



Egale

# 2020 Annual Report

A year of resilience





# About Our Work

Egale is Canada's leading organization for 2SLGBTQI 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.

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# A Message From Our Leadership

Helen Kennedy & Jacki Lewis

It goes without saying that 2020 was in many ways an unprecedented year in Canada and around the world. The COVID-19 pandemic and its social and economic fallout exposed fault lines and inequalities in our society that, while they have always been present, have seldom been as visible as they are today.

Even as almost all our familiar structures – from life at the office to community events to workplace inclusion trainings – had to be reimagined and reworked, we're very proud to say that Egale's work to improve and save lives in the 2SLGBTQI community never faltered. Far from it: In each of our four areas of focus (Research, Education, Awareness, and Legal Advocacy), we pivoted quickly to react to what our community needed. As Canada's leading organization for 2SLGBTQI people and issues, we were able to provide decision-makers with [data](#) that proved the necessity for targeted protections for our community, especially its [BIPOC](#), elderly, disabled and chronically ill, and women members. At the same time, we launched initiatives to help every member of the community feel less alone, even in isolation.

Over thirty years ago, Egale began as a legal advocacy organization. Today, we are that and so much more – while we remain a prominent voice advocating for 2SLGBTQI political and legal equality, we now serve the community in so many more ways. This year, for example, we were able to offer [2SLGBTQI seniors a way to connect online](#), along with [resources](#) to help them navigate digital technology. We also welcomed our first two [Visiting Scholars in Residence](#), who will be facilitating community-based research connections centered on Critical Race Theory, racism and anti-Black Racism, and Critical Disability studies, Intersex studies and racial and gender justice between university researchers and 2SLGBTQI communities through 2021.

At the same time, we're also helping to encourage cultural shifts in institutions like [schools](#) and [sports](#). Far from slowing us down, the pandemic gave us new impulses and new ways of working towards our ultimate goal of equality for 2SLGBTQI people in Canada.

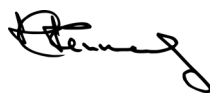
In 2020, Black communities across Canada, the U.S., and beyond channeled

their grief and anger over systematic anti-Blackness and the senseless loss of Black lives at the hands of police into demonstrations and civic action. At the time of writing this, the country is also reeling from the discovery of the remains of nearly a thousand Indigenous children in unmarked and mass graves on the grounds of former residential schools. In the face of these atrocities, [Egale took time to reflect](#) on its past and present relationship with race and racialized communities. This year, every one of our employees took part in a mandatory Queer of Colour Critique course offered by the University of Toronto, and members of the Board participated in anti-racism and anti-oppression training. In our statement of solidarity with the Black Lives Matter movement, we reaffirmed our commitment to applying an intersectional lens and prioritizing the most marginalized members of our community in all the work we do.

The end of 2020 coincides with the end of one strategic action plan and the beginning of the next. We're very proud of the successes reached with this strategic action plan, which came

into force in 2017, and we're also looking forward to sharing our roadmap for the coming years with you all very soon.

This annual report is a reflection of the resilience and solidarity within the 2SLGBTQI community. There is, of course, a great deal of work to be done to rebuild our society after this extraordinary year. It's also an opportunity, however: to make it better, more equal, than it was. Egale remains committed to amplifying the voices of the 2SLGBTQI community in Canada as that process unfolds in the coming years.



**Helen Kennedy**  
Executive Director



**Jacki Lewis**  
Chair of the Board



[See other members of our leadership team.](#)



# Year At A Glance

Click on each square to learn more

## JANUARY

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Egale updates the National Action Plan, a community-guided set of policy recommendations for the federal government

## JUNE

## MAY

Winner of Rupaul's Drag Race Canada, Priyanka, hosts Egale's digital Queer Prom for 2SLGBTQI youth



Egale launches "Pride Inside" package including physical and mental health tips, educational resources, and pride-themed Zoom backgrounds

Rainbow Table, a virtual space for 2SLGBTQI seniors to connect and find support, debuts as a web series hosted by the inimitable Deb Pearce

## JULY

## AUGUST

Egale publishes a statement of solidarity with Black Lives Matter movement

Egale demands relocation of 2SLGBTQI exhibits currently housed in the Canadian Museum for after reports of them being hidden away from public view

Launch of In Your Corner: a ten-part series on inclusion in sport hosted by Olympic gold medalist Mark Tewksbury



## DECEMBER

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Board member Jacki Lewis receives the Laura Legge Award from the Law Society of Ontario

Friends of Ruby Home opens its doors to provide counselling, practical support, and housing to 2SLGBTQI youth in crisis



The Google Chrome extension "Raise A Flag" allows users to see how an online retailer treats its 2SLGBTQI employees at a glance



## FEBRUARY

Board member Susan Rose receives the Order of Newfoundland

Executive Director Helen Kennedy speaks at World Affairs Council in Dallas, Texas

## MARCH

The Egale team begins working from home due to COVID-19



## APRIL

The first of two studies on the impact of COVID-19 on 2SLGBTQI communities is published in cooperation with INNOVATIVE Research Group

Workplace Inclusion training receives HRP Seal of Approval



Egale joins nearly a hundred organizations calling on the Government of Canada to support vulnerable 2SLGBTQI communities amid the COVID-19 crisis

## SEPTEMBER

Publication of the second COVID-19 impact survey in cooperation with INNOVATIVE Research Group

Sex, Sin & 69 documentary is screened at the Inside Out Film Festival



## OCTOBER

Egale hosts the GSA 101: Tools for Tough Times Webinar, providing tools and support to youth taking on leadership roles in their school's GSA

## NOVEMBER

As a complement to October's GSA 101 Webinar, the Affirming Adults Webinar gives educators the tools they need to foster a safe environment for 2SLGBTQI students at school

For #NationalComingOut Day, we launch Coming Out Loud and shine a spotlight on three brave individuals who chose to come out in a big way

The Fix Hearts, Not Parts Campaign launches on Intersex Awareness Day



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# National Action Plan

In January of 2020, Egale updated the [National 2SLGBTQI Action Plan](#) for the Federal Government. The updates were developed based on community input from our national IDENTITY conference that took place in May 2018. The recommended actions present many opportunities for Canada to improve on areas of concern for the broader 2SLGBTQI community.

