



2019 Annual Report

50 Years of Progress

Egale Canada



About Our Work

Egale is Canada’s leading organization for LGBTQI2S people and issues. We improve and save lives through Research, Education, Awareness, and Legal Advocacy for human rights and equality in Canada and around the world. Our work helps create societies and systems that reflect the universal truth that all persons are equal and none is other.



50 Years of Progress

This 2019 marked the 50th anniversary of Canada’s landmark legislation in 1969 to partially decriminalize homosexuality nationwide. Fifty years later, we reflect on how far we’ve come, but also acknowledge the continued impacts of this history within our community.

Canada owns a legacy of state-sponsored discrimination against LGBTQI2S communities. This continues to present as entrenched homophobia, biphobia, transphobia and the suppression of Two-Spirit Indigenous Peoples. This history of state suppression did not cease in 1969, and the LGBTQI2S community continues to fight for respect, equity, and inclusion across Canada.

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spotlight one:

Egale

HAS A NEW LOOK

Born from a vision of a Canada, and a world, where everyone has equal rights, Egale has long been known as a leading voice for LGBTQI2S people on the legal stage. Although this is still a huge part of what drives our organization, we have grown a lot over the last 30 years. Today at Egale, we strive to create real and sustainable impacts through Research, Education, Awareness, and Legal Advocacy.

Inclusion is about more than legislation, it's about shifting our culture and changing hearts and minds. With the growing landscape of our work, and the impacts we make, we felt it was time to revitalize our organization's identity to reflect more closely all the areas we work in – while also paying tribute to the foundation that we drew our successes from.

We couldn't be more excited about the direction our organization is growing and we are thankful to all of you who have, and continue to, support the work we do.

Our Logo

Our logo is an integral part of our brand and our symbol to the world. Our word mark integrates the equal sign to reinforce Egale's strong equal rights advocacy. When we present ourselves consistently, effectively and professionally, our voice will be heard more effectively.



Our tag line

equal not other

The foundation of Egale's work – and the English translation of the word égale – are in the very first word. This tagline emphasizes and prioritizes equality and equity while rejecting the concept of otherness and action of treating everyone with equal respect, dignity and rights.

Our colours

lemon PMS 604 C C 5 / M 0 / Y 94 / K 0 R 234 / G 218 / B 38 HEX #EADA26	purple rain PMS 2597 C C 80 / M 99 / Y 0 / K 0 R 92 / G 6 / B 140 HEX #5C068C	tangy orange PMS 2011 C C 0 / M 48 / Y 99 / K 0 R 237 / G 155 / B 51 HEX #ED9B33
brilliant blue PMS 293 C C 100 / M 69 / Y 0 / K 4 R 0 / G 61 / B 165 HEX #003DA5	bright crimson PMS 192 C C 0 / M 94 / Y 64 / K 0 R 228 / G 0 / B 70 HEX #E40046	green coral PMS 2249 C C 73 / M 0 / Y 62 / K 0 R 92 / G 170 / B 127 HEX #5CAA7F

50 Years of Progress

Mission & Vision

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.

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.

Letter from the Executive Director

Helen Kennedy

This 2019 marked the 50th anniversary of the decriminalization of homosexuality. For us at Egale this presented an opportunity to both reflect on our past and look forward to the next 50 years of LGBTQI2S inclusion in Canada and around the world.

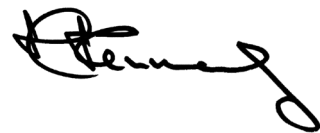
Egale began over 30 years ago as a legal advocacy organization on a mission to have sexual orientation included in the Canadian Charter of Rights and Freedoms and later on to achieve equal marriage in Canada. Many of our organizational achievements were made possible by the 1969 legislation reform. Today, Egale is Canada's leading organization for LGBTQI2S people and issues. We improve and save lives through Research, Education, Awareness, and Legal Advocacy for human rights and equality in Canada and around the world. Like the communities we serve, Egale continues to grow and change.

For many in our community, the 50th anniversary of partial decrim is a contentious topic lined with frustration for our lack of progress on inclusion, which is arguably a fair assessment. However, I see it as a moment of reflection and a catalyst of change for the years that followed. So much of our progress towards inclusion started with one small (or big) legal advancement. That one success in 1969 opened the door for all of the legal advancements that followed. After each legal win, there is a mountainous climb to ensure that our society and our culture follows in stride.

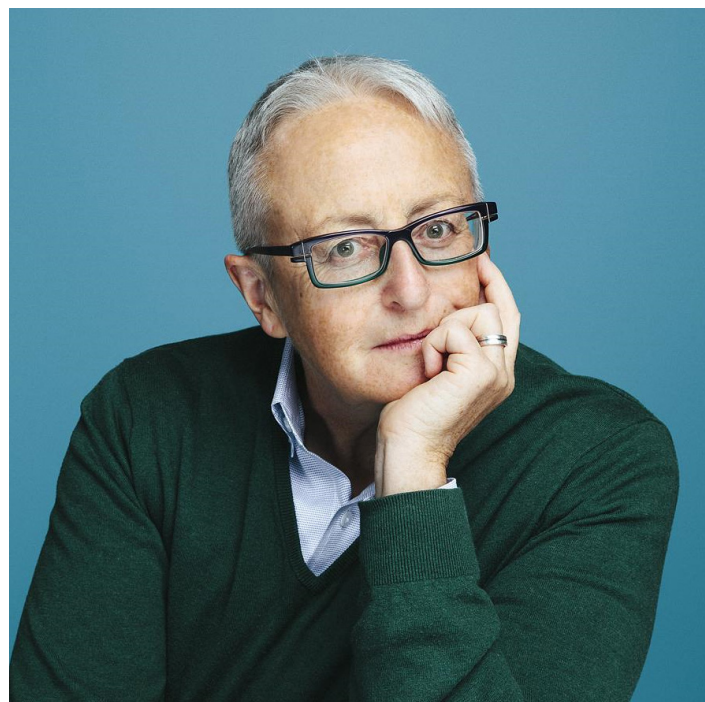
The cultural shift that follows a legal win is the hard part, and a challenge we undertake with confidence at Egale. As we move into the future, it has become clear that we too have grown and changed as an organization over the years. We began with legal advocacy and today beyond

this, we are shifting culture through research to inform the greatest areas of need, education in schools, workplaces and more, and by raising awareness and inspiring large-scale action on issues that impact our community. We are thrilled that our brand has also grown with us to reflect our work and our ongoing commitment to the communities we serve.

