



equality is...

Egale 

ANNUAL
REPORT
2017



In October 2018, we were faced with the loss of one of our community's most dedicated LGBTQI2S activists. Zachary Harcourt was an intelligent, genuine, and fun-loving person who was passionate about supporting the LGBTQI2S community. We were incredibly fortunate as an organization to benefit from having Zach join our team. While working at Egale, Zach contributed greatly to our research department and was an outstanding voice for our m.bodiment campaign, his contribution to our mission was imperative throughout his time with us.

Our hearts go out to Zach's family, loved ones, and to his partner Eric Johnston.

This annual report is dedicated to Zach and all the young LGBTQI2S people whose lives were lost this year.



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respect



equality



our vision & mission

Our Vision

Egale's vision is a Canada, and ultimately a world, without homophobia, biphobia, transphobia and all other forms of oppression so that every person can achieve their full potential, free from hatred and bias.

Our Mission

Egale works to improve the lives of LGBTQI2S people in Canada and to enhance the global response to LGBTQI2S issues. Egale will achieve this by informing public policy, inspiring cultural change, and promoting human rights and inclusion through research, education and community engagement.



letter from the executive director

This 2017 was a momentous year for the LGBTQI2S community in Canada – one that saw our country take a significant step toward becoming more inclusive for LGBTQI2S people. On November 21, the global stage watched as Prime Minister Justin Trudeau delivered an historic apology on behalf of the Federal Government to LGBTQ2 military personnel and public servants who suffered state-sponsored, systematic oppression and rejection because of their sexual orientation and gender identity.

The apology has given us an opportunity to collectively begin to move forward from the pain that has long been endured – this is especially true for older LGBTQI2S people who have directly suffered at the hands of the Canadian government – and start to conceive a brighter future for LGBTQI2S people in Canada.

With that being said, at Egale we continue to acknowledge that discrimination toward the LGBTQI2S community in Canada extends far beyond ‘the purge’ and deep into our policies and laws. LGBTQI2S people face higher rates of aggression, violence, mental health issues, homelessness, and we continue to suffer the most violent hate crimes of any minority group in Canada.

We know this to be all too true as Egale continues to see an increase in demand of our frontline services offering individual counselling, homelessness and suicide crisis support. One of our main priorities over the next few years is to continue to expand our frontline services at Egale Youth OUTreach mental health and crisis counselling centre while we look forward to the 2019 opening of Egale Centre. Egale Centre will be Canada’s first transitional housing facility to cater directly to LGBTQI2S homeless youth.

One of our greatest hopes is that Canada’s commitment to address wrongs of the past will not only ignite a healing process for older LGBTQI2S people, but will also be meaningful for LGBTQI2S youth. That it might help shape a brighter future, one where LGBTQI2S people no matter their age, can own their identity, keep their sense of self, and move forward now knowing that they are not second-class citizens. An apology sparks the potential for a future where healing can begin. In time, with the right resources and supports available every person, regardless of sexual orientation and gender identity, can achieve their full potential, free from hatred and bias.

Sincerely,

Helen Kennedy
Executive Director

letter from the president

Through my involvement with Egale, I have had the privilege of witnessing some of the most significant milestones in Canadian history for LGBTQI2S rights and inclusion. Although none of these milestones have been easily achieved, at Egale we have always done what is needed to advance the rights of LGBTQI2S individuals in Canada, striving for equality and inclusion in all sectors.

While the struggle to gain recognition of LGBTQI2S rights can be disheartening, this year we witnessed an extraordinary moment in Canadian history – we witnessed a change in the hearts and minds of our government. Canada's federal apology to LGBTQ2 people, especially military personnel and civil servants who have suffered due to systematic discrimination and oppression, acknowledged the wrongdoings of the past and gave us an opportunity to embrace the future and feel more confident in a Canada that might one day be truly inclusive.

It was an historical and monumental moment indeed, but in reality we know that there is a great deal of work that still must be done to ensure that we continue moving in the right direction. Together we must now work through the healing process - for some this will be more difficult than others. At Egale, we know we must continue our efforts to soften the hearts and open the minds of Canadians and the global community. We will do this through expanding our programs, building our research and growing our frontline services while continuing our work in inclusion training, community engagement and opening doors to have difficult conversations.

Sincerely,

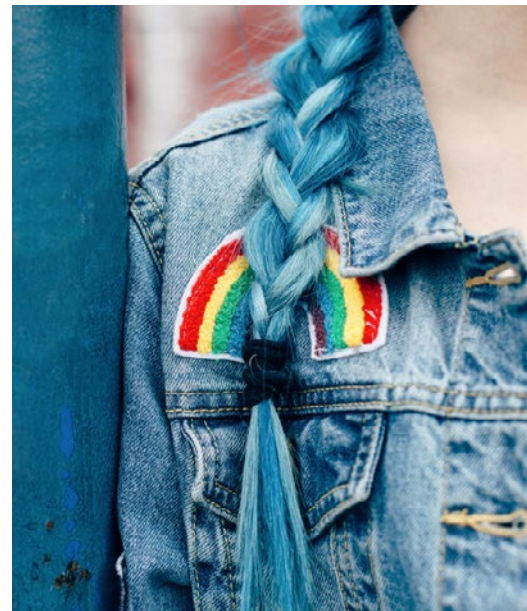


Jacki Lewis
President of the Board of Directors



Canada's federal apology gave us an opportunity to embrace the future and feel more confident in a **Canada that might one day be truly inclusive.**





about egale



Egale's vision is a Canada, and ultimately a world, **without homophobia, biphobia, transphobia, and all other forms of oppression.**

