



# equal not other

**Egale is Canada's only national charity promoting LGBTQI2S human rights through research, education and community engagement.**

Egale works to improve the lives of LGBTQI2S (Lesbian, Gay, Bisexual, Trans, Intersex and Two Spirit) people in Canada and to enhance the global response to LGBTQI2S issues.

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# **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 has been an incredible year, not only for Egale, but for LGBTQI2S people in Canada and around the world. Following the federal apology to LGBTQI2S people in 2017, we've seen Canada progress in human rights on a global scale allowing more bridges to be built and stronger collaboration across borders in an effort to create a more accepting world.**

At Egale, we believe that to achieve our goal of a more inclusive Canada and continue on the path we are on, it's imperative that we approach change in a holistic way. For us, this means beginning with the laws and policies through which our country and society are governed. This is an area that as an intervening organization, Egale saw incredible success in 2018. Armed with some of the best lawyers in Canada, Egale's Legal Advisory Committee brought forward not one, but two Supreme Court wins last year, advancing LGBTQI2S rights across Canada.

However, and as many of you are well aware, we cannot achieve inclusion with legal wins and policy reform alone. True change only begins to take shape when we are able to win over the hearts and minds of our collective society. At Egale, we strive to accomplish this through research, community engagement, and training and education – areas that our organization continues to grow stronger in with every passing year. In 2018, we announced that a decade after releasing our Every teacher in every school report, Egale will be launching a second national survey on LGBTQI2S inclusion in Canadian secondary schools. Additionally, in 2018 we delivered more inclusion trainings than ever before.

Lastly, we cannot achieve any of this as one organization, or even one country for that matter. We must work collectively, listen to one another, lift each other up, and most importantly, learn from one another. In my role at ILGA, I've had the opportunity to work with and learn from activists and organizations around the world, and together we've accomplished unimaginable feats for equality on a global scale.



It is with a heavy heart that after serving two consecutive terms, I've chosen to step down from my position as Co-Secretary General at ILGA. This has allowed me to focus on building Egale's international relationships which continue to grow as we build relationships with countries and organizations around the world

Even with what might seem to be a perfect recipe for inclusion, we continue to fall short in advancing the rights of some of the most vulnerable people in our community. Canada continues to allow genital mutilation on intersex children despite international human rights organizations, like the United Nations, stating that it is equivalent to torture and cruel and inhumane treatment. Our LGBTQI2S seniors across Canada are afraid to enter long-term care for fear of being forced back into the closet among numerous other issues. The blood ban continues to discriminate against MSM and trans people, LGBTQI2S people continue to be the target of the most violent hate crimes in Canada. The list goes on. We must continue to place pressure on our government, we must not lose sight of our common goals and most importantly, we must not allow our success to blind us from the problems that continue to plague our community.

Sincerely,

A handwritten signature in black ink that reads "H. Kennedy".

**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 communities in Canada, striving for equality and inclusion for all.

While the struggle to gain recognition for LGBTQI2S rights can be disheartening, this year we made some incredible strides through Egale's legal advocacy as we won two more Supreme Court cases to advance the rights of LGBTQI2S people. More than that, we strengthened our international relationships through our participation in the Equal Rights Coalition conference and the Commonwealth Heads of Government Meeting, and we developed collaborative community-driven recommendations following our national IDENTITY Conference. This year has certainly been on for the books.

As we approach the halfway point of our three-year strategic plan (2017-2020), we continue to feel confident in the goals we have set out to accomplish as we continue to grow in four strategic areas including:

**Education.** Egale will continue to provide education to the Canadian public, private sectors and internationally on the themes of anti-oppression, anti-racism and LGBTQI2S inclusion.



**Community Services.** Egale will strive to replicate the highly successful Egale Youth Outreach (EYO) model across Canada.

**Professional Services.** Egale will develop and expand the provision of Egale professional services, thereby offering a suite of professional services that facilitate the actions of governments, mainstream, and like-minded organizations in their efforts to eliminate homophobia, biphobia, transphobia and all other forms of oppression. These services will be particularly relevant for, but not limited to: policy development, schools, workplace/workforce, sport, youth, seniors, refugees and legal assistance and will help to broaden Egale's reach and impact as well as provide an additional source of operating revenue.

**Advocacy.** Subject to the constraints inherent in being a registered Charity, Egale will continue to advocate for its community through community engagement, and legal channels.

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 within our priority areas and beyond. We look forward to closing another successful year and to continuing to create Canada, and ultimately a world, without homophobia, biphobia, transphobia and all other forms of oppression so that every person can achieve their full potential,

**Jacki Lewis**  
**President of the Board of Directors**

# Year at a Glance



**Victor Madrigal**, UN Independent Expert on Sexual Orientation and Gender Identity spends his first official engagement with The Commonwealth Equality Network (TCEN).

**Hear Our Story "Brunswick Four"**: This video features Sue Wells of The Brunswick Four, a group of 4 Lesbians who were evicted from The Brunswick House in 1974 for singing a song.

Canada implements **gender-neutral national anthem**.



TCEN goes to London for CHOGM 2018. **"People said we couldn't utilize the Commonwealth for LGBT activism. Today we proved them wrong."** Paul Dillane, LGBTQI activist and former executive director at Kaleidoscope Trust.

Because of TCENs collective efforts at CHOGM Theresa May delivers remarks of regret: **"homophobic colonial laws were wrong then and they are wrong now. The UK stands ready to assist any nation looking to reform these laws."**



Celebrating our partnership with Canadian-owned gender-neutral underwear company, **Toni Marlow**

**Egale Youth OUTreach voice group** performance at 120 Diner.



Egale announces new **Blood Surrogates campaign** with Sidlee: Proud to announce our new campaign to raise awareness about the ban that prevents men who have sex with men, as well as many bi & trans people from donating blood.

**Trinity Western win** Egale wins ruling at the Supreme Court of Canada against Trinity Western

**Co-Piloting Your Kid's Journey to Gender Affirmation** Egale holds free webinar for educators and parents of trans or gender diverse youth.

Egale attends the **ILGA World Conference** in NZ



**Helen Kennedy is awarded the 2018 Lifetime Achievement Award** at the Start Proud Leaders To Be Proud Of Awards.

Egale hosts a symposium in partnership with Reverend Brent Hawkes, **"A Conversation on Intersectionality in Ontario Secondary Schools"**, opening the dialogue about the intersections of faith and identity.

**Egale wins ruling at the Supreme Court** on LGBTQI migrant detainees

**Jacki Lewis**, President of the Board of Directors at Egale Canada, accepts **Ve'ahavta's Tikun Olam Humanitarian Award for Egale Centre**.

JAN

FEB

MAR

APR

MAY

JUN

JUL

AUG

SEP

OCT

NOV

DEC

20th Anniversary of **Vriend case**.

**Ottawa's 'gay purge'** settlement expanded to include all who suffered as early as 1955.

**IDENTITY: Canadian Perspectives on #LGBTQI2S Inclusion**

Prime Minister Justin Trudeau attended the IDENTITY Gala to accept the 2018 Egale Leadership Award.

**Equal Rights Coalition**



A Federal Court Judge approves the settlement for the LGBTQ2 Purge Class Action Lawsuit, **the largest settlement ever for the LGBTQ2 community**.