The areas of concern include:

- **Healthcare**
- **Mental Health**
- **Poverty Reduction**
- **Housing & Homelessness**
- **Employment Access**
- **Education**
- **Sports Inclusion**
- **Seniors**
- **Justice Reform**
- **Intersex Rights**
- **Asylum System Reform**
- **International Assistance**

## Here are a few of the actions that we recommended:


**Healthcare:** Provide federal support to supplement the severe financial deficits present in provincial disability support programs.

**Mental Health:** Allocate funding to mental health services specific to diverse 2SLGBTQI people across the country, with a focus on expanding services beyond major urban centers.

**Poverty Reduction:** Ensure that 2SLGBTQI people are able to access income supports without fear of discrimination, including support for families with children regardless of parental gender and/or marital status.

**Housing & Homelessness:** Allocate specific funding for targeted housing and housing-related services for vulnerable populations including 2SLGBTQI youth and seniors.

**Employment Access:** Earmark targeted social assistance funding to subsidize the income of trans and gender diverse employees who experience employment disruption while they are recovering from gender affirming procedures.



**Education:** Ensure that First Nations children on reserves receive a quality education. In partnership with national Two Spirit organizations, the Federal Government should take the lead in developing curriculum to ensure that the government's historical role in persecuting Canada's 2SLGBTQI communities is included.

**Sports Inclusion:** Administer funding and support for the creation of a National Sports Inclusion Task Force to act as a formal coalition to end 2SLGBTQI bias in sport at the recreational, community, national and professional level.

**Seniors:** Dedicate funds to the creation of 2SLGBTQI-centered long-term care facilities, as well as models of cooperative housing that specifically include 2SLGBTQI seniors, as part of the prioritization of seniors as part of the National Housing Strategy.

**Justice Reform:** Reform of the Criminal Code provisions and prosecutorial practices, to make the criminal justice system more equitable.

**Intersex Rights:** Align the criminal code of Canada with its treaty body obligations under the UN CAT; prevent and prohibit all non-consensual, cosmetic, surgeries on intersex children.

**Asylum System Reform:** Develop and implement a national, large-scale needs assessment to determine the needs of LGBTQI refugees that will empower these individuals and better support them throughout the settlement process.

**International Assistance:** Canada's international assistance should scale back funding to homophobic and transphobic organizations as well as develop explicit terms of reference within policies to prohibit funded organizations from spreading homophobia and transphobia. This should be done through consultation with civil society organizations working in LGBTQI rights.

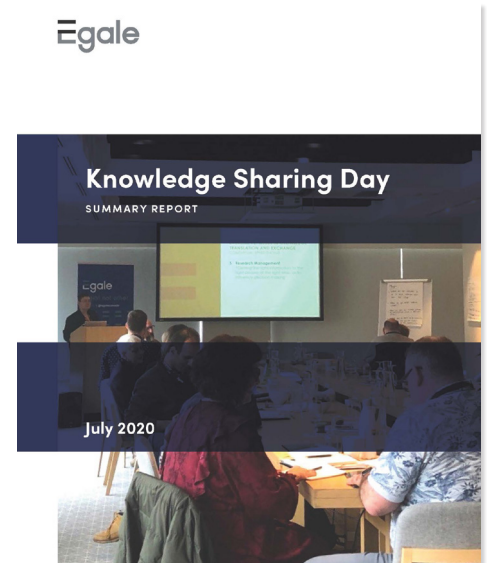
[To see more, click here to read the executive summary and the full report.](#)

# Knowledge Sharing Day

On March 5th 2020, Egale invited a group of scholars and researchers engaged in 2SLGBTQI research in Canada to a day-long event in Ottawa to share knowledge and best practices regarding community-centered research. The event discussed:

- insights to inform the establishment of a National 2SLGBTQI Academic Advisory Council,
- the creation of a Research Hub housed on [egale.ca](https://egale.ca),
- identifying strategic areas in which Egale will build capacity to better support the academic community.

Click on the summary report cover to learn more.

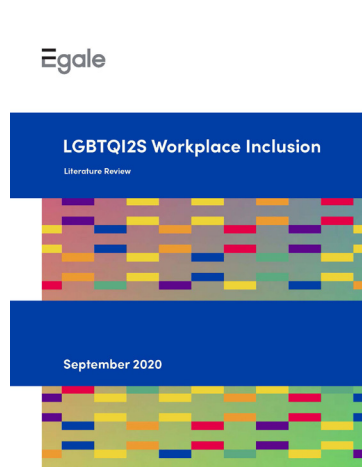


## Research Hub

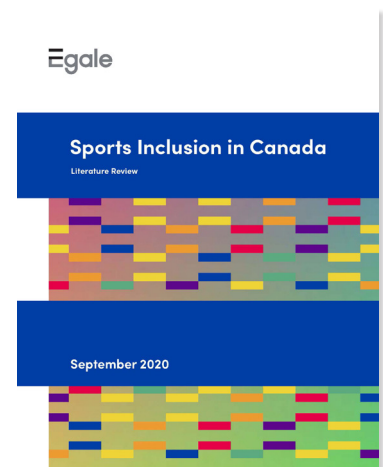
The Research Hub is a digital repository of 2SLGBTQI-related research in Canada that aims to make research accessible and useable across social services networks. The literature reviews and reports we were published this year include “Intersex Rights in Canada”, “2SLGBTQI Work Place Inclusion” and “Sports Inclusion in Canada”. Click on each report cover to learn more.



*Intersex Rights in Canada*



*2SLGBTQI Workplace Inclusion*



*Sports Inclusion in Canada*

# Scholars in Residence

At Egale, we believe that the facilitation of community-based research connections between university scholars and researchers and 2SLGBTQI communities across Canada is essential to breaking down barriers and moving our society forward. In Winter of 2020, we announced our [inaugural Visiting Scholars in Residence](#).



## Dr. Morgan Holmes

Dr. Holmes is an internationally recognized scholar who combines Critical Disability Studies, Queer Scholarship, Critical Intersex Studies, Collaborative/Community-based Ethnography, and Racial and Gender Justice.

Dr. Holmes' residence with Egale comes as we drive forward initiatives for intersex human rights in Canada.



## Dr. Wesley Crichlow

Dr. Crichlow is a transformative scholar on theoretical frameworks such as Critical Race Theory and Canadian anti-Black Racism. Using tenets of Critical Race Theory, such as Intersectionality, he interrogates racist structures of slavery and coloniality to address not just the intersections of race and gender, but the convergence, complex and multifaceted issues of anti-Black Racism in order to meaningfully advance Black humanity.

Dr. Crichlow's appointment comes as Egale centres itself on research concerning on-going anti-Black racism and racial injustices, and the challenges faced by Black queer communities across Canada.