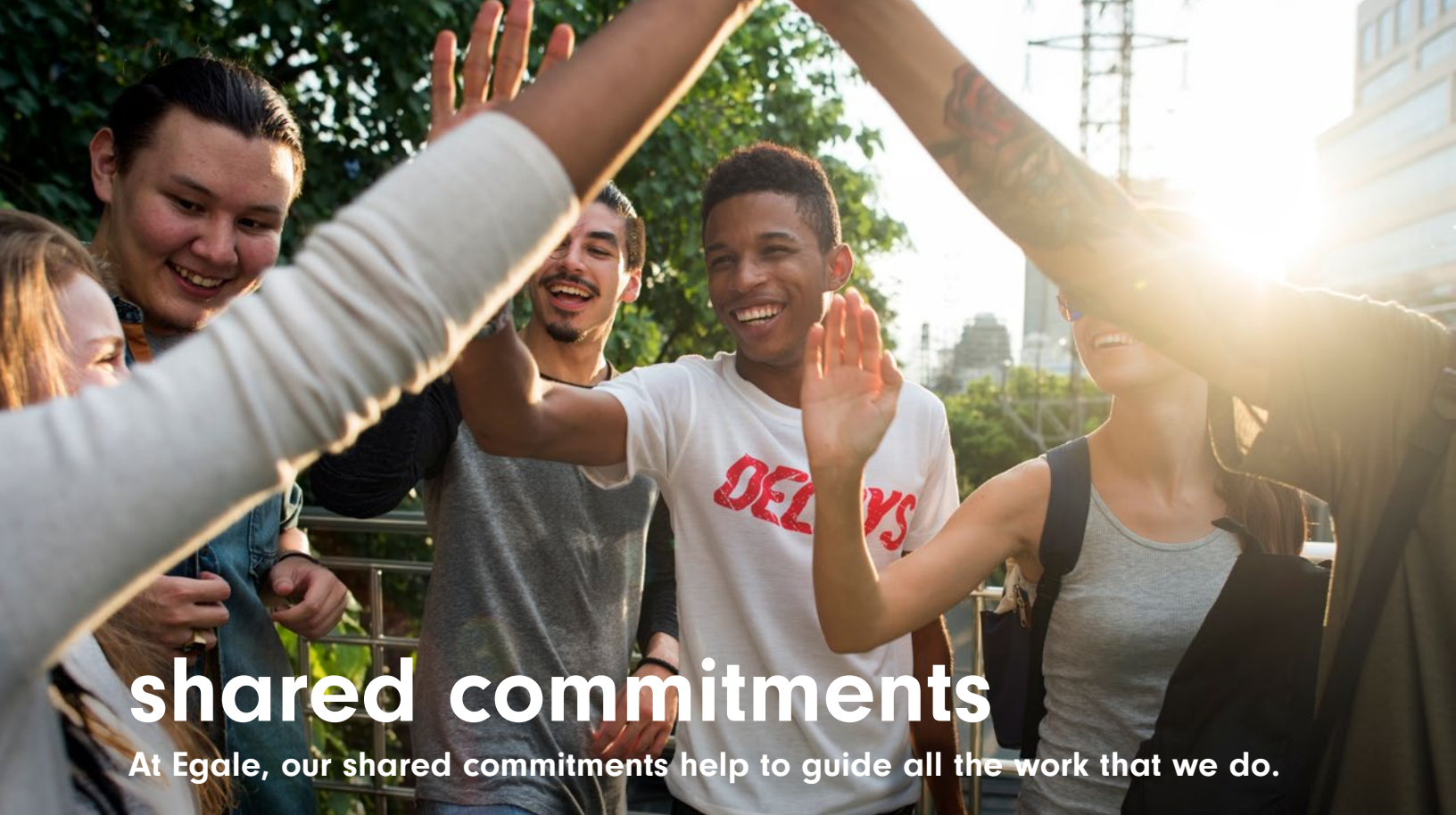
Founded in 1986, Egale works to improve the lives of lesbian, gay, bisexual, trans, queer, intersex, and Two Spirit (LGBTQI2S) people in Canada and to enhance the global response to LGBTQI2S issues by informing public policy, inspiring cultural change, and promoting human rights and inclusion through research, education and community engagement. Egale's vision is a Canada, and ultimately a world, without homophobia, biphobia, transphobia, and all other forms of oppression so that every person can achieve their full potential, free from hatred and bias.

Egale's work is grounded in ARAO practice. While striving to compile, produce and communicate the best-available evidence to guide our work, we recognize that the production of knowledge is intimately connected to power, privilege and oppression. Those with the least power and privilege are often not included in the production of knowledge, and as a result, are often not represented in the knowledge that influences their lives.

It is those with the least power to produce and shape knowledge who are most in need of services. To honour and address the experiences of the most marginal folks in our communities, Egale attempts to balance both academic and experiential knowledge, privileging community-based participatory practices in conducting research; developing and reviewing policy, resources and curriculars; and providing services to clients, community organizations and individuals.

Furthermore, Egale recognizes the necessity of targeting intersectional oppression, while simultaneously examining the broader social contexts that sustain and legitimize various oppressions, in order to appropriately respond to the needs and experiences of the full diversity of LGBTQI2S communities.





shared commitments

At Egale, our shared commitments help to guide all the work that we do.

Integrity · We lead with Integrity

Act with respect, empathy and understanding towards others.

Diversity · We embrace Diversity

Acknowledge and embrace the differences that we bring as individuals and recognize the challenges of this work.

Growth · We foster Growth

Support one another to reach our individual and collective goals through team engagement, mentorship and personal development.

Learning · We are always Learning

Encourage dialogue, be open to input and willing to accept and give feedback without judgement.

Collaboration · We are stronger Together

Engage in meaningful interactions that highlight our collective talents and move the organization in a positive direction.

Intention · We act with Purpose

Take proactive and innovative actions that lead towards a defined goal.





year at a glance

year at a glance

2SYes Indigenous Youth and Elder Summit.



Canada introduces **gender-neutral passports.**

Egale announced the **launch of our second national climate survey on homophobia, biphobia and transphobia** in Canadian secondary schools.

Budgeting for Inclusion published.

Queering the Sustainable Development Goals is published.

Susan Rose, Vice President of the Board at Egale Canada, receives Human Rights Award.

Egale Hosts the first Principals' Summit.

JAN FEB MAR APR MAY JUN JUL AUG SEPT OCT NOV DEC



OUTShine 2017.
Egale Youth OUTreach moved to 290 Shuter Street.



Bill C-16 is passed.

Egale to train Ontario Minor Hockey coaches on **sexual orientation and gender identity inclusion.**

Egale trains police in St. Vincent.

Egale opens Section 23 school.

TWU v. Brayden Voklenant: Egale granted permission to intervene in the Supreme Court Case involving Trinity Western University and The Law Society of Upper Canada.



Prime Minister Justin Trudeau delivers the Apology to LGBTQ2 civil servants who suffered at the hands of the Canadian government.

Trinity Western University case goes to Supreme Court.