Egale attends the **International Federation on Ageing Global conference**. Signs the Older LGBTQI People Call to Action.



Egale is joined by members of the **National Collaboration for Suicide Prevention** in Newfoundland at the **Canadian Association for Suicide Prevention 2018 National Conference** to discuss the current state of information and future directions in suicide prevention, intervention & postvention.



**Winter Kit Delivery** to Egale Youth Services

**Principals Summit**: This 2 day dialogue between principals and vice principals provides knowledge exchanges, scenario-based problem solving and information about legislative requirements for making your school more inclusive.



# Spotlight on IDENTITY: Canadian Perspectives on LGBTQI2S Inclusion

In May 2018, we hosted our inaugural national conference, IDENTITY: Canadian Perspectives on LGBTQI2S Inclusion. The week was a huge success and brought together more than 400 LGBTQI2S people from across Canada to discuss where our community is at, where we want to be, and what we need to do to get there.

IDENTITY focused on seven areas of LGBTQI2S inclusion:

- Employment and Workplace Inclusion
- Housing and Homelessness
- Safer Schools and Campuses
- Sports Inclusion and Recreation
- Faith
- Health Equity and Wellness
- Legal and Justice

Following the conference, our research team at Egale produced a report to bring together the community voices and action plans in each of the seven streams.

## INTERSEX RIGHTS LEADING THE CONVERSATION

In the days leading up to the IDENTITY conference, Egale was able to host Canada's first ever intersex conference. With support from leading intersex activists we invited over a dozen intersex people from across Canada to create

a national action plan for intersex rights. The IDENTITY intersex pre-conference marked the first time that intersex people in Canada have convened on a national action plan.

## EGALE LEADERSHIP AWARD

The Egale Leadership Award is presented to an individual who has made significant contributions towards advancing rights for LGBTQI2S (lesbian, gay, bisexual, trans, queer, intersex and Two Spirit) people in Canada. Past award recipients have most notably included; Ed Clark, Jaime Watt, Kent Monkman, The Honourable Louise Arbour, Cynthia Peterson, and The Honourable Kathleen Wynne, Premier of Ontario.

The award was presented to Prime Minister Justin Trudeau by Bharat Masrani, CEO at TD Bank, the Presenting Sponsor of the IDENTITY Gala, and Helen Kennedy, Executive Director at Egale Canada.



"It is an honour to be able to extend our Egale Leadership Award to Prime Minister Justin Trudeau. Not only has Trudeau taken iconic steps to model his support for the LGBTQI2S community, but he has also taken pertinent steps through legislation and policy reform in an attempt to create a more equal Canada for LGBTQI2S people. It is a combination of these efforts that make Trudeau a leader in LGBTQI2S rights in Canada."

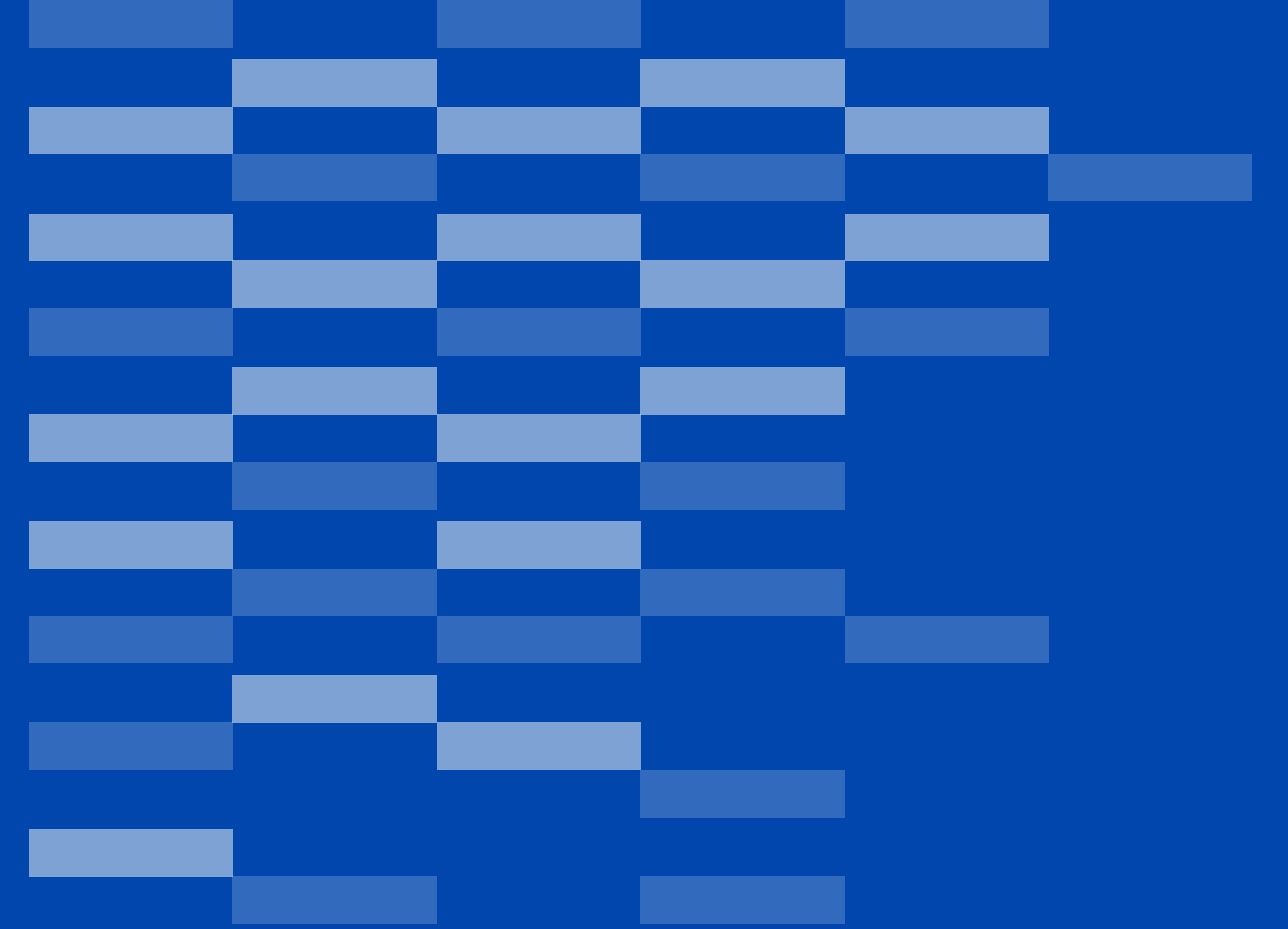
- Helen Kennedy  
Executive Director, Egale Canada

I will fight  
for you, and  
I will fight  
with you."

- Prime Minister  
Justin Trudeau



# programs and services



At Egale Canada, we believe in: Placing the LGBTQI2S community first; Creating an environment that promotes trust, equality and equity, respect, diversity, openness, and inclusion; Affirming and valuing our staff and volunteers; Elevating and empowering LGBTQI2S voices; Promoting enduring relationships with our partners and the community; Being accountable and transparent; Demonstrating excellence, leadership, teamwork, and fearlessness in fighting for LGBTQI2S rights.

