

# Ēgale

equal not other | égal, pas autre

# 2024

## Annual Report

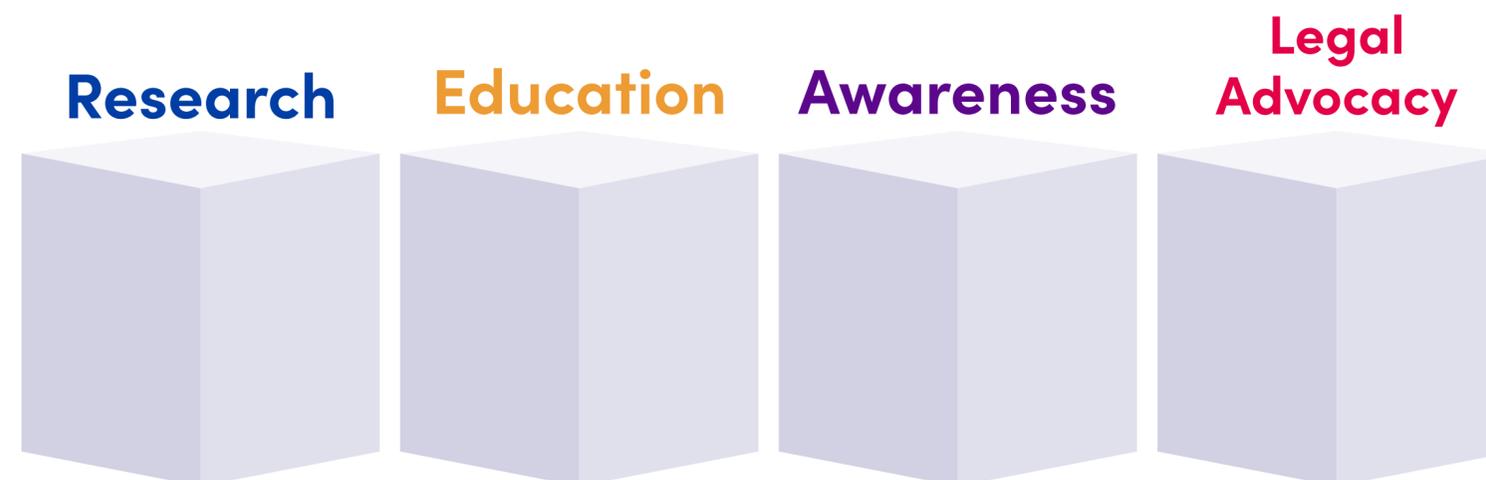
*A Year of Action*



# Standing Up for 2SLGBTQI Communities Through Justice, Inclusion, and Combatting Discrimination.

Egale Canada was founded in 1986 in response to the critical need for increased rights and protections for 2SLGBTQI people. Through legal advocacy in the courts, and by winning the hearts and minds of people across the country, Egale has long played a significant role in advancing the rights of 2SLGBTQI people and combatting discrimination.

Now the leading organization in Canada for 2SLGBTQI people and issues, we have broadened our areas of work to include four core pillars:



Our core pillars inform one another and work together to help create societies and systems that reflect the universal truth that all persons are equal, and none is other.





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In the face of rising hate and hostility, Egale stands firm in our commitment to combat all manifestations of hate – not just with words, but with **action**. This past year has made it clear that by remaining hopeful and focusing our collective efforts towards action, we will continue to build a more inclusive future for 2SLGBTQI people in Canada and around the world.

With the launch of the [Rainbow Action Hub](#), we saw how the right resources and information equip 2SLGBTQI communities, advocates, and allies to join us in taking a stand against hate. [Student Change Agents](#) workshops inspired youth to approach social action with both individual empowerment and collective engagement. Our research project, [Working for Change](#), captured an extensive understanding of the employment landscape for Two Spirit, trans, and nonbinary (2STNB) people in Canada. When the provincial governments in New Brunswick, Saskatchewan, and Alberta introduced discriminatory, anti-trans policies, Egale acted quickly to initiate [legal action](#) to stand up for the rights, safety, and freedom of 2SLGBTQI youth across Canada.

The challenges ahead are undeniable. But history has shown us that hate does not win when communities come together, when knowledge is amplified, and when action is taken. This is why our work continues, stronger than ever.

We are not just reacting to current circumstances – we are planning ahead for the future. The vision laid out in our [2024-2027 Strategic Plan](#) is underway:

**Research:** We are deepening our understanding of anti-gender and anti-2SLGBTQI movements, examining the effectiveness of interventions against gender-based violence, and studying the broad socio-ecological impacts of discrimination. Knowledge is power, and we will use it to dismantle harmful narratives and policies.

**Education:** We will continue equipping allies with the tools they need to stand strong against hate and ensuring that front-line workers are empowered to provide affirming and inclusive services. Education does not just inform – it transforms.

**Awareness:** Fear thrives in silence. Through storytelling, we will foster empathy, centre the voices of our communities, and amplify expert knowledge to ensure truth overpowers misinformation. Visibility is resistance, and we will not be erased.

**Legal Advocacy:** We will not allow progress to be undone. We will continue to defend 2SLGBTQI rights across crucial sectors like healthcare and education, ensuring protections for those who have historically been left behind. Our legal strategies will be proactive, not just defensive, building a foundation that cannot be shaken.

