

2020-2021  
ANNUAL  
REPORT



# LAND ACKNOWLEDGEMENT

Pride at Work Canada/Fierté au travail Canada works on the traditional territories of the First Nations, Métis, and Inuit, which includes Two-Spirit and LGBTQ+ Indigenous communities. We recognize there are multiple barriers that prevent these individuals from accessing meaningful, affirming, and inclusive employment. In our work, we look to reduce the barriers affecting Two-Spirit and LGBTQ+ Indigenous people 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's traditionally the home of the Anishinaabe, Huron-Wendat, Haudenosaunee, and the Mississaugas of the Credit First Nation. Toronto is covered by Treaty 13, signed with the Mississaugas of the Credit; and the Williams Treaties, signed with multiple Mississaugas and Chippewa bands. 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.

**Authors:** Colin Druhan, Albert Lin

**Contributors:** Florence Gagnon, Jade Pichette, Luis Augusto Nobre, Pru Girme, Sandeep Nair, Trisha Egberts, Pear Tree Bookkeeping Services

**Editor:** Luis Augusto Nobre

**Copy Editors:** Cassandra Williamson-Hopp (EN) and Florence Gagnon (FR)

**Designer:** Light up the Sky (lightupthesky.ca)

**Translator:** Blanche Israël - Proscenium Services

**Independent auditors:** Hilborn LLP

**Images:** Pride at Work Canada/Fierté au travail Canada stock photo library and The Gender Spectrum Collection

### Mailing Address:

Pride at Work Canada/Fierté au travail Canada  
192 Spadina Ave, Suite 312  
Toronto, ON M5T 2C2

**Email:** [info@prideatwork.ca](mailto:info@prideatwork.ca)

**Tel:** (416) 309-8410

For more information about Pride at Work Canada/Fierté au travail Canada, visit us at [www.prideatwork.ca](http://www.prideatwork.ca).

© Pride at Work Canada/Fierté au travail Canada 2021  
All rights reserved.

# MESSAGE FROM THE BOARD

It goes without saying that 2020 was a year unlike any other. The novel coronavirus impacted every facet of societies around the globe – and Canada’s non-profit sector was no exception. According to Imagine Canada, more than half of charities reported a significant decline in revenue due to the pandemic, which continues to take a toll on communities across Canada. As Chair of Pride at Work Canada/Fierté au travail Canada, I’m immensely proud of our organization’s ability to not only survive the pandemic, but locate innovative ways to thrive in what has become the ‘new normal’ – all the while working toward our vision of a Canada where everyone can achieve their full potential at work.

LGBTQ2+ people, many of whom already face significant employment barriers, continue to be disproportionately impacted financially by COVID-19. Pride at Work Canada/Fierté au travail Canada’s call to the business community has always been to improve workplace culture and practices in order to better the economic outcomes for Two-Spirit, queer and trans people. This year, we were heartened to learn that our call continues to be answered by many leading Canadian employers. In the financial year reported on in this document, we were pleased to welcome over forty new Proud Partners across Canada to our network – a 25% increase in new membership over the previous year.

Pride at Work Canada/Fierté au travail Canada’s continued growth has led to some incredible changes. As Chair, I’m indebted to our dedicated Board of Directors, as well as our growing staff team; without the hard work of these individuals, we wouldn’t have nearly as much great news to share in this Annual Report. Thank you for joining us in celebration of our many accomplishments.

Chris Forward (he/him)  
Board Chair

# MESSAGE FROM THE EXECUTIVE DIRECTOR

The past year has taught me so much. I learned how to use a dozen different video conferencing platforms, found out what an epidemiologist does and discovered that, despite a year of unprecedented challenges, corporate Canada's commitment to diversity, equity and inclusion is stronger than ever. The pursuit of more equitable and inclusive work environments that acknowledge and embrace the diversity of talent Canada has to offer isn't an extra or an add-on. It's the future of work in this country. I'm proud that Pride at Work Canada gets to be a part of building that future.