With 50 years of LGBTQI2S inclusion to stand on in Canada, we are more inspired and fueled than ever before to continue in our mission and vision to create a world where each person is equal and none is other. We look forward to the next 50 years and all that we can accomplish together to create a safer and more inclusive Canada and world for LGBTQI2S people.



Helen Kennedy
Executive Director



Letter from the President of the Board

Jacki Lewis

As we approach the end of our three-year strategic plan (2017-2020), we are confident in the goals we have set out to accomplish in the areas of education, awareness, and community services for LGBTQI2S people.

In the past few years, Egale has expanded in the area of education to offer a suite of resources and training from hands-on tools for students, educators and employers to policy review and inclusivity training and workshops (both in-person and virtual). These services have been particularly impactful for LGBTQI2S inclusion in schools, workplaces, sport, youth, seniors, refugees and legal assistance. Egale's strategic growth in education and training not only provides an additional source of revenue, but has also broadened our reach and impact.

Advocating for the rights of LGBTQI2S people continues to be a priority for Egale. We undertake advocacy in two key ways. Staying true to our history, the first way is legal advocacy. Egale does this through informing policy, advocating for legal and policy changes, and representing our community in the courts with support from our Legal Issues Committee. The second way Egale advocates for the LGBTQI2S community is by creating large-scale awareness. Awareness campaigns allow us to draw attention to relevant issues in a way that engages and informs the public to create change in key areas such as the blood ban, social isolation experienced by LGBTQI2S seniors and more.

Community services is perhaps one of our greatest areas of accomplishment in the past few years. This year, Egale launched a new organization, Friends of Ruby, to operate both our youth counselling centre (formerly Egale Youth Services) and youth transitional housing facility (formerly Egale Centre). Friends of Ruby's

transition to independence is the result of a natural maturity and evolution of Egale's youth services. We've served over 800 LGBTQI2S youth to date and have outgrown our mandate. With the transition of Egale's Housing advisory board to the Board of Directors at Friends of Ruby, we are confident that the services that we've pioneered will continue to grow and deliver progressive programs for the wellbeing of LGBTQI2S youth.

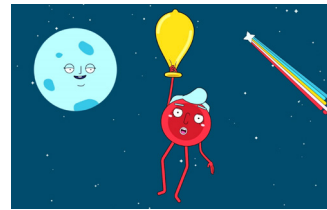
At Egale, we know we must continue our efforts to soften the hearts and open the minds of Canadians and the global community. We do this within our priority areas and beyond. We look forward to closing another successful year as we begin to turn towards the future and establish new goals to drive forward in our mission of 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.



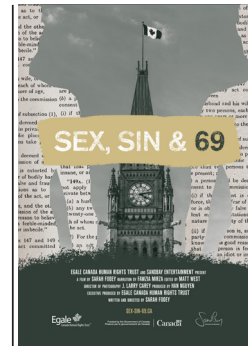
Jacki Lewis
President of the Board



Year at a Glance 2019



ADCC announces gold award to Egale x SID LEE motion animation campaign **'Blood Surrogates'**, which advocates to end the ban on blood donations from gay men.



Premier of **'Sex, Sin & 69'** documentary, the 80-minute historical, retrospective film about the **1969 legislation to 'decriminalize' homosexuality**. Produced & directed in partnership with SandBay Entertainment.



Launch of the **#GetHerOnEllen** Campaign, which sought to **raise awareness for the social isolation that LGBTQI2S seniors face**.

Unveiling of **new brand identity and website** to bring Egale into 2020 and beyond!

Egale attends the **Sporting Chance Forum** summit in Geneva.

Egale **moves into a larger office** at 120 Carlton St to accommodate the growing team.



Launch of the **#PrideHouse2019** at the Vancouver Convention Centre. **#PrideHouse** won 1st Place out of over 300 booths!



Egale hosts **#Outshine2019**, in Fredericton, **Canada's queerest youth conference and prom** featuring incredible LGBTQI2S speakers & performers.

Executive Director Helen Kennedy **Visits the Vatican**.



Egale attends International Lesbian, Gay, Bisexual, and Transgender, and Intersex Association (ILGA) World Conference. **"We are always one election away of losing everything we LGBT movement have gained"**.

Raptors Night for Egale Youth Outreach.

JAN

FEB

MAR

APR

MAY

JUN

JUL

AUG

SEP

OCT

NOV

DEC

Egale's **Pride Night** With the Toronto Rock Lacrosse Team.



Executive Director Helen Kennedy receives steps down from ILGA: **"In our hearts we know that ILGA will always be the place for us"**.

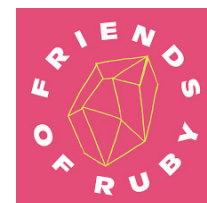
Purge Fund: established in 2018 to manage funds provided for the settlement of a class action lawsuit between the Federal Government and members of the **LGBT community who were employed by the Canadian Armed Forces, the RCMP, and the Canadian federal public service**.

Executive Director Helen Kennedy receives **Champion of Equity Award**.

5 Year Anniversary of **Egale Youth OUTreach**. Since opening, we have grown from 1 support worker to a full team & we're growing more everyday!



\$4.3 million donation from National Housing Investment to **Friends of Ruby** (formerly Egale Youth Services).



Egale attends **RAHM Global LGBT Leadership Summit**.



Egale teams up with **Olympic Team Canada** for a panel discussion on LGBTQI2S Sports Inclusion.

LGBTQI2S Inclusion Day at the Rogers Cup in Toronto with You Can Play and Egale.

Canadian Olympic Medalist & Skater **Eric Radford competes on CTV's 'Battle of the Blade'** in support of Egale.



Egale publishes an **Open Letter to the Federal Party Leaders** in Ottawa regarding Intersex Rights.

