: MELS)
<p>... making reference tools available</p> <p>34 Produce and make available an information document setting out the main LGBT resources in major urban centres in Québec, including Montréal, Sherbrooke and Québec City.^{GDA}</p>	MICC
<p>35 Produce a reference document for Immigration-Québec staff, case workers in organizations welcoming immigrants and helping them to settle in Québec, and staff in support and helpline centres for sexual minorities.^{GDA}</p>	MICC

Objective 2

Help individuals exercise their rights by ...

Goal: ensure that resources exist to help victims of homophobia exercise their rights.

	Action	Responsibility
	... Providing financial support for community organizations promoting and defending the rights of sexual minorities	
36	Maintain financial support for LGBT community organizations.	MESS-SACAIS
37	Provide complementary financial support for LGBT community organizations financed by the MESS-SACAIS.	MJQ

Priority 3

Promote well-being

Sexual minorities must have access to resources and services that take their realities into account. This will make it necessary to deal with the heterosexist values on which some institutional practices are founded.

Objective 1

Support victims of homophobia by ...

Goal: ensure access to appropriate services for individuals who suffer physical or psychological harm or the threat of harm because of homophobic behaviour.

Action	Responsibility
<p>... publishing a list of resources offering assistance to sexual minorities</p> <p>38 Publish a list of resources offering assistance to young people, especially sexual minority youth.</p>	MSSS
<p>... taking sexual minority youth into account in suicide-prevention measures</p> <p>39 Ensure that teams working with young people in the field of suicide prevention, especially multidisciplinary suicide prevention and mental health teams in youth centres, are able to intervene with sexual minority youth identified as belonging to high-risk groups.^{GDA}</p>	MSSS
<p>40 Provide support for suicide prevention work with young victims of homophobia, by equipping suicide prevention workers and raising public awareness of the impact of homophobia on suicide risk among young people.</p>	MCE (SAJ)

		Responsibility
... providing suitable training for professional staff working with sexual minorities		
41	Ensure that the training provided for psycho-social intervention professionals working on 24/7 helplines is adapted to the realities faced by sexual minorities, and distribute the documents used. ^{GDA}	MSSS

Objective 2

Encourage the adaptation of public services by ...

Goal: support measures to promote the adaptation of public services to meet the specific needs of sexual minorities.

Action		Responsibility
... ensuring that adapted services are available		
42	Define guidelines for the inclusion of the realities faced by sexual minorities, including transsexuals and transgenders, gay-parent families and emerging problems in health and social services policies, programs and research projects, in particular by updating the ministerial guidelines on the adaptation of social and healthcare services to homosexual realities. ^{GDA}	MSSS
43	Establish a discussion and monitoring group to ensure that services in the health and social services system are adapted to the needs of sexual minorities, people wondering about their sexual orientation or identity, and gay-parent families and their close ones. ^{GDA}	MSSS
44	Ensure that reception, care and residential services are adapted to the realities faced by sexual minorities, in particular young people, seniors, diverse communities, and gay-parent families. ^{GDA}	MSSS (partner: MFA)
... adapting tools, documents, policies and programs		
45	Adapt, where required, the terminology used in administrative documents, especially forms, to reflect the <i>Act instituting civil unions and establishing new rules of filiation</i> . ^{GDA}	MSSS MELS
46	Ensure that, when mental health assessment tools for children and young people are developed, sexual identity is made one of the clinical impressions used to assess or screen for health problems in young people. ^{GDA}	MSSS
47	Ensure that measures to prevent suicide among young people take into account the realities faced by sexual minority youth identified as belonging to high-risk groups, in particular by monitoring and the ongoing deployment of sentinel networks in the youth community. ^{GDA}	MSSS

Action		Responsibility
... promoting activities		
48	Work with the Ministère de la Santé et des Services sociaux to promote sex education activities that include interventions to combat homophobia and hypersexualization in schools and youth centres.	MCE (SAJ) (partner: MSSS)
... providing access to suitable resources		
49	Ensure respect for human dignity in the treatment of offenders and ensure that correctional services staff inform sexual minorities potentially exposed to homophobic violence, when placed in custody, of the rules respecting the right of a person fearing for his or her safety to be placed in a secure environment.	MSP
... exchanging relevant information with the main government departments and bodies		
50	Define an information-sharing mechanism with the government departments and bodies concerned to allow them to be informed by the Registrar of Civil Status of a change in the information recorded with respect to a person's name or sex.	DEC

Objective 3

Support community action by ...

