

**PRIDE AT
WORK**
CANADA

2019-2020
ANNUAL
REPORT



A MESSAGE FROM THE BOARD REGARDING THE COVID-19 PANDEMIC

Dear Partners,

This year has been a transformational period for a wide range of organizations in the public and the private sectors. It is something that we, the Board of Directors of Pride at Work Canada/Fierté au travail Canada, have experienced as well. We have navigated through these changes as Board members, as employees and as Canadians. Looking back, we are so proud of what the Pride at Work Canada/Fierté au travail Canada staff was able to achieve under the skilled leadership of our Executive Director, Colin Druhan. Through this new pandemic reality, we were able to pivot our programming to consolidate a curated content offering for all our partners. On behalf of the Board, we would like to offer our sincere thank you and appreciation to all our partners for their continued support throughout this challenging time. We look forward to 2021 with a view of great confidence and optimism. We will continue, as an organization and individuals, to help foster inclusion and educate Canadians on issues facing the LGBTQ2+ community.

Chris Forward (he/him) & Mathieu Desjardins (he/him)



Land Acknowledgment

Pride at Work Canada/Fierté au travail Canada works on the traditional territories of the First Nations, Metis, and Inuit peoples. This includes Two-Spirit and LGBTQ+ Indigenous people. We recognize there are multiple barriers that impact Two-Spirit and LGBTQ+ Indigenous people from accessing meaningful, affirming, and inclusive employment. In our work, we look to reduce those barriers and are open to feedback from Indigenous workers, employers, and job seekers in making that a reality.

Pride at Work Canada/Fierté au travail Canada's offices reside in Tkaranto/Toronto, which is the "Dish with One Spoon" territory. It is traditionally the home of the Anishinaabe, Huron-Wendat, Haudenosaunee, and the Mississaugas of the New Credit First Nation. Today, Toronto is home to Indigenous people from across Turtle Island.

Pride at Work Canada/Fierté au travail Canada

Through dialogue, education and thought leadership, Pride at Work Canada/Fierté au travail Canada empowers Canadian employers to build workplaces that celebrate all employees regardless of gender expression, gender identity, and sexual orientation. We operate as a member services agency for employers, offering institutional education and guidance to organizations that make a commitment to supporting LGBTQ2+ inclusion.

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Letter from the Executive Director

As I reflect on Pride at Work Canada/Fierté au travail Canada's financial year ending April 30, 2020, I am amazed by how far we have come. Our organization was founded in 2008 and for years was run entirely by volunteers. Since creating our first full-time, permanent employment positions in 2015, the excitement for our vision of a Canada where everyone can achieve their full potential at work has only grown. We now boast a staff team of five employees, who hail from three different countries of origin and speak five languages, collectively. That kind of growth is cause for celebration, hence why we thought it was time for us to publish our very first Annual Report.

Twelve years have passed since Pride at Work Canada/Fierté au travail Canada's first events, which sought to put inclusion for our communities on the agendas of large Canadian employers. The legal and business cases for LGBTQ2+ inclusion are now firmly established across Canada, embraced by employers of every size, from every sector. In the years Pride at Work Canada/Fierté au travail Canada has been active, we have helped hundreds of employers respond to the changing landscape of workplace protections for queer and trans people in Canada. We have witnessed an increased awareness of how diversity is good for business and a heightened sensitivity to the importance of workplace cultures that are inclusive for all employees. However, what drives our team above all else is the need we see for inclusive and meaningful employment opportunities for LGBTQ2+ people in Canada.

The last two months of the period reported in this report, March and April 2020, were marked by the emerging presence of the novel coronavirus and ensuing pandemic in North America. We now know this global health crisis has had a disproportionate impact on marginalized communities, including queer and trans people – and especially on queer and trans people who are Black, Indigenous and People of Colour. While I don't know what the future holds for us with regards to the coronavirus, I do know that the dedication, commitment, and cooperation shown by our staff team and Board throughout the crisis' initial months gives me nothing but steadfast faith in the future of Pride at Work Canada/Fierté au travail Canada. Their commitment to ensuring the consistent and emerging needs of queer and trans communities remains at our strategy's forefront has kept me in constant awe.

Whether you are a longtime member of our extended family of National and Regional Partners, a new addition to our network, or learning about Pride at Work Canada/Fierté au travail Canada for the very first time, I hope this Annual Report fosters a deeper understanding of who we are and what we do. If after reading this document you have any questions or comments, I welcome you to reach me at colin.druhan@prideatwork.ca.