## COVID-19 Impact Reports

As the COVID-19 pandemic took hold of Canada and the world, it became more pressing than ever to recognize and combat the unique vulnerability of 2SLGBTQI communities. Through an in-kind partnership with Innovative Research Group (INNOVATIVE), we were able to publish an in-depth report in April on the financial, social, and health [impacts of the COVID-19 crisis on 2SLGBTQI people](#) in Canada. In September, we partnered with the African Canadian Civic Engagement Council (ACCEC) in addition to INNOVATIVE in order to better understand the crisis' [impact on BIPOC 2SLGBTQI communities](#). Our findings in both reports were alarming: 2SLGBTQI people, especially those with chronic illnesses and those who are Black or racialized, are disproportionately affected by the crisis across all areas of concern. Now, more than ever, our communities need support and equal access.

Click on either cover to read the full report:

### Impact Report 1



### Impact Report 2



# Highlights

## Report 1

**52%** of 2SLGBTQI households faced lay-offs or reduced employment hours, compared to 39% of non-2SLGBTQI people.

**42%** of 2SLGBTQI people reported significant impacts on their mental health, compared to 30% of non-2SLGBTQI people.

**29%** of 2SLGBTQI people are living with a chronic health condition, compared to 15% of non-2SLGBTQI people.

## Report 2

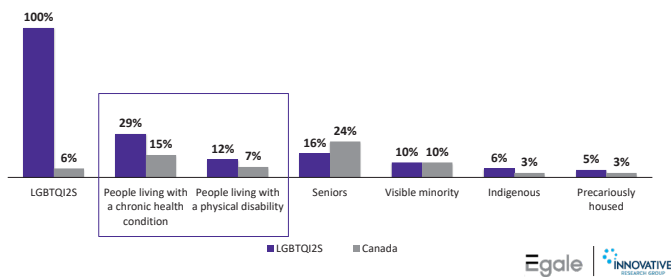
**59%** of BIPOC 2SLGBTQI people work in jobs that require face to face interaction often or all the time.

**47%** of BIPOC 2SLGBTQI people reported negative impacts on their mental health, compared to 26% of non-2SLGBTQI people.

**40%** of BIPOC 2SLGBTQI people have sought medical treatment for a confirmed or suspected case of COVID-19, compared to 21% of non-2SLGBTQI people.

### Intersectionality: LGBTQI2S respondents are significantly more likely to be living with a chronic health condition or physical disability

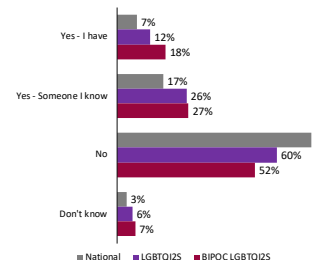
Do you consider yourself as a member of the any of the following communities or groups? Please select all that apply.  
(asked of all respondents, LGBTQI2S n=930, Canada n=2,000)



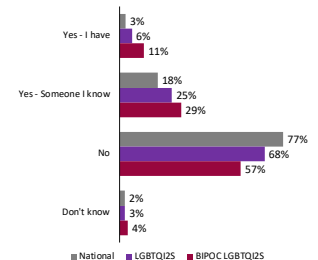
Chronic health condition graph, report 1, page 6

### COVID-19 Health Effects: LGBTQI2S community is more likely to know someone who has experienced symptoms or sought medical treatment

Have you or someone you know experienced symptoms that could be caused by COVID-19?  
(asked of all respondents, multiple mention; BIPOC LGBTQI2S n=146, LGBTQI2S n=500, national n=1,500)



Have you or someone you know sought medical treatment for a confirmed or suspected case of COVID-19?  
(asked of all respondents, multiple mention; BIPOC LGBTQI2S n=146, LGBTQI2S n=500, national n=1,500)



Sought medical treatment, report 2, page 13

COMMUN

NITY

Egale

# Rainbow Table

Even before the pandemic, far too many 2SLGBTQI seniors felt isolated from their communities. [Egale's Rainbow Table](#) provides a safer digital space across multiple easy-to-access platforms for connection and community support and engagement. The Rainbow Table Facebook group has over nine hundred members from across Canada who use the space for lively discussions, sharing news or resources, or to meet new people. We also produced a ten-episode first season of the Rainbow Table web series hosted by the one and only Deb Pearce, featuring dozens of guests discussing a wide variety of topics from legal rights to faith and spirituality to health.



# In Your Corner

As a result of the pandemic, many 2SLGBTQI athletes were missing their recreational community sports gatherings. To provide opportunities for virtual engagement, we started [In Your Corner](#), a live program hosted by Olympic gold medalist and Calgary native Mark Tewksbury, where we chatted with athletes, sports organizers and community guests. Topics ranged from inclusion and representation in sport, 2SLGBTQI history, and physical and mental health.



# Film Festivals

In 2020, our documentary film [Sex, Sin & 69](#) was accepted into 17 film festivals across the world (listed below). The documentary is a 80-minute historical, retrospective film about the 1969 legislation to partially ‘decriminalize’ homosexuality. This film was produced and directed in partnership with SandBay Entertainment with support from the Government of Canada.



## International

Egale has hired a new Director of International Programs and Partnerships. We have solidified our relationship with civil society organizations working within the Inter-American system and have become the first full Canadian member of the [Coalición LGBTTTI&TS OEA](#). We have met with and are planning to engage regularly with Canada’s Ambassador to the OAS (Organization of American States) and GAC (Global Affairs Canada) staff on issues relevant to the Inter-American system.

We are playing a key role within the Advocacy and Government Relations Working Group of the Dignity Network in Canada and our new Director has accepted invitations to present to Global Affairs Canada and at the Spur Change conference early in the new year. Our peace and security work in the Ukraine continues and we have developed and tested curriculum to be presented to police as soon as pandemic restrictions ease.

## Queerantime 101

When the first stay-at-home orders to curb the spread of COVID-19 were introduced in March, most of us found ourselves quarantined with the people we lived with almost overnight. The Egale team jumped straight into action putting together resources for the community and our allies. From tips for youth stuck in quarantine with homophobic or transphobic family members to advice for their parents and educators; from tech how-to's for seniors to strategies for maintaining physical and mental health, we're determined to provide resources and support any way we can in these unprecedented times.