Egale receives funding for Heritage Canada documentary to commemorate 50 years since decriminalization in Canada.



apology spotlight



apology spotlight



“The just society will be one in which the rights of minorities will be **safe from the whims of intolerant majorities**”

- Prime Minister Pierre Elliott Trudeau
June 10, 1968

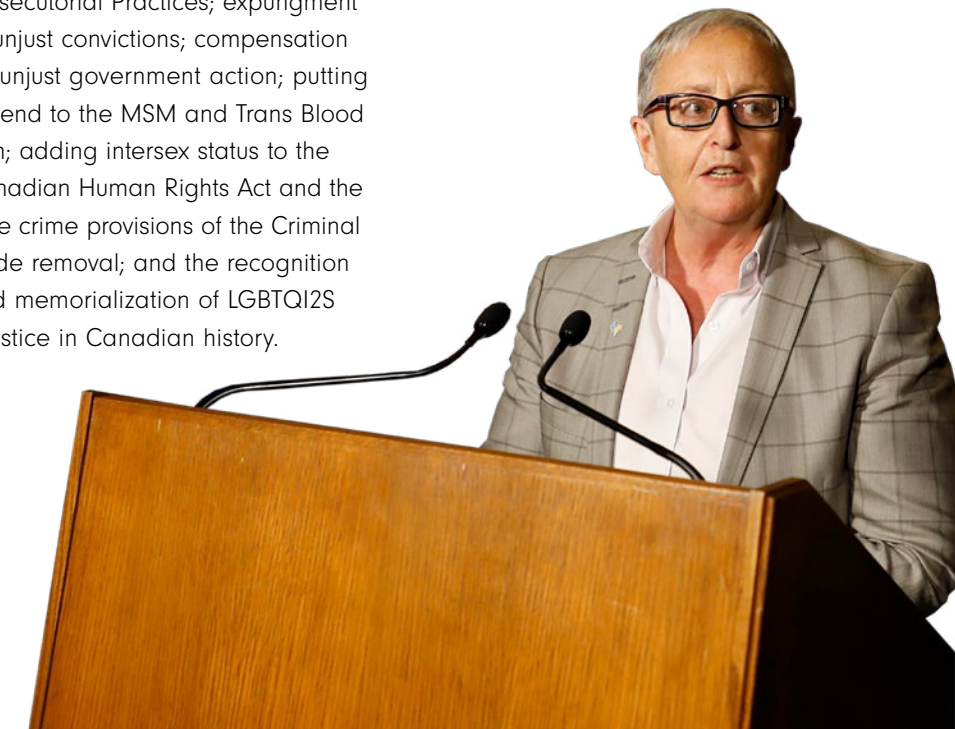
This past year in November 2017, Prime Minister Justin Trudeau delivered a historic apology to LGBTQ2S Canadians for decades of state-sponsored, systematic oppression and rejection. Thousands from the LGBTQ2S community witnessed the emotional speech where for the first time in history, there was recognition of the horrendous actions the state took against LGBTQ2S members of the Canadian military and public service from the 1950s to the 1990s. The apology, presented by Trudeau on behalf of the Government of Canada, was a significant step forward for LGBTQ2S rights in Canada.

Egale played a key role achieving the Federal Apology through the submission of the Just Society Report: *Grossly Indecent* that aimed to confront the legacy of state sponsored discrimination against Canada's LGBTQ2S communities. The Just Society Report: *Grossly Indecent* not only advocated for an apology on behalf of the Canadian government for its history of LGBTQ2S persecution, but also pursued numerous other reparations including the reform the Criminal Code's anti-LGBTQ2S provisions; reform of Prosecutorial Practices; expungement of unjust convictions; compensation for unjust government action; putting an end to the MSM and Trans Blood Ban; adding intersex status to the Canadian Human Rights Act and the hate crime provisions of the Criminal Code removal; and the recognition and memorialization of LGBTQ2S injustice in Canadian history.



“You are professionals. You are patriots. **And above all, you are innocent. And for all your suffering, you deserve justice, and you deserve peace.**”

- Prime Minister Justin Trudeau
November 21, 2017





what we do

safer spaces

Egale's first national climate survey of Canadian secondary schools revealed that

64% 

of LGBTQI2S students (compared to 15% non-LGBTQI2S students) **feel unsafe in school due to instances of harassment and bullying.**



That percentage **increases to 78% for trans students.**

Safer and Accepting Schools

In its fifth successful year, Egale's Safer and Accepting Schools Program trainers continue to visit schools providing educators and administrators with the language and tools needed to make their schools safer for LGBTQI2S students and staff.

Draw-The-Line

Along with the Government and additional community partners, Egale's Draw-The-Line Against Transphobic Violence campaign brought our trainers into secondary schools to provide workshops for students and staff together on understanding, preventing, and intervening in transphobic violence in schools.

E-module Series for School Staff

After launching the first three from our e-module series *Supporting a Trans Student in Transition*, we launched the final three in 2017 which includes Allyship 101, Supporting Students in Transition, and Creating a Trans-inclusive Classroom.

Supporting Your Gender Diverse Child Resource for Parents

HEALTH RELATIONSHIPS WORKSHOP

Based on the new Ontario Health and Physical Education curriculum, Egale trainers visited schools and students providing a new 'sex ed' curriculum.

PRINCIPALS' SUMMIT (DECEMBER 2017)

As part of the Safer Schools program, Egale hosted The Principals' Summit in December 2017. This two-day event brought principals and vice principals from different school boards together to share their knowledge from experience in making their schools safer for LGBTQI2S students, staff and community. With learning activities, panel discussions, and engaging conversations, school administrators learned from each others successes, challenges, and strategies.

Safer and Accepting Campuses

Delivered a number of workshops on LGBTQI2S inclusion to residence staff at a variety of post-secondary institutions across Ontario.



Providing educators and administrators with **the language and tools needed.**





inclusive workplaces training

More than **30% of LGBTQI2S employees in Canada** report experiencing discrimination in the workplace compared to only 3% of non LGBTQI2S employees (CCDI).