In solidarity,

Colin Druhan (he/him)

Executive Director



KEY ACCOMPLISHMENTS

June 2019:



Pride at Work Canada/Fierté au travail Canada holds its first-ever public event in Edmonton, AB. The event, hosted by Manager of Programs Jade Pichette, focused on how to engage families (chosen, birth, and adoptive) in allyship. Pichette engaged a panel of experts, including Michelle Robinson, the Indigenous liaison for 12 Community Safety Initiative, a co-chair of the Missing and Murdered Indigenous Women, Girls & Two Spirit Calgary Committee as well as co-founder of VOICES, a group advocating for Two-Spirit and queer People of Colour.

July 2019:



Pride at Work Canada/Fierté au travail Canada holds its first-ever public event in St. John's, NL. The event, hosted by Executive Director Colin Druhan and Board Co-Chair Chris Forward, featured presentations by LGBTQ2+ advocate Gemma Hickey and the Honourable Seamus O'Regan, (then) Minister of Indigenous Services and member of Parliament for St. John's South - Mount Pearl.



KEY ACCOMPLISHMENTS

September 2019:

The first meeting of Pride at Work Canada/Fierté au travail Canada's Thought Leadership Committee is held. Formed under the leadership of former Pride at Work Canada Director Japneet Kaur, the Thought Leadership Committee is a group of volunteers with experience in workplace inclusion, research, and community engagement, who shape Pride at Work Canada/Fierté au travail Canada's programming priorities.



Vancouver ProPride - August 2019

November 2020:

Pride at Work Canada/Fierté au travail Canada's Manager of Programs, Jade Pichette, presents with Stephanie Young, Partner at BLG, at the Canadian Professional Association for Transgender Health's biannual conference in Montreal, QC. Their presentation Trans Affirmation in the Workplace focuses on trans inclusion policy and the legal case for trans inclusion in Canadian workplaces.

February 2020:

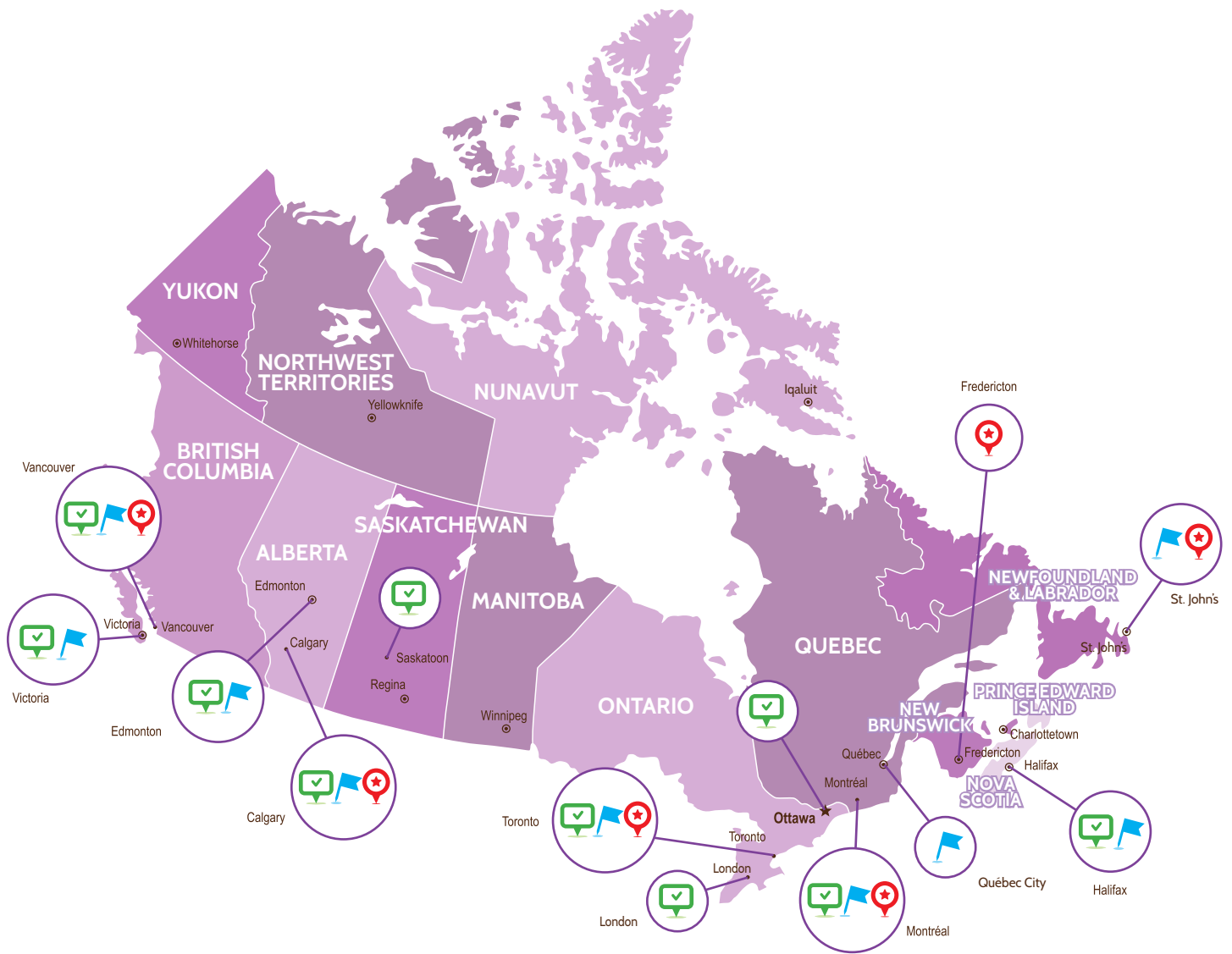
Pride at Work Canada/Fierté au travail Canada's Executive Director, Colin Druhan, attends the inaugural meeting of The Enchanté Network in Regina, SK, contributing to the creation of a new national organization with a mission of connecting and supporting Two-Spirit and LGBTQ+ communities across Canada.