We make these beliefs a reality through our programs and events, by creating awareness and through relentless advocacy for LGBTQI2S rights

# safer spaces

## building a safer and more inclusive Canada

Egale strives to create safer and accepting spaces across all sectors including schools, businesses and organizations, sports, health care and more. We do this by offering a wide array of trainings, educational resources, comprehensive tools and services such as policy revision that work together to ensure that all spaces within Canada and around the world continue to become safer and accepting of our LGBTQI2S communities.

### Safer Spaces by the Numbers

90

Total inclusivity workshops in 2018

3,692

Total workshop participants



## safer and accepting schools

In its sixth 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.

In the last 3 years, Egale has done inclusivity training with 10,000+ educators across Canada.

### Safer Schools goes to Alberta

In 2018, Egale brought our Safer Schools workshops to educators and students across Alberta. We were thrilled in the fall of 2017 when the Alberta government passed Bill 24: An Act to Support Gay-Straight Alliances. The bill amended the School Act to strengthen supports for students wishing to create or join GSAs their schools

**"Our team at Durham District School Board attended the Fall conference and it was absolutely wonderful. If you can, make sure you send a team of administrators to Egale's Principals' Summit!"**

– Equity Department at DDSB

### Principals' Summit

This 2-day dialogue between principals and vice principals provides knowledge exchanges, scenario-based problem solving and information about legislative requirements for making schools more inclusive. At the Principals' Summit attendees gain new leadership skills to create safer and accepting schools for LGBTQI2S students.

### Education: Day Treatment Program (Section 23 Classroom)

Now in its second consecutive year, the Section 23 Classroom, run in partnership with the Toronto District School Board (TDSB), aims to provide a safer space for up to 8 LGBTQI2S high school students (grades 9-12) – specifically, those students who experience mental health challenges – to study in an affirming environment.

Each school day includes a mental health treatment period for students on an individual basis. In its second successful academic year, 7 students are currently enrolled for the 2018/2019 school year.



# inclusive workplaces training

Egale's Inclusive Workplaces 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 prevents individuals from bringing their whole and authentic selves to the workplace.

Through Egale's corporate training, organizations are 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 policies, and enhance their approach to inclusion through interactive learning and systems-change.

In 2018, Our Inclusive Workplaces Training spanned across post-secondary institutions, retail sector, financial sector, sport and rec, civil service (municipal, provincial, federal levels), NFPs (unions, professional associations).

## **Inclusive Workplaces Training by the Numbers**

Total workshops: **33**

Total learners: **2,222**

Organizations we worked with: **23**

## **Inclusive Workplaces Training Highlights**

### **Dora Awards go Gender Neutral**

In 2018, TAPA (Toronto Alliance for the Performing Arts) partnered with Egale Canada to provide training to all of the incoming 65 Dora Mavor Moore Awards jurors for the 2018-19 season to increase awareness of gender issues.

**"This change levels the playing field for male, female and gender non-conforming artists who will now be judged solely on the basis of their performance, regardless of how they identify."**

- Jacoba Knaapen  
Executive Director, TAPA



# demanding action

**Egale works closely with diverse members from across Canada's LGBTQI2S community in an effort to ensure that each action we take accurately reflects the needs and wants of the community we serve.**



## Older and Ageing LGBTQI2S People

### 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. By fostering nation-wide partnerships, NSAC provides opportunities for Egale to identify and support on-the-ground work of local organizations across Canada while holding our organization accountable to the diversity of our older and ageing LGBTQI2S community.

### I Pledge to Support LGBTQI2S Seniors

For International Day of Older and Ageing People, Egale launched Older LGBTQI People Call to Action in partnership with Sage in the US and The International Federation on Ageing.

Due to a lifetime of experiencing different forms of oppressions including homophobia, heterosexism, transphobia, sexism, and ageism, older LGBTQI persons are less likely than heterosexual and/or cisgender (non-trans) older persons to access support from non-LGBTQI health service providers, and other types of social support programs because they fear discrimination and sexual harassment.

### Pledge Highlights

- 1** To stop physical, sexual, emotional and/or psychological abuse and to empower older LGBTQI persons to safeguard their physical, emotional, psychological and sexual wellbeing
- 2** To recognize the full enjoyment of all human rights of older LGBTQI persons without any form of discrimination based on sexual orientation, gender identity and expression, diverse bodies, sex characteristics, and HIV status.
- 3** To assess and address the specific care and service needs of older LGBTQI persons and to implement measures to respond to those needs by ensuring qualified employees are trained about the rights and needs of older LGBTQI persons.

# international advocacy

**Egale actively strives to cultivate relationships on an international scale. Through doing so, we have been able to break down barriers to inclusion by learning from, and working with, our international LGBTQI community.**



## Equal Rights Coalition Global Conference

The intergovernmental Equal Rights Coalition (ERC) is dedicated to the protection of the rights of LGBTQI persons. It is made up of 42 member states and aims to advance LGBTQI rights by engaging with civil society organizations and multilateral agencies. From 2017 to 2019, Canada and Chile serve as the co-chairs of the ERC.

In 2018, Canada hosted the ERC Global Conference for the first time in our country's history. Egale played a key role in organizing attendance for international civil society organizations.

During the conference, Egale partnered with a number of organizations to put forward a list of demands to support international partnerships that advance the rights of LGBTQI people.

The demands later resulted in significant funding for LGBTQI organizations in developing countries as well as an additional pool of government funding for international partnership to advance LGBTQI rights between Canadian LGBTQI organizations and international civil society organizations.



# commonwealth heads of government meeting

## commonwealth equality network

Egale is proud to represent Canada as a member of The Commonwealth Equality Network (TCEN). Established in 2013, TCEN is a network of Commonwealth civil society organizations working to challenge inequality in the Commonwealth, based on sexual orientation and gender identity. TCEN was set up with the aim of giving a voice to LGBTQI communities across the Commonwealth and to support joint advocacy in identifying a Commonwealth solution to a Commonwealth problem. Much like the Commonwealth itself, the membership of the Network is dominated by organizations in low and middle-income countries, in particular sub Saharan Africa.

TCEN is the first LGBTQI network to receive Commonwealth accreditation, putting the human rights of LGBTQI people on the international agenda. The network provides a sustainable platform for LGBTQI activists and civil society organizations across the Commonwealth to share expertise, gather evidence, carry out joint advocacy and participate in Commonwealth policy processes.

**90%+** More than 90% of Commonwealth citizens live in a country that criminalizes LGBTQI people.

**34 out of 53** 34 out of the 53 Commonwealth nations criminalize homosexuality.

In 2018, Egale joined with the rest of TCEN in London for what became a historic Commonwealth Heads of Government Meeting (CHOGM) for the global LGBTQI community. Every two years, the Commonwealth Heads of Government meet to discuss how the Commonwealth can contribute to a future which is fairer, more sustainable, more secure and more prosperous. This past year, TCEN came together as a united front with one common vision – to create a voice for LGBTQI2S people throughout all areas of global meeting. We were met with great success as we heard remarks of regret delivered by Theresa May for the years of systemic discrimination and oppression faced by LGBTI people across the Commonwealth.



**“The Prime Minister made a necessary step in acknowledging and expressing regret about a historical reality that has impacted LGBT people everywhere. It challenges the idea that anti-sodomy laws are indigenous to Commonwealth territories, particular those in the Caribbean and Africa. As she notes, it was a bad move to export those laws and it is a bad move to keep them.”**

**“I am hopeful that this apology can shift the conversations we have been having in our various countries and begin to think about how colonialism has driven us to do immeasurable harm to our people and how we can begin to reverse that harm.”**

– Glenroy Murray, Policy & Advocacy Manager at J-Flag, an LGBT organization in Jamaica, where homosexuality is illegal under an “unnatural offences” law imposed by the British.