*Click the screenshot to visit the full webpage:*

**Being in quarantine is already difficult and there are a number of additional issues that LGBTQI2S people may face. For that reason, we've created a hub with some resources to help get you through. From young people to educators, parents and everyone else — we've got you covered!**

We will continue to update this page frequently over the next few weeks so make sure to check back in or follow up on social [@egalecanada](#) for updates!

Select one of the categories below to go directly to the resources most valuable for you!

For  
Educators

For Youth

For Parents

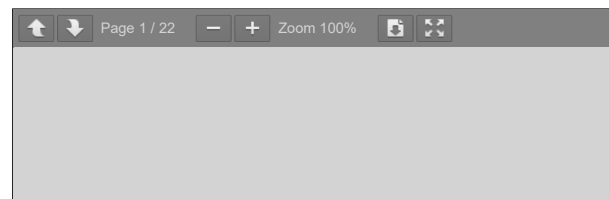
For Seniors

For Everyone

### For Educators

Tackling Anti-2SLGBTQI Cyberbullying in Schools

Egale



# Highlights

## Acronym movement routine



Try the LGBTQI2S movement routine!

Here are some examples of exercises you can do following the LGBTQI2S acronym. Share your own version with us @egalecanada!



- Lunges**
- Stand with your feet together.
  - Keeping your upper body straight, step forward with one leg, lowering your hips until both knees are bent at a 90-degree angle.
  - Rise back up and move the foot you stepped forward with back to its original position.



- Leg Raises**
- Lying on your back, keep your legs straight and together.
  - Lift them straight up as high as you can, and slowly lower them back down to the floor.



- Goblet Squat**
- Standing with your feet at shoulder-width apart, hold an object against your chest, with your elbows tucked in.
  - As you squat, keep your heels flat on the ground.
  - Going as low as you can before coming back up, pushing through your heels.



- Glute Bridge**
- Lying face up on the floor, lift your hips off the ground until your knees, hips, and shoulders form a straight line.
  - Hold your bridged position for a few seconds before lowering your hips to the ground.



- Bicep Curl**
- Ensure your elbows are close to your torso and your palms facing forward.
  - Keeping your upper arm stationary, exhale as you curl the object up to shoulder level while contracting your biceps.



- Bent Over Rows**
- Stand with your feet shoulder-width apart.
  - Bend your knees and lean forward from the waist. Your knees should be bent, but your back stays straight.
  - Row the object in as close to your chest as you can.



- Tricep Dip**
- Grip the edge of the seat next to your hips.
  - Extend your legs with your feet hip-width apart.
  - Slide forward just far enough that you clear the edge of the chair.
  - Lower yourself until your elbows are bent between 45 and 90 degrees.
  - Slowly push yourself back up to the start position.



- Tricep Extension**
- Stand with your feet shoulder-width apart.
  - Hold the object you're lifting with both hands and place behind your head, aiming for between your shoulder blades.
  - Lift your arms so they're straight above your head, keep your elbows tucked in.



- Quick Run in Place**
- Pump your arms.
  - Drive your knees up high.
  - Wear running shoes if it helps you!



- Quick Arm Circles**
- Stand with your feet shoulder-width apart and stretch out your arms.
  - Circle your arms forward using small controlled motions.
  - Reverse the direction of the circles after about 10 seconds.



- Interval**
- Take a measured break between each set of your exercises.
  - Remember to keep hydrated!



- Two (or three) Sets**
- Do two (or three) sets of each exercise.
  - Determine the number of repetitions you want each set of exercise to have, whether that be 12 reps or 30 seconds of activity.



Egale TRY THE LGBTQI2S MOVEMENT ROUTINE!

Disclaimer: The participant will indemnify and hold harmless Egale Canada against any and all claims, actions, suits, proceedings, damages, expenses, and liabilities, including lawyer's fees, and costs, arising out of or related to the participation in Egale online classes and/or use of resources.

## Homophobic family resource



Stuck in quarantine with your homophobic or transphobic family? Here are some tips on things you may be considering.

Quarantining is already hard enough, but now you may find yourself in a situation where you are spending extra time and space with people who you may not be out to or feel particularly safe with. Not being able to be our authentic self at home, or for extended periods of time can pose a lot of challenges and be a heavy burden to carry -- when it's the case with close family, that weight often grows. Here are some tips to help you navigate those dynamics:

### Should you come out?

Weigh the **pros** and **cons** of coming out compared to not coming out.

- Is not being able to be your authentic self affecting your mood, adding stress and/or severely impacting your mental health?
- If your family is not supportive of your authentic self, will your mental health be worse off?
- Will it be harder to cope with hiding your authentic self than it is to cope with an unsupportive family?
- Do you feel safe to come out regardless of whether your family is supportive?



## Video chatting tips for seniors



About

Egale in Action

Awareness

Training & Workshops

Get Involved

Donate

### Video chatting tips and COVID-19 resources for LGBTQI2S older people

Back to All



40% of LGBT older people say their support networks have become smaller over time, as compared to 27% of non-LGBT older people.

Source: 2014



Keeping in touch with your support network is a great way to relieve some of the feelings of loneliness and isolation. Even if it's just a quick "Hello, how are you doing today?" check in, this connection can be important in this stressful time.

Here are some tips on how to stay connected:

### Video calling is better than phone calling! Getting a visual is more reassuring and feels more connected than just the audio of a phone call.

If you are intimidated by some of the technology that is required, not to worry! There are a myriad of supports and guides that you can access. Here are some solutions that may help you.

- If you don't have a device that can be used for video calling, consider asking your support networks to mail you an iPad or tablet they may not be using anymore (make sure to remind them to sanitize the device before they mail it), or you can purchase or ask someone else to purchase a device online that will ship directly to your door.
- Which device? There are a number of devices that will offer easy video calling options. The GrandPad is an option that is a tablet specifically designed to connect older people to their loved ones via video calls, text messages, and social media.

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# Workplace Inclusion

Not even the COVID-19 pandemic could keep us from our mission to help government, businesses, and other organizations create safer, more inclusive, welcoming, and equitable workplaces for 2SLGBTQI employees and the people they serve. In 2020, we pivoted to digital workshops that reached 1,172 persons across Canada.