As we look ahead to the remainder of 2025, Egale will continue to play a pivotal role in advancing equality both in Canada and internationally. Moving towards the Canadian G7 presidency, Egale will host the Pride7 Summit – a space for allies and partners to come together to reaffirm the importance of holding ground on LGBTQI+ rights both domestically and internationally.

Despite the many challenges facing our communities, there is still hope, and there are still victories to be won. You – our supporters, partners, and community members – are part of this fight. Whether you lend your voice, your time, or your resources, you are making a difference.

Together, our work is helping to create societies and systems that reflect the universal truth that all persons are equal and none is other.

**Helen Kennedy** (she/her)

Executive Director

**Jacki Lewis** (she/her)

President of the Board

Egale's work begins from community-based **research** to inform the **education** that is needed to build inclusive and accessible spaces for 2SLGBTQI people. From here, our **awareness** programs amplify the voices of our communities and inform the general public of today's most pressing issues.

As more voices are gathered and allies are inspired towards activism, **legal advocacy** is facilitated to ensure that the work we do is lasting and reflected at all levels of government and beyond.



**Our work helps create societies and systems that reflect the universal truth that all persons are equal, and none is other.**





# Research

# Spotlight:

## Working for Change

This was a national mixed methods research project that captured a more extensive understanding of the employment landscape that Two Spirit, trans, and nonbinary (2STNB) people in Canada navigate.

Participants not only shared their workplace and employment experiences, barriers to employment, and experiences of discrimination and bias, they also shared recommendations for workplaces and policymakers on how to further foster affirming, inclusive, and safer workplace environments for 2STNB people in Canada.

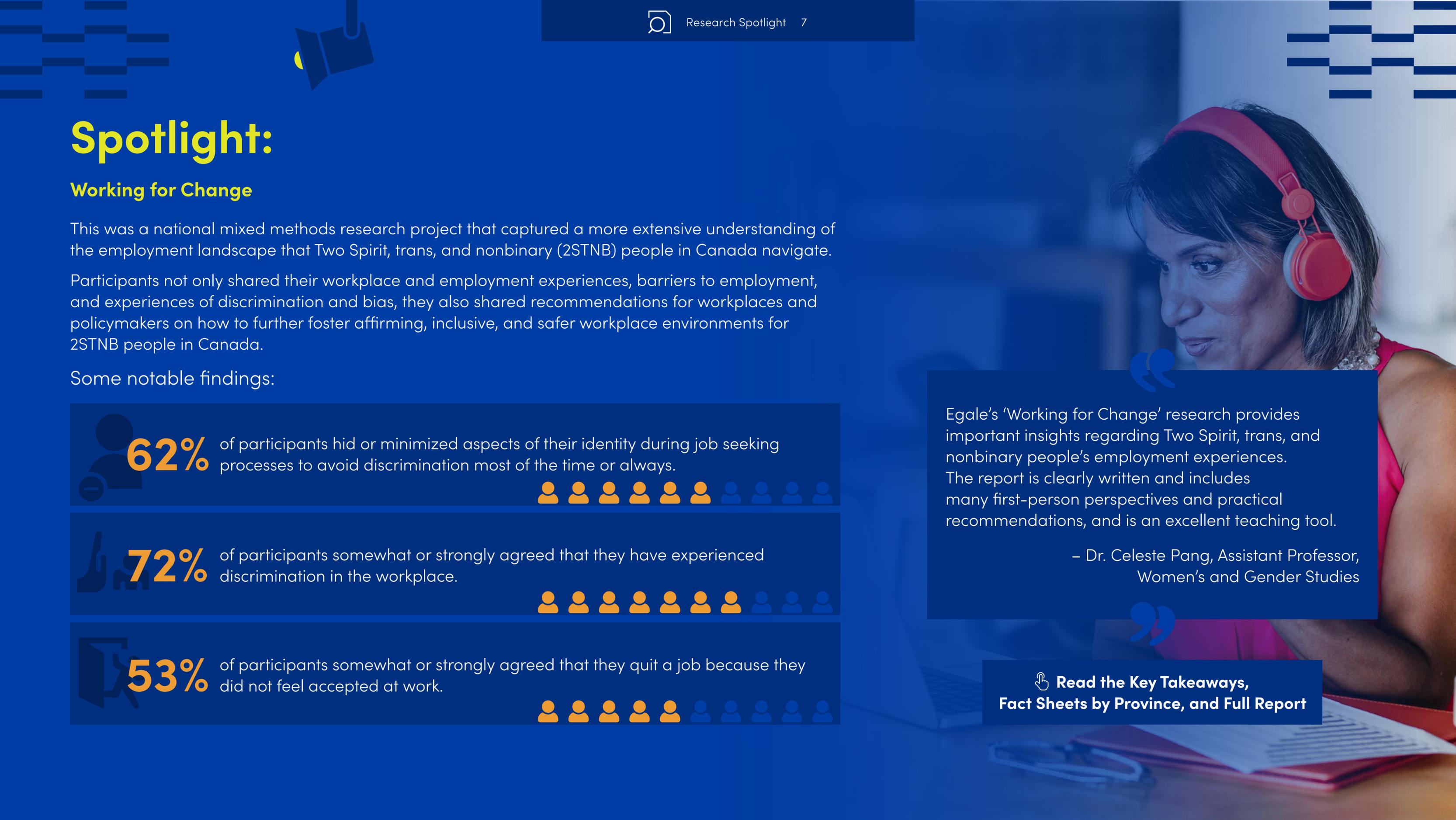
Some notable findings:



Egale’s ‘Working for Change’ research provides important insights regarding Two Spirit, trans, and nonbinary people’s employment experiences. The report is clearly written and includes many first-person perspectives and practical recommendations, and is an excellent teaching tool.

