

# PRIDE AT WORK CANADA

ANNUAL REPORT 2021 - 2022

**PRIDE AT  
WORK**  
CANADA



**FIERTÉ AU  
TRAVAIL**  
CANADA

## Land Acknowledgement

Pride at Work Canada/Fierté au travail Canada works across northern Turtle Island, on the traditional territories of the First Nations people, Métis nations, and Inuit, which includes Two-Spirit and LGBTQIA+ Indigenous people. We recognize there are multiple barriers that impact Two-Spirit and LGBTQIA+ 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 jobseekers in making this driving factor a reality.

Pride at Work Canada/Fierté au travail Canada's main office is located in **Tsi Tkarón:to/** Toronto. These lands and waters are the traditional homes and territories of – and cared for by – the Anishinaabek, Huron-Wendat, Chippewa, Haudenosaunee, and the Mississaugas of the Credit First Nation. Today, Toronto is home to Indigenous people from across Turtle Island and beyond, including many Afro-Indigenous, Urban Indigenous, Two-Spirit, queer & trans Indigenous peoples. Toronto is situated within the lands protected by the **Dish with One Spoon wampum treaty** held between the Haudenosaunee and Anishinaabek. **All Torontonians are treaty people** with responsibilities tied to **Treaty 13**, signed with the Mississaugas of the Credit, the **Williams Treaties** (Clause 2), signed with multiple Mississauga and Chippewa bands, as well as the **1764 Covenant Chain wampum belt**, a long-standing agreement between Aboriginal people and the British Crown.

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## 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 support 2SLGBTQIA+ inclusion.

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# MESSAGE FROM BOARD CHAIR & EXECUTIVE DIRECTOR

In October 2021, Pride at Work Canada/Fierté au travail Canada reached a milestone of 200 Proud Partners – 77 of whom joined in the fiscal year reflected upon in this report. This proves that Canada's business community recognizes the need to cultivate cultures of belonging in Canadian workplaces. And this isn't because it will make them more profitable, and it's not to satisfy regulatory requirements, but simply because it is the right thing to do.

The fact is we don't need a business case for diversity. The more people who are able to participate in Canada's economy with dignity and respect, the better off we will be as a country. Despite harmful stereotypes, queer and trans people do not make up a politically powerful and privileged class in Canadian society. While the median income for a straight man in Canada is about \$56,000, bisexual women earn, on average, \$26,000.\* This is just one example of the many inequities in Canada's labour market that we are working tirelessly to resolve.

The good news is we are more equipped to face such challenges than ever before. As our membership has grown, so has our staff team. You see, we are not just helping Canadian employers improve their practices. In keeping with our **2021-2023 Strategic Plan**, we are creating career opportunities for queer and trans people. In fact, we doubled our staff team throughout the last fiscal year and have even more growth on the horizon. Further, we were pleased to work with Melissa Malcolm of **Malcolm HR Consulting** to ensure we are paying above-average salaries for our sector, as well as providing benefits that exceed employee expectations.

As we look back on this year, we are filled with pride – not just for the accomplishments of our staff team, but for the dedication and determination of Pride at Work Canada/Fierté au travail Canada's Board of Directors. The Board gives much thanks to Brenda LaRose, Jennifer Pelletier and the team at Leaders International for their incredible work in sourcing new Directors with the necessary skills and experience. These Directors help Pride at Work Canada/Fierté au travail Canada scale up, while continuing to deliver the high-quality service our Proud Partners and Community Partners have come to expect.

**Chris Forward (he/him) and Colin Druhan (he/him)**

\*Data available in the findings from the project *Building the evidence base about economic, health and social inequities faced by LGBTQ2S+ individuals in Canada*, led by Social Research and Demonstration Corporation (SRDC).