## 2020 By the Numbers

**19 organizations / government bodies**

**490 in-person participants**

**1,172 webinar participants**

**1,662 participants in total**

**23 in-person workshops**

**22 webinars**

**45 training sessions in total**

35 Gender Diversity and Inclusion in Palliative Care  
**WHY DOES THIS MATTER?**

**Identity** and **right to dignity** don't go away when facing a terminal illness

All patients and those they are entrusting with their care deserve **respect** and **unbiased support**

Fam  
care

Gender Diversity and Inclusion  
 In Palliative Care for Official Language  
 Minority Community in Quebec

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*"In 2020, Egale trained 150 public servants based in the Department's Edmonton, Gatineau Moncton, Montreal, Toronto and Vancouver offices. Our staff have learned a number of new practical tools and strategies that can be applied in their work and help operationalize the organizational gender equality mandate."*

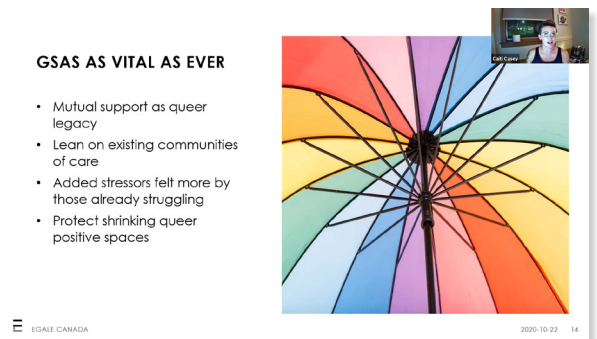
**- Women and Gender Equality Canada.**

[Click here to book a session with us!](#)

# Safer Schools

## Webinars

Gender Sexuality Alliances, or GSAs, are one of the primary platforms young 2SLGBTQI people and their allies can use to organize, connect, and advocate for themselves in their schools. We put together a [virtual GSA webinar](#), and a series of resources to support youth in sustaining their GSAs in times of physically distanced learning.

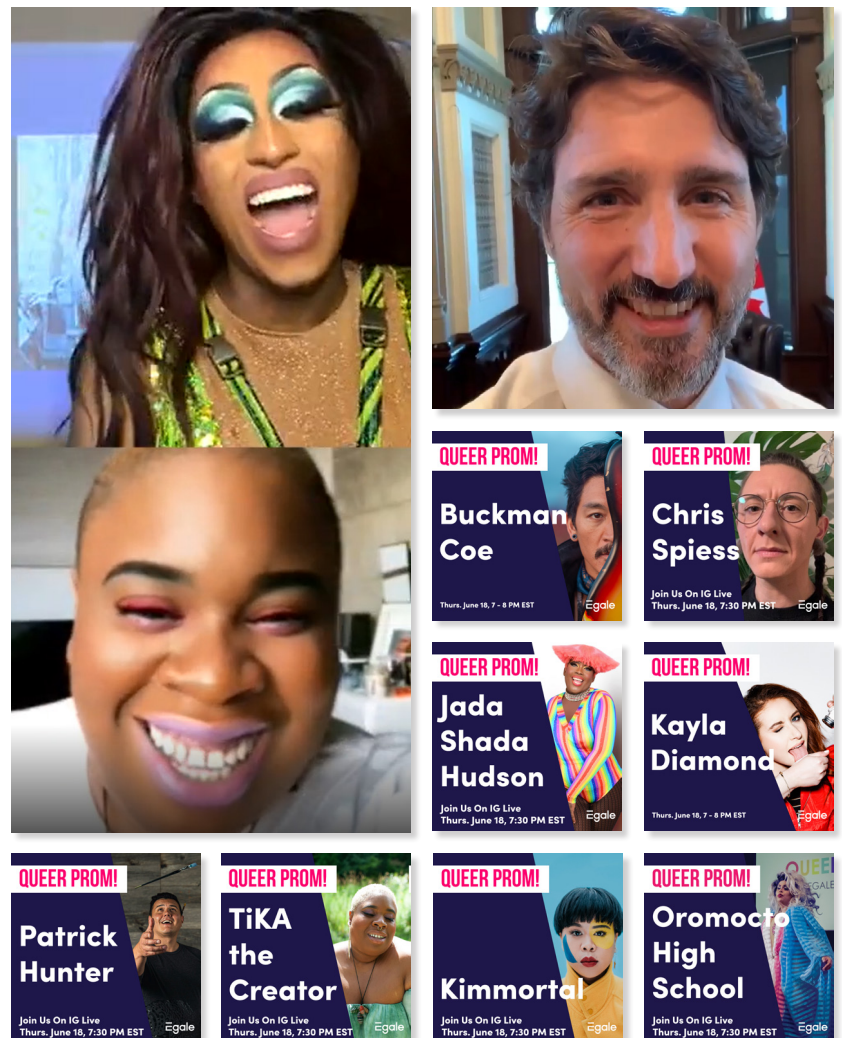


For the adults in the school community (parents, administrators, teachers etc.) we created an [Affirming Adults webinar](#) and accompanying resources. These aimed to help those who are committed to actively fostering a healthy and affirmative school environment for 2SLGBTQI youth.

## Queer Prom

It isn't easy to capture the feel of a Pride party in the middle of a pandemic, but the fabulous queer prom 2SLGBTQI youth on Instagram Live came pretty close! Thanks to our host, Drag Race Canada winner, **Priyanka**, a special message from Prime Minister **Justin Trudeau**, and an incredible lineup of Canadian 2SLGBTQI performers and activists, we were able to foster a sense of connection and community in these isolating times for **123 Queer Prom** goers. Our Queer Prom was part of the [#PrideInside campaign](#).

Click each image to watch!



# Education and Community Partnership Program

In partnership with the Toronto District School Board, Egale operates a small classroom for 2SLGBTQI youth who are seeking mental health support in addition to education.

The new school year began on September 17, and like in many regions, re-entering the classroom looked very different. To ensure the safety of our space for the eight students, teacher and counsellor, new COVID-19 protocols have been put in place including individual workspaces, temperature checks and mandatory masks.



To help students cope with the taxing effects of COVID-19, we provided virtual counselling to all enrolled and waitlist students throughout the summer of 2020. This not only helped them to cope with the realities of the pandemic in their lives, but also helped prepare them to be more successful in their 2020/21 school year. Daily group therapy for our full classroom continues 5 days per week, in addition to weekly one-on-one sessions, and case management check-ins for support with housing, access to income and other resources. In the near future, we are looking to expand the program through the addition of a second classroom to support the waitlist.

