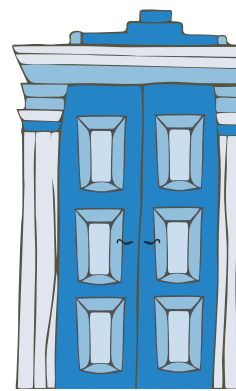
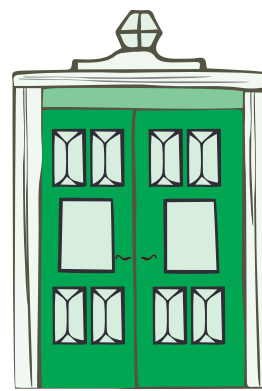
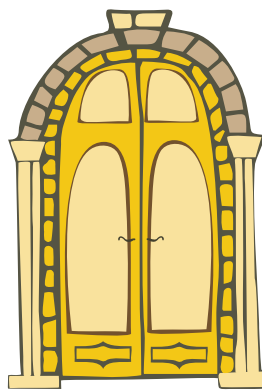
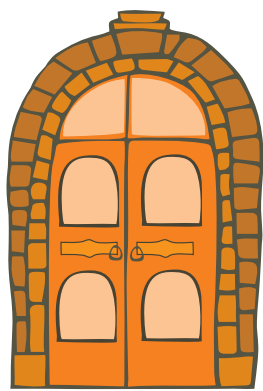
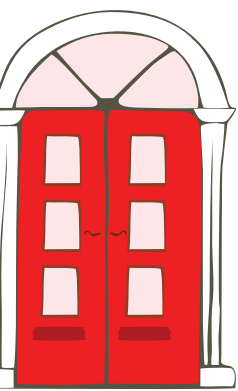


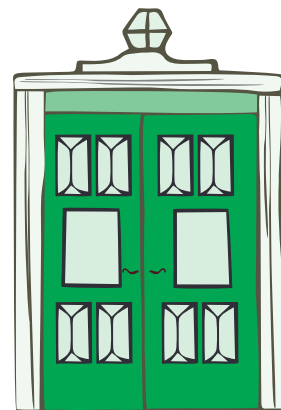
2016

ANNUAL REPORT
DECEMBER 31, 2016



Mission

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. Egale achieves this by informing public policy, inspiring cultural change and promoting human rights and inclusion through research, education and community engagement.



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.

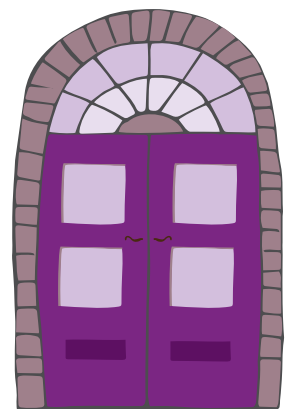




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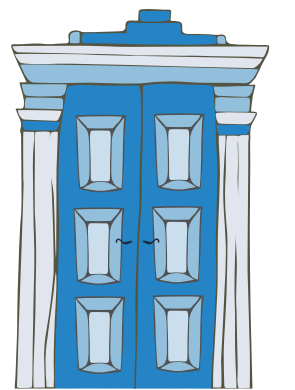
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"In the years to come, we are planning to take a stronger stand to open more doors than ever."

A letter from the Executive Director

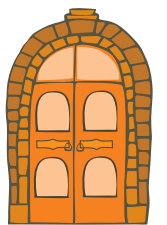


When reflecting on all that we have achieved in the last 30 years, it is convenient to view Egale's history as a timeline of LGBTQI2S progress. However, Egale has never been an organization to seek out convenience. I want to use this moment in Egale's history to evaluate the work that is still ahead of us and the doors we still need to open to continue our progress. We do not want to get too comfortable celebrating past successes. After all, Egale's successes are a consequence of existing discrimination, and every victory we have enjoyed has been due to a fundamental injustice in Canada that we have had to overcome. Egale was founded out of a need to protect the rights of marginalized LGBTQI2S Canadians and 30 years later, that need continues to be essential.

This annual report highlights the progress we have made to protect the rights of the LGBTQI2S community in Canada. At the same time, it paints a picture of the monumental work still ahead for Egale to address homophobia, biphobia, transphobia and human rights crises facing our community.