Two Spirit Cree Artist & **2012 Egale Leadership Award recipient Kent Monkman** has mistikosiwak (Wooden Boat People) added to the Met Museum.



spotlight two:

Sex, Sin & 69

In June 1969, Canada enacted landmark legislation to decriminalize homosexuality nationwide. Fifty years after this momentous action, we were moved to bring together diverse voices from Canada's contemporary queer community. We wanted to reflect on this contested history for what it can teach us about shaping our movements into the future.

Documentary

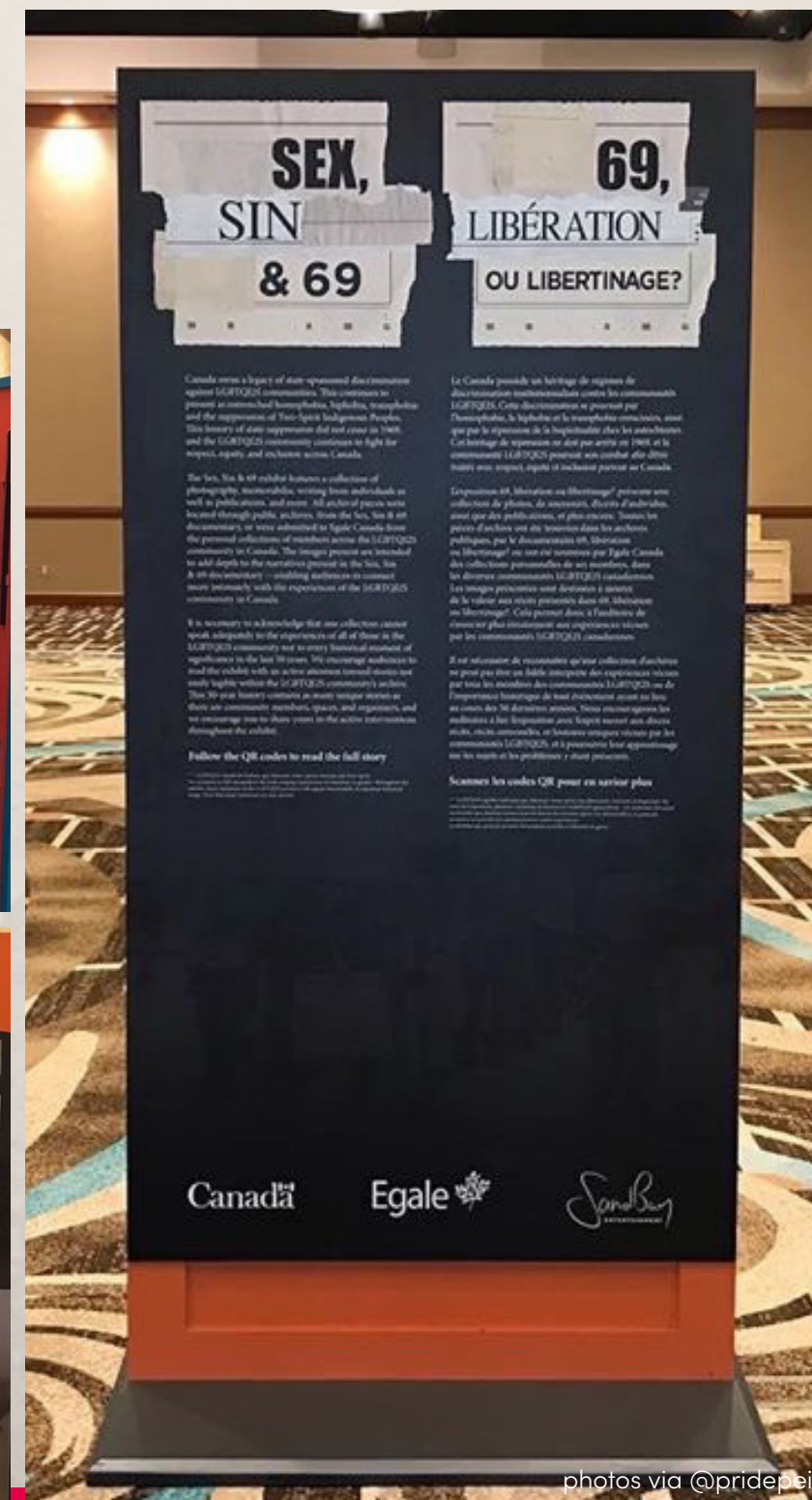


The Sex, Sin & 69 Documentary is an 80-minute historical, retrospective film about the 1969 legislation to 'decriminalize' homosexuality. This film was produced and directed in partnership with SandBay Entertainment with support from the Government of Canada.

Exhibit

Along with the documentary, the national tour was accompanied by a complementary photo exhibit. The exhibit featured a collection of photography, memorabilia, writing from individuals as well as publications exploring these intersecting themes:

- Social Justice through Action
- Building Queer Community
- Identity and Politics
- Sex and Gender Freedom



50 Years of Progress

Creating safer and more inclusive communities

At Egale Canada, we believe in placing the LGBTQI2S community first. By creating an environment that promotes trust, equality and equity, respect, diversity, openness, and inclusion we elevate and empower LGBTQI2S voices. Our work encompasses various communities ranging from schools, workplaces, sports and all areas of everyday life.

Safer Schools

In its seventh 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 4 years, Egale has done inclusivity training with 10,000+ educators across Canada.

While the program was interrupted by multiple labour negotiations, we were still able to help multiple schools boards by providing eLearning materials. Egale also offered support in incidents involving LGBTQI2S students.

50%

**of students
who identify as
LGBTQI2S have
been cyberbullied**

In November, Egale engaged educators and youth across Canada in a live webinar to explore growing issues of LGBTQI2S cyberbullying in schools and provide practical strategies and resources for how to address and respond to anti-LGBTQI2S violence online.



Day Treatment Program

In its third consecutive year, Egale's Day Treatment Program is an affirming classroom environments for LGBTQI2S high school students (grades 9-12). With a treatment-based model, the school focuses on supporting the mental health needs of LGBTQI2S students.