Goal: recognize the role and support the actions of community organizations in the fight against homophobia, and help them reach out to more victims of homophobia.

Action		Responsibility
... continuing to provide financial support for community organizations working with sexual minorities		
51	Continue to provide support for community organizations offering assistance to sexual minorities, in particular with respect to specific problems and the prevention of homophobia. ^{GDA}	MSSS
52	Provide supplementary financial support for organizations financed by the MSSS that offer assistance to sexual minorities.	MJQ
53	Create a program to combat homophobia, in particular to oversee funding for community organizations.	MJQ

Action	Responsibility
<p>... providing financial assistance for projects presented by aboriginal communities</p> <p>54 Provide financial assistance for projects presented by the Aboriginal community that help combat homophobia.</p>	MCE (SAA)
<p>... establishing an overview of community organizations</p> <p>55 Draw up an inventory of community resources whose mission is to respond to the needs of sexual minorities, and establish an overview of the community organizations able to contribute to the fight against homophobia and support sexual minorities and victims of homophobia.^{GDA}</p>	MSSS

Priority 4

Ensure a concerted approach

To ensure that the actions taken to combat homophobia are coherent and effective, all players in society must work together in a concurrent and coordinated manner. This guideline reflects the government's intention to take the lead in the fight against homophobia, and to rally all players in society.

Objective 1

Coordinate the actions of public institutions by ...

Goal: ensure coherent and coordinated initiatives by all government departments and other public institutions in the fight against homophobia.

Action	Responsibility
<p>... establishing an interdepartmental monitoring committee</p> <p>56 Establish an interdepartmental monitoring committee to ensure that the guidelines and intervention strategies of government departments in the fight against homophobia are harmonized and result in integrated, coherent actions.^{GDA}</p>	<p>MJQ (partners: all)</p>

Objective 2

Rally the support of local and regional authorities and other government partners by ...

Goal: ensure broader participation by social players in the fight against homophobia.

Action	Responsibility
<p>... publicizing the action plan in all networks of the government departments concerned</p> <p>57 Publicize the action plan in all networks of the government departments involved in the 2011-2016 Government Action Plan Against Homophobia.</p>	<p>All</p>

	<p>... making municipal authorities aware of the fight against homophobia</p>	
58	<p>Make municipalities aware of the importance of considering the issues involved in the fight against homophobia.</p>	MAMROT



IMPLEMENTATION, MONITORING AND ASSESSMENT

Ensure the implementation, monitoring and assessment of the action plan by ...

	Action	Responsibility
	<p>... establishing an office to combat homophobia</p>	
59	<p>Establish an office to combat homophobia with responsibility for administering a program to combat homophobia and coordinating the implementation, monitoring and assessment of the <i>Government Action Plan Against Homophobia 2011-2016</i>.</p>	MJQ
	<p>... regularly assessing the action plan</p>	
60	<p>Monitor and assess the implementation of the action plan.^{GDA}</p>	MJQ (partners: all)

Conclusion



The Government Action Plan Against Homophobia reflects the clear intention of the Québec government to support a shift in mindsets until homophobic attitudes and behaviour, which belong firmly in the past, disappear and are replaced by respect for differences and for sexual diversity.

Considerable progress has already been made. The fight against homophobia requires continuity, and the *Québec Policy Against Homophobia* and this action plan are two significant steps in an ongoing process that will end only when prejudice, misunderstanding and intolerance have been eradicated.

All the actions put forward here will have concrete, demonstrable and positive effects for Québec as a whole, a society that prides itself on its openness and equality. The results will come from a range of actions to promote research, the dissemination of information, training, awareness-raising, adapted services, access to suitable resources, community action and the development of projects to combat homophobia and project funding.

This *Government Action Plan Against Homophobia* has been drawn up for the benefit of all Quebecers. The mobilization of all government and non-government partners is an indispensable step in the process, since only concerted actions will produce the desired effects and ensure true recognition, in Québec, for sexual minorities in all spheres of society.

Moving together towards social equality
Unity in diversity

