

MEMORANDUM TO MEMBERS OF THE AGENCY MANAGEMENT COMMITTEE

**SUBJECT: CRA – A Diverse and Inclusive Workplace –
GLBT Document and the new Diversity site on InfoZone**

Management and the Unions are committed to providing a corporate culture and work environment that reflects the CRA's core values of integrity, professionalism, cooperation, and respect. We are pleased to inform you of the Agency's latest publication entitled "*Canada Revenue Agency - A Diverse and Inclusive Workplace – Toward a Better Understanding of Gay, Lesbian, Bi-Sexual, and Transgendered (GLBT) Persons in the Workplace*".

This document provides managers and employees with useful information such as:

- developing a better understanding on how to promote diversity and mutual respect in the workplace;
- demystifying some of the stereotypes associated with GLBT persons;
- making concrete suggestions to ensure all CRA employees are respected and enjoy a discrimination-free workplace; and
- offering basic information on the individual rights and obligations of all employees in a workplace that respects diversity.

The Human Resources Branch now offers a website dedicated to the subject of diversity: <http://infozone/english/r2732472/ec-ce/dvrst/index-e.asp>, which brings together key resources on diversity and will feature the GLBT publication. A link to this new site will be available on both the Employee and the Manager's Corners on InfoZone.

A "CRA This Week" teaser will also be posted on InfoZone during the week of March 12th. We encourage you to share this information with all of your managers and employees within your respective branches and regions.

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