When I started working with Pride at Work Canada/Fierté au travail Canada in 2014, we had just over thirty employer members – and I could count how many of those Proud Partners had a department devoted to diversity, equity and inclusion on one hand. Today, it's hard to find a large employer without one. As you will read in the pages that follow, this upward trend has benefited our organization. In the fiscal year reported on in this Annual Report, we welcomed over forty members to our network. But as a mission-driven organization, we know our impact isn't measured by the dozens of corporate and public sector logos displayed on our website – it's measured by the economic opportunities created when each of those employers builds a workplace that works for our communities.

The other thing I learned this year is that the Pride at Work Canada/Fierté au travail Canada staff team is capable of more than I ever imagined. Despite all of the challenges thrown at us in 2020 (and those that continue to get lobbed our way in 2021), each of our team members has personified commitment and collaboration. They displayed incredible courage in the face of both personal and professional adversity, drawing from lifetimes of resilience. When you read about all of Pride at Work Canada/Fierté au travail Canada's accomplishments detailed in this report, keep in mind every individual on our staff team identifies as a member of the communities we serve. To us, the work we do isn't abstract – it addresses the very challenges each of us has experienced throughout our careers.

So that's what I've learned. I hope this Annual Report can help you learn more about Pride at Work Canada/Fierté au travail Canada. If any questions remain after reading, I encourage you to reach out to me at: [colin.druhan@prideatwork.ca](mailto:colin.druhan@prideatwork.ca).

In gratitude,

Colin Druhan (he/him)  
Executive Director

# TABLE OF CONTENTS

|  |       |
|--|-------|
| Message from the Board .....             | 3     |
| Message from the Executive Director..... | 4     |
| Key Accomplishments .....                | 6 - 7 |
| Programming Highlights .....             | 8 - 9 |
| Proud Partners .....                     | 10    |
| Member Highlights .....                  | 11    |
| Financials .....                         | 12    |
| Volunteers .....                         | 13    |
| Our People .....                         | 14-15 |



# KEY ACCOMPLISHMENTS

## June 2020

### Transitioning Employers: A survey of policies and practices for trans inclusive workplaces

Pride at Work Canada/Fierté au travail Canada and the Institute for Gender and the Economy at the University of Toronto's Rotman School of Management partnered to undertake the first Canadian study dedicated to understanding workplace policies and practices for supporting trans and gender non-conforming people. The report, which launched in June 2020, shows how organizations can invest in building a future where all people, including trans and gender non-conforming individuals, have safe and affirming workplaces. This resource is designed to support screen readers and is available in English and French.

## June - August 2020

### Pride through Pandemic - Virtual Programming

In 2020, we had planned to host ProPride events in cities across the country. However, as we were forced to pivot digitally, we decided to do five signature Virtual ProPride events instead. These events were done in collaboration with five different community organizations related to the topics being explored. During these virtual events, we had more attendance than we usually do for our in-person ones, with hundreds of viewers live during each session.

### These sessions included:

- **Queer & Trans Women Leading the Way (English)**  
– in collaboration with Catalyst Canada.
- **Two-Spirit Inclusion in the Workplace (English)**  
– in partnership with Indigenous Works; sponsored by Bell.
- **LGBTQ2+ Inclusion in the Skilled Trades (English)**  
– in partnership with the Canadian Apprenticeship Forum.
- **Queering the Future of Work (English)**  
– in partnership with the Conference Board of Canada.
- **Generation Z: Queer & Trans on the Job (French)**  
– in partnership with Youth Fusion;  
presented by Desjardins.

All of these sessions are available on our [YouTube page](#).

### Staff Reorganization and Growth



We have two dedicated teams for programming and business operations, which are overseen by managers who report to the Executive Director. We grew from a team of five to 11 staff members in 2021.