Students follow the Ontario Ministry of Education curriculum. In tandem with this, Egale provides on-going intensive mental health treatments and supports for the students through: morning mindfulness and self-regulation skills, daily therapeutic groups, and individual case management. Students are referred through their school board, community organizations, or self referrals, with the intent of supporting LGBTQI2S young people living with mental illness who are experiencing challenges in larger integrated class settings.

The class of 2019/2020 was fully occupied with more students on the waitlist.

Egale

“Amazing job, very informative and got you thinking about your own pre conditions or views on equity and diversity.”

“This was incredible! The information in this workshop is invaluable. The facilitator was a funny and down to earth presenter and I feel good about going forward with what I learned today.”

“I am truly grateful that I took the opportunity to participate. I think this should be mandatory for all secondary teachers.”

“I really felt that I got something new tonight that will help me grow as an ally and teacher.”

OUTshine 2019

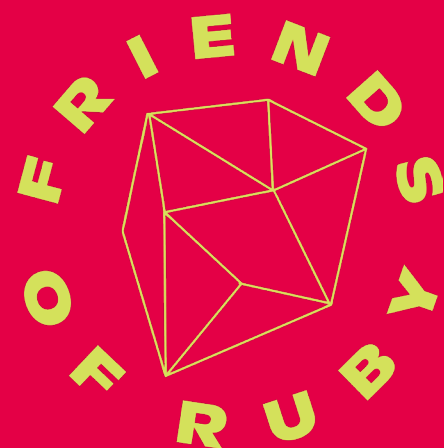
OUTshine 2019 in Fredericton, New Brunswick brought together over 300 students and educators from across Canada. Participants enjoyed three days of workshops, presentations, inspirational keynote speeches, performances, and social events including a Queer Prom.

OUTshine is a once in a lifetime opportunity for many LGBTQI2S students to meet fellow queer people, express themselves in a safer space and learn about LGBTQI2S issues, identities, history and more. This event empowered students and educators to be ambassadors for diversity and inclusion in their own schools and communities across Canada.



spotlight three:

Egale launches Friends of Ruby



Friends of Ruby

This past November, Egale proudly announced the establishment of Friends of Ruby which saw Egale Youth Services and Egale Centre become an independent organization.

Friends of Ruby focuses on the comprehensive and progressive mental health and wellbeing of LGBTQI2S youth.

The new organization will continue to operate the former Egale Youth Services counselling and drop-in centre and will soon open the Friends of Ruby Home (formerly Egale Centre), a housing initiative established by Egale to address the needs of LGBTQI2S homeless youth. The home will be operated by Friends of Ruby and provide transitional and emergency housing, as well as mental health and wellness support services, dedicated to serving homeless LGBTQI2S youth.

Workplace Inclusion

In 2019, Egale stepped up our efforts to create safer work environments by introducing a revamped training on Workplace Inclusion for Gender and Sexual Diversity. We continue to offer best-in-class professional development opportunities through standard and customized training sessions to promote more representative, inclusive, welcoming, and equitable workplaces across Canada.

We delivered a total of 47 educational sessions in English and French. Our material trained and inspired over 2,000 participants working in cultural heritage, banking and finance, customer service, community and social services, healthcare, humanitarian and development aid, IT, corrections, legal practice, secondary and higher education, sports, and more.

Egale engaged the following audiences in 2019:

4 public sector entities

7 private sector companies

13 not-for-profit organizations

Our engagement facilitated ways for them to commit to an inclusive and safer environment for their LGBTQI2S staff and guests.

“ ...Egale’s team worked with us to further our diversity and inclusion goals through the creation of practices that support LGBTQI2S persons – Art Gallery of Burlington ”

New Accredited Trainings!

- The Law Society of Ontario accredited our 1-hour session on Equity, Diversity and Inclusion (EDI).
- Egale recently received the HRPAs seal of approval for our most popular workplace training. Our 3-hour Gender and Sexual Diversity training now allows for 3 Continuing Professional Development (CPD) hours meeting the highest quality standards of the Human Resource Professionals Association (HRPA).

Sports Inclusion

LGBTQI2S people continue to experience barriers to participation and accessibility in sport not only because of harmful attitudes and behaviors in sport spaces, but also due to policies and communications that are not inclusive.

Throughout 2019, Egale engaged with community partners across Canada in order to bring more LGBTQI2S inclusion to the world of sports and athletics. Egale was proud to be a member of countless official sports teams' Pride events including:

- The Raptors
- The Maple Leafs
- The Blue Jays
- Toronto Rock Lacrosse
- Oshawa Generals (OHL)

Other international events include:

- The Rogers Cup with Tennis Canada
- The Honda Indy Toronto



[In response to a study led by the World Health Organization](#) that found insufficient physical activity among adolescents, Egale stressed that LGBTQI2S youth cannot be left behind in the “urgent policy action” required. The problem of insufficient physical activity for LGBTQI2S youth is compounded due to homophobia, biphobia and transphobia in organized sport. To ensure LGBTQI2S sports inclusion, Egale took a rights-based approach to health and made [recommendations](#) to the Government of Canada.



Rainbow sweatbands were the sought-after item of the week long Rogers Cup event. They could be spotted on over hundreds of attendees, ball kids and media people. This showing of pride goes a long way in sporting spaces where forms of discrimination continue to be present.

Sports inclusion is needed both on and off the field. Egale partnered with Maple Leaf Sports and Entertainment (MLSE) to provide Gender and Inclusion training in order to:

- Enhance workplace inclusion practices; and
- Better equip MLSE offices with LGBTQI2S inclusion when engaging with clients.

50 Years of Progress

Raising Our Voice

Egale works with diverse members from across Canada's LGBTQI2S community to create a space where everyone can raise their voice. Each action we take accurately reflects the needs and wants of the communities we serve.

Seniors Awareness

In 2019, Egale focused efforts on raising awareness for issues facing seniors across Canada.

In our 2017 national research study, we found that

53% of LGBTQI2S seniors feel isolated

52% of LGBTQI2S seniors fear being forced back into the closet in residential care

With the stark realization as to the discrimination that older LGBTQI2S seniors face, whether it be through housing, finances, or access to healthcare, we set out on a mission to bring awareness to this important cause by highlighting the experiences that go unnoticed by many.