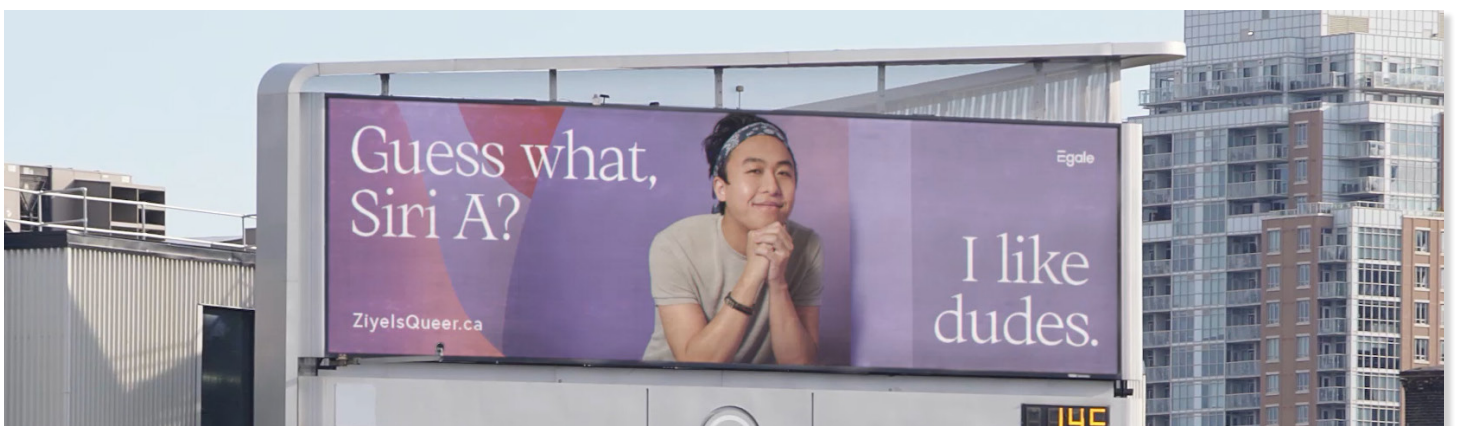
We are very proud of the incredible personal work and progress by the students so far this school year. This program would not be possible without the generous support of our partners, including **The Toronto District School Board, La Fondation Emmanuelle Gattuso, The UPS Foundation, King Baudouin Foundation United States, Giant Tiger, Mazon Canada, Cadillac Fairview, Bright Funds Foundation,** and **anonymous private** donors.

**AWAREN**

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# Coming Out Loud

For #NationalComingOutDay, we partnered with Cossette and helped three brave individuals come out in a big way – on giant billboards. Tamara, Adam, and Ziyi were ready to share their truth and their stories, both with their loved ones and with the world. Coming out can be an intensely personal process that leaves many feeling isolated and afraid. Through their [#ComingOutLoud](#) stories, we looked not only to celebrate those that decide to come out, but to signal to the community that Egale is here to support those who need it.



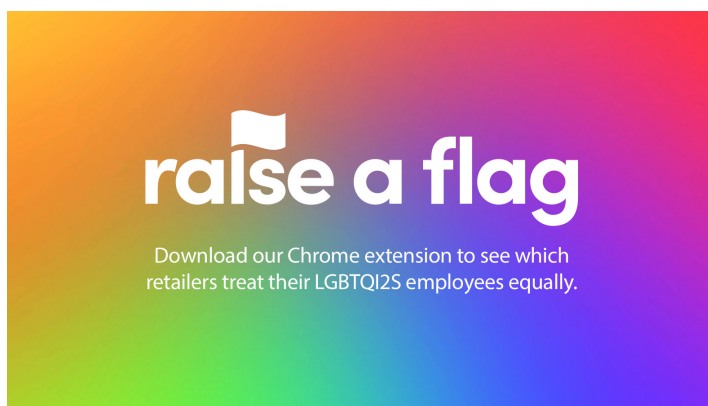
# Pride Inside 2020

As a community, having to reach and celebrate each other across distances is not a new concept. For the 2020 Pride season, we encouraged safer celebrations with our [Pride Inside](#) offerings that consisted of a Queer Prom, both workplace inclusion and general resources and digital shares.



## Raise A Flag

Also in partnership with TAXI, [Raise A Flag](#) is a new Google Chrome extension. Using data from the Human Rights Campaign Corporate Equality Index, the extension allows you to see if an online retailer treats their 2SLGBTQI employees equally.



## Home Not Alone

We all know what it's like to feel lonely. That is why we are so grateful to the many donors who came together to break social isolation by supporting [Egale's #HomeNotAlone](#) campaign in December 2020. All #HomeNotAlone donations supported Egale's work in research and education to advocacy and community programs aimed at creating a world where everyone is included and valued – equal and not other.



## Fix Hearts, Not Parts

On October 26th, International Intersex Awareness Day, Egale launched the [Fix Hearts, Not Parts](#) campaign. The campaign aimed to serve as an invaluable educational resource on intersex rights and issues as Canada continues to fall behind in condemning intersex genital mutilation (IGM). Along with a run down of what IGM is and a much needed Frequently Asked Questions segment, we also created Jo's Story. Jo's story is a fictional story that follows the life of Jo from birth to early thirties. Adapted from and based on real stories shared generously by intersex activists, this resource paints a picture of what hurdles an intersex person may go through as a consequence of IGM.



[Click here to see the Jo's story in full](#)

## Highlights

### IGM Information

#### What is Intersex Genital Mutilation (IGM)?

Intersex genital mutilation is the process of how doctors alter intersex variation. Through surgery and drug treatment, an intersex person's body is mutilated in order to conform to the stereotypical idea of what bodies should look like.

#### Why does it happen?

When an individual, (often infants and children, but also sometimes young adults as some people may not know their intersex variation until puberty) is given a pathological diagnosis for their intersex variation, medical professionals have treated the intersex variation as if it is something "correct". Medical professionals justify these normalizing procedures by citing that:

- The child must be modified in order to avoid conflict with parental bonding
- The child needs a body that respects norms in order to build a positive self-image
- These procedures will allow the child to "fit in" better
- It is better to intervene early on so that the child will remember these procedures
- The intersex child will be more at risk of cancer without intervention

**There is no scientific evidence to support these arguments.**

### Frequently Asked Questions

#### What is intersex?

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

#### Is intersex a gender identity?

Not strictly, just like people with a non-intersex body, intersex variation can have many different gender identities. Many intersex people consider intersex to be something a medical professional assigned or diagnosed them with, and therefore do not consider it an identity.