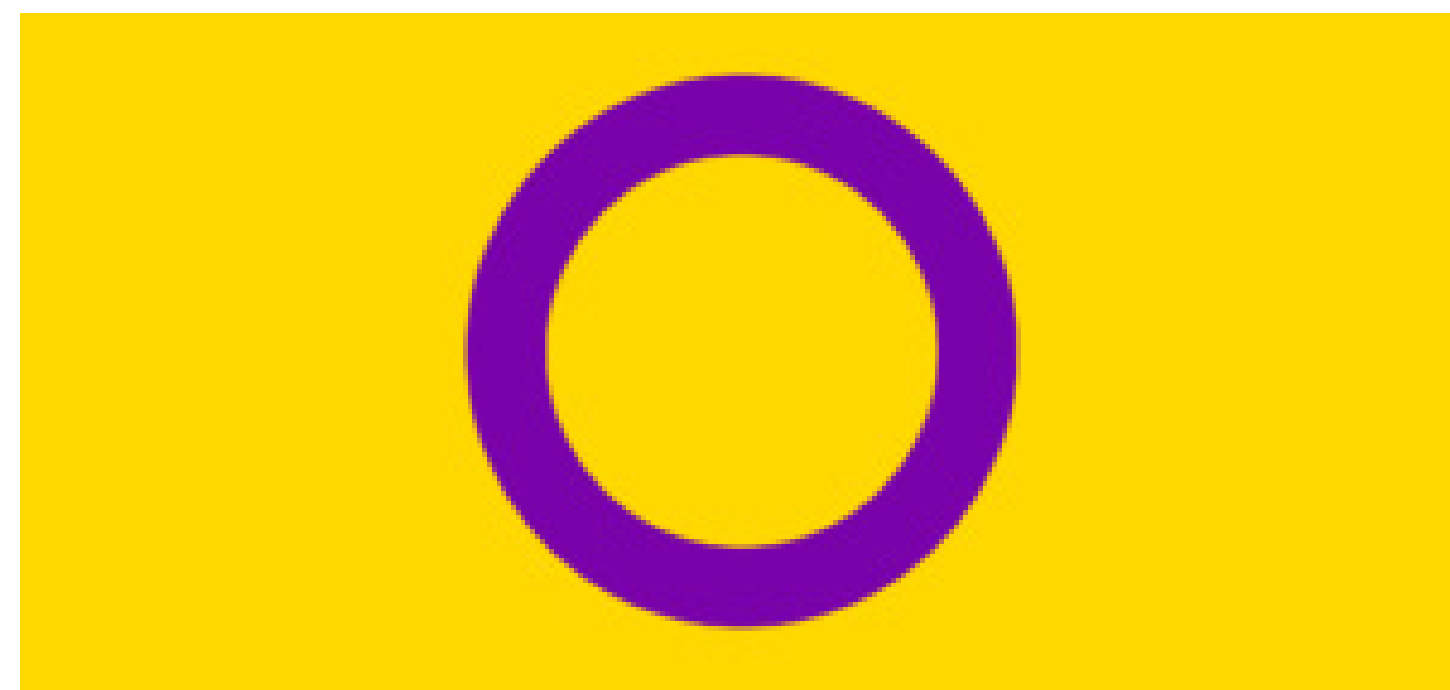
**“People said we couldn’t utilize the Commonwealth for LGBT activism. Today we proved them wrong.”**

– Paul Dillane, LGBTQI activist and former executive director at Kaleidoscope Trust British.

# intersex rights in canada need to be a priority

**Egale Canada has been striving to raise awareness on the human rights violations being faced by intersex people in Canada.**

Surgeries on intersex children have been condemned by major human rights groups such as the United Nations, Physicians for Human Rights, and Human Rights Watch, as well as every intersex-led organization in the world. This past year, Egale Canada urged the Canadian government to fulfill its treaty body obligations under international law, especially concerning the UN Convention Against Torture.



In Canada, the Criminal Code [s. 268(3)] allows for parents and medical practitioners to undertake nonconsensual, cosmetic surgeries on intersex infants. These surgeries have proven to result in lifelong physical and psychological pain, amounting to Torture or Cruel, Inhuman and Degrading Treatment under the UN Convention Against Torture. The existing law deprives intersex children from criminal protections against pathologization of their bodies, and instead functions to normalize surgical interventions based on assumptions about medically “correct” or “normal” bodies.

# meet egale's intersex community consultant

Morgan Holmes is a world renowned Canadian intersex activist, professor and writer. Throughout her career, Morgan has been advocating for intersex people on the international level and within Canada. Morgan continues to provide our team at Egale with valued guidance and support in addressing the countless human rights issues being faced by intersex people in Canada. With Morgan's support, in 2018 Egale submitted, Egale submission to the UN Committee Against Torture.



**“At the age of 7, I endured things that no young person should have to when I was forced to undergo surgery because my body didn't fit what doctors deemed to be normal. The pain I endured, both physically and mentally, has lasted a lifetime — it's something that no child should have to experience, yet today it is still common practice across Canada.”**

– Morgan Holmes  
World-renowned Canadian intersex activist, professor and writer

## TERMINOLOGY

The term **intersex** refers to a person whose chromosomal, hormonal or anatomical sex characteristics fall outside the conventional classifications of male or female.

# legal advocacy

**Egale has intervened in every major case affecting LGBTQI2S rights to go before the Supreme Court of Canada.**

**“LGBTQI people in immigration detention are uniquely vulnerable to homophobic, transphobic and other abuse. This Supreme Court ruling is a significant step forward for human rights for LGBTQI immigrant detainees – allowing them access to habeas corpus provides an avenue to challenge conditions of discrimination when they arise.”** – Michael Battista, Same Sex Immigration Lawyer representing Egale and Partner at Battista Smith Migration Law Group

From equal marriage to immigration rights for LGBTQI2S people, we have yet to lose a single case. Egale was founded on the promise of legal advocacy for LGBTQI2S people more than 30 years ago. Today we continue to fight for your rights in all areas of the law. In 2018, we are proud to share that we made great strides for equality and inclusion across Canada’s legal landscape.

## **Trinity Western University v. Law Society of Upper Canada**

The Trinity Western University (TWU) Supreme Court case resulted in a legendary judgement to advance LGBTQI2S rights across Canada. As one of 26 organizations permitted to intervene in the TWU case, Egale Canada asserted on behalf of the LGBTQI2S community that there is a need to strike a balance between religious freedom and equality rights in the context of access to legal education. This balance can only be achieved if all of the rights and interests at stake are recognized and taken into account in their full variety and complexity.

The TWU case had major implications for the LGBTQI2S community in Canada and pitted the freedom of religion as stated in the Canadian Charter of Rights and Freedoms against the Canadian Human Rights Act which includes sexual orientation, gender identity and gender expression. The Supreme Court’s final decision created an opportunity to plot a new course for not only the legal profession, but more widely for equality and inclusion for LGBTQI2S people in Canada.