One senior who wanted to highlight these statistics through her experience is Michelle DuBarry – one of the oldest performing Drag Queens in the world! Not only was meeting TV personality Ellen DeGeneres on the top of Michelle's bucket list, but the campaign "[Get Her On Ellen](#)" that we launched with in-kind support from Juniper Park TBWA, sought to bring the conversation on LGBTQI2S senior isolation to an international spotlight.

Although we were unsuccessful in getting her to the Ellen stage, we were able to create awareness about seniors issues on a massive scale with billboards from Toronto to Hollywood highlighting the issues faced by LGBTQI2S seniors.



“Gay wasn't a word back then, there was no such thing. You were a faggot or a queer or a sissy.”
– Michelle DuBarry

Legal Advocacy

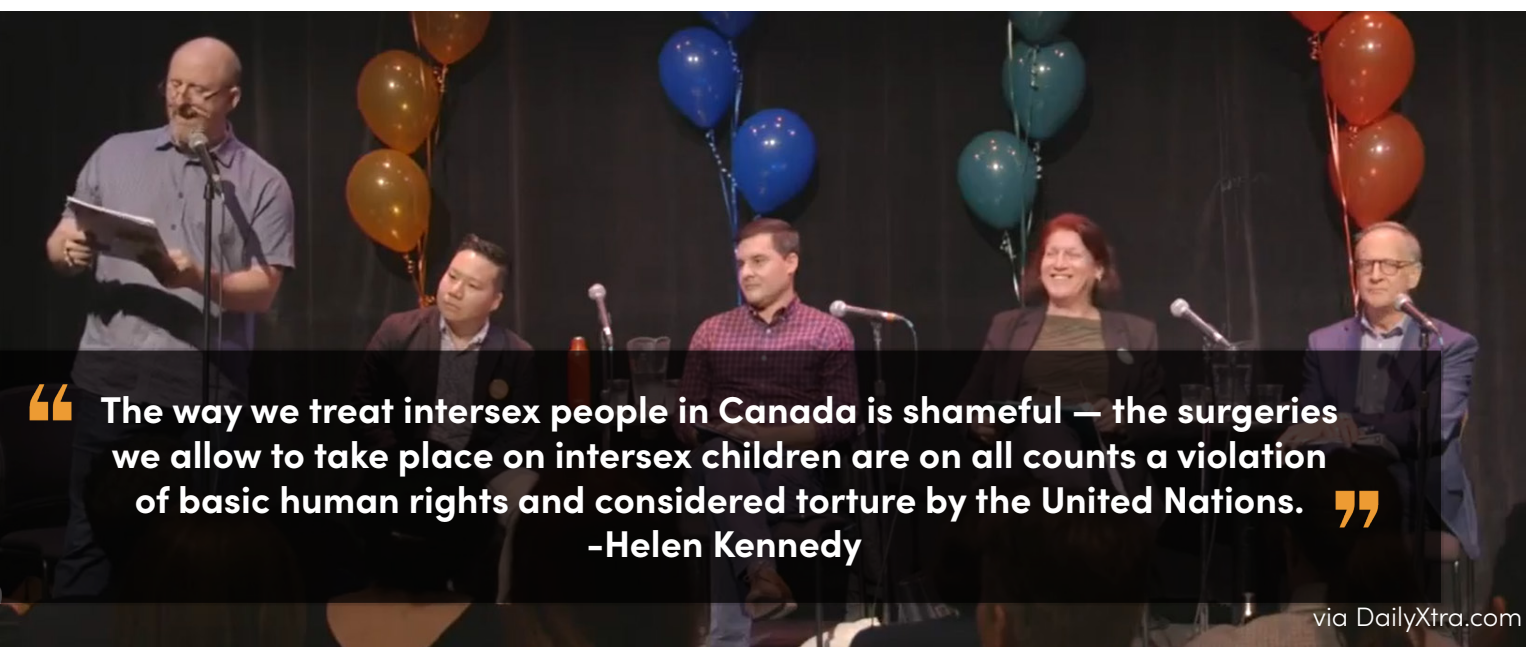
Egale actively strives to cultivate relationships on an international scale and raise awareness on the human rights violations subjected to our community. In doing so, we have been able to break down barriers to inclusion by learning from, and working with, our international LGBTQI community.

Immigration

In May, 2019, [Egale Canada won a groundbreaking Supreme Court case](#) bringing access to human rights for LGBTQI Immigrant Detainees. Egale asserted that habeas corpus is the answer to addressing the conditions faced by LGBTQI immigrant detainees. Habeas corpus is defined as a writ requiring a detained person to be brought into court to determine the legality of their detention or imprisonment.

Intersex Rights

In October 2019, Egale sent an [Open Letter to Federal Party Leaders](#) to bring intersex issues to the forefront of the national federal debate by asking; If elected, will your party amend Canada's Criminal Code to prohibit medically unnecessary surgeries on Intersex infants and children? Egale later echoed this question as one of four organizations to present at the Proud to Vote event where LGBTQI2S party representatives came together to hear from the community.



“ The way we treat intersex people in Canada is shameful — the surgeries we allow to take place on intersex children are on all counts a violation of basic human rights and considered torture by the United Nations. ”
-Helen Kennedy

Conversion Therapy

In December 2019, [Egale made a submission to the UN High Commissioner for Human Rights](#) regarding the abhorrent practice of conversion therapy in Canada. The submission was a response to a letter from Victor Madrigal-Borloz, the UN Independent Expert on protection against violence and discrimination based on sexual orientation and gender identity, in which he requested input from stakeholders regarding the practice of conversion therapy in Canada.