## Additional Life Stories

I am terrified of having increasing medical needs. I dread having to find affirming health care and a long term care home that understands my intersexuality.  
- Esther, 62 years old

The doctors that performed my childhood surgeries that caused me so much harm, continue to perform the same procedure on infants and children today.  
- Jo, 33 years old

My doctors want me to grow up, get married, and have sex with my husband. They give me a surgery that will result in multiple severe complications to my health as I grow up.  
- Ashley, 11 years old

I took a gender and sexuality class in university. The class prompted me to piece together and find answers to my past medical history.  
- Katrina, 20 years old

I am a healthy, chubby, newborn baby. My doctors insist on intimidating my parents to change the way my genitals look for a more "pleasing cosmetic result".  
- Max, 2 days old



## Campaign Message:

**All these voices share experiences of isolation and the devastating consequences of intersex genital mutilation. We can put an end to isolation by fostering community, but now is also time to put an end to intersex genital mutilation.**



# FIX HEARTS NOT PARTS

LEGAL AD

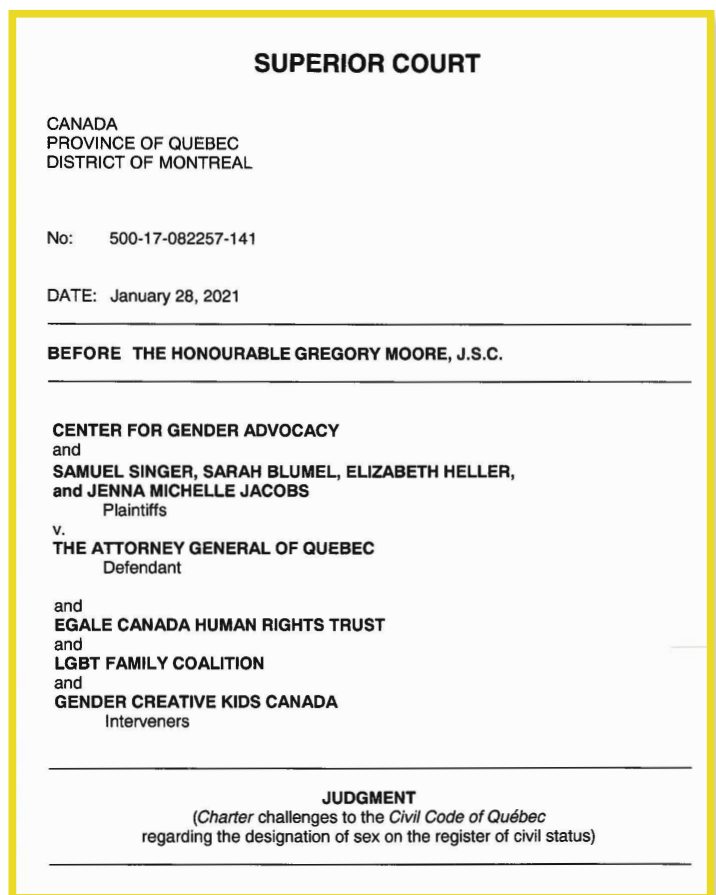
ADVOCACY



# Quebec Court Ruling

In a landmark decision, the [Superior Court of Quebec ruled in favour](#) of advancing trans, non-binary, and intersex rights for people in Canada regardless of citizenship. Egale is incredibly proud to have acted as an intervener on behalf of the [Centre for Gender Advocacy](#) thanks to pro bono representation from [Davies](#). Centre for Gender Advocacy v. Attorney General of Quebec, among other important holdings, recognized:

- non-Canadian citizens' right to change their names and sex designations in the same manner as Canadian citizens;
- non-binary people have the right to change their sex designation to something other than "male" or "female";
- the right of minors over the age of 14 to change their sex designations without attestation from a health professional;
- and people's right to obtain birth, marriage, civil union, or death certificates without mention of sex.



We are truly thankful for the hard work and emotional labour from plaintiffs and the Centre for Gender Advocacy. Although there's still a lot of work to be done, this is an amazing milestone on the path to full legal equity for trans, non-binary, and intersex people and their families.



# Canadian Museum for Human Rights

In June of 2020, allegations of systemic racism and homophobia within the Canadian Museum for Human Rights (CMHR) emerged. CMHR also admitted to hiding 2SLGBTQI historical content upon visitors request. Egale wrote an [open letter](#) and met with the Minister of Canadian Heritage, Steven Guilbeault to discuss actions moving forward. We recommended the following:

- Provide adequate oversight and hold CMHR accountable for their policies, practices, and procedures.
- Encourage institutional self-reflection on implicit biases, homophobia, transphobia, racism, and different forms of privilege inherent in museum practices.
- Acknowledge the harm inflicted upon the 2SLGBTQI community.

CMHR replaced its leadership with new CEO Isha Khan, who will be working closely with lawyer, and Women's studies and Black studies expert, Laurelle Harris, on a review of systemic racism and oppression.