## **Minister of Public Safety and Emergency Preparedness, et al. v. Tusif Ur Rehman Chhina**

This Supreme Court case was ground-breaking in expanding access to human rights for LGBTQI Immigrant Detainees. In early 2019, the Supreme Court ruled in favour (6-1) to expand legal access to rights for at-risk immigrant detainees in Canada, especially those who identify as LGBTQI. LGBTQI people in immigrant detention in Canada face a number of unique life-threatening conditions. This ruling is a significant win which affords LGBTQI and other at-risk immigrant detainees the ability to challenge conditions relating to basic human rights.

## **Centre for Gender Advocacy v. Provincial Government of Quebec**

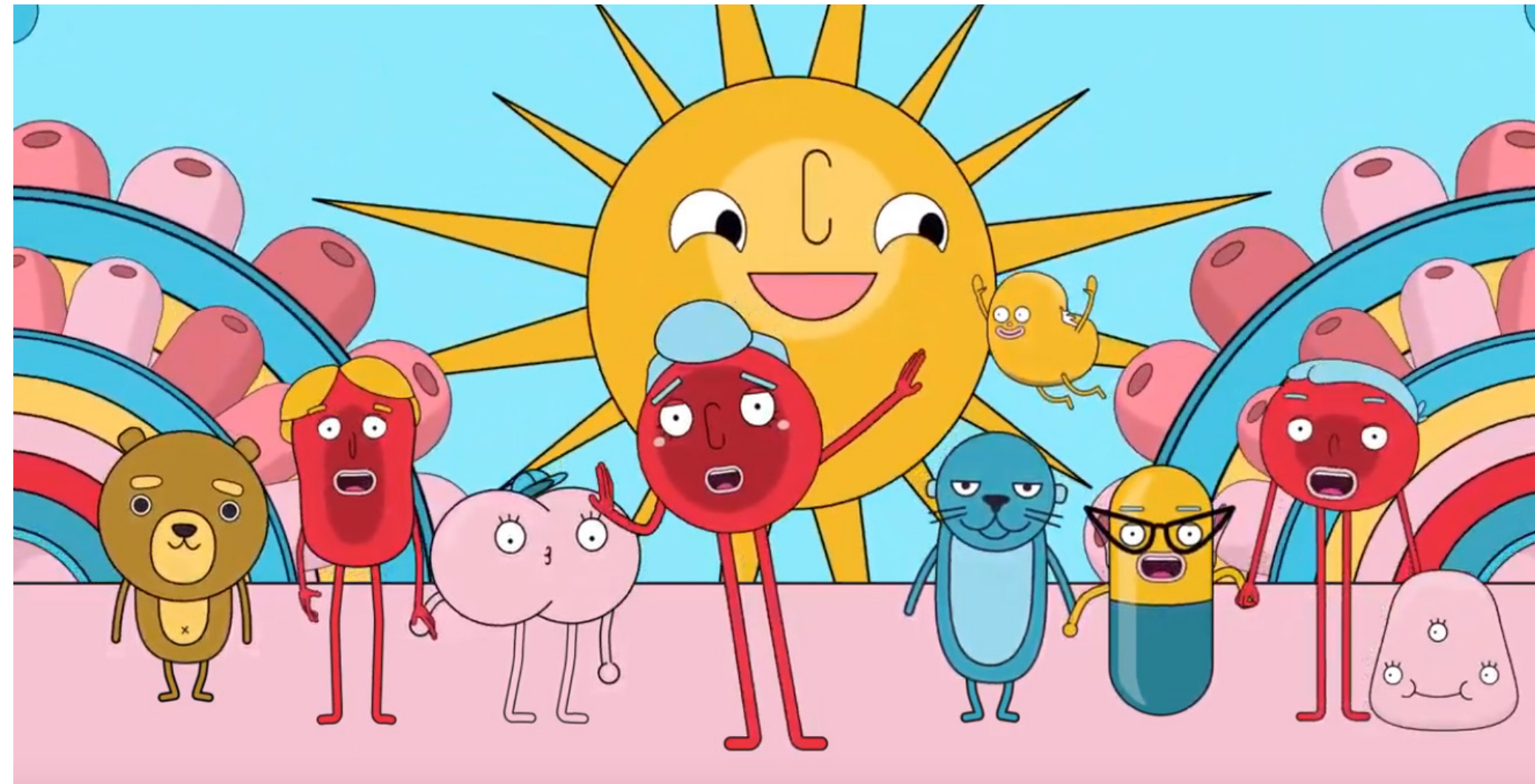
This Superior Court case was led by Concordia’s Centre for Gender Advocacy (CGA) in Montreal, with Egale acting as an intervenor to support the latter. The ruling, if in favour of the Centre, will be monumental in protecting the rights of trans and non-binary people across the province and overturned a number of articles of the Civil Code of Quebec that violated the rights of trans citizens. These include articles 59 and 71, which prohibited people without citizenship from legally changing their name or gender marker, and article 62, which compelled youth under the age of 18 to obtain permission from their parents before legally changing their name. Thanks to the tireless efforts and commitment of the CGA, trans and non-binary people in Quebec now face fewer barriers to integrating into society and young people are better able to advocate for their own unique identity.



# awareness campaigns

Awareness campaigns, both education-based and advocacy-based, play a valuable role in helping us to inform the wider public about current issues facing the LGBTQI2S community as well as garner support in advancing equality and inclusion.

## Blood Surrogates



The “Blood Surrogates”, campaign created in partnership Sid Lee Collective, aimed to draw attention to the stigmatizing nature of the one-year celibacy requirement (3-months as of 2019), while encouraging blood donations to Canadian Blood Services – which is currently facing a national blood shortage. The campaign aimed to engage and educate a wider Canadian audience on social media, by encouraging the friends and family members of trans people and MSM (men who have sex with men) to become “blood surrogates” and donate blood on behalf of those who aren’t able to because of discrimination.

**WATCH HERE:** [www.youtube.com/watch?v=XemNOWxri1I](https://www.youtube.com/watch?v=XemNOWxri1I)

## Heritage Minute: Jim Egan



Egale was proud to be the community partner of Historical Canada for the Jim Egan Heritage Minute. With nearly 1 million views in the first 24 hours, the Jim Egan Heritage Minute was the most successful minute ever launched. It eventually reached 2.5 million views in its first month online, truly solidifying its importance as part of Canadian history.

**WATCH HERE:** [www.youtube.com/watch?v=a3e5jC7yZeo](https://www.youtube.com/watch?v=a3e5jC7yZeo)

# hear our story campaign

## The Pussy Palace

### The Brunswick



This #HearOurStory features Sue Wells of The Brunswick Four, a group of four Lesbians who were evicted from The Brunswick House Tavern in 1960 Toronto for simply singing a song.

[www.youtube.com/watch?v=Sinp1MD-Qbl0&t=1s](http://www.youtube.com/watch?v=Sinp1MD-Qbl0&t=1s)

September 14th 2000, six male Toronto police officers raided a Pussy Palace event at Club Toronto.

The Pussy Palace #HearOurStory features the perspectives of the members of the Women's Bathhouse Committee including, Carlyle Jansen, Janet Rowe, Chanelle Gallant, Carol Thames and JP Hornick as they share their story from the bathhouse raid they experienced at Club Toronto Bathhouse in 2000.