# KEY ACCOMPLISHMENTS

**April 2021**

## **Founding of the Community Partnership Program**

The purpose of the Community Partnership Program is to establish collaborative relationships between Pride at Work Canada/Fierté au travail Canada and non-profit organizations that serve LGBTQ2+ communities, support diversity and inclusion, or otherwise seek to address employment barriers faced by LGBTQ2+ people in Canada. Through offering community partners complimentary access to our programming, Pride at Work Canada/Fierté au travail Canada empowers organizations that are committed to making a positive impact on the lived experiences of LGBTQ2+ folks. We would like to thank our founding community partners:

- Abilities to Work
- Alliance for South Asian AIDS Prevention (ASAAP)
- Black HR Professionals of Canada
- Business + Higher Education Roundtable (BHER)
- Calgary Pride
- Catalyst Canada Inc.
- Centre for Sexuality
- Community-Based Research Centre Society (CBRC)
- Elevate Equity
- Fierté Canada Pride
- Inclusive Workplace and Supply Council of Canada
- Indigenous Friends Association
- It Gets Better Canada
- LGBT Youthline
- Out on Screen
- Realize / Réalise
- SKETCH Working Arts
- Skills 4 Change
- Skipping Stone
- SPECTRUM
- The African Centre for Refugees in Ontario-Canada
- The ArQuives: Canada's LGBTQ2+ Archives
- The Conference Board of Canada
- The Disability Foundation
- The Enchanté Network
- The Youth Project
- Victoria Pride Society
- Women Building Futures

Community Partners as of April 30, 2021

## **Membership Growth**



We have seen a significant increase in new members from last year, from industries – such as personal care companies, social media platforms, railways, construction, mining, and skilled trade unions.

# #1

**MOST ATTENDED:**

**Virtual ProPride: Two-Spirit  
Inclusion in the Workplace**

## PROGRAMMING HIGHLIGHTS



### October 2020

#### Panel Discussion: Making a Global Impact (English)

This discussion brought together experts from Microsoft, Jumpstart Refugee Talent, and the Stephen Lewis Foundation to address how companies based in Canada can make a difference in SOGIE inclusion by following the UN LGBTI+ Standards of Business, hiring LGBTQ2+ refugees, and supporting grassroots LGBTQIA+ organizations. In case you missed it, [see it here](#).

### December 2020

#### Panel Discussion: World AIDS Day (French)

This discussion, moderated by Radio-Canada columnist Eugénie Lépine-Blondeau, brought together experts in HIV/AIDS inclusion. The discussion addressed the stigma in the workplace that people with HIV still face, and how companies can create HIV/AIDS inclusive workplaces. In case you missed it, [see it here](#).

### January - April 2021

#### THRIVE 2021: Virtual Leadership Program

THRIVE was an entirely new four-month virtual program that supported the development of 35 Two-Spirit, queer and trans people managers. The participants completed The Humphrey Group's pioneering Proud to Lead™ program; they engaged in important peer-to-peer discussions, while gaining exclusive access to queer and trans leaders working at the highest levels of Canadian business. [Check out our speakers and our inaugural cohort here](#).



# SPEAKER HIGHLIGHTS



## Chris Bergeron (she/her)

### Vice-President, Content Experience, Cossette

Chris Bergeron was the keynote for our founding [Rendez Vous: Women x Non-binary Digital Connect](#) in September 2020 and joined us for [Fierté des Neiges/Winter Pride](#). From early on, Bergeron enjoyed a successful career as a contributor to major media outlets like La Presse and Radio-Canada before becoming the chief editor of VOIR. Afterwards, she made the jump to advertising, assuming the role of Creative Director for several top agencies. She then came out as a trans woman and started living life as her truest self.

Both at home and abroad, Bergeron actively promotes diversity, inclusion, and the rights of transgender people by sharing her story on the public stage. At Cossette, she leads a multidisciplinary team of strategists, community managers and multiplatform content creators. With her creative and strategic vision, she unlocks the digital potential of Cossette's clients.



## Ma-Nee Chacaby (she/her)

### Two-Spirit Ojibwa-Cree Elder

Ma-Nee Chacaby is a Two-Spirit Ojibwa-Cree elder. She uses the term "Two-Spirit" to mean she carries both a male and a female spirit inside. Even though Two-Spirit individuals were important in pre-colonial Indigenous communities, Chacaby received intense backlash when she came out as lesbian over 30 years ago. Her memoir, [A Two-Spirit Journey](#), details those struggles – and how she thrived in the face of them.