In 2017, Egale partnered with **15 organizations.**

Egale trained over **1300 people across the country** and around the world to deliver **workshops on how to make more inclusive spaces for all.**

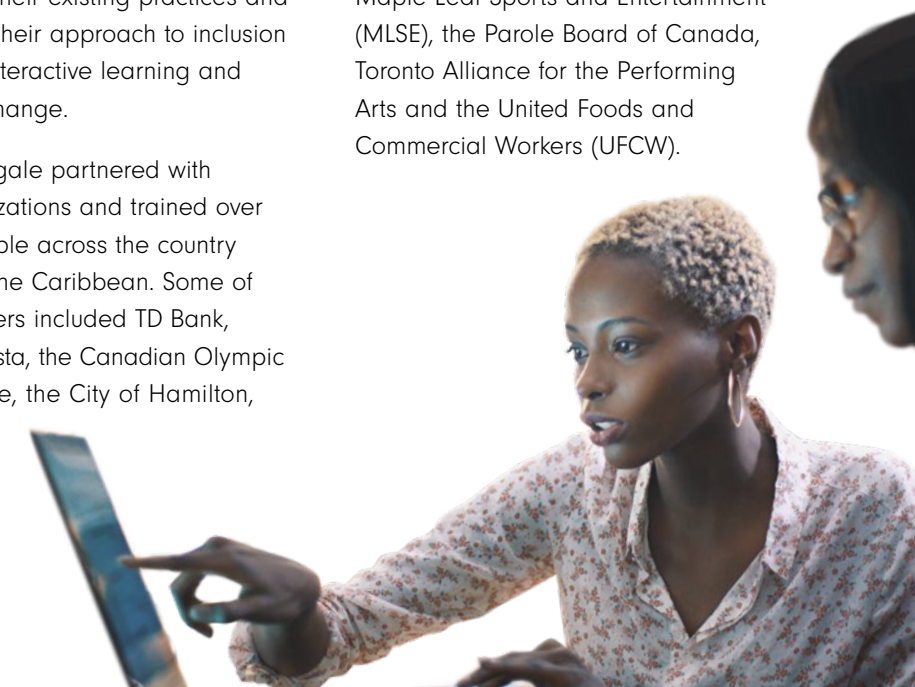
Egale’s Workplace Inclusion training provides state-of-the-art wraparound supports for organizations who wish to engage LGBTQI2S clients, employees and stakeholders in a meaningful way. For many members of the LGBTQI2S community, inclusion at work is an ongoing issue that often prevents individuals from bringing their whole and authentic selves to the workplace.

Through Egale’s corporate training, organizations have been able to engage their leadership and staff to chart a path toward making inclusive practices a part of their

DNA. Through sector specific training, Egale has helped organizations evaluate their existing practices and enhance their approach to inclusion through interactive learning and systems-change.

In 2017, Egale partnered with 15 organizations and trained over 1300 people across the country and into the Caribbean. Some of our partners included TD Bank, Barilla Pasta, the Canadian Olympic Committee, the City of Hamilton,

the Government of Newfoundland and Labrador, Intact Insurance, Maple Leaf Sports and Entertainment (MLSE), the Parole Board of Canada, Toronto Alliance for the Performing Arts and the United Foods and Commercial Workers (UFCW).





awareness campaigns

In 2017, Egale undertook a number of successful awareness raising initiatives to address issues that often go unacknowledged in our community.

m.bodiment

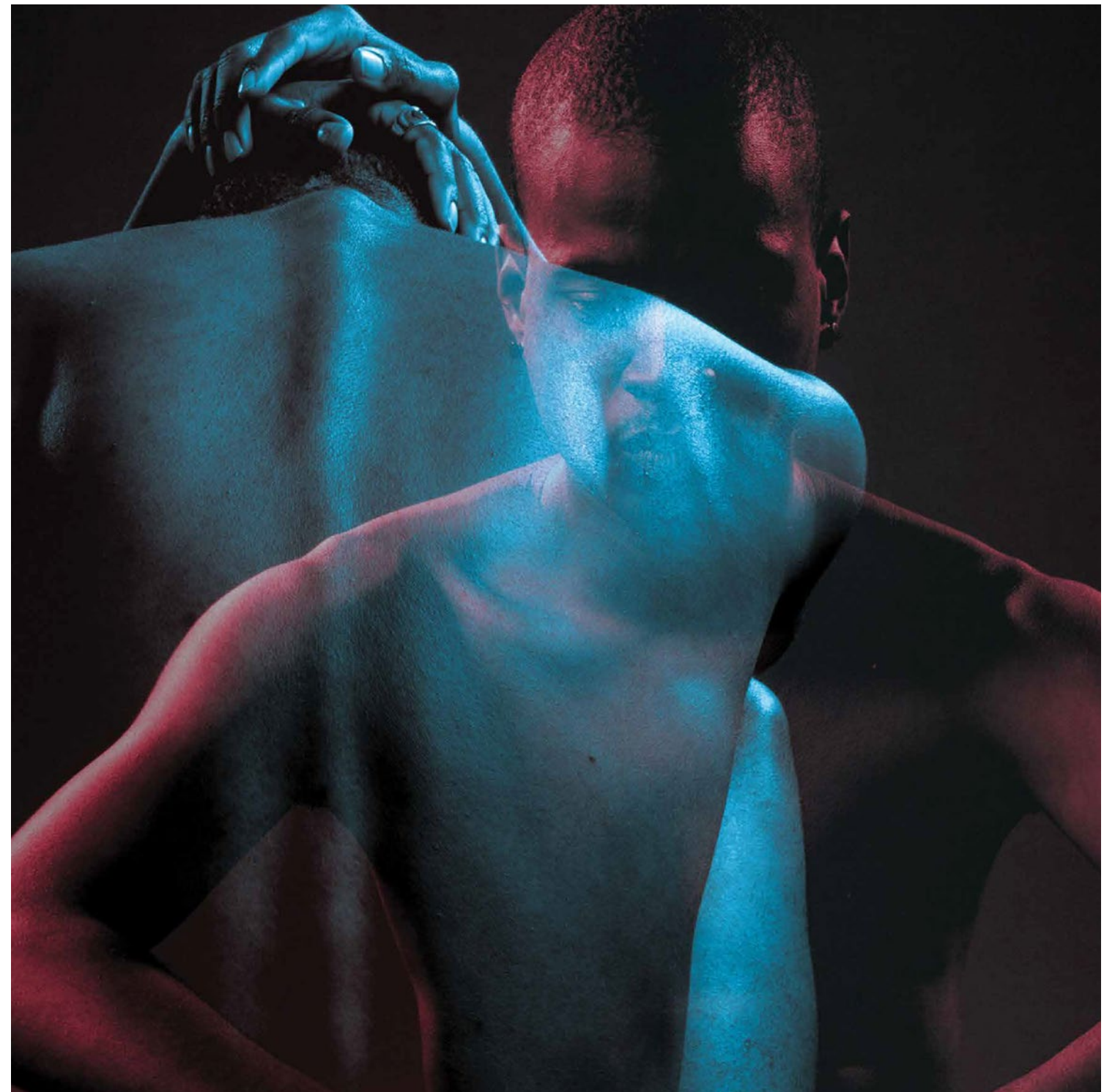
m.bodiment is a project by Egale with funding from the Movember Foundation intended to open a dialogue about men's health. The campaign includes information and resources regarding gay, bi, trans, and queer men's body image, mental and sexual health, and physical identity.

m.bodiment.ca acts as a hub for men's health, addressing GBTO body health, through a compelling

video series, reflective blogs, infographics, and useful community resources for mental, physical, and sexual health.