Egale is being called upon to take an elevated role in facing human rights crises. I am proud of Egale, our amazing team, our community allies and the dramatic advancements we have made in the last 30 years. We continue to grow as an organization that is uniquely positioned to improve lives around the world, and fight for LGBTQI2S equality in Canada.

Sincerely,
Helen Kennedy



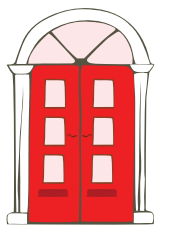
A letter from the President

“Egale’s power to transform the legal landscape in Canada and its perseverance in the face of sometimes seemingly immovable barriers is unprecedented.”

At Egale we have always done what is needed to advance the rights of LGBTQI2S individuals in Canada, striving for equality in all sectors while saving lives in the process. This year marks 30 years of Egale’s fight for equality, affording us a moment to take pause, reflect on the past and look forward to the future. Egale began with a small cohort of Canadian lawyers sitting around a kitchen table, deciding to take a stand against discrimination embedded in Canada’s laws. With purely grassroots origins, Egale continues to amaze with its ability to rise above and defend LGBTQI2S Canadians from discrimination and hate. Egale has opened many doors in 30 years. Whether opening doors to usher in equal marriage, equalize old age securities or negotiate transgender protections for Canadians, time and time again Egale has proven to have a knack for making the impossible into a reality.

It is no surprise that Egale continues to grow, mobilize support, and be called upon globally to share its expertise with other forward thinking groups and nations. It is not difficult to envision Egale as a world leader in LGBTQI2S human rights affairs. While the global struggle for the recognition of LGBTQI2S rights can be disheartening, I continue to see encouraging signs in the communities that Egale engages. In its efforts through education, training, community engagement and opening doors to have difficult conversations, Egale is softening the hearts and opening the minds of Canadians and the global community and as a result the lives of LGBTQI2S people everywhere are improving.

Sincerely,
Jacki Lewis



About Egale

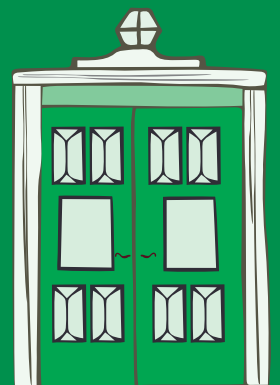
Egale is Canada's only national charity dedicated to advancing LGBTQI2S rights through research, education and community engagement.