Chacaby opened our [Virtual ProPride: Queer & Trans Women Leading the Way](#) with remarks about how it's as important to value the contributions of youth as it is to respectfully listen to elders like herself. She shared personal stories of her own perseverance and encouraged attendees to search within themselves to find the power to make an impact on other people. She noted that, "There is a power within you that needs to be shared with other people."



## Peter Flegel (he/him)

### Director, Government of Canada's Anti-Racism Secretariat

Peter Flegel is the Director of the Government of Canada's Anti-Racism Secretariat, a cornerstone of Building a Foundation for Change: Canada's Anti-Racism Strategy (2019-2022). He was one of our panelists for [Virtual ProPride: Queering the Future of Work](#). Flegel has a distinguished career as a social entrepreneur, fundraiser, columnist, community organizer and musician, with extensive Canadian and international experience working in multilingual and multicultural settings.

During the discussion, Flegel centralized the importance of all forms of queerness in the workplace. He encouraged deeper understanding of the diverse sexuality and gender of Indigenous and non-white people around the world. He also said he wants to see organizations put their policy into practice, showcase clear sanctions in the workplace that condemn homophobia, biphobia, transphobia, and racism, and encourage restorative justice techniques from Indigenous cultures. Flegel expounded on the importance of having communities at the table, underscoring that *no* community is a monolith.

# PROUD PARTNERS (AS OF APRIL 30, 2021)

Accent Inns  
 Accenture  
 Achievers  
 Aeon  
 Aird & Berlis  
 Alberta Electric System Operator  
 Alcan  
 Algonquin College  
 Amazon Canada  
 Arc'teryx  
 ASEQ  
 ATB Financial  
 Aviva  
 Banff Centre  
 Bank of Canada  
 Bayer  
 BC Housing  
 BC Hydro  
 BC Public Service  
 BDC  
 Bell  
 BlackBerry  
 Blakes  
 BMO Financial Group  
 BNP Paribas  
 Borden Ladner Gervais  
 British Columbia Institute  
 Technology  
 Broadridge  
 Canada Life  
 Canada Revenue Agency  
 Canadian Armed Forces  
 Canadian Pacific  
 Canadian Tire  
 Canopy Growth  
 Carpenters and Allied Workers  
 Local 27  
 Cassels Brock & Blackwell LLP  
 Cenovus Energy  
 CGI  
 Chorus Aviation  
 Chubb  
 CIBC  
 Cineplex  
 Cisco Canada  
 City of Toronto  
 City of Winnipeg  
 Coca-Cola Canada  
 Couche-Tard  
 Cox & Palmer  
 Dalhousie University  
 Davies  
 Dentons Canada  
 Desjardins  
 Economical Insurance  
 EllisDon  
 Enbridge  
 Energir

EPCOR  
 EY  
 Fasken  
 Fidelity Investments  
 Finning International  
 General Dynamics Land  
 Systems - Canada  
 Gowling WLG  
 Grand Challenges Canada  
 Hilti  
 HiMama  
 Home Hardware  
 Hootsuite  
 Husky Energy  
 Hydro Québec  
 IBM  
 IGM Financial  
 IIROC  
 IKEA Canada  
 Imperial  
 Indigenous Services Canada  
 (Ontario region)  
 Intact  
 Interac  
 Johnson & Johnson  
 KPMG  
 L'Oreal Canada  
 Lavery  
 Lawson Lundell LLP  
 Liberty Mutual  
 Lilly Canada  
 Loblaw Companies Ltd.  
 Loto-Québec  
 LoyaltyOne  
 Manulife  
 Maple Leaf Foods  
 McCarthy Tetrault  
 McDonald's Canada  
 McMaster University  
 McMillan  
 Meridian Credit Union  
 Microsoft Canada  
 Moody's Analytics  
 National Bank  
 NAV Canada  
 Northern Alberta Institute of  
 Technology  
 Norton Rose Fulbright  
 Novo Nordisk Canada  
 OLG  
 OMERS  
 Ontario Power Generation  
 Ontario Securities Commission  
 Ontario Trillium Foundation  
 Osler, Hoskin & Harcourt LLP  
 Pacific Blue Cross  
 PAL Airlines  
 Parks Canada