# KEY ACCOMPLISHMENTS

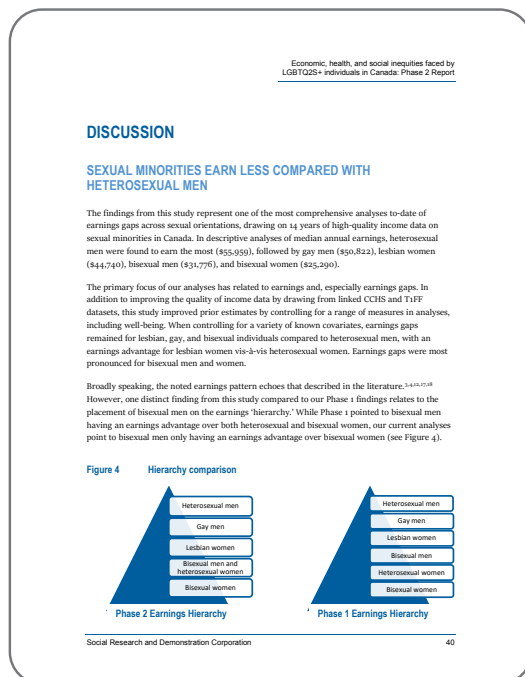
## Membership Growth

Since our founding in 2008 – with the support of just 12 employers – we have cultivated a sprawling network of public and private organizations that consider the needs of our communities year-round. Pride at Work Canada/Fierté au travail Canada is thrilled to announce we reached the incredible milestone of 200+ Proud Partners and more than 50 Community Partners during the 2021-22 fiscal year. To the employees of our **200+ Proud Partners** and **50+ Community Partners**, we cannot thank you enough. Your commitment to inclusion is what drives our work forward.

## Growth of Our Team

Developing a feeling of belonging amongst members of our broadly diverse communities is tough work. Many of you may have followed Pride at Work Canada/Fierté au travail Canada's growth over the years and witnessed our next steps towards a strong commitment to 2SLGBTQIA+ inclusion and inclusive workplaces. As part of our commitment to stronger inclusion practices, we increased our staff team to nine full-time staff members, as well as two part-time staff members during fiscal 2021-22.

## Research and Resources



With the growth of our team came the growth of our research capacity. We created *Know Your Rights: A Guide for LGBTQ2+ Employees* and were part of the development of *Building the evidence base about economic, health and social inequities faced by LGBTQ2S+ individuals in Canada* led by the Social Research and Demonstration Corporation (SRDC). We also partnered with a research team led by Dr. Jing Wang (School of Human Resource Management, York University) to investigate how subtle discrimination in the workplace impacts employees' wellbeing. And this initiative received over 1,400 responses! In addition, Pride at Work Canada/Fierté au travail Canada received a grant from the **Future Skills Centre** to look at the barriers to leadership

for 2SLGBTQIA+ communities. The results for both these projects are forthcoming in 2023 and are expected to provide a deeper understanding of 2SLGBTQIA+ employees' experiences in the workplace.

# KEY ACCOMPLISHMENTS

## Programs through the Pandemic



Like many in 2020, we quickly pivoted to virtual programming. By 2021, we had successfully planned the year in formats that best fit our members. This included our [webinar series](#) and virtual member workshops that addressed our partners' questions; virtual networking events including [Rendez-Vous](#), [Matrices](#), and [Communauté Braindate Community](#); [THRIVE](#) and [FLOURISH](#) leadership programs; as well as our *Virtual ProPride: Beyond Diversity, Equity and Inclusion Towards Belonging, Dignity and Justice* series. We also started planning for the return of in-person events, with a focus on creating hybrid events for 2022's Pride season.

## CharityVillage Awards 2021



CharityVillage held its [inaugural conference and awards](#) ceremony in 2021 to celebrate the Canadian nonprofit sector. Pride at Work Canada/Fierté au travail Canada was honoured to be the first-ever winner of the Best Nonprofit Employer – Diversity, Equity and Inclusion (Under 20 Staff) award. As we work with employers around Canada on their DEI journeys, it is incredibly rewarding to be recognized for our own internal DEI commitment. Our initiatives include: working with external organizations for targeted

recruitment of staff and a Board of Directors; creating action plans to address systemic challenges of Anti-Black Racism, Reconciliation, Accessibility, and Poverty Reduction; beginning board meetings with a land acknowledgement and learning moments related to reconciliation; and enhancing staff benefits for better mental health services, as well as adding transition-related care coverage. Jade Pichette, Director of Programs, was [interviewed by CharityVillage](#) to discuss the importance of inclusion in our core values, as well as our work to model change for our networks.

Colin Druhan, Executive Director, was also recognized as a finalist in the Best Contribution – Diversity, Equity and Inclusion in the Workplace (Individual) category.