Continuing on the success of the m.bodiment campaign about GBTO men's body image and health, in 2017 Egale launched the LGBTQI2S Inclusion Guide for Healthcare Professionals. This online guide gives insight to healthcare professionals about the issues LGBTQI2S people are facing within our healthcare system.

Inspired by the survey of hundreds of GBTO men in Toronto, and supported by further research, this guide highlights the ways LGBTQI2S people are experiencing discrimination and improper healthcare due to the lack of information healthcare providers have of LGBTQI2S unique health matters. The online guide was paired with Body Positivity workshops and training for healthcare professionals to enhance the level of engagement and learning.



Two Spirits, One Voice

Two Spirits, One Voice is a community-based initiative that seeks to bolster supports for persons that identify both as LGBTQ and Indigenous-Two Spirit people. This program works with educators, healthcare workers, law enforcement and other community service providers to ensure that all services within a community are equipped to provide inclusive and culturally aware services with regards to gender and sexuality.

Youth and Elder Summit – 2SYes!

2SYES was a youth and elder Two Spirit summit that brought together Two Spirit Elders with 60 Indigenous high school students from northern Ontario. Attendees learned about the history of Two Spirit people, and there were presentations throughout the weekend on subjects such as Two Spirit Teachings and Two Spirit Spirituality. Evening activities included a performance of Agokwe, a play written and performed by Waawaate Fobisher, and a movie night featuring Two Spirit content.

In addition to presentations for all attendees, we also provided space for youth to partake in smaller group discussions co-facilitated by a Two Spirit Elder and a student from Lakehead University. Discussion groups were offered for school staff attending the conference to provide them with information and skills to better support their Two Spirit students.

As part of 2SYES's programming, we created an electronic support network to provide participants with a way to keep in touch and share updates with one another following the summit. Our goal through creating the network is to also provide the youth with a support system after the summit if they are faced with oppression, violence or other forms of societal push-back.



2SYES brought together 60 indigenous secondary school students from across northern Ontario to learn about Two Spirit history, teachings, and spirituality.



**TWO
SPIRITS
ONE
VOICE**

research and policy

NSAC – National Seniors Advisory Council

Egale's National Seniors Advisory Council (NSAC) is a group of lesbian, gay, bisexual, transgender, queer, intersex, and Two Spirit seniors and allies from across Canada working to improve the quality of life of LGBTQI2S seniors. The Council holds the organization accountable to the diversity of the LGBTQI2S community. By fostering nation-wide partnerships, the NSAC provides opportunities for Egale to identify and support on-the-ground work of local organizations across Canada.

National LGBTQI2S Seniors Community Consult

Despite the fact that LGBTQI2S seniors live among our communities, very little data exists that can speak to these experiences on the national level.

To address this gap, Egale undertook a national LGBTQI2S Seniors Community Consult to investigate the pressing issues facing LGBTQI2S seniors across Canada.

The consult looks at concerns and recommendations for LGBTQI2S seniors in Canada from the perspective of both the LGBTQI2S seniors themselves as well as service providers.

The Community Engagement Consult for LGBTQI2S Seniors is an initiative launched in March 2016. This multi-stage knowledge gathering process is the first of its kind in Canada and was launched with the purpose of:

- Understanding the diversity of experiences of LGBTQI2S seniors living in Canada.
- Deepening our understanding of organizations, research and work already being done.
- Highlighting gaps and holding our governments accountable to change.
- Sharing our findings with the communities most closely impacted.

This project is a collaborative effort between Egale Canada, LGBTQI2S seniors, community organizations, and Egale's National Seniors Advisory Council. We hope that health practitioners, policymakers, seniors' communities and allies will find these results informative and use them to create positive change in their own community.

Crossing the Rainbow Bridge

In 2017, Egale created what continues to be one of our most valued and used resources, Crossing the Rainbow Bridge. Crossing the Rainbow Bridge is a resource supporting end-of-life planning and Long-Term Care Needs of LGBTQI2S Older Adults. We are proud to have also presented Crossing the Rainbow Bridge at C-Path this past year.

Crossing the Rainbow Bridge could not have created without full support from our National Seniors Advisory Committee (NSAC) and Maureen Aslin of End of Life Planning Canada, both of whom generously shared their time, subject matter expertise, and lived experience.





Bill C-16 Passes!

Egale played a key role in passing Bill C-16 which amends the Canadian Human Rights Act to include “gender identity or expression” as grounds protected from discrimination, just like it protects grounds such as race, religion, age, and sexual orientation.

Canada: Discrimination and Violence Against LGBTQI2S Persons with Disabilities

Egale issued a submission to the United Nations Human Rights Council in Geneva recommending Canada should ensure that its public policies and legislation related to persons with disabilities are explicitly attentive to the heightened risks, barriers, and lack of access LGBTQI2S persons with disabilities experience. Egale asked that policies and legislation ensure that sufficient resources and effective mechanisms are in place to strengthen methods of gathering empirical evidence.

UPR

Egale’s submission to the United Nations Human Rights Council outlined the inclusion, representation and human rights of the LGBTQI2S, an analysis of Canada’s commitment to inclusion and provided pragmatic recommendations that, when implemented by Canada, will significantly improve the lives of the community throughout the country.

Budgeting for Inclusion

Egale conducted an analysis of the 2017 Federal Budget using a population health approach that aims to shed light on the various ways that LGBTQI2S communities are effectively left behind in the key areas addressed within the original document. Egale called for subsequent consultative meetings with individual federal ministries and community stakeholders to discuss our recommendations in detail for the 2018 Federal Budget.