March 2020:

Pride at Work Canada/Fierté au travail Canada is [one of 10 organizing signatories of a letter](#) to the Honourable Bardish Chagger, Minister of Diversity and Inclusion and Youth, to express the critical importance of ensuring that vulnerable Two-Spirit and LGBTQ+ communities are included in actions undertaken by the Government of Canada to address the coronavirus public health crisis. The letter results in a productive and ongoing dialogue with the minister.



PROGRAMMING HIGHLIGHTS



Networking Breakfasts



20 LGBTQ2+ Women's Networking Breakfast events across **10 cities**.

Total of **848 registrants** across all networking events

First-ever Trans, Nonbinary and Agender Networking Breakfast in Toronto on November 13, 2019

Most-attended networking event: **Toronto LGBTQ2+ Women's Networking Breakfast** on June 11, 2019

Public Educational Events



Over **1,300 registrants** across nine events

Most-attended public event: **Montreal ProPride, presented by Desjardins**, on August 7, 2019 in Montreal, QC

Member Roundtables



Over **200 registrants** across eight member roundtables, in six cities

Most-attended member roundtable: **Thawing the Frozen Middle** on February 6, 2020, hosted by Manulife in Toronto, ON

Webinars

2,686 total registrants



Most-attended webinar:

Gender-Inclusive Workplace Policies: Where are we in Canada? Where could we be?

presented by **Bretton Fosbrook, PhD**
Apr 15, 2020

11

English Webinars

4

French Webinars

Presentation and Conference Highlights

Presentation for the

International Day Against Homophobia, Biphobia and Transphobia

by Jade Pichette, Manager of Programs, to the Office of the Superintendent of Financial Institutions

May 14, 2019

Presentation on

Broadening Opportunities for LGBTQ2+ Job Seekers

by Jade Pichette, Manager of Programs, at the 2019 New Brunswick Career Development Association Conference

Nov 27, 2019

Presentation on

Barriers to Employment for LGBTQ2+ People in Canada

by Colin Druhan, Executive Director, to the Conference Board of Canada's Inclusive Workplaces Conference

Dec 4, 2019

Three of Our Speakers Who Made a Big Impact This Year



Jamie Lee Hamilton (she/her) was a panelist for Vancouver ProPride, presented by Norton Rose Fulbright, on August 1, 2019 in Vancouver, BC, where she spoke about the important contributions of Two-Spirit people, trans people, and sex trade workers in the creation of Vancouver's Davie Street Village. In 1969, Hamilton became the first youth to be treated for gender dysphoria in Canada, but one of the many groundbreaking achievements in a life lived in service of our country's most marginalized communities. In 1996, she became the first out (self-identified) transsexual political candidate in Canadian history.

