

Dear Alexis Klein:

Thank you for your correspondence, sent on behalf of the LGBT Corporate Canadian Index Company, concerning the LGBT Corporate Canadian Index. I regret the delay in responding.

Canada is strengthened by the diversity of its citizens and it succeeds when our laws and institutions promote social inclusion and participation for all. I appreciate your pioneering efforts to advance these ideals for LGBT persons in the corporate sector.

As you may know, on May 17, 2016, our government introduced into the House of Commons Bill C-16, *An Act to amend the Canadian Human Rights Act and the Criminal Code*, which received Royal Assent on June 19, 2017, and has now come into force. This bill aims to protect the freedom of trans and gender-diverse persons to lead the lives they wish to, without fear of discrimination, hate propaganda, and hate crime. The Bill's amendments will reinforce your efforts to ensure that trans and gender-diverse employees enjoy equal opportunities in federally-regulated businesses.

I encourage your organization to pursue this initiative and to share best practices and lessons learned in this regard.

Thank you again for writing.

Respectfully,

The Honourable Jody Wilson-Raybould, P.C., Q.C., M.P.
Minister of Justice and Attorney General of Canada