Queering the Sustainable Development Goals

Egale took on the task of assessing how LGBTQI2S communities fit into Canada’s commitment to ‘leaving no one behind’ and strategically chose to focus on the seven specific SDGs (1, 3, 5, 8, 10, 11, 16) that address the most pressing areas of concern for LGBTQI2S communities in Canada.



egale youth OUTreach



471 

Mental Health Crisis
Diversions since 2017

**Therapeutic
interventions**

have increased by 417%

Since 2016, new intakes at
Egale Youth OUTreach
**have increased
by 127%**

Egale Youth OUTreach (EYO) is Egale's mental health counselling centre where we offer individual counselling, homelessness and suicide crisis services for LGBTQI2S youth up to age 29. LGBTQI2S youth are at greater risk of suicide and substance abuse than their heterosexual peers. They have higher rates of depression, anxiety, self-harm, and feelings of isolation. Egale Youth OUTreach is committed to supporting LGBTQI2S youth with these challenges.



"EYO has changed my life immensely and **I'm extremely grateful, and probably alive because of it.**"

- EYO participant





“In my experience at Egale Youth OUTreach, I’ve seen a friend gain refugee status from oppression, I’ve seen others find employment, navigate transition, seek housing and make hopes for their careers, through accessing counselling and case management. After all that I’ve experienced and gained from this space, **I feel inspired and hopeful to someday work in and support the queer and trans community** in some sense, whether as a career or as a volunteer.”

- EYO participant

Our Growth at EYO

Since Egale Youth OUTreach (EYO) officially opened its doors in 2014, we have seen tremendous growth, currently *averaging 350 visits and nearly 60 counselling sessions per month*. In early 2017, Egale Youth OUTreach moved to a larger space to accommodate for both an increase in youth accessing our services as well as a necessary increase in support workers in order to accommodate the demand. Egale Youth OUTreach has also seen growth in both variety and number of programs we offer. Our food program has expanded from light snacks

and refreshments to now being able to provide three light meals a day with the ability to cater to dietary needs and restrictions. We’ve also diversified programming to cater to the variety of interests that we see at the EYO drop-in. Most importantly, we’ve increased our capacity to deliver culturally safe, relevant service to Indigenous LGBTQI and Two Spirit youth through a partnership with Indigenous agencies within the community.



Between 2016 and 2017, we have seen an exponential increase in demand for all areas of support that we offer to young LGBTQI2S people.

INTERACTIONS BY TYPE	2017	2016	KEY ISSUES PRESENTED OR ASSISTANCE PROVIDED	2017	2016
Support Services	190	312	Coping Skills	76	589
Walk-in Counselling	93	193	Addictions, Substance Use & Harm Reduction	52	77
Remote (Phone, email, Skype, etc.)	66	555	Mental Health Support	108	407
Day Treatment Classroom	76	80	Life Skills	10	255
Total Interactions	-	360	Relationship Issues	49	475
COUNSELLING & SUPPORTS PROVIDED:	2017	2016	Social Isolation	55	292
On-Going/Scheduled Counselling	135	523	Employment	66	175
Goal Planning	25	126	Education	43	122
Case Management	25	122	Accessing Housing & Eviction Prevention	84	221
Informal Counselling & Support	333	192	Shelter	25	69
Follow-Up Support	13	290	Family Support and/or Reunification	65	217
Advocating with/on Behalf of Participants	15	121	Physical/Sexual health	48	161
Crisis Counselling/ Intervention	28	156	Coming Out/Transitioning	60	165
Referrals to Other Programs	20	74	Accessing Trans-Healthcare/Support	15	157
Referrals to Egale Programs	35	36	Abuse/Partner Violence	53	108
Accompaniments	12	13			
Moving Assistance	13	8			

Stories of Impact at Egale Youth OUTreach

A highlight of our group programming at Egale Youth OUTreach is the Transmasculine and Transfeminine Voice Coaching Program. Starting in 2017, participants of our voice coaching program have engaged with a professional voice coach to strengthen their vocal identity, increase voice confidence, and work towards smoking cessation. The voice group at EYO has been a great success in offering young transmasculine and transfeminine people the opportunity to grow their confidence.

Education: Day Treatment Program (Section 23 Classroom)

In September 2017, Egale opened a Section 23 classroom program in partnership with the Toronto District School Board (TDSB). This program aims to provide safer, more relevant high school education supports and credit recovery for LGBTQI2S students who are experiencing mental health struggles. For this program, the TDSB provides teaching resources, while Egale Youth OUTreach provides mental health support for the youth. The curriculum includes a daily mental health treatment component each day. We can accommodate up to 8 students (grades 9-12) for the 2018-19 school year.



"I came to the class because of vocal dysphoria. I avoided speaking because hearing my voice made me feel awful. Since coming to class, I have **experienced a positive vocal change**. It hasn't gotten rid of the dysphoria, but it has definitely been **a big step in getting there.**"

- EYO Voice Group Participant



Primary Health Connections

In 2017, we launched a partnership with St Michael's Hospital to offer monthly visits to EYO from a Nurse Practitioner who specializes in the complex physical and psychosocial needs of the youth population we serve. Up to five participants per month meet with the nurse for consultation, health literacy, and direct referrals to a family practitioner at Sumac Creek Health Centre. We are hoping to expand this service as the Nurse Practitioner is in high demand each month, and will be even more so once Egale Centre opens (Fall 2019). Future plans include psychiatric consultation and coordinated case planning for participants with more complex needs.



Partnerships & Networks

Through partnerships with other relevant agencies and service providers, we are able to enrich and enhance our programs and services at Egale Youth OUTreach to best meet the complex needs of the LGBTQI2S young people we serve. In addition to those previously mentioned, we also partner with:

ANISHNAWBE HEALTH TORONTO (AHT):

Through our partnership with AHT, we continue to improve cultural safety and relevant supports for Two Spirit and LGBTQI Indigenous youth at EYO.

CANADIAN MENTAL HEALTH ASSOCIATION:

As a member of CMHA Ontario we have access to knowledge transfer, resources related to best practices in the field of mental health, opportunities for consultation, and free staff development opportunities through CMHA's Health Equity professional development services.

FAMILY AND NATURAL SUPPORTS (FNS):

Through the Youth Interagency Shelter Network (YSIN), Egale is a member of the FNS Advisory Committee. This allows us access to FNS workers to help strengthen longer-term, meaningful connections to family,

chosen family, and/or close community members for increased resilience, mental health, and housing stability.

LOBLAWS/UFCW INTERNSHIP PROGRAM:

Providing up to four paid Loblaws internships per year for EYO participants, this program provides LGBTQI2S young adults with the opportunity to gain real workplace experience.