– Dr. Celeste Pang, Assistant Professor, Women’s and Gender Studies

[Read the Key Takeaways, Fact Sheets by Province, and Full Report](#)



# Activities Highlights

## Research Highlights Webinar Series

In 2024 we conducted a series of research webinars that highlighted the results and recommendations from four major research projects. Webinar participants learned about the social determinants of mental health for 2SLGBTQI people, healthcare access for women, trans, and nonbinary LBQ people, employment experiences of 2STNB people, and aging and living well for LGBTQI older adults.



## Published Literature Reviews

Our research team wrote and published two literature reviews summarizing available information to inform our research studies and to offer these summaries to anyone interested. We covered Transgender People's Experience of Intimate Partner Violence, and Housing Challenges, Barriers, and Realities Among 2SLGBTQI People in Canada.



# By the Numbers



5

Research Reports and Literature Reviews Published



22

Collaborations with Academic Partners



4

Academic Papers Published



9

Conference Presentations



6

Ongoing Research Projects in 2024 and Beyond



555

Online Survey Participants



79

Interview Participants

For more information on the impact of these initiatives, please see our [2024 Impact Report](#).





# Education



# Spotlight:

## Change Agents *generously supported by Virgin Unite*

Egale’s Student Change Agents Tour was a tremendous success – positively impacting over **250** students from **23** high schools across Calgary, Alberta; Winnipeg, Manitoba; and Saint John, New Brunswick.

The Tour’s live-facilitated workshop utilized a dynamic “choose your own adventure” scenario-based activity, where students collaborated to address increasing social injustices and developed strategies to create safer, more inclusive schools.

The results were powerful:



These experiences have shown how empowering students with resources, tools, and the confidence to advocate for change, can create schools where 2SLGBTQI diversity and inclusion are championed, and where all students can thrive and feel supported by their school communities.

“ I can see myself joining and starting groups to make changes.  
– Student participant ”

“ I loved the interaction and discussion. That was exactly what the students needed!  
– Educator participant ”

“ The ‘Student Change Agents’ programme is an excellent example of Egale’s holistic approach, which addresses the structural and systemic challenges faced by 2SLGBTQI communities. By providing education, advocacy, and tools for both students and educators, the programme is helping to build a foundation for long-term societal change.

I, and the whole Virgin Unite team, feel privileged to support this work and to be part of the ongoing effort to create a more just and equitable world for 2SLGBTQI individuals.

– Sheetal Vyas,  
Managing Director Virgin Unite ”





# Activities Highlights:

## Egale's Workplace Inclusion Training

We continue to offer high-quality training and development for professionals, managers, and organizations on both a local and national scale. Our clients span private, public, and not-for-profit sector organizations.

[Egale's] work greatly contributed to our ongoing professional development and provided the Parole Board of Canada board members and staff with an enriching session that they can reflect on and apply to their work.

- Parole Board of Canada

## Inclusive Healthcare and Social Services

Our 2024 education initiatives saw educational impacts in the areas of older adults, mental health, intersex care, dementia care, and much more.

Egale's presentation was informative, educational, passionate and struck the right balance to create a safe space for [participants] to engage with the sensitive topic of discrimination

- College of Audiologists and Speech-Language Pathologists of Ontario

## Ontario Gender and Sexuality Alliance (GSA) Youth Summit

In Spring 2024, Egale organized the Ontario Gender and Sexuality Alliance (GSA) Youth Summit, a full-day event that convened 46 2SLGBTQI youth and 20 educators from across Ontario. This summit provided a vital platform for participants to share strategies and develop skills for enhancing inclusion while networking with peers and mentors

## Egale's Inclusive Schools

We continue to offer our comprehensive suite of inclusive schools education and resources specifically tailored for all members of our school communities including teachers, students, administrators, and parents/guardians.

I am so impressed with the level of detail provided in this session at a foundational level... I wish more teachers would be part of this learning so we can better ourselves and do better for those around us.

- Educator





# By the Numbers



54

Workplaces Engaged

61

Workplace Inclusion Trainings Delivered

2,301

Workplace Inclusion Participants

217

Schools Engaged

76

Inclusive School Trainings and Student Sessions Delivered

2,123

Inclusive School Participants

15

Inclusion Trainings for Healthcare and Social Service, Regulatory Bodies, and Professional Associations

7,100+

Views/Downloads of Classroom Resources

For more information on the impact of these initiatives, please see our [2024 Impact Report](#).



# Awareness



# Spotlight:

## Rainbow Action Hub



# Rainbow Action Hub

It's no secret that 2SLGBTQI communities, our rights, and our freedoms are under attack. There has been an exponential rise in anti-2SLGBTQI and hate-fueled movements across Canada. We see it in the anti-trans policies, rising rates of hate crimes, hate speech, and hate in the form of coordinated anti-trans protests in cities across Canada.

To respond to this rising hate, Egale launched the [Rainbow Action Hub](#). A one-stop-shop for the why and how to combat the rise of anti-2SLGBTQI hate in Canada, the hub includes resources, tools, education, and information aimed at 2SLGBTQI organizations, advocates, activists, and anyone who wants to understand and combat anti-2SLGBTQI hate. Since its launch in February 2024, it has been met with widespread positive feedback from Egale's supporters, partners, and funders. The hub continues to grow, with many more tools and resources being developed throughout 2025.