PepsiCo Canada  
 PointClickCare  
 PSP Investments  
 Purolator  
 PwC  
 Raymond Chabot Grant Thornton  
 Raymond James  
 RBC  
 Real Estate Council of British  
 Columbia  
 Rexall Pharmacy Group  
 Richardson Wealth  
 Roche  
 Rogers  
 Royal Roads University  
 RSA Group  
 SaskTel  
 Scarborough Health Network  
 Scotiabank  
 Sephora  
 Shaw Communications  
 Sheridan College  
 Simon Fraser University  
 Sobeys  
 Société de transport de Montréal  
 Southern Alberta Institute  
 of Technology  
 Stantec  
 Statflo  
 Stikeman Elliott  
 Sun Life Financial  
 Suncor Energy  
 SV Law  
 Sysco Canada  
 TD  
 The Beer Store  
 The Home Depot Canada  
 Thornton Grout Finnigan LLP  
 ThoughtExchange  
 Toronto Transit Commission  
 Torys LLP  
 Unilever  
 Université de Montréal  
 Université Laval  
 University of British Columbia  
 University of Guelph  
 University of Waterloo  
 Walmart Canada  
 Women's College Hospital  
 York Region District School Board  
 Zurich Canada

Members joined this fiscal year  
highlighted in orange.

# MEMBER HIGHLIGHTS

Our longstanding relationship with Pride at Work Canada has enabled us to build a stronger understanding of what we, as a firm, need to do to continue advancing inclusion in the workplace. Pride at Work is truly intersectional in its dialogue, which has been invaluable for our education, ensuring all expressions, identities and orientations are represented. Pride at Work Canada gives us opportunities to network with other organizations on journeys similar to our own, to leverage their published content and materials to promote learning, and have been instrumental in supporting us with direct consultation for key inclusion initiatives. In consultation with Pride at Work Canada, we recently reviewed our employee policies and guidelines and updated them to reflect gender inclusive definitions and protections for all people. We have also led pronoun training across the firm and are in the process of reviewing our options for all-gender restrooms. Pride at Work Canada offers a wide variety of workshops and webinars, giving our people access to continue their education and grow awareness for LGBTQ2+ – and other inclusionary – topics.

**Emma Whalley-Hands**

Partner, PwC Canada;  
Executive Sponsor SHINE@PwC  
PwC



As we continue to work towards advancing a workplace culture where LGBTQ2+ people can reach their full potential, our partnership with Pride at Work Canada – as a founding member – has brought significant benefit to us. This includes learning where opportunities are to make change through completing their LGBTQ2+ inclusion index and ongoing leading-edge education from incredible thought leaders. Currently, we are working hand-in-hand with Pride at Work Canada to advance gender inclusion for trans, non-binary and gender non-conforming people in our spaces, processes and practices. Through these opportunities, our firm has been able to continue to advance our mission to build more inclusive, equitable and mentally healthy workplaces for our LGBTQ2+ employees and clients.

As a member of the LGBTQ2+ community, I know firsthand the barriers and biases that can compromise our wellbeing and ability to do our best work every day. If we all commit to taking action to understand and remove these barriers, the positive impact on our people, our organization, and society at large is undeniable. Together with Pride at Work Canada – and joined by other inclusive organizations in Canada that share this vision – we can create workplaces that celebrate and include all people, regardless of sexual orientation, gender identity and gender expression.