“ Any form of conversion therapy is degrading in nature and stems from the supposed inferiority of those falling outside ‘a norm’. ”
-Victor Madrigal-Borloz

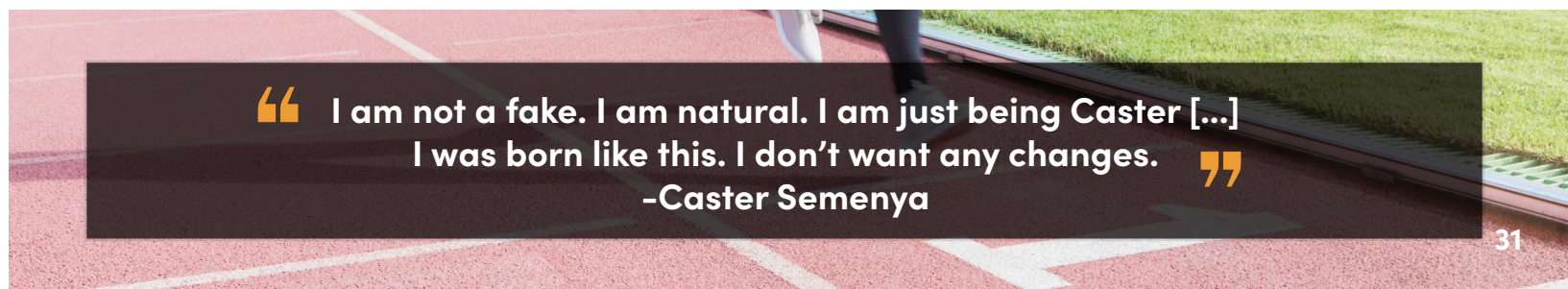
Trans and Non-binary Rights

In early 2019, Egale intervened in a trial against the Quebec government filed by the Centre for Gender Advocacy at the Superior Court to challenge the discrimination trans and non-binary people face in Quebec. The challenged laws prohibit non-citizens from legally changing their name or sex designation, force non-binary and intersex people to designate their sex as either “male” or “female, and require all parents, including trans, non-binary and intersex people, be represented with gendered terms upon the births of their children.

Sports Inclusion

To impact LGBTQI2S inclusion on an international level, Egale responded to the Caster Semenya vs. The International Association of Athletics Federations (IAAF) case with an [open letter opposing the ruling by the Court of Arbitration for Sport](#) after Semenya was barred from competing due to high levels of testosterone.

“ I am not a fake. I am natural. I am just being Caster [...] I was born like this. I don't want any changes. ”
-Caster Semenya



Committee Hearings

LGBTQI2S health presentation at House of Commons Standing Committee on Health by Richard Matern

In February 2019, Richard Matern, (formerly) Director of Research and Policy at Egale spoke at the House of Commons Standing Committee hearing on Health. He addressed a number of health gaps experienced by LGBTQI2S communities across the healthcare spectrum. The proposed changes presented at the hearing included a vast number of recommendations from LGBTQI2S inclusion in the national harm reduction strategy and sexual and reproductive health education to additional supports for LGBTQI2S people living with disabilities, mental health illness, poverty and more.

Criminalization of HIV disclosure presentation at House of Commons Standing Committee on Justice and Human Rights by Jennifer Klinck

In May 2019, Jennifer Klinck, Partner at Jurist Power Law, and chair of Egale's Legal Issues Committee, represented Egale at the House of Commons Standing Committee on Justice and Human Rights hearing. Jennifer, presented on criminalization of HIV disclosure where she proposed that reforms must not further stigmatize people living with HIV or undermine protections against sexual violence. Some of the key arguments included were that criminal law should be limited to actual and intentional transmission of HIV and in no circumstances should it be used against people living with HIV who use a condom, practise oral sex, or have condomless sex with a low or undetectable viral load for not disclosing their status to a sexual partner.

Intersex human rights presentation at Standing Senate Committee Hearing on Human Rights by Morgan Holmes

In May 2019, Morgan Holmes, a leading intersex activist in Canada and around the world and Professor of Sociology at Sir Wilfred Laurier University represented Egale at the House of Commons Standing Senate Committee on Human Rights. She presented on the human rights violations of intersex persons in Canada as it relates to the involuntary or coerced sterilization and called for a repeal of section 268(3) of the Criminal Code of Canada which continues to allow parents and medical practitioners to undertake non consensual, cosmetic surgeries on intersex infants.



LGBTQI2S Seniors presentation at House of Commons Standing Committee Hearing on the Status of Women by Helen Kennedy

In May 2019, Helen Kennedy, Executive Director at Egale spoke at the House of Commons Standing Committee on the Status of Women where she presented on LGBTQI2S seniors. Egale put forward the need for safer spaces and mandatory staff competency courses (developed with ongoing communication and direction from a national steering committee) as well as for inclusion of LGBTQI2S in all sectors of gerontology and geriatric health care, especially in the long-term care sector.

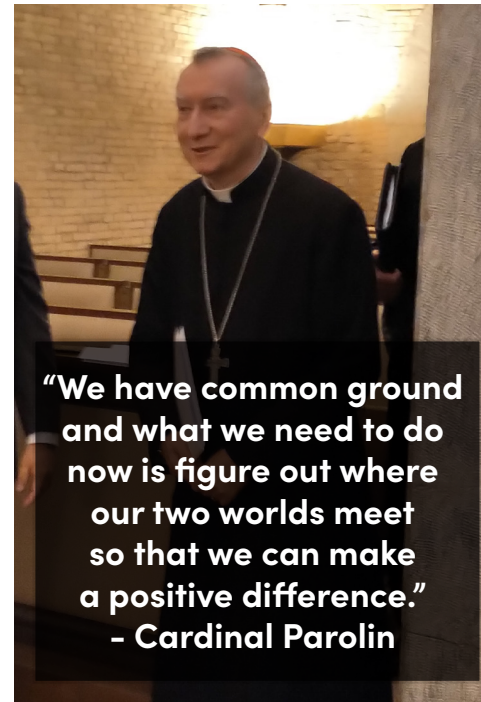


International Dialogue

LGBTI Activists meet with the Vatican for the First Time in History for Conversations on Decriminalization of Homosexuality

Egale's Helen Kennedy was one of a few LGBTI activists invited to the Vatican this past April for a meeting with Cardinal Pietro Parolin, Vatican Secretary of State, who filled in at the last minute for Pope Francis. The meeting was centered around the criminalization, discrimination, and violence facing LGBTI people around the world, a topic that has been very much on the minds of Canadians from coast to coast with the 50th anniversary of decriminalization of homophobia happening nationwide.