2024 Summary:

**8** Egale Explains [resources](#) to combat mis-, dis-, and malinformation.



**3** Guidebooks and toolkits to craft strategic [messaging and communication](#) campaigns.



**230+**

Organizations listed on an [interactive map](#) of Canada.



**15,200+**



Individuals accessed the Rainbow Action Hub from all **10** provinces and **3** territories – plus users from **50** other countries.

**6**



Deliveries of combatting anti-2SLGBTQI hate education.



The workshop was incredibly well attended, and the feedback has been overwhelmingly positive... The session was packed with valuable information and provided several actionable takeaways. What stood out most were the rich discussions and meaningful conversations that continued even after the workshop ended.

– Strathroy Pride





# Activities Highlights:

## 2SLGBTQI Sport Inclusion: Paris 2024

Egale, along with You Can Play, promoted a sports inclusion campaign while many 2SLGBTQI athletes competed in the Paris 2024 Olympics and Paralympics. 2SLGBTQI people, especially trans people, often face exclusion in sport. This exclusion is not only a personal loss for the individuals, but also a loss for the sporting community, missing out on the diverse talents and perspectives these athletes bring.

The Olympic events also saw huge backlash, fueled by misinformation, against an athlete perceived to be trans, prompting us to write a resource about the cruel and covertly damaging phenomenon of “transvestigation”.



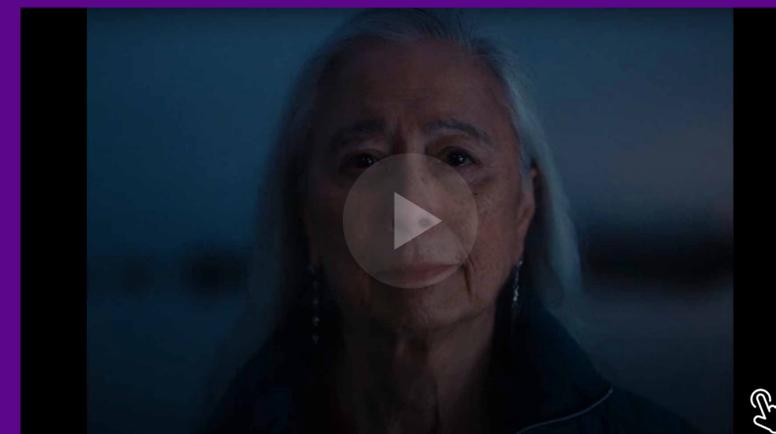
## See The Person

For the 2024 Pride season, we launched a new campaign, See The Person, to highlight that too often, trans people are only defined by their transness. The campaign explored three stories of trans individuals to demonstrate to the 67% of Canadians who do not have any trans people in their life, that you only need to look a little closer to see human beings with hopes, dreams, and unique stories to tell.



## Help Us Remain

Aging poses a universal challenge, and for 2SLGBTQI people, it comes with an increased risk of cognitive decline. In January, along with partners at Fondation Émergence and the National Institute on Ageing, we launched the Help Us Remain Campaign to urge Canadians to take a closer look at a community facing a hidden battle. Through an extensive research report, short film, and immersive audio gallery, the award-winning campaign raised awareness of the need for tailored, inclusive healthcare support to preserve the identities and dignity of 2SLGBTQI people living with dementia.



# By the Numbers



12

Awareness Campaigns



11.2m+

Social Media Impressions



24,000+

Resource Downloads



260,000+

Website Users



150+

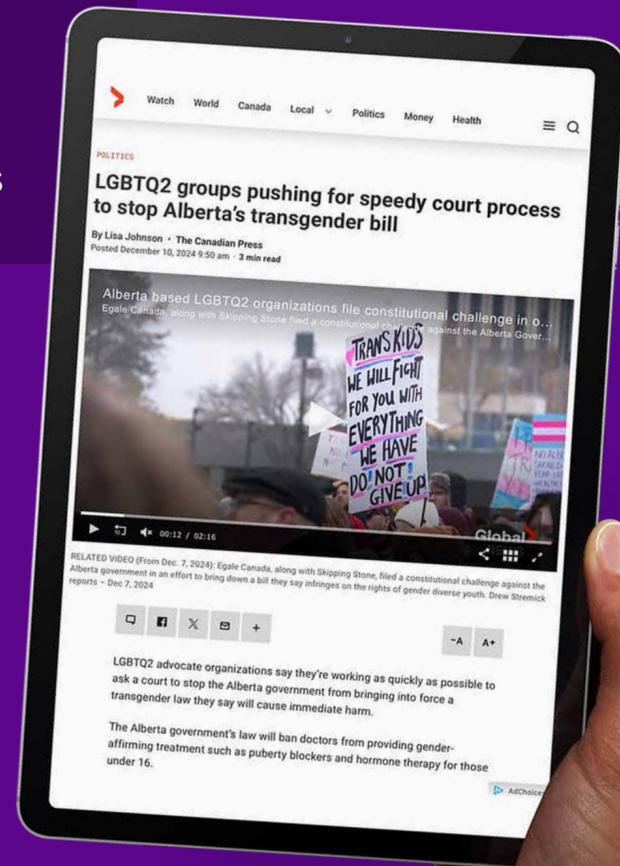
Resources Created in English and French



2,600+

Mentions in the News

For more information on the impact of these initiatives, please see our [2024 Impact Report](#).