The History of Egale

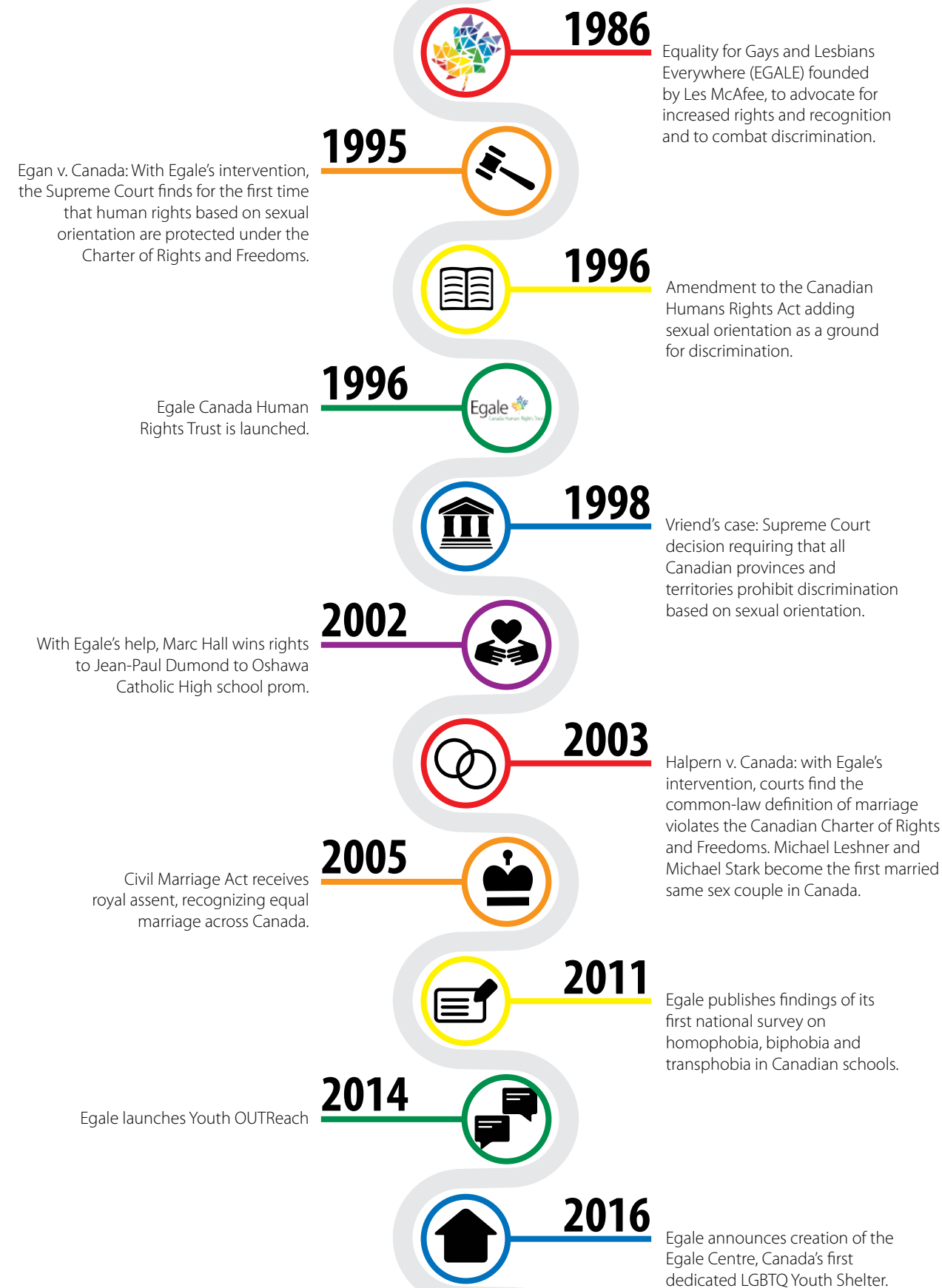
Egale was founded in 1986 with a vision of a Canada unmarred by the homophobia that was, and is to this day, embedded within the very legal structure of our country.

Driven by what others have described as an "inclination to jump head-first into a challenge and keep going until it was overcome," EGALE (Equality for Gays and Lesbians Everywhere) which would later become more simply known as Egale, was established.

Egale, as we know it today, was founded with the express goal of advocating for amendments to the Canadian Human Rights Act to include sexual orientation as a prohibited ground of discrimination—but it became so much more.



Egale has helped to open many doors in 30 years.



Egale was originally founded in 1986 by Ottawa lawyer Les McAfee under the name EGALE (Equality for Gays and Lesbians Everywhere). Egale's express goal at the time it was established was advocating for amendments to the Canadian Human Rights Act to include sexual orientation as prohibited ground of discrimination.

Through the late 1980s, Egale grew as an organization, operating alongside numerous other grassroots groups in Ottawa with a similar mission: to fight for LGB-identified Canadians. It was at this time that the AIDS epidemic was at its worst in the LGB world, and in November of 1991, Egale lost its founder, Les McAfee, to complications related to AIDS. Egale carried on in Les' memory, growing its team and establishing a national reach.

Egale's vision of amending the Canadian Human Rights Act was fulfilled in 1996. Sexual orientation was added as a ground for discrimination in Canada, thanks in part to Egale's voice and intervention in the courts. In that same year, Egale launched Egale Canada Human Rights Trust, a branch to serve as a charitable education, research, and community engagement arm that would eventually develop into the Egale of today.

During the late 1990s and early 2000s, Egale intervened in many significant human rights legal cases related to LGB rights and recognition that transformed the social landscape of Canada. From changing the definition of 'spouse' in the Old Age Security Act to include same-sex couples, to intervening in wrongful dismissal cases based on sexual orientation, to same-sex marriage. Egale's history of legal intervention tells the story of a rapid improvement in the Canadian legal system's recognition of LGB discrimination and a normalization of LGB sexual orientation in Canadian law.

On July 20, 2005 the Canadian government enacted the Civil Marriage Act, legalizing same-sex marriage nationally. By this time, the shifting legal landscape had laid the essential foundation for Egale Canada Human Rights Trust, Egale's charitable partner, to increase its critical efforts in fostering social change, particularly in support of LGBTQ youth.