OUR SUP

# PORTERS



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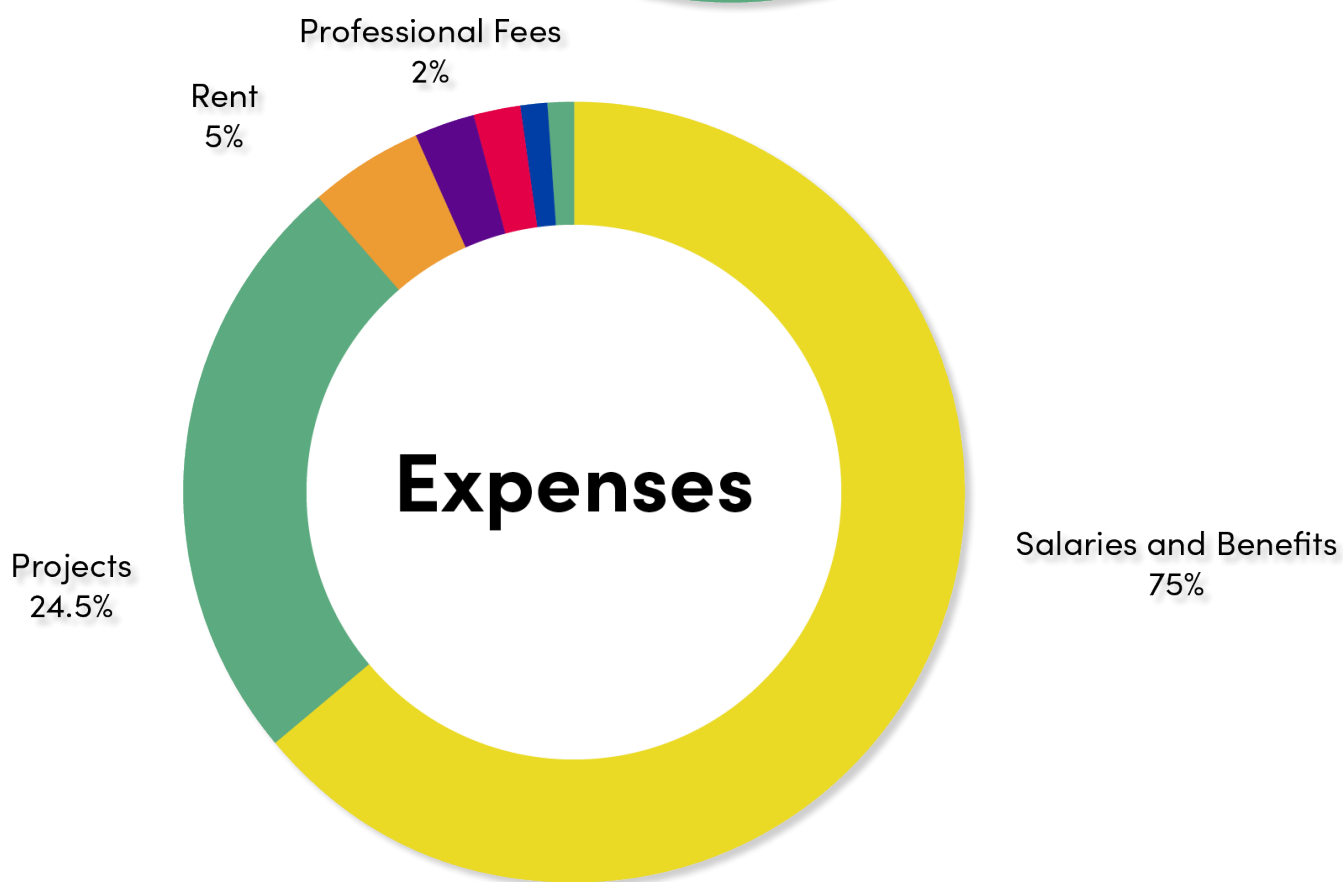
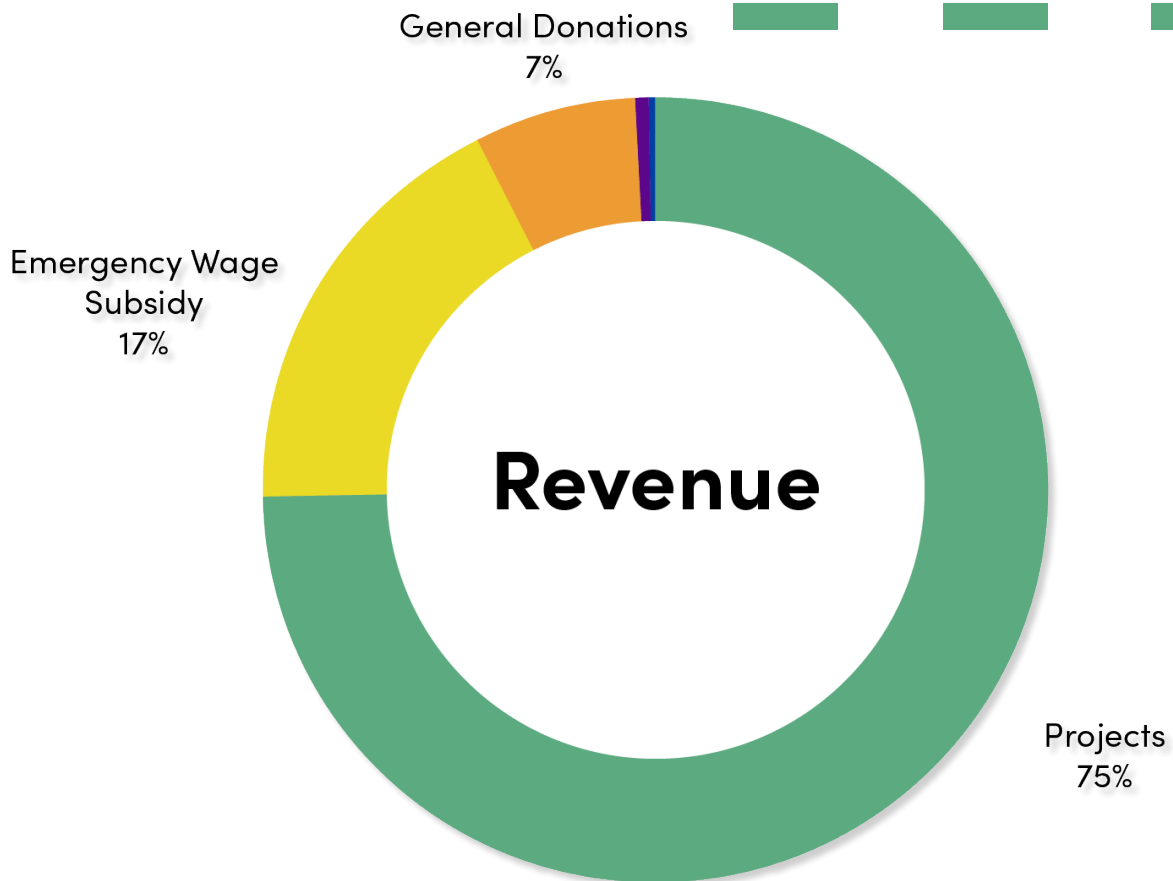
Projects	\$2,123,611
General donations	\$189,909
Canada Emergency Wage Subsidy	\$502,891
Canada Emergency Rent Subsidy	\$10,910
Other	\$6,261
<b>Total</b>	<b>\$2,833,582</b>

## Expenses

Salaries and benefits	\$1,739,377
Projects - direct expenses	\$676,347
Rent	\$127,733
Meetings and conferences	\$46,458
Office expenses	\$29,225
Telecommunications	\$30,712
Insurance	\$14,588
Professional fees	\$68,088
Service charges	\$7,332
Depreciation of capital assets	\$10,013
Depreciation of intangible assets	\$4,573
<b>Total</b>	<b>\$2,754,446</b>

**Excess of revenue over expenses** **\$79,136**

Statement of operations for the year ended in December 31, 2020.



# Get involved!

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## Here are a few other ways to get involved!

- Become a monthly donor
- Make a one-time financial donation
- Consider leaving a gift to Egale in your will
- 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 your corporate events into a third-party fundraiser in support of Egale's work

# Egale