# Legal





# Spotlight:

## Standing Up for Gender Diverse Youth – Lawsuit Against the Government of Alberta

On January 31, 2024, the Premier of Alberta announced a series of policy changes that amount to a sweeping attack on the rights, safety, and freedoms of 2SLGBTQI people in Alberta. Egale Canada and Skipping Stone immediately promised legal action in response. Despite widespread condemnation of the proposed policies from experts and Albertan families in the months that followed, the Government of Alberta followed through with its threatened legislation in three bills (Bills 26, 27 and 29) in October 2024.

All three bills received Royal Assent on December 5, 2024. Egale Canada, Skipping Stone, and five individual gender-diverse youth in Alberta (supported by their parents) initiated litigation the next day against Bill 26. Represented by lawyers from McCarthy Tétrault LLP and Egale, we are challenging the constitutionality of Bill 26, which denies medically-necessary care from being provided to gender-diverse youth in the province.

The actions of the Government of Alberta are unprecedented in this country. No government in Canada has ever enacted legislation prohibiting essential gender affirming health care. Everyone deserves access to health care and the support of medical professionals without interference from the government. We will use every tool at our disposal to stand up for the rights, safety and freedoms of 2SLGBTQI young people in Alberta.



“The work that Egale does is indispensable in today’s legal and political landscape. The experience and expertise that Egale brings to complex legal issues affecting 2SLGBTQ+ people in Canada greatly assist courts and tribunals in adjudicating pressing issues facing the queer community.

- Brendan MacArthur-Stevens, Partner, Blakes (Legal Issues Committee member and pro bono counsel)





# Activities Highlights:

## Supreme Court of Canada Decision:

### The Charter of Rights and Freedoms Applies to Ontario School Boards

Egale intervened in York Region District School Board v. Elementary Teachers' Federation of Ontario on appeal before the Supreme Court in order to share our expertise on 2SLGBTQI people and issues with the court. A 2024 decision from the Supreme Court of Canada aligns with Egale's position that students should benefit from protections at school under the Canadian Charter of Rights and Freedoms.



## Legal Advocacy Win:

### Government of New Brunswick Reverses Harmful Changes to Policy 713

In December 2024, after over a year of advocacy, the Government of New Brunswick reversed their harmful changes to Policy 713. The changes had removed protections for trans and gender diverse students and prevented many of those students from using their chosen names and pronouns in school – causing serious harm to their mental health and wellbeing. In partnership with New Brunswick-based organizations Alter Acadie, Chroma NB and Imprint Youth, Egale had intervened as a party in a challenge to Policy 713. In a win for 2SLGBTQI communities, the government's reversal of the harmful changes meant that the legal case could be discontinued.

## Back in Court:

### Legal Battle to Protect Gender Diverse Young People in Saskatchewan Continues

The legislation passed by the Saskatchewan government continues to cause irreparable harm to gender-diverse young people in Saskatchewan. In 2024, Egale was back in court standing up for gender-diverse young people in the province. UR Pride Centre for Sexuality and Gender Diversity, represented by Bennett Jensen, Director of Legal at Egale Canada, and a team from McCarthy Tétrault LLP led by Adam Goldenberg and Ljiljana Stanić continued the lawsuit against the Government of Saskatchewan over their harmful school pronoun policy.





# By the Numbers



Government Submissions



Letters and Statements

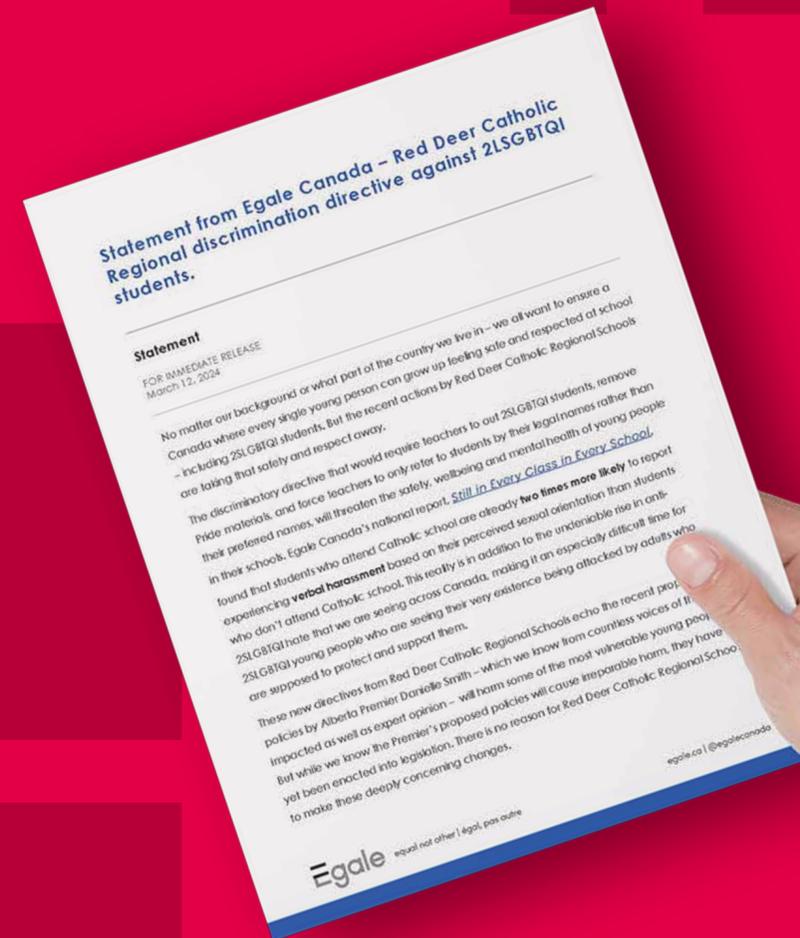


New Cases and Interventions



Case Decisions

For more information on the impact of these initiatives, please see our [2024 Impact Report](#).