In 2007, the charity undertook an ambitious research project that has informed its programming over the past decade. Egale initiated Canada's first national climate survey on homophobia, biphobia, and transphobia in Canadian schools. The results, published in 2011, uncovered a shocking level of homophobia, biphobia and transphobia present in Canadian school systems – except in schools with an active Genders and Sexualities Alliance. Egale took this as a cue to launch MyGSA.ca, a national website dedicated to supporting and connecting Canadian youth, educators and parents.

4X LGBTQ youth are

more likely to attempt suicide than their heterosexual peers.

This situation served as a catalyst for Egale's focus on youth mental health promotion and suicide prevention. In 2014, Egale Youth OUTreach (EYO) opened its doors. EYO is a counselling centre opened by Egale with the objective to meet the extensive needs for accessible mental health counselling and homelessness crisis services for LGBTQI2S youth in Toronto.

While Egale continues to advance LGBTQI2S matters in the courts, its principal focus is on advancing social change through research, education, and community engagement.

In 2016, Egale secured a large building for the purpose of providing housing to LGBTQI2S youth experiencing homelessness. Under the leadership of campaign co-chairs Ed Clark, Martha McCain and Mark S. Bonham, and through the generous support of individual donors, corporate partners, professional service firms, the City of Toronto, and the Province of Ontario, this will soon be a reality. Breaking ground and beginning construction in 2017, Egale will open the doors to Canada's first transitional and emergency housing to cater specifically to LGBTQI2S youth. Egale Centre will combine the proven counselling of Egale Youth OUTreach (EYO) with transitional and emergency housing to exclusively serve homeless LGBTQI2S youth.

"We know that 23 per cent of the young people who are homeless in the city of Toronto identify as members of the LGBTQI2S community, simply because of their identity, they have nowhere to sleep, they have nowhere to live and many of them have lost hope"

- Helen Kennedy, Executive Director at Egale



Egale: What we do

- Programs & Services
- Research & Policy
- Operations & Project Management
- Youth Housing & Crisis Counselling
- Development
- Human Rights Champions
- Financials



Programs & Services

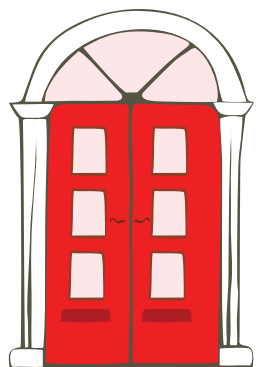
Our programs and services are designed to promote and foster the human rights and equitable inclusion of LGBTQ people in community, schools, and work through consultation, programs and services, training and development and community engagement.

Safer Spaces

Egale is supporting Canada's vision of safer and accepting public spaces for all by delivering professional development workshops to schools, campuses, corporations, unions, sports bodies, and other organizations. Workshops, in particular, help to boost understanding of LGBTQI2S identities and issues.

- Safer Schools: bring LGBTQI2S-inclusion to schools across Canada.
- Safer Workplaces: provide a general understanding of LGBTQI2S language and identities and examine the barriers to inclusion within society, work places, and within their own lives.
- Safer Campuses: foster environments of higher learning where students can study and excel, free from the harms of systemic, institutional, and individual discrimination.
- Safer Seniors: provide inclusivity training to Canadian health care workers to understand the unique needs of LGBTQI2S seniors living in care facilities.
- Our LGBTQI2S seniors live at-risk of going back in the closet because of prejudices that exist in care facilities and lack of government understanding or protection.

86% of attendees say they gain more understanding of LGBTQI2S identities and issues through Egale workshops.



OUTShine

Over the course of three days, OUTShine brings LGBTQI2S and allies in secondary schools in a summit together with educators and community members to discuss what is happening in their schools, share resources and experiences, network, have fun, and celebrate LGBTQI2S identities. OUTShine combines educational sessions and social experiences, offering combined and separate programming for both youth and educators.

With unique workshop sessions, panels, discussion activities, performances and even a queer prom, the summit has become a life-changing experience for LGBTQI2S youth that attend.





Sports Inclusion

Egale works to make Canadian sport more inclusive for LGBTQI2S participants. Egale has partnered with the Canadian Olympic Committee, and was a founding member of both PrideHouse Vancouver and PrideHouseTO to make sport in Canada more LGBTQI2S-inclusive.