[www.youtube.com/watch?v=edVONk\\_tbUQ](http://www.youtube.com/watch?v=edVONk_tbUQ)

### Micheal and Larry



This #HearOurStory features Michael and Larry, LGBTQI2S seniors discussing their life and future as they age.

[www.youtube.com/watch?v=fBSPGar-5PA4&t=14s](http://www.youtube.com/watch?v=fBSPGar-5PA4&t=14s)

# egale youth services' programs

The effectiveness of Egale Youth Services' programming for our participants is evidenced by the fact that return visits have increased by 150% since 2016. Participants have stated that Egale Youth Services is a "safe space", somewhere they feel they "belong" or even "a lifeline" at times. Our commitment to prevention cannot be overstated.



In 2018, through our crisis counselling services, Egale Youth Services helped divert young people from hospital emergency rooms a total of 156 times, responding in critical moments when young people reach the point of suicidal ideation.

# egale youth services and centre

**With the help of our donors and community allies, we are able to create a brighter future for young LGBTQI2S people in our community.**

Egale Youth Services aims to build community and create a space where youth can feel safe, supported, make valuable connections to reduce social isolation, increase mental wellbeing, and find the resources they need. Resources provided assist with material stabilization, clinical counselling, case management and informal emotional support.



In 2018, Egale Canada was honoured to receive Ve'ahavta's prestigious Tikun Olam Humanitarian Award for our work supporting marginalized LGBTQI2S individuals through Egale Youth Services, as well as Egale Centre, before it's 2020 opening.

# capital campaigns

Our sincere gratitude to all of the donors who helped us bring this project to life

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

## \$1,000,000+

Canada Mortgage and Housing Corporation  
City of Toronto  
Clark Family Foundation  
Martha LA McCain  
\$100,000+  
BMO Financial Group  
Bob Dorrance and Gail Drummond  
CIBC  
Deloitte  
The Harold E. Ballard Foundation  
The Home Depot Canada Foundation  
Intact Foundation  
John, Robert, and Simone Capozzolo & Paola Ceolin  
Kohler Global Hospitality  
KPMG Foundation  
Manulife  
McCarthy Tétrault Foundation  
Mike and Martha Pedersen  
Ontario Trillium Foundation  
Power Corporation of Canada  
RBC Foundation  
Scotiabank  
St. Michael's Hospital  
Sun Life Financial  
TD Bank Group  
TELUS  
Timothy Thompson and Matthew Campbell  
Yabu Pushelberg

## \$50,000 - \$99,999

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Shelley Obal  
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Tom Sutton  
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# Programs Spotlight: food program

At Egale Youth Services, food is provided throughout the day, including a light breakfast, mid-morning snacks, lunch, afternoon snacks, and a hot supper.

**This expanded food program serves between 15 to 30 participants each day. In October, 2018.**

We celebrated an exciting new partnership with Second Harvest. Through this partnership, Second Harvest provides us with up to 200lb of fresh and nutritional food every week, allowing us to further expand the meal program at Egale Youth Services and meet the nutritional needs of homeless and under-housed LGBTQI2S young people.

Beyond this incredible partnership, Egale Youth Services has also developed an ongoing partnership with Toronto Public Health (TPH). Through this partnership, we are able to provide nutrition education and healthy eating on a budget with support from a Public Health Nurse who visits Egale Youth Services on a regular basis.

In fall 2018, we began a monthly group, co-facilitated by TPH and EYO staff, to deliver a more comprehensive food and nutrition program to 6-8 participants per session. Following a training with TPH, youth participants can earn their Safe Food Handler Certificate and assist with the preparation of light meals and snacks.

Our ultimate goal is to move to a larger facility with a full kitchen, where participants can receive culinary training and prepare meals for our other participants at Egale Youth Services as well as Egale Centre.

## BIPOC Town Hall

In a commitment to provide a more inclusive and safer space for all participants, Egale Youth Services held a town hall for Black, Indigenous, and People of Colour (BIPOC) youth in the LGBTQI2S community to share their experiences and needs.

Nine participants attended the town hall, expressing their appreciation for a safer space where they could speak freely of their experiences as racialized LGBTQI2S young people, without judgement.

Feedback Included:

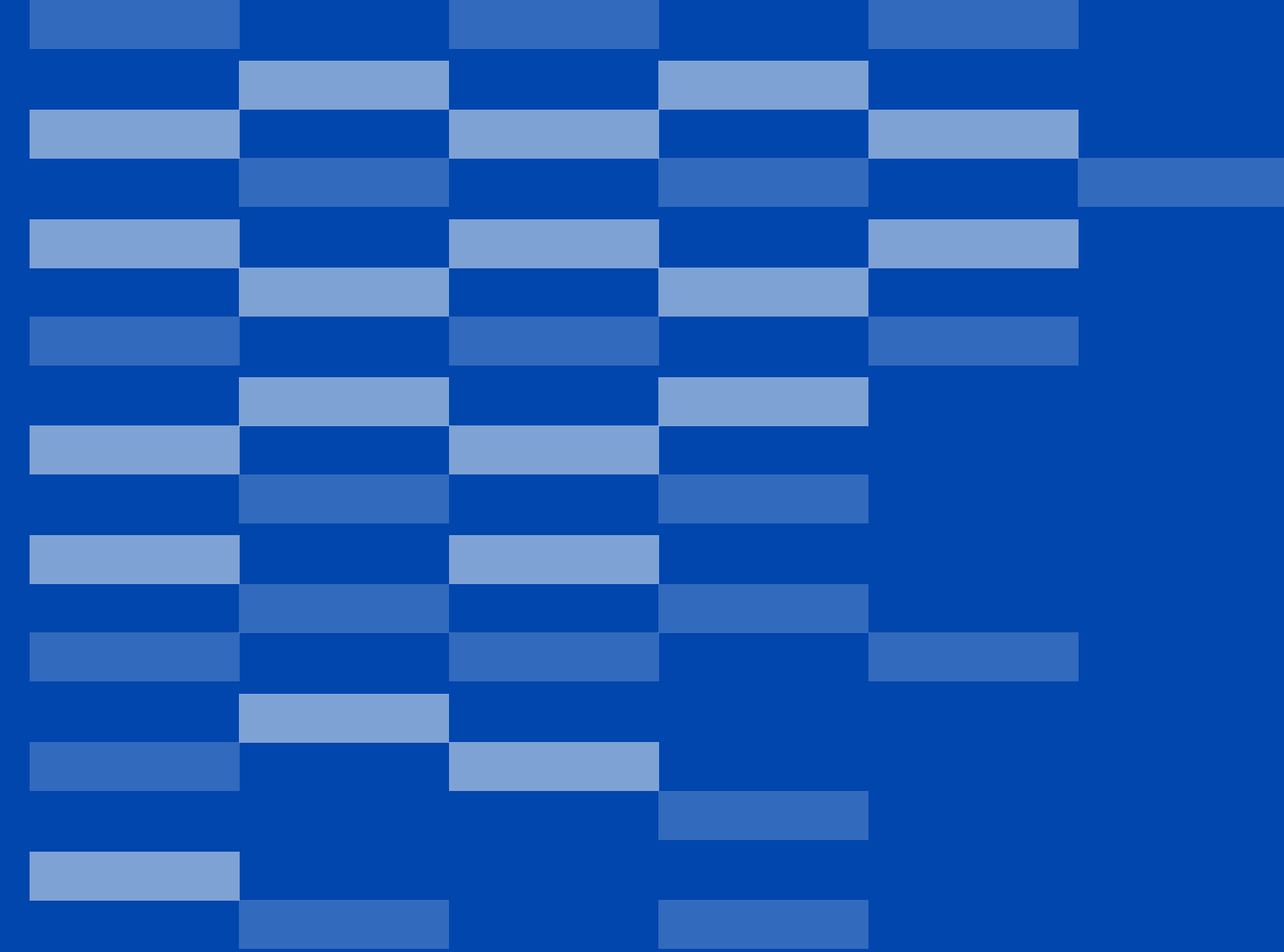
- **Call for more racialized staff, particularly Indigenous staff.**
- **Groups specifically for youth of colour/mixed-race youth have been well attended and greatly appreciated. Youth expressed the need more of such programs.**
- **Workshops focused on navigating micro-aggressions and re-directing problematic comments; creating opportunities to learn and unlearn together in a way that honours multiple intersections of identity.**