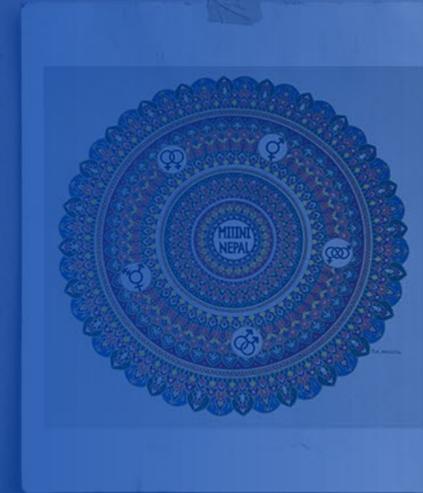
# International



# Spotlight

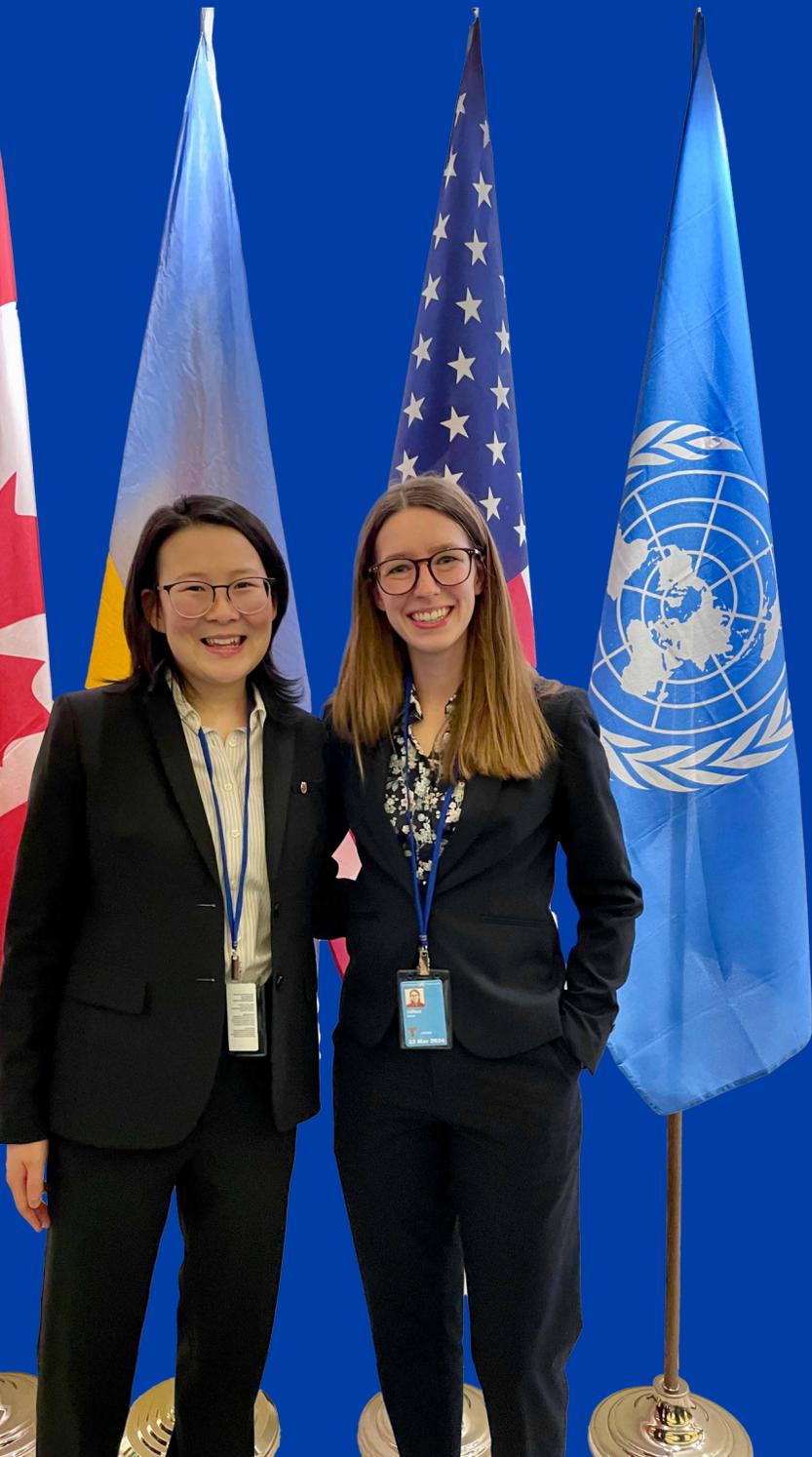
## Strengthening Regional Networks: Supporting South Asia's First Regional LBQ Conference

In September 2024, Egale's Director of Programs and Partnerships traveled to Kathmandu, Nepal. This monitoring trip supported our ACTIF partner, the Asia Feminist LBQ Network, in their preparation of the first ever South Asian regional LBQ conference. This visit included the opportunity to network with regional partners and increase understanding about the LBQ movement in South Asia, particularly Nepal. Additionally, we facilitated a knowledge exchange to discuss successful advocacy strategies in supporting positive legal shifts on LGBTQI+ human rights.