Egale is also the Canadian partner of You Can Play Inc., which works to ensure safety and inclusion for all who participate in sports, including LGBT athletes, coaches and fans. By working together with You Can Play, Egale is able to help ensure that sports teams focus on athlete's skills, work ethic, and competitive spirit - not their sexual orientation and/or gender identity. Egale provides education, resources, events and programs for athletes, staff, coaches, leagues and organizations.

Research & Policy

The Research & Policy Department compiles, produces and communicates the best-available evidence, information and tools for promoting and fostering the human rights and equitable inclusion of LGBTQI2S people throughout all aspects of society.

As a main pillar of Egale's operations, we consider the original research we conduct in the field of LGBTQI2S rights to be of critical importance to open doors by promoting public awareness and positively influencing policy-making. Egale undertakes to balance both academic and experiential knowledge, with community-based participatory practices in conducting research; developing and reviewing policy, resources and curricula; and providing services to clients, community organizations, government agencies, and individuals.

In 2016 alone, Egale carried out six research initiatives at the national and international level:

Submission to Global Affairs Canada – Working in solidarity: Broadening Canada's overseas assistance programs to be more inclusive of LGBTQI2S minorities' rights globally.

The initiative addresses the current lack of designated funding for LGBTQI2S human rights within Canada's current Overseas Development Assistance (ODA) program. The objective is to highlight key considerations to report and close the gaps with the ODA's current program, with respect to LGBTQI2S people and communities.

Presentation to the Standing Committee on social policy: points of consideration for Bill 132.

Research evidence points to an urgent need to address the disproportionate rates of sexual violence and domestic and intimate partner violence (D/IPV) and barriers to help-seeking within LGBTQI2S communities in Ontario. Through this document, Egale proposes strategic recommendations to improve support to LGBTQI2S survivors of sexual violence and D/IPV, involving inclusivity and diversity at all stages and within all activities of the strategic process.

Convention on the Elimination of All Forms of Discrimination against Women.

The project highlights the diverse forms of discrimination and violence targeting lesbian, bisexual, and transgender women as well as gender diverse and two-spirit people on the basis of sexual orientation, gender identity and gender expression.

Supported Canadian Blood Services' continued efforts to replace the MSM (men who have sex with men) blood donation deferral period.

A behaviour-based system would assess individual donor risk based on individual behaviours and characteristics, rather than broadly denying participation due to attraction or identity. Ultimately, Canadian Blood Services should move away from a system that relies on broad and discriminatory generalizations, and instead adopt gender-neutral and behaviour-based screening that is more precise, more effective, and enables more individuals to donate blood.

Government of Saskatchewan Vital Statistics Act (VSA) Consultation Submission.

The consultation document proposes amendments to the Saskatchewan Vital Statistics Act in regards to Change of Sex Designation on Saskatchewan Registration. This reflects the province's adopted interim changes that allow adult individuals to change their sex designation on identification without undergoing gender reassignment surgery.

Advocated for Bill C-16, an Act to amend the Canadian Human Rights Act and the Criminal Code.

The intent of Bill C-16 is to recognize the human rights of trans and gender diverse people and to protect them from violence, harassment, discrimination and hate crimes.



Operations & Project Management

The Operations & Project Management Department establishes efficient processes and procedures to ensure that Egale's activities meet the organization's objectives and effectively manage day-to-day operations and resources across the organization.



Development

The Development Department raises and manages resources that enable Egale to achieve its overall strategic objectives.

With an ambitious mandate, the Development Department continues to make significant strides, accomplished through a set of values that guide them:

- Passion for the Vision
- Entrepreneurship
- Partnership
- Accountability
- Sustainability