The LGBTI activists who attended the meeting collectively urged the Church to take a leadership role in speaking out against criminalization. The group also called on Pope Francis to release a statement condemning the criminal laws that persecute LGBTI people around the world, noting that criminalization leads to persecution. During the meeting, Cardinal Parolin acknowledged that there is an opportunity to work together and there is an opportunity to make a positive impact.

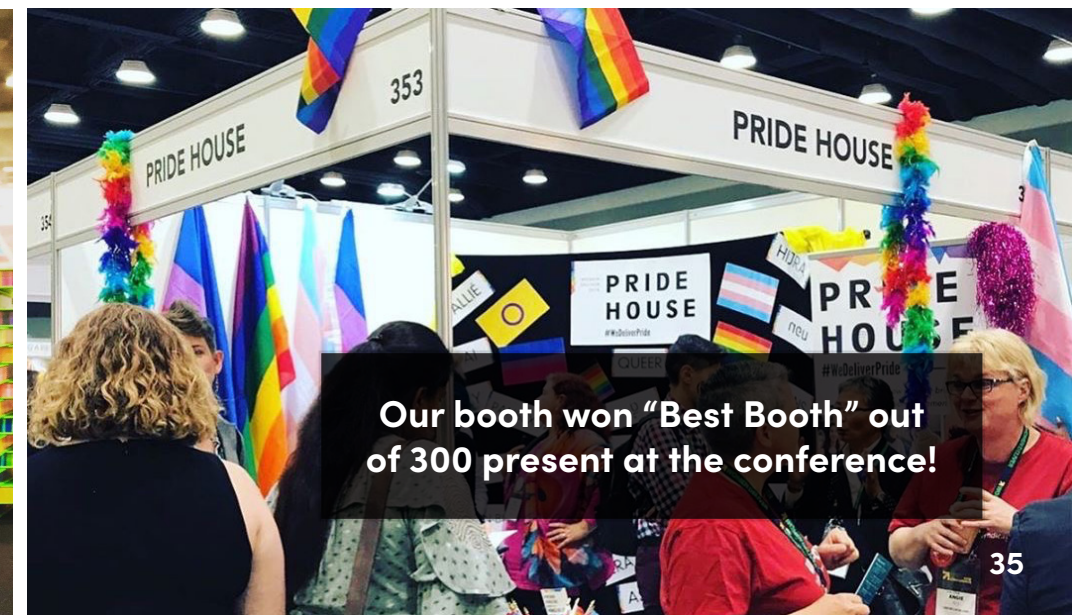


2SLGBTQI Discrimination in Canada: Striving for Best Practices in Apologies and Reparations

In partnership with Douglas Elliott of Cambridge LLP and the LGBT Purge Fund, Egale wrote a paper titled, [2SLGBTQI Discrimination in Canada: Striving for Best Practices in Apologies and Reparations](#). The paper was presented to the International Dialogue organized by ARC International, New Delhi, December 2019. The 2019 conference was centered around Rising through the Challenge: documenting and analysing best practices for advancing human rights related to sexual orientation, gender identity and expression and sex characteristics (SOGIESC) using the tools of international law, domestic litigation, and apology/reparation.

Women Deliver Global Conference hosts inaugural Pride House

Egale Canada—in partnership with UFCW Canada and support from ARC International, Advocates For Youth, and more — established the first ever Pride House at Women Deliver, the world's largest conference on gender equality and the health, rights and wellbeing of girls and women, which took place in Vancouver. The Pride House served as a community hub for LGBTQI2S people and allies, including speakers, delegates, volunteers, and more.



50 Years of Progress

Financial Insights

We are very grateful to all of our 2019 Egale donors, funders, supporters and community partners. A sincere thank you goes out to everyone that makes our work possible.

Egale Donors

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, 2019.

\$1,000,000+

- ♦ The Slight Family Foundation

\$500,000-\$999,999

- ♦ Clark Family Foundation
- ♦ Public Health Agency of Canada

\$250,000-\$499,999

- ♦ Ministry of Education
- ♦ Women and Gender Equality Canada

\$100,000-\$249,000

- ♦ Global Affairs Canada
- ♦ Department of Justice Canada
- ♦ Ontario Trillium Foundation

\$10,000-\$99,999

- ♦ Ontario Ministry of Children, Community and Social Services
- ♦ RBC Future Launch
- ♦ The Cadillac Fairview Corporation Limited
- ♦ Nordstrom
- ♦ Gangbar Agency
- ♦ Bayer Inc.
- ♦ Microsoft Canada
- ♦ TELUS
- ♦ AXA XL Insurance
- ♦ Dawn Tattle Family Foundation
- ♦ J.P. Bickell Foundation
- ♦ Malcolm Lang

\$1,000-\$9,999

- ♦ Air Canada
- ♦ Ontario Secondary School Teacher Federation
- ♦ Toronto Public Health