ST. STEPHEN'S EMPLOYMENT AND TRAINING CENTRE:

Through this partnership, EYO receives monthly visits from an Employment Counsellor to provide job search, job readiness, and other employment-related support.

DIXON HALL AND FIFE HOUSE:

As the main housing program partners for Egale Centre, these agencies provide mentoring to Egale in multiple areas, ranging from housing programming and operations, longer term housing strategy, coordinated case planning, and data management.



TORONTO POLICE SERVICE - 51 DIVISION:

Through this partnership, EYO frequently has visits and meetings with community officers who become familiar with EYO participants, support staff in helping youth file reports, consult around safety, and engage in collaborations such as Church Street BIA- 51 Division pop-up storefront for Two Spirit youth art display and resources.

CANADIAN MENTAL HEALTH COMMISSION (CMHC):

EYO is a member of the Advisory Committee for CMHC's Wisdom2Action Rainbow Youth Health Conference. Taking place in 2018, Wisdom2Action brings together diverse youth and service providers from across Canada to collaborate, network and share knowledge, within an Indigenous framework to address LGBTQI2S youth mental health and resilience. With support from staff, ten EYO participants have applied to present at the conference.

STELLA'S PLACE:

A partnership to provide a regular group setting for LGBTQI2S young people in Toronto's downtown west area to discuss and receive help specific to mental health challenges and sexual orientation and gender identity.



EGALE IS AN ACTIVE MEMBER OF THE FOLLOWING COMMUNITY AND SERVICE PROVIDER NETWORKS:

- A Way Home Toronto
- A Way Home Canada
- Toronto Alliance on Ending Homelessness
- Canadian Alliance to End Homelessness
- Canadian Housing & Renewal Association
- Canadian Mental Health Association
- Family & Natural Supports Advisory (Covenant House)
- Canadian Mental Health Commission
- Toronto Drop-In Network
- Toronto Hostels Training Centre
- Toronto Shelter Network
- Youth Shelter Interagency Network (1 & 2)

Through our support services and individual counselling, we are able to assist some of the most underserved and marginalized youth in the community. Our participants are often homeless or under-housed, with a high number experiencing significant trauma and concurrent mental health issues. However, with support from Egale Youth OUTreach and the programs we offer, many LGBTQI2S youth are able to find hope and create a better future for themselves. We are looking forward to continuing to expand our capacity and resources in order to better support LGBTQI2S youth.

The year was not without struggle, of course, and we continue to do our utmost to respond to the significant challenges faced by LGBTQI2S youth who are facing homelessness and under-housing. We are excitedly anticipating and preparing ourselves for the opening of Egale Centre, our transitional housing facility, in 2019.



egale centre



1/4
homeless
youth identify
as LGBTQI2S

Opening in 2019, Egale Centre will be Canada's first facility that will combine the proven counselling service of Egale Youth OUTreach with transitional and emergency housing that is exclusively dedicated to serving homeless LGBTQI2S youth between the ages of 16-29. Egale Centre will have 30 rooms (25 for transitional use up to 18 months and 5 for emergency use) and has been designed using the principles of dignity, community, and sustainability.

Youth who have been kicked out of their home based on their sexual orientation or gender identity/ expression, often report being afraid to access mainstream shelters for fear of psychological, physical, or sexual violence which is why this dedicated facility is so important for the youth in our community.



We'd like to offer a special thank you to our capital campaign co-chairs, project partners and donors who have supported Egale Centre with passion and dedication.

Egale Centre Capital Campaign Co-Chairs

Ed Clark
Martha LA McCain
Mark S. Bonham

Project Partners

Daniels Corporation
Dixon Hall
Fife House
Navigator
Norton Rose Fulbright
SUSTAINABLE.TO
Toronto Community Housing
Yabu Pushelberg

Leader \$100,000+

BMO Financial Group
Bob Dorrance and Gail Drummond
CIBC
City of Toronto
Clark Family Foundation
Deloitte
Home Depot Canada Foundation

Intact Foundation
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Nancy's Very Own Foundation
Raymond James Canada Foundation
Shelley Obal
Thomas Tower
Tom Sutton
Western University
Wing Tai Properties





conferences and events

OUTShine

A number of years ago, Egale undertook the first national climate survey that looked at sexual, physical and verbal harassment towards the LGBTQI2S youth within school settings. One of the outcomes that resulted from the findings of the survey was the establishment of OUTShine. OUTShine is a national biennial GSA summit to celebrate and empower LGBTQI2S students and educators.

Since the first OUTShine five years ago, Egale has held three major OUTShine events across Canada including events in Ontario and Manitoba with the most recent OUTShine hosting nearly 400 students and educators from across Canada. OUTShine 2017 was the first year that we saw international attendance. Taking place in Windsor Ontario, we hosted students, not only from Canada, but also from Europe and the United States.

OUTShine is a life changing weekend for our participants! A place where they can celebrate their queerness - OUTShine is an opportunity for young people to be surrounded by hundreds of LGBTQI2S peers while watching performances by musicians and artists they admire and listening to presentations from leaders in the LGBTQI2S community across Canada.



“OUTShine has given me the light to **make my voice heard in my school!**”