Attendees expressed the hope that there would be more BIPOC town halls so that youth of colour can continue to have a platform to freely express their needs and experiences. We have taken immediate and long-term steps to ensure this feedback is implemented in dedication to create safer and inclusive spaces for all young people in the LGBTQI2S community.

**A lot of counsellors I'd talk to [elsewhere], it just seemed like they had ulterior motives or I didn't really connect with them fully. And when I came across Egale I had a connection with the staff almost instantly and I felt very at home and kinda with my kind here. And it's the only counselling that I've actually ever had that was kind of successful because that connection was there."**

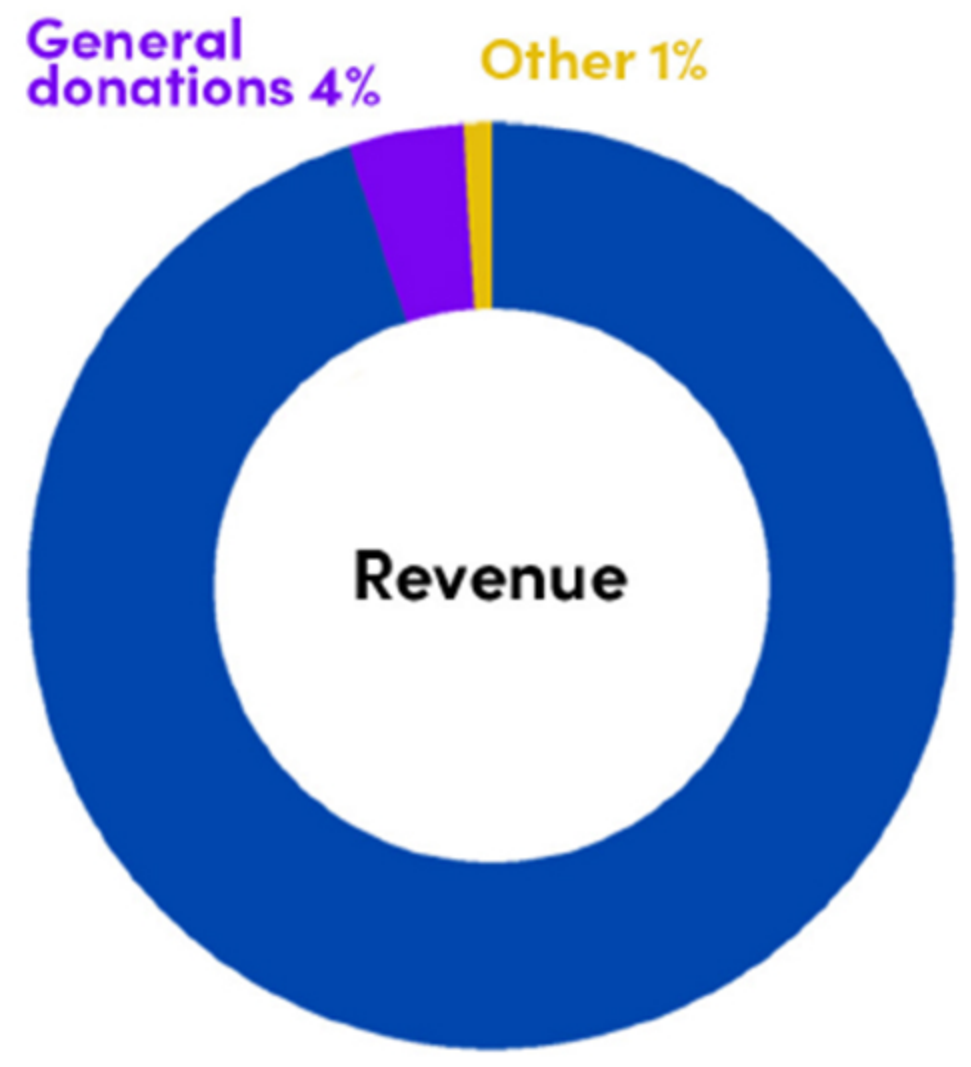
**- Youth Participant  
Toronto, Canada**