**Rob Davis**

Chief Inclusion & Diversity Officer,  
Board Chair, Tax Partner  
KPMG Canada



# FINANCIALS

## Statement of Operations

| Year ended April 30                       | 2021           | 2020           |
|---|----------------|----------------|
| <b>Revenues</b>                           |                |                |
| Membership fees                           | \$579,375      | \$496,666      |
| Sponsorships                              | 51,000         | 55,500         |
| Other income                              | 85,884         | 35,861         |
| Government assistance                     | 19,545         | 10,564         |
|   | <u>735,804</u> | <u>598,591</u> |
| <b>Expenses</b>                           |                |                |
| Personnel costs                           | \$324,927      | \$273,092      |
| Programming                               | 93,614         | 154,669        |
| Marketing and communications              | 35,128         | 36,392         |
| Administration                            | 43,396         | 34,049         |
| Professional fees                         | 39,871         | 18,041         |
| LGBTQ2+ Index                             | 6,827          | 5,512          |
| Partner stewardship                       | 1,520          | 2,633          |
|   | <u>545,283</u> | <u>524,388</u> |
| Excess of revenues over expenses for year | <u>190,521</u> | <u>74,203</u>  |



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



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

# VOLUNTEERS (AS OF APRIL 30, 2021)

## Board of Directors

Inez Ashworth  
Sharon Chung  
Holly Cooper  
Mathieu Desjardins (was Co-Chair, has since resigned)  
Trisha Egberts (Treasurer, Chair of Finance & Audit Committee)  
Terri Eklund  
Angela Facundo (Chair of Thought Leadership Committee)  
Lauren Flynn (Secretary)  
Chris Forward (Co-Chair)  
Mark Lawton (Chair of Marketing Committee)  
Richard Tuck  
Claire Yick  
Val Walls

## Marketing Committee

Brent Artemchuk  
Roberto Carbonell  
Vince Ciarlo  
Colin Druhan  
Callum Haney  
Philip Keen  
Mark Lawton (Chair)  
Pasquale Lo Mascolo  
Sandeep Nair  
Luis Augusto Nobre  
Jason Reilly  
Edna Santos  
David Tremblay  
Reg Williams  
Cassandra Williamson-Hopp

## Thought Leadership Committee

Sarah Beech  
Sharon Chung  
Angela Facundo (Chair)  
Elliot Fonarev  
Bretton Fosbrook  
Aneeta Lal  
Beck McNeil  
Laleh Moshiri  
Justyna Poray-Wybranowska  
Joel Rodrigues  
Val Walls

## Finance & Audit Committee

Trisha Egberts (Chair)  
Richard Tuck

# OUR PEOPLE

Pride at Work Canada/Fierté au travail Canada has seen significant organizational growth in the last year. We have a new organizational structure designed to grow revenue, enhance partner value, simplify key operations, and accelerate our innovative programs. We grew from a team of five to 11 staff members in 2021. This transformation has positioned the organization to leverage our core mission and values to help companies across the country.



## **Colin Druhan (he/him)**

Executive Director since 2014

- **August 2020:** Joined Volunteer Canada's Inclusive Communities Through Volunteering Advisory Group, which developed a searchable repository of resources related to diversity, equity, inclusion and volunteering; and compiled a report of social policy and legislation in Canadian provinces and territories related to diversity, inclusion, and equity.
- **November 2020:** Elected Vice-Chair of the Board of Directors of Volunteer Toronto after serving as a Director since February 2018.
- **March 2021:** Joined the Advisory Board of the Diversity Institute at the Ted Rogers School of Management.



## **Florence Gagnon (she/her)**

Programming Assistant, Quebec since 2019

- **June 2020:** Received an Art Direction Grand Prix from the National Magazine Awards for Lez Spread the Word (lstw) issue No. 4.
- **August 2020:** Created a great French panel around Generation Z Queer & Trans on the job for Pride at Work Canada/Fierté au travail Canada's programming during Montreal Pride.
- **September 2020:** Co-created Rendez Vous: Women x Nonbinary Connect – an online networking event during the pandemic.
- **November 2020:** Bought her first home, a century-old house near the water in the Montreal suburbs, with her partner.
- **March 2020:** Launched a new format for the event Fierté des Neiges that drew entrepreneurs and D&I professionals together for an impactful discussion, followed by a great performance by drag queen Barbada.



