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 Tkaronto/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

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Tel: (416) 309-8410

For more information about Pride at Work Canada/Fierté au travail Canada, visit us at www.prideatwork.ca.

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All rights reserved.
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
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.

In gratitude,

Colin Druhan (he/him)
Executive Director
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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.
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
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.
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
Aedcon
Aird & Berlis
Alberta Electric System Operator
Alicana
Algonquin College
Amazon Canada
Arcteryx
ASEO
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 of 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-Quebec
LoyaltyOne
Manulife
Maple Leaf Foods
McCarthy Tetrauld
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.
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
Statement of Operations

Year ended April 30

<table>
<thead>
<tr>
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<th>2021</th>
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<td>545,283</td>
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<tr>
<td>Excess of revenues over expenses for year</td>
<td>190,521</td>
<td>74,203</td>
</tr>
</tbody>
</table>
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