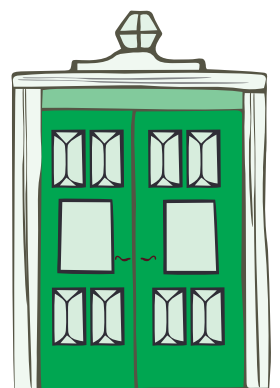
Youth Housing & Crisis Counselling

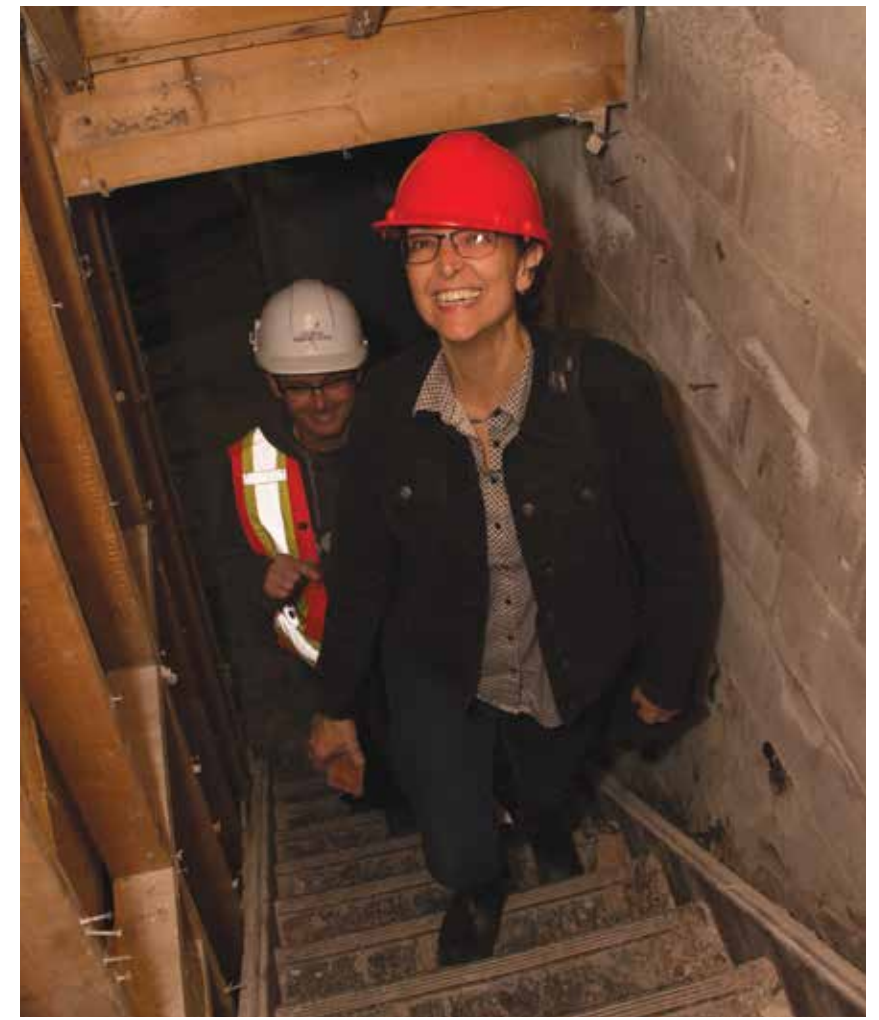
Egale Youth OUTreach (EYO) was created to provide direct services to LGBTQI2S homeless youth and help address the challenges they face regarding homophobia, biphobia, transphobia, violence and harassment in our schools, in our families and in our communities, as well as the issues of homelessness and other stressors which take their toll on mental health and overall well-being.

EYO provides a drop-in space for LGBTQI2S youth to gather, to feel welcome and supported. It provides individual counselling, homelessness and suicide crisis services for LGBTQI2S youth up to age 29 provided by three full time counsellors. EYO serves an average of 30 drop-in individuals per day, including newcomers and refugees. EYO is located in downtown Toronto and serves as a model that can be adopted across Canada and around the world.

“Canada’s LGBTQI2S youth are at a higher risk than their peers of experiencing homelessness. This is due to discrimination at home and systematic failures within Canadian institutions to provide specialized support for young people in need. Schools and workplaces prove to be rife with abuse and discrimination. This is especially true for trans people who often face violence and hatred when attempting to enjoy even the most basic human rights”

- Helen Kennedy, Executive Director at Egale





Human Rights Champions

Egale's Human Rights Champions: Individuals championing and opening doors to influence progressive change that improve the lives of LGBTIQ2S youth in Canada.



Jaime Watt

Jaime Watt runs Navigator, a public relations company that provides office space for Egale in its Toronto office. Deeply involved with efforts to promote equality and human rights issues, he was the inaugural recipient of Egale's Lifetime Achievement in 2009.



Ed Clark

Ed Clark, former president and chief executive officer of TD Bank Group, spearheaded same-sex benefits at TD before gay marriage was legal and has contributed funds to build Egale's counselling centre. In 2010, Clark received Egale's Leadership Award in honour of his leadership in supporting LGBT communities.