# financial highlights



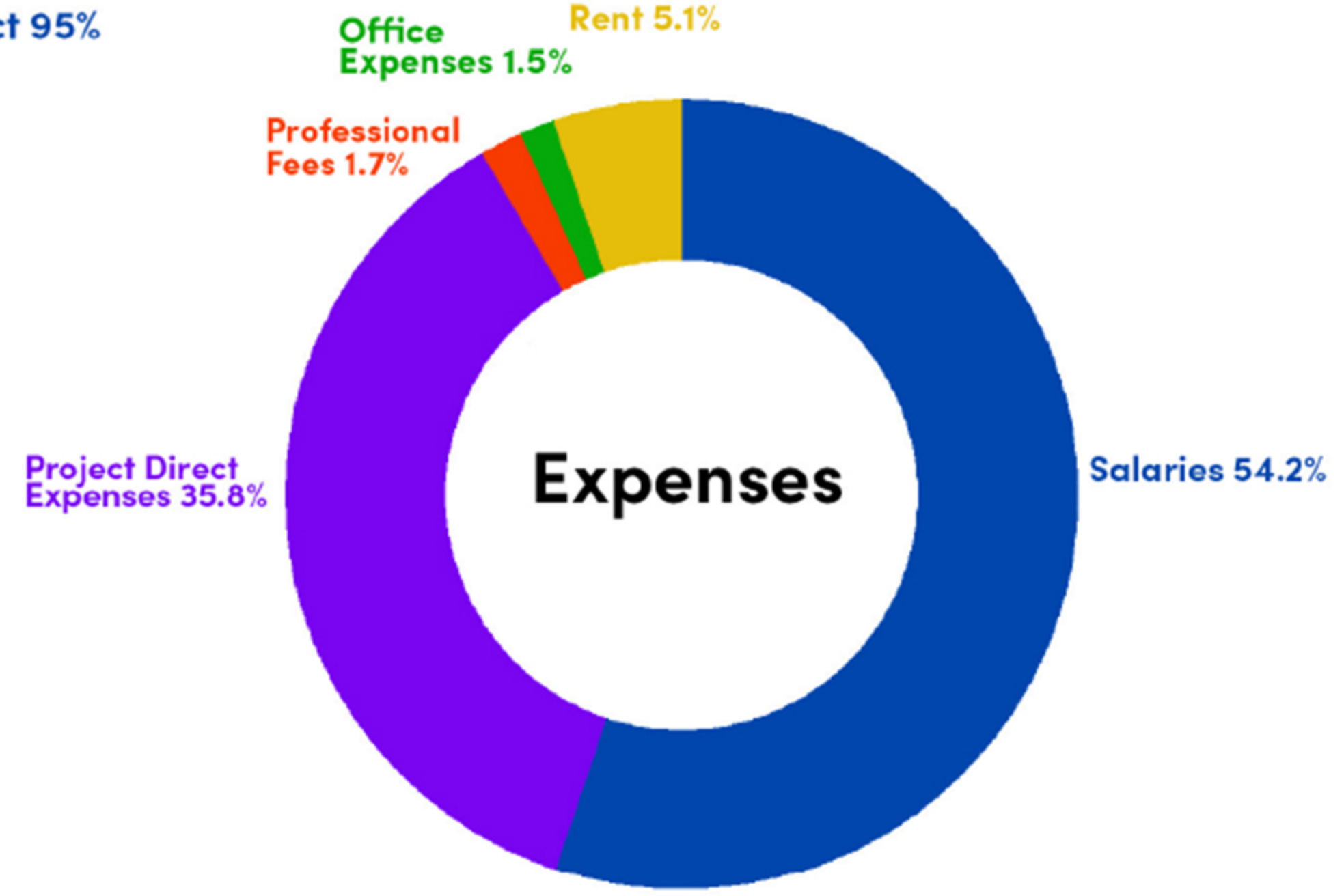
**REVENUES**

	2018	2017
Project	\$ 3,524,832	\$ 2,862,817
General donations	179,426	986,985
Other	299	2,070
	<b>3,704,557</b>	<b>3,851,872</b>



**EXPENSES CHARGES**

Salaries and benefits	2,101,733	1,939,691
Project – direct expenses	1,396,839	1,187,240
Rent	196,088	182,608
Office expenses	57,643	50,390
Telecommunications	21,504	38,532
Meetings and conferences	24,425	55,035
Insurance	10,618	10,430
Professional fees	67,547	67,033
Service charges	401	2,398
Depreciation of capital assets	36,247	41,868
Depreciation of intangible assets	3,489	3,489
	<b>3,916,534</b>	<b>3,578,714</b>



EXCESS OF REVENUE	\$ (211,977)	\$ 273,158
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# thank you!

## Corporate Grants

### \$100,000+

Ontario Ministry of Children and Youth Services  
Ontario Ministry of Education  
Ontario Trillium Foundation  
TD Bank Group

### \$10,000 - \$99,999

Bell Canada  
Canadian Olympic Committee  
Dawn Tattle Family Foundation  
Department of Education and Early Childhood Development (New Brunswick)  
Fidelity Investments Canada ULC  
Goodmans LLP  
Ontario English Catholic Teachers' Association  
Unifor  
United Food and Commercial Workers of Canada

### \$1,000 - \$9,999

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Cambridge LLP  
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Canadian Unitarian Council  
Cynthia Sefton  
David Falkner  
David Ling  
Deloitte  
Department of Education and Early Childhood Development  
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Edmund Clark  
Harold Wu  
Helen McEvoy  
Holt Renfrew  
Jason Kaptyn  
Joseph Patrick Presents  
Mark W Gallop  
Michael Battista  
Mike and Martha Pedersen

National Union of Public and General Employees  
Ontario Secondary School Teachers' Federation  
Raymond James Canada Foundation  
Roxy Kids in Action  
Snake Kunda  
The Race Family Fund  
Tim A St. Amand

### \$500 - \$999

Charles C Hill  
Chris Pike  
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David Handley  
Doug Arcand and Alnoor Karmali  
Economical Insurance  
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Hillfield Strathallan College  
Kieran Mulroy  
RBC Royal Bank (Victoria)  
Richard Isaac

Sean Turner  
Stephen Dorrell  
Steven Kennedy  
Suzanne Clark  
Three Eggs Foundation  
Wildfire: Lighting up LGBTQ+ Legal Culture  
Xandrewica Corporation

## Legacy Giving

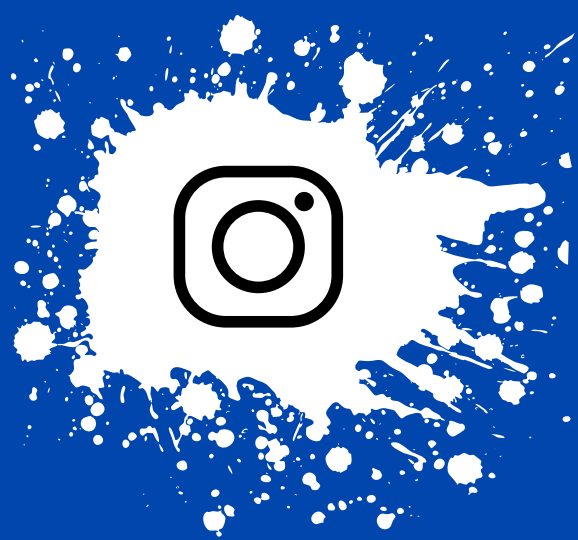
Our endless gratitude goes out to these Egale Supporters, who have designated Egale as the beneficiary of their estate, ensuring Egale's success and vitality now and into the future.

Estate of James Drewry Stewart  
Estate of Joy Isabelle Johnston  
Gary Swayze  
Ron Puccini  
Stanley Jack Wells



# how to get involved

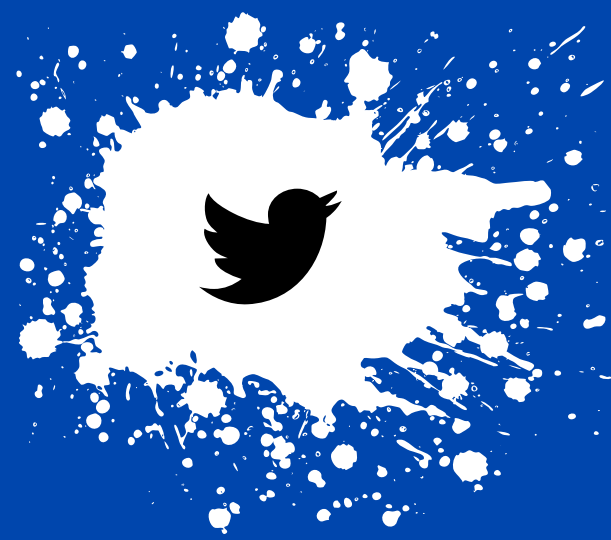
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Reach out to us today at: [donate@egale.ca](mailto:donate@egale.ca) [volunteer@egale.ca](mailto:volunteer@egale.ca)



## There are many ways to get involved with Egale. Here are just a few:

- Become a monthly donor
- Make a one-time financial donation
- Consider leaving a gift to Egale in your will
- Volunteer with us – we value skills based volunteerism
- Host a fundraising dinner party or ask for donations to Egale in lieu of gifts
- Turn one of your corporate events into a third-party fundraiser in support of Egale's work
- Sign up for our bi-weekly e-newsletter at [www.egale.ca/weeklynews](http://www.egale.ca/weeklynews)