## **Pru Girme (she/her)**

Administrative and Events Coordinator since 2019

- **September 2020:** Successfully executed the virtual networking event Rendez Vous.
- **February 2021:** Started working as a Project Manager on FLOURISH.
- **March 2021:** Was a panelist for Brock University's "Pride in Business."
- **March 2021:** Bought her first house in Canada – a personal achievement!
- **April 2021:** Got promoted to Admin and Events Coordinator.



## **Meike Jourdain (she/her)**

Programming & Engagement Coordinator since 2021

- **January 2021:** Joined the Pride at Work Canada/Fierté au travail Canada team as Programs Assistant, Education through the Canada Summer Jobs (CSJ) program.
- **January – April 2021:** Established Pride at Work Canada/Fierté au travail Canada's Community Partnership Program and onboarded 29 new community partners.
- **February 2021:** Co-facilitated Pride at Work Canada/Fierté au travail Canada's National Member Workshop: Rethinking LGBTQ2+ Inclusion Training with Jade Pichette.
- **April 2021:** Co-facilitated Pride at Work Canada/Fierté au travail Canada's National Member Workshop: Building Successful Pride Events with Jade Pichette.



# OUR PEOPLE



## **Sandeep Nair (he/him)**

Manager of Business Operations since 2021

- **February 2021:** Approved mentorship with Vancouver Island BigBrotherBigSister Foundation to become a mentor for teens and youth in the region..
- **April 2021:** Completed an unconscious bias e-learning project for Vancouver Island University to help their Hiring and Talent Acquisition team..



## **Luis Augusto Nobre (he/him)**

Marketing & Communications Coordinator since 2019

- **June 2020:** Volunteered in the organization of the first Brazilian-Canadian Pride celebration with the Brazilian Citizenship Council of Ontario's support.
- **June - August 2020:** Supported Pride at Work Canada/Fierté au travail Canada to boost its online engagement during the 2020 Virtual ProPride.
- **September - November 2020:** Took the lead on Pride at Work Canada/Fierté au travail Canada's first Annual Report.
- **December 2020:** Had his first article published in a Human Rights campaign on the website True North Living.
- **December 2020 - April 2021:** Worked in partnership with Algonquin College's students to create and develop an institutional video animation.



## **Jade Pichette (they/them)**

Manager of Programs since 2018

- **June 2020:** Co-authored Transitioning Employers: A survey of policies and practices for trans inclusive workplaces with Bretton Fosbrook and Sarah Kaplan from the Institute for Gender and the Economy at the University of Toronto.
- **August 2020:** Was a co-organizer of Frith Forge 2020 - the international conference by and for inclusive Heathen (i.e. Germanic and Norse pagan traditions) organizations, kindreds, and individuals! Jade moderated the Inclusive Heathenry around the World panel.
- **November 2020:** Represented Canada at the Organization for American States event Economic Empowerment and Employability of Trans Persons.
- **December 2020:** Received the Certificate in Inclusive Leadership from the Toronto Region Immigrant Employment Council (TRIEC).
- **Spring 2021:** Was a featured storyteller at Queers in Your Ears and The Iridescent Robot Storytelling Club.
- **2020 & 2021:** Started to professionally uncover being disabled and autistic, publicly claiming the term neuroqueer and refusing to hide their neurodiversity.

## **NEW STAFF MEMBERS AFTER APRIL 30, 2021**

Pride at Work Canada/Fierté au travail Canada has welcomed additional members to the team since April 30, 2021 and is looking forward to all the great things they will achieve in their roles:



### **Irfan Lakhani (he/him)**

Programs Assistant,  
Action Plans



### **Albert Lin (he/him)**

Executive Coordinator



### **Connor Pion (he/him, they/them)**

Senior Programs Coordinator



### **Stella Samuels (they/she)**

Leadership Programs Coordinator



[PRIDEATWORK.CA](https://prideatwork.ca)