# Activities Highlights



## Organization of American States (OAS) Handover

In September 2024, our Executive Director, Helen Kennedy, was in Washington, D.C., to celebrate the handover of the Organization of American States LGBTI+ Core Group leadership from the United States to Canada and Uruguay. We are pleased that the Government of Canada will partner with Egale during this critical period of leadership within the OAS system. Egale is the only Canadian member of the OAS LGBTTTI&TS Coalition of the Americas and engages with civil society organizations throughout the region.

## United Nation’s Commission on the Status of Women

In March 2024, we attended the UN’s largest annual gathering on gender equality and women’s empowerment. There, we collaborated with civil society organizations and government representatives to discuss tackling anti-rights rhetoric and how to envision a way forward for greater LGBTQI+ rights globally.



## ILGA World Conference – South Africa

In November 2024, Egale Canada’s Director of Programs and Partnerships, Kim Vance-Mubanga, alongside Dr. Dan Irving, a member of the Board of Directors at Egale, had the privilege of joining the 2024 ILGA World Conference in South Africa. The conference brought together a wealth of knowledge and expertise from LGBTQIA+ human rights defenders, researchers, policy-makers, government actors, and funding bodies, with more than 100 countries represented to tackle the most pressing global issues affecting LGBTQIA+ people today. Egale had the honour of profiling our research about trans under- and unemployment, and also delivered a workshop on resisting the rise of anti-gender movements.



# By the Numbers

**12** Countries/Partners Engaged



 Bangladesh	 Malaysia	 Nepal
 Cambodia	 Myanmar	 Thailand
 Indonesia	 Pakistan	 Vietnam
 India	 Philippines	 Zambia

**15** International Convenings Attended



For more information on the impact of these initiatives, please see our [2024 Impact Report](#).





# Thank you

to our donors and funders who made one-time gifts, monthly donations, gifts-in-kind, program or project funding commitments, or multi-year pledges between January 1 and December 31, 2024.



# Donors

### Government Partners

 Women and Gender Equality Canada Femmes et Égalité des genres Canada

 Employment and Social Development Canada Emploi et Développement social Canada

 Global Affairs Canada Affaires mondiales Canada

 Veterans Affairs Canada Anciens Combattants Canada

 Innovation, Science and Economic Development Canada Innovation, Sciences et Développement économique Canada

 Health Canada Santé Canada

 Public Health Agency of Canada Agence de la santé publique du Canada

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### Corporate Partners



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### Union Partners



### Law Firm Partners



**= \$100k+**

Department of Women and Gender Equality  
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 Liquor Control Board of Ontario  
 Ontario Ministry of Education  
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**= \$10k-\$100k**

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**= \$5k-\$10k**

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**= \$500-\$2.5k**

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Chelsea Garnons-Williams  
Cheryl Kallio  
Cheryl Whitelaw  
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Chris Neill  
Christian Blanchard  
Christian Garton  
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Christina Roussakis  
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Christine Laviolette  
Christine Mason  
Christopher Bos  
Christopher Furmanek  
Christopher Rogers  
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Cindy Lu  
Cindy Zhou  
Claire Duwkworth



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Claire Parke

Claire Paterson

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Corrine Tansowny

Cory Brenner

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Courtney Pickering

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Craig Pike

crawford smith

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Danielle Laflamme

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Darrell Schuurman

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Shannon Vanderheide

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William Bridel  
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Yvonne Pronovost  
Z Zurich Foundation  
Zack Theriault  
Zackary Theriault  
Zg Stories  
Zoe Gray



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- Anonymous x 4
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- Gary Swayze
- Robert Bach
- Stanley Jack Wells
- The Estate of James Drewry Stewart
- The Estate of Joy Isabelle Johnston
- The Estate of Ruth Stackhouse
- The Estate of Warren Alexandra Cox

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- Alan Segal
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- Andrew Pearce
- Angelito Tumbaga