Louise Arbour

Louise Arbour is an internationally renowned lawyer, prosecutor and jurist who became the United Nations High Commissioner for Human Rights in 2004. Arbour was awarded Egale's Leadership Award in 2011.



Kent Monkman

Kent Monkman is an artist of Cree ancestry who works with a variety of mediums, including painting, film, performance and installation. Monkman has been awarded the Egale's Leadership Award in 2012.



Kathleen Wynne

Kathleen Wynne is Ontario's 25th Premier, first female Premier and the first openly gay head of government in Canada. Wynne is the 2013 LGBT Leadership Award recipient.



Cynthia Petersen

Cynthia Petersen practices constitutional, administrative and labour law, specializing in equality rights issues, such as marriage laws, workplace discrimination and freedom of expression. For her service to the community, Cynthia received the Egale Canada Human Rights Trust's Leadership Award in 2014.



Financial Highlights

REVENUES

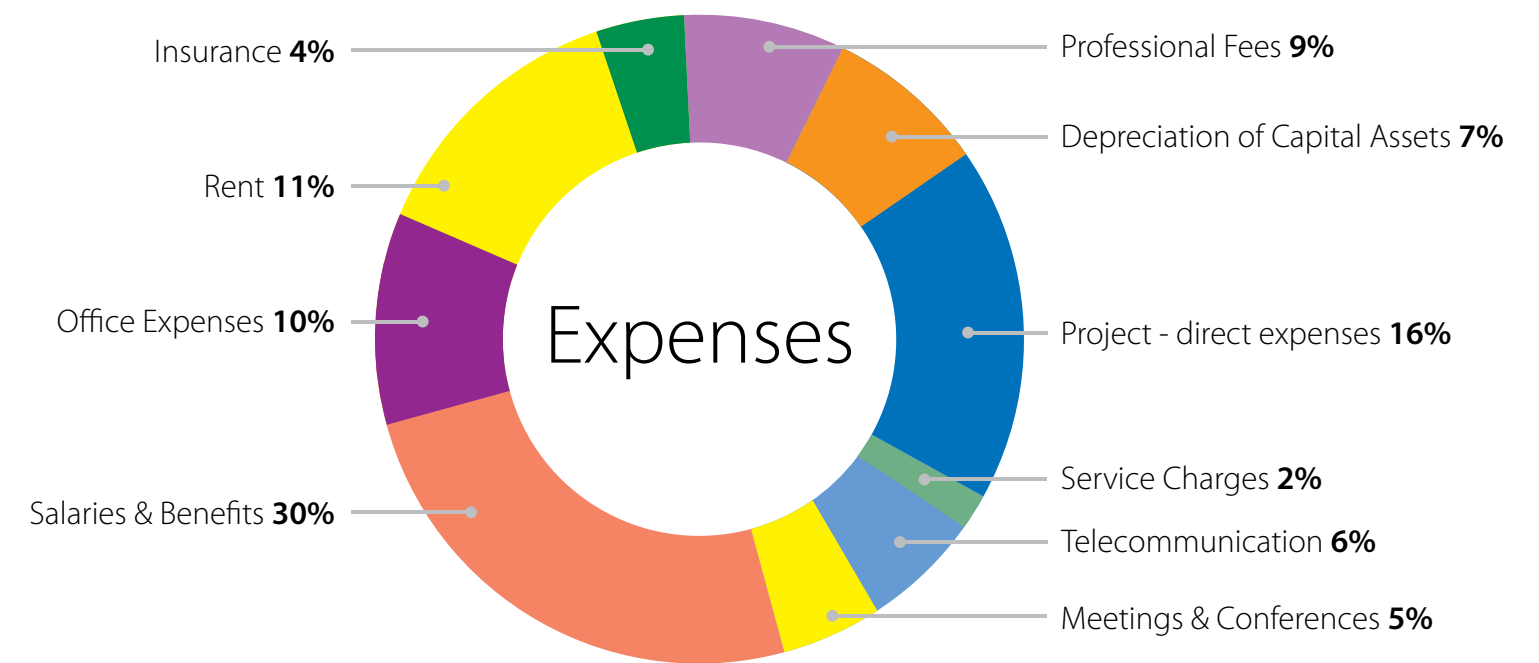
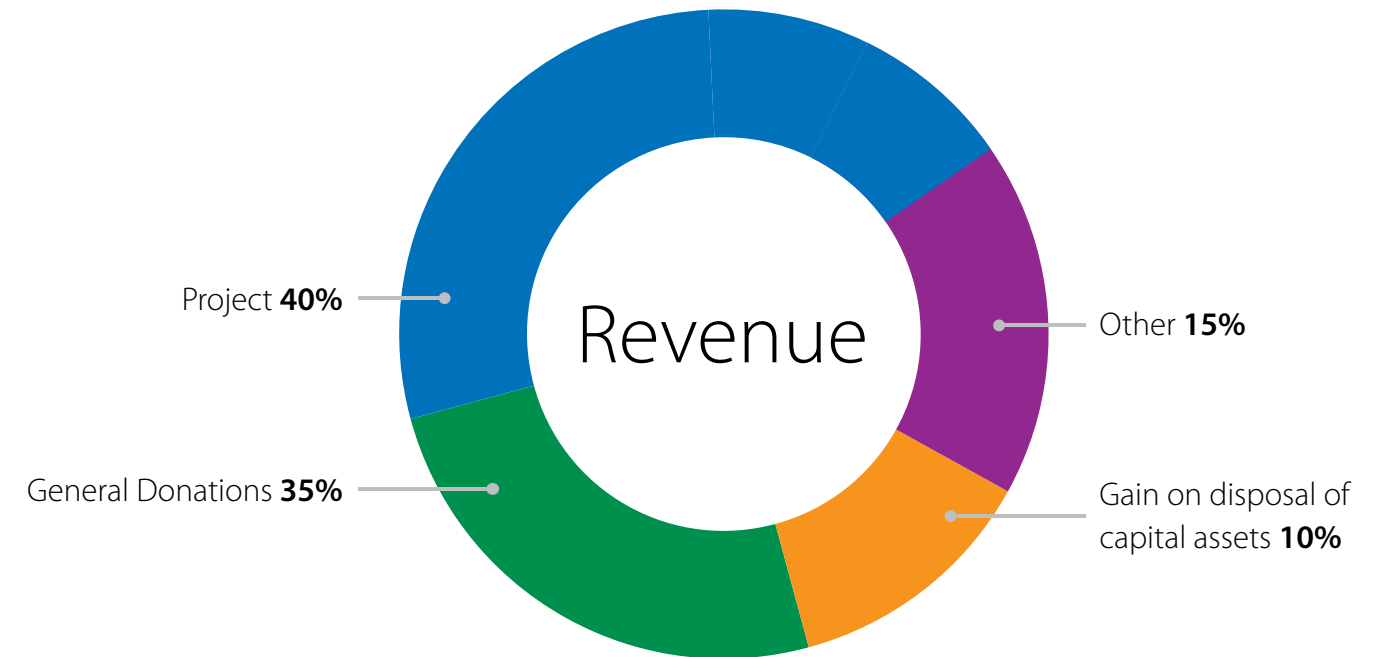