- 2017, Student Participant





finances

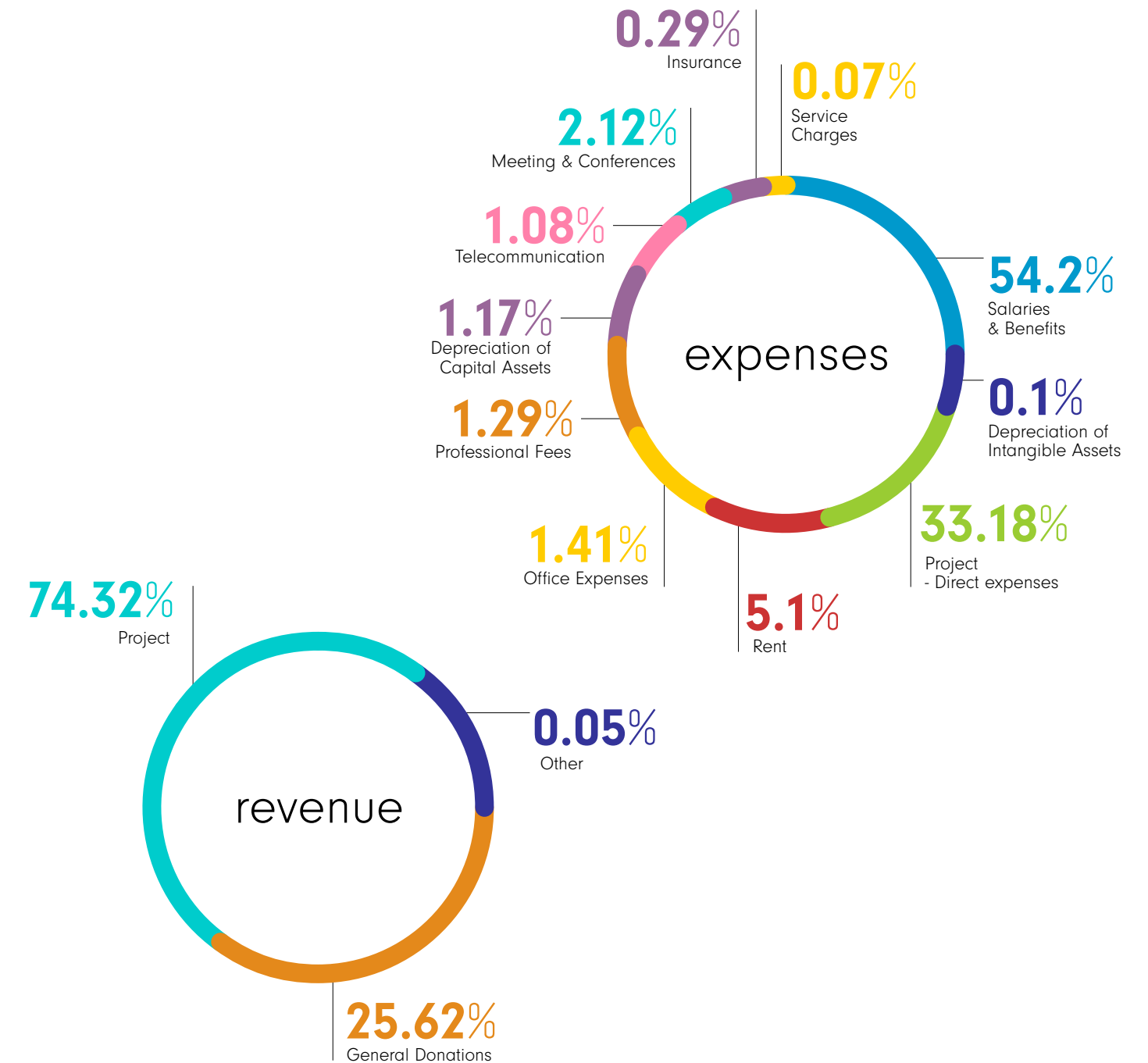
financial highlights

REVENUES

	2017	2016
Project	\$2,862,817	\$2,112,752
General Donations	\$986,985	\$675,465
Gain on disposal of capital assets	—	\$2,700
Other	\$2,070	\$7,320
	<u>\$3,851,872</u>	<u>\$2,798,237</u>

EXPENSES

Salaries and benefits	\$1,939,691	\$1,314,590
Project – direct expenses	\$1,187,240	\$714,331
Rent	\$182,608	\$110,012
Office Expenses	\$50,390	\$63,772
Telecommunication	\$38,532	\$21,663
Meetings and conferences	\$76,035	\$12,060
Insurance	\$10,430	\$11,432
Pride events	—	—
Event – Toronto Gala	—	—
Professional Fees	\$46,033	\$33,816
Service Charges	\$2,398	\$2,589
Depreciation of capital assets	\$41,868	\$25,828
Depreciation of intangible assets	\$1,744	\$3,489
	<u>\$3,578,714</u>	<u>\$2,311,837</u>
EXCESS OF REVENUE OVER	\$273,158	\$486,400





**how to get
involved**

A group of people is shown from the waist down, holding a large rainbow flag. The flag is stretched across the frame, and the people are standing on a paved surface. The scene is brightly lit, suggesting an outdoor event like a parade.

how to get involved

There are many ways to get involved with Egale but here are a few:

- Become a monthly donor
- Make a one-time financial donation
- Volunteer with us at Egale Youth OUTreach, one of our events, or in the office – we value skills-based volunteerism

- Turn one of your corporate events into a third-party fundraiser in support of Egale's work
- Host a fundraising dinner party or ask for donations to Egale in lieu of recognition gifts
- Consider leaving a gift/bequest to Egale in your will
- Sign up for our bi-weekly e-newsletter at www.egale.ca/weeklynews

Reach out to us today at:

donate@egale.ca

volunteer@egale.ca





thank you

thank you

Egale is grateful for the work and support of our staff, interns and board members. A heartfelt thank you also to all the LGBTQI2S activists across Canada and around the world for the time and energy you commit to advancing LGBTQI2S equality so that every person can achieve their full potential free from hatred and bias. Last but not least, our thanks to the following individuals, funders and sponsors who have made our work financially possible:

\$100,000+

Google for Non Profits
Heritage Canada
Estate of James Drewry Stewart
Ontario Ministry of Education
Ontario Trillium Foundation

\$50,000 – \$99,000

Slaight Family Foundation
TD Bank Group
United Food and Commercial Workers of Canada

\$10,000 – \$49,000

City of Toronto – Toronto Public Health
Employment and Social Development
Canada Ontario English Catholic Teachers' Association
Ontario Ministry of Education
Ontario Seniors' Secretariat
TD Securities Underwriting Hope
TELUS
Toronto Foundation

\$1,000 – \$9,999

Art Squared Inc.
Canadian Union of Public Employees (CUPE)
Conseil scolaire Viamonde
Cynthia Sefton
Dawn Tattle Family Foundation
Fidelity Investments Canada
George Brown College
Helen McEvoy
Klick Health
Laidlaw Foundation
Lawrence Bennett

Loblaws Inc.
MAZON Foundation
McCarthy Tétrault Foundation
Miltom Management LP
Nancy's Very Own Foundation
National Union of Public and General Employees
Ontario Federation of Labour
Ontario Secondary School Teacher Federation
Richard Isaac
Robert Tomas
Serving With Pride
Stephen Dorrell
Steven Kennedy
RUDE Collective
Tegan and Sara Foundation
Dr. Tim St. Amand
Toronto Drop-In Network
Troy and Mervyn McEachren
Unifor
United Food and Commercial Workers of Canada

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your help
=
a better future