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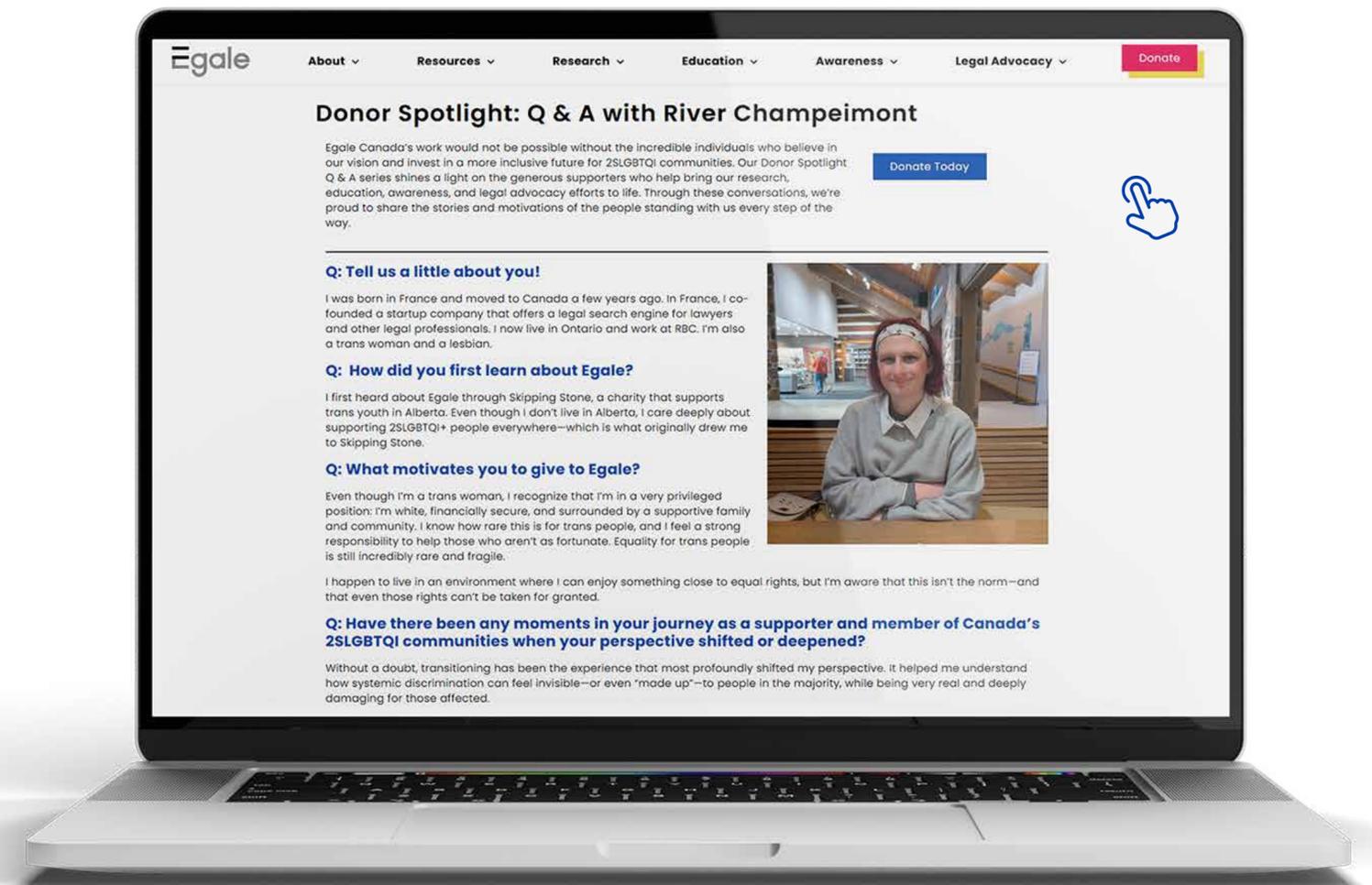
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- Wayne Lapointe
- Wayne Madden
- Wendie Hutchinson
- Wendy Humphrey
- Wendy Rudder

# Check out our Monthly Donor Spotlight



## Revenues

Grants & contributions	\$2,565,468
Foundation & corporate donations	\$1,975,336
General donations	\$696,240
Contract services	\$369,897
Other	\$47,210
<b>Total</b>	<b>\$5,654,151</b>

## Expenses

Salaries & benefits	\$4,051,659
Direct project expenses	\$1,144,734
Rent	\$150,604
Office expenses	\$61,582
Telecommunications	\$39,763
Meetings & conference	\$28,718
Insurance	\$14,247
Professional fees	\$113,339
Service charges	\$9,124
Depreciation of capital assets	\$23,556
<b>Total</b>	<b>\$5,637,326</b>

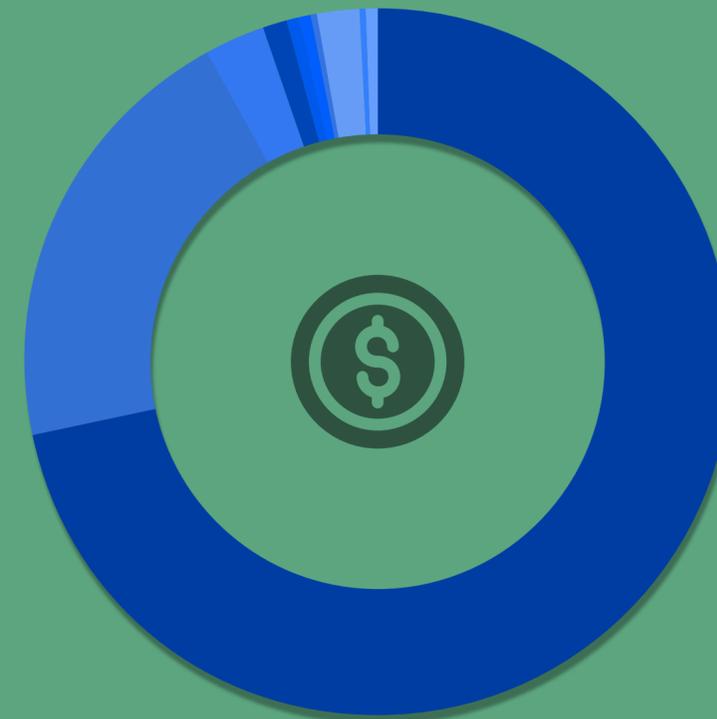
<b>Excess of revenues over expenses</b>	<b>\$16,825</b>
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Statement of operations for the year ended December 31, 2024



## Revenues

- 45%** Grants & Contributions
- 35%** Foundation & Corporate Donations
- 12%** General Donations
- 7%** Contract Services
- 1%** Other



## Expenses

- 71%** Salaries & Benefits
- 20%** Direct Project Expenses
- 2.7%** Rent
- 2%** Professional Fees
- 1%** Office Expenses

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