She was the co-founder of the West End Sex Workers Memorial in Vancouver and owned and operated the Forbidden City Social Club, which provides support to trans, gender-variant and Two-Spirit people. Awarded the Pink Triangle Press Community Hero Award in 1997 and the Angus Reid Sociological Award in 2019, Hamilton was a lifelong activist and advocate on behalf of trans people, Indigenous communities, sex workers, and the poor. She unfortunately passed away surrounded by friends on December 23, 2019.



Gemma Hickey (they/them) was a speaker at St. John's ProPride on July 16, 2019 in St. John's, NL, who captivated the audience with their story about the road to creating X gender markers.

Hickey is a firmly established force for change in Canadian history. In 2005, they co-led the movement that led to the legalization of same-sex marriage in Canada. In 2017, Hickey's request for a gender-neutral birth certificate spurred Newfoundland and Labrador to change its laws, making them the first person in Canada to legally receive such a document. Hickey was also one of the first Canadians to receive a gender-neutral passport and was granted Canada's first gender-neutral boarding pass, provided to them at the St. John's International Airport.





Cicely Belle Blain (they/them) is a frequent webinar presenter for Pride at Work Canada. Their January 2019 virtual presentation entitled Intersectional Allyship in the Workplace was, at that time, the organization's most-attended webinar, ever.

Blain is the founder and CEO of Cicely Blain Consulting, a social-justice informed diversity and inclusion consulting company with clients in North America, Europe, and Asia. In 2017, the Canadian Broadcasting Corporation (CBC) listed Blain as one of 150 Black Womxn Making Change in Canada. In 2018, they were named one of Vancouver's 50 most influential people by Vancouver Magazine for their work as a co-founder of Black Lives Matter - Vancouver. In 2019, they became one of BC Business's 30 under 30 business leaders and was a finalist for the Canadian LGBTQ+ Chamber of Commerce's Young Entrepreneur of the Year Award.



Montreal ProPride - August 2019



CORPORATE MEMBERS

(AS OF APRIL 30, 2020)

Accent Inns

Accenture
Air Canada
Aird & Berlis
Alcanna
ALDO Group
Algonquin College
Arc'teryx
ASEQ
ATB Financial
Aviva
Banff Centre
Bank of Canada
BC Housing
BC Hydro
BC Public Service
BDC
Bell
BlackBerry
Blakes
BMO Financial Group
Borden Ladner Gervais
Broadridge
Canada Life
Canadian Armed Forces
Canopy Growth
Cassels Brock & Blackwell LLP
Cenovus Energy
Chorus Aviation
Chubb
CGI
CIBC
Cineplex
Cisco Canada
City of London
City of Winnipeg
Coca-Cola Canada
Cox & Palmer
Cummins Sales & Service
Dalhousie University
Davies
Dentons Canada
Dentsu Aegis Network
Desjardins
EllisDon

Enbridge
Énergir
eOne
EY
Fasken
Fidelity Investments
Finning International
Gowling WLG
Husky Energy
Hydro Québec
IBM
IGM Financial
IIROC
IKEA Canada
Imperial
Intact
Johnson & Johnson
KPMG
Lavery
Lawson Lundell LLP
Liberty Mutual
Lilly Canada
Loblaw Companies Ltd.
Loto-Quebec
LoyaltyOne
Manulife
Maple Leaf Foods
McCarthy Tetrault
McDonald's Canada
McMaster University
McMillan
Metro Toronto Convention Centre
Microsoft Canada
Moody's Analytics
National Bank
NAV Canada
Nielsen Canada
Norton Rose Fulbright
Novo Nordisk Canada
OMERS
OLG
Ontario Securities Commission
Osler, Hoskin & Harcourt LLP
PAL Airlines
PepsiCo Canada

PSP Investments
Purolator
PwC
Raymond Chabot Grant Thornton
Raymond James
RBC
Rexall Pharmacy Group
Rogers
Royal Roads University
RSA Group
RSM Canada
Scarborough Health Network
Scotiabank
Simon Fraser University
Société de transport de Montréal
Sodexo Canada
Soft-Moc
Southern Alberta Institute of Technology
Stantec
Stewart McKelvey
Stikeman Elliot
Sun Life Financial
Suncor Energy
Symcor
Sysco Canada
TD
The Beer Store
The Home Depot Canada
Thornton Grout Finnigan LLP
Toronto Transit Commission
Torys LLP
Uberflip
Unilever
Université de Montréal
Université Laval
University of Guelph
Whistler Blackcomb Holdings
Women's College Hospital
York Region District School Board