- ♦ Fidelity Investments Canada ULC
- ♦ Canadian Union of Public Employees
- ♦ United Food and Commercial Workers of Canada, National
- ♦ Association of Registered Interior Designers of Ontario
- ♦ TD Bank Group
- ♦ Dr. Tim A St. Amand*
- ♦ MAZON Canada
- ♦ Canadian Heritage
- ♦ Lawrence Bennett
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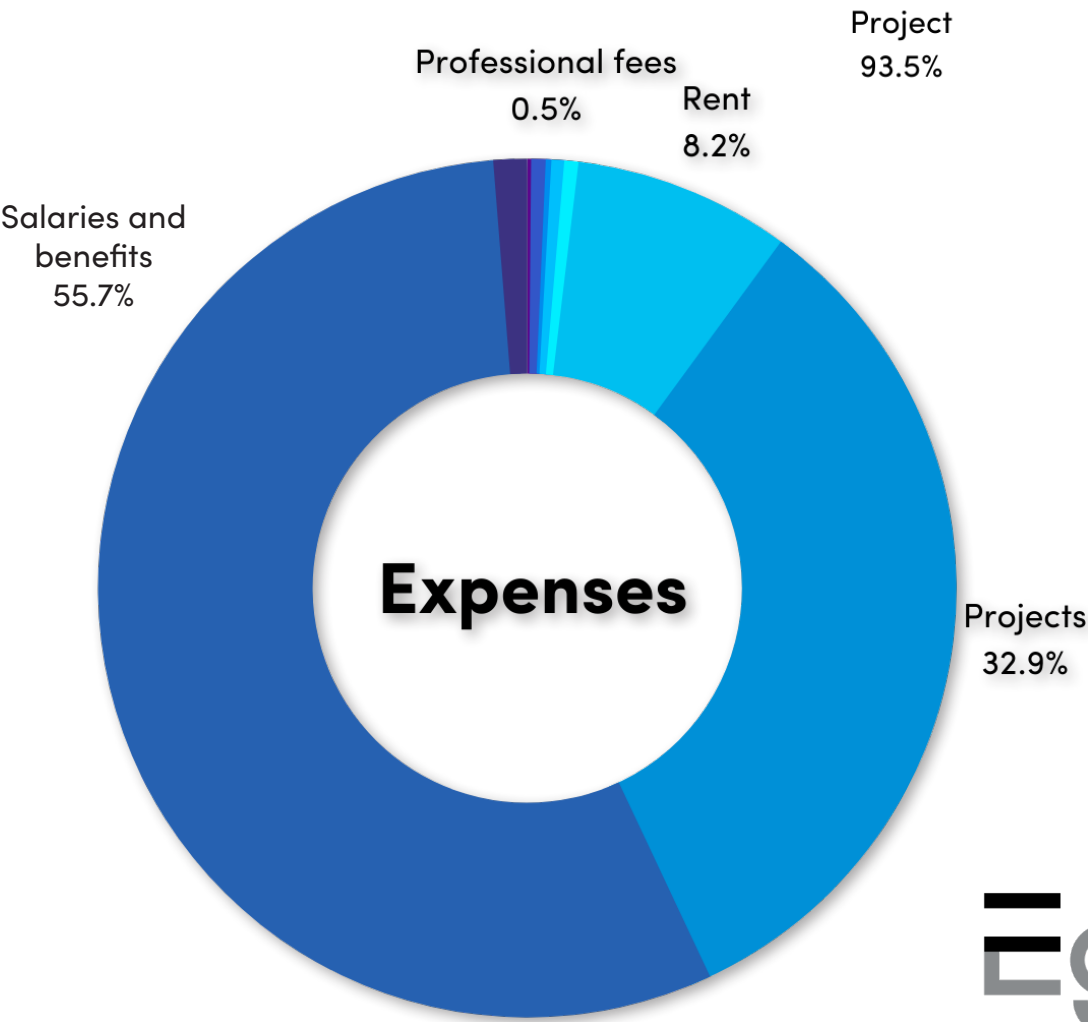
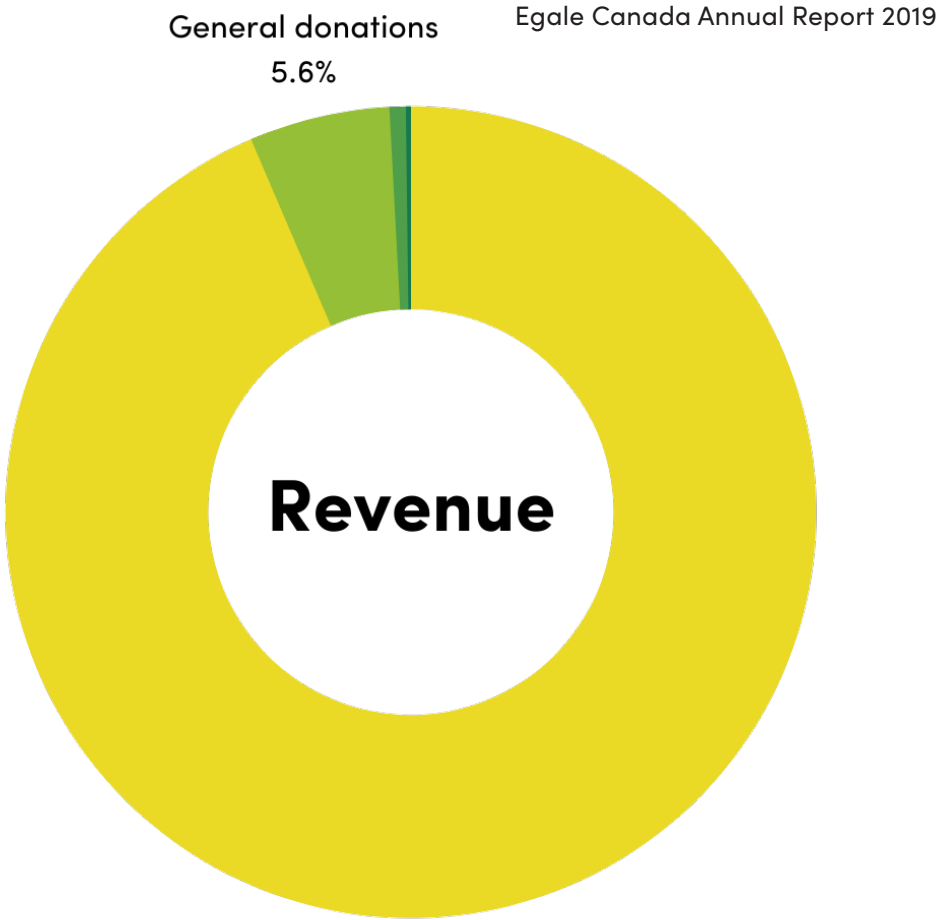
Revenue

Projects	\$3,831,557
General donations	\$229,691
Gain on disposal of capital assets	\$26,500
Other	\$8,185
Total	\$4,095,933

Expenses

Salaries and benefits	\$2,253,538
Projects - direct expenses	\$1,331,742
Rent	\$329,622
Meetings and conferences	\$21,566
Office expenses	\$19,339
Telecommunications	\$4,428
Insurance	\$2,778
Professional fees	\$21,961
Service charges	\$5,721
Depreciation of capital assets	\$44,058
Depreciation of intangible assets	\$8,606
Total	\$4,043,359

Excess of revenue over expenses \$52,574



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- Book an educational session for your employees
- 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

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