	2016	2015
Project	\$ 2,112,752	\$ 1,801,984
General Donations	675,465	186,966
Transfer from Egale Canada	—	9,430
Event – Toronto Gala	—	1,050
Gain on disposal of capital assets	2,700	—
Other	7,320	15,471
	<u>2,798,237</u>	<u>2,014,901</u>

EXPENSES

Salaries and benefits	\$1,314,590	953,268
Project – direct expenses	\$714,331	831,926
Rent	\$110,012	85,055
Office Expenses	\$63,772	32,028
Telecommunication	\$21,663	10,730
Meetings and conferences	\$12,060	7,492
Insurance	\$11,432	5,977
Pride events	—	25,616
Event – Toronto Gala	—	9,150
Professional Fees	\$33,816	35,306
Service Charges	\$2,589	2,839
Depreciation of capital assets	\$27,572	14,097
	<u>\$2,311,837</u>	<u>2,013,484</u>

EXCESS OF REVENUE OVER

	\$486,400	\$1,417
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Contact Us

185 Carlton Street
Toronto, Ontario
M5A 2K7

Phone

1 (888) 204-7777
(416) 964-7887

Office Hours

Monday to Friday 10 a.m. to 6 p.m.

Egale Youth OUTreach 11 a.m. to 7 p.m.

Drop-in hours 3 p.m. to 7 p.m.

Phone 1 (888) 44-Egale