Members joined this fiscal year
highlighted in blue



MEMBERSHIP TESTIMONIALS



Pride at Work Canada/Fierté au travail Canada is our valued partner in advancing LGBTQ2+ inclusion across our firm in Canada. Their support, guidance, and resources helped us set a progressive standard as we developed training and resources to complement the launch of our trans inclusion policy. When we have partnered with Pride at Work Canada/Fierté au travail Canada on events, we have benefited from the opportunity to learn from leading organizations in Canada; and through their platform, [we've] shared with the business community our own practices and lessons learned along the way."

- Sacha de Klerk, Head of Diversity & Inclusion, Norton Rose Fulbright



 **NORTON ROSE
FULBRIGHT**



At the Home Depot we are committed to our diversity and inclusion journey. Partners like Pride at Work Canada/Fierté au travail Canada are essential to supporting us with the most up-to-date and relevant knowledge. The expertise shared by the Pride at Work Canada/Fierté au travail Canada team has directly supported us as we create safe spaces for all people, but especially our LGBTQ2+ associates and customers.

- Zara Ogden, Diversity & Inclusion Specialist, The Home Depot Canada



MEMBERSHIP TESTIMONIALS

“

Algonquin College is a proud Regional Partner of Pride at Work Canada/Fierté au travail Canada. By working with Pride at Work Canada/Fierté au travail Canada, we have deepened the knowledge of our employees regarding barriers for LGBTQ2+ people and workplace inclusion, especially with the availability of the monthly webinar series. The recordings have become a staple in our employee professional development library. Pride at Work Canada/Fierté au travail Canada's Manager of Programs, Jade Pichette, is an expert resource who is always helpful in sharing advice and recommendations. Pride at Work Canada/Fierté au travail Canada lives what they teach, with an intentional centering of ableism, race, and Indigeneity in all of their work. By working together, we are better.

- Diane McCutcheon, Vice-President, Human Resources, Algonquin College

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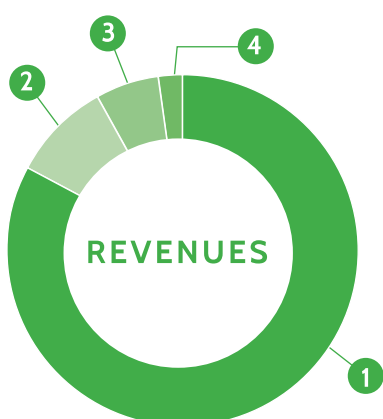
ALGONQUIN
COLLEGE



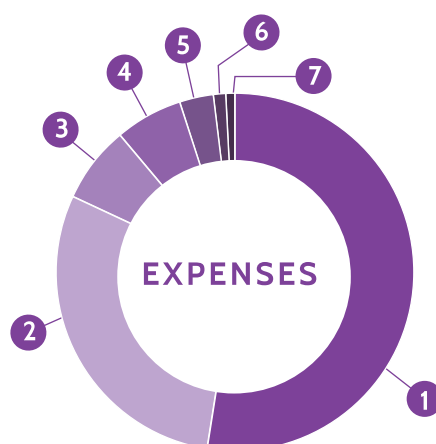
FINANCIALS

Statement of Operations

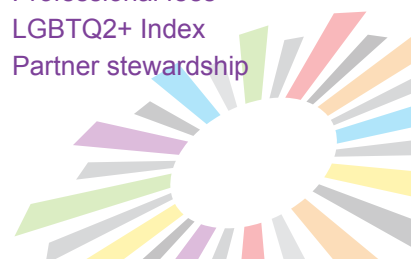
Year ended April 30	2020	2019
Revenues		
Membership fees	\$496,666	\$397,708
Sponsorships	55,500	172,000
Other income	35,861	115,550
Government contributions	10,564	-
	<u>598,591</u>	<u>685,258</u>
Expenses		
Personnel costs	\$273,092	\$218,283
Programming	154,669	282,541
Marketing and communications	36,392	32,995
Administration	34,049	25,977
Professional fees	18,041	26,156
LGBTQ2+ Index	5,512	4,034
Partner stewardship	2,633	3,708
	<u>524,388</u>	<u>593,694</u>
Excess of revenues over expenses for year	<u>74,203</u>	<u>91,564</u>



- 1 Membership fees
- 2 Sponsorships
- 3 Other income
- 4 Government contributions



- 1 Personnel costs
- 2 Programming
- 3 Marketing and communications
- 4 Administration
- 5 Professional fees
- 6 LGBTQ2+ Index
- 7 Partner stewardship



OUR PEOPLE

Folks are often surprised to learn that Pride at Work Canada/Fierté au travail Canada accomplishes as much as it does with only five staff members. If you look at just a few of the team's key accomplishments this year, you will start to understand why we feel that the people at the heart of our programming and events are our greatest strength.



Colin Druhan (he/him)

Executive Director since 2014

- **September 2019:** Participated on the judging panel for the 2019 Canadian HR Awards
- **November 2019:** Named a finalist for the Canadian LGBT+ Chamber of Commerce Business Leader of the Year Award
- **April 2020:** Named a 2020 DiverseCity Fellow by CivicAction



Florence Gagnon (she/her)

Programming Assistant, Quebec since 2019

- **May 2019:** Presented at the Chromatic arts and culture festival
- **May 2019:** Received a Phenicia Award from the Quebec LGBT Chamber of Commerce
- **August 2019:** Launched a new educational format for ProPride Montreal that drew over 700 attendees



Pru Girme (she/her)

Administrative Coordinator since 2019

- **2019:** Came out publicly to friends and family
- **February 2020:** Took the lead on organizing Pride at Work Canada/Fierté au travail Canada's events for women and nonbinary people
- **March 2020:** Presented the workshop Allyship in Action to the Scarborough Association for Volunteer Administration



Luis Augusto Nobre (he/him)

Marketing & Communications Coordinator since 2019

- **November 2019:** Took a leadership role with Pride at Work Canada/Fierté au travail Canada's volunteer Marketing Committee
- **February 2020:** Became a permanent resident of Canada
- **March 2020:** Took the lead on Pride at Work Canada/Fierté au travail Canada's crisis communications regarding the coronavirus pandemic



Jade Pichette (they/them)

Manager of Programs since 2018

- **May – August 2019:** Led the development of a record number of ProPride events across eight markets featuring such notable speakers as Mayor Lisa Helps of Victoria, BC and Seamus O'Reagan, member of Parliament for St. John's South - Mount Pearl
- **June 2019:** Presented at Queen's University's They, Hirsself, Em, And You Conference: Nonbinary pronouns in research and practice
- **Officiated two weddings** within their capacity as a Gythia (Asatru Priestess)



BOARD OF DIRECTORS

Inez Ashworth (she/her), Prairies Regional Lead

Manager, Diversity & Inclusion at Husky Energy

Joseph Bourgeois (he/him), Atlantic Regional Lead

Case Manager at the Nova Scotia Department of Community Services

Sharon Chung (she/her), Women's Strategy Lead

Senior Manager, Diversity Sourcing and LGBTQ2+ Talent Acquisition at TD

Mathieu Desjardins (he/him), Co-Chair

Information Management Specialist at BDC

Kathleen Devine (she/her), Secretary

Senior Manager, Municipal & Community Relations at OLG

Trisha Egberts (she/her), Treasurer

Director of Finance at Figure 1

Terri Eklund (she/her), Prairies Regional Lead

Educational Developer at the Southern Alberta Institute of Technology

Angela Facundo (she/her), PhD, Director of Thought Leadership

Assistant Adjunct Professor at Queen's University

Lauren Flynn (she/her), Atlantic Regional Lead

Product Manager at Mysa Smart Thermostats

Chris Forward (he/him), Co-Chair

General Manager at Harvey's Oil Limited

Nicolas Haché (he/him), Quebec Regional Lead

Vice President at Agorize

Mark Lawton (he/him), National Marketing Lead

Customer Marketing Manager at The Coca-Cola Company

Beck McNeil (he/him), Trans & Gender Diverse Lead

Senior Consultant, Corporate Learning and Leadership Development - Equity, Diversity and Human Rights at the City of Toronto

Val Walls (they/them), Director of National Strategy

Director, Sales Effectiveness at Scotiabank

Claire Yick (she/her), British Columbia Regional Lead

Senior Policy Analyst with Climate Action Secretariat at the Government of British Columbia

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