# PROGRAMMING HIGHLIGHTS



## New Offerings:

### FLOURISH



Launched in October 2021, **FLOURISH** is a program for employee resource group (ERG)\* leaders. The initial cohort consisted of existing leaders of Pride ERGs and 2SLGBTQIA+ leaders of other ERGs. The eight-week program brought in community and workplace leaders to discuss domestic and international 2SLGBTQIA+ economic issues; principles of governance and volunteer management; generating buy-in for 2SLGBTQIA+ inclusion; as well as providing peer support to 2SLGBTQIA+ people and their allies. Between full-group sessions and smaller study-group discussions, FLOURISH supported ERG leaders on their journeys to create actionable change.

*\*Please note: we use ERG as a catch-all term that is inclusive of Business Resource Groups, Affinity Networks and other similar employee-led initiatives focused on equity-deserving groups.*



# PROGRAMMING HIGHLIGHTS

## Virtual ProPride: Beyond Diversity, Equity and Inclusion Towards Belonging, Dignity and Justice



The 2021 ProPride series focused on an overarching theme to push discussions on diversity, equity and inclusion. Influenced by Aida Mariam Davis' article *Diversity, Equity and Inclusion have failed. How about Belonging, Dignity and Justice instead?*, we brought together community and workplace leaders to delve deeper into how we can move from a diversity, equity and inclusion perspective towards one focused on belonging, dignity and justice. If you missed the series, recaps of the signature events can be viewed here:

- [In Case You Missed It: Beyond Inclusion Towards Belonging](#)
- [In Case You Missed It: Beyond Diversity Towards Dignity](#)
- [In Case You Missed It: Beyond Equity Towards Justice](#)

### Member Workshop: SOGIE Inclusive Data

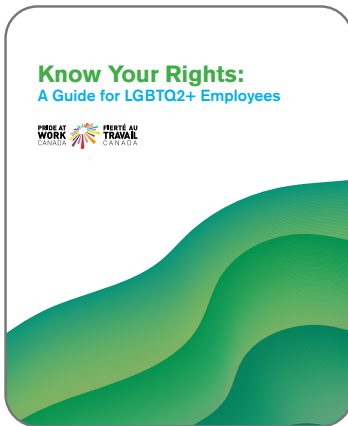
In order to respond to our partners' needs, we introduced a member workshop series in January 2021. During our 2021 fiscal year, we addressed a number of topics, including successful pride communications, disability inclusion, non-binary inclusion, and HIV/AIDS-inclusive workplaces. However, our most requested topic of the series – by far – was on SOGIE (sexual orientation, gender identity and expression) Inclusive Data, which addressed how to collect inclusive and relevant information through HR data, employee engagement surveys and more.



# PROGRAMMING HIGHLIGHTS

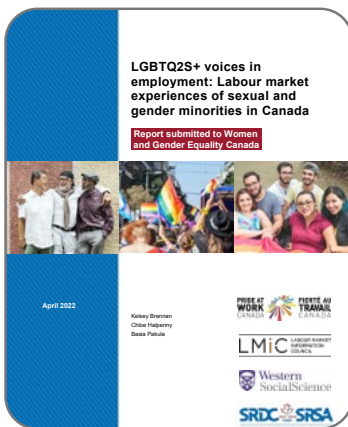
## Program Updates:

### Know Your Rights: A Guide for LGBTQ2+ Employees



This guide is for 2SLGBTQIA+ workers who are seeking information about their rights in the workplace, are uncertain whether they have experienced discrimination at work or are looking for ways to hold their employers accountable. Published in fall 2021, the guide seeks to address the needs of Two-Spirit, queer and trans employees on receiving basic information about their legal protections. As most 2SLGBTQIA+ people in Canada work at small- and medium-sized businesses, it is important employees know they can advocate for themselves and that their employers are aware of their legal obligations.

### Building the evidence base about economic, health, and social inequities faced by LGBTQ2S+ individuals in Canada



This project was funded by Women and Gender Equality Canada and led by the Social Research and Demonstration Corporation (SRDC), in collaboration with Dr. Sean Waite at the University of Western Ontario, Pride at Work Canada/Fierté au travail Canada, and the Labour Market Information Council.

It looks at the economic, employment, health, and social outcomes experienced by 2SLGBTQIA+ individuals in Canada and how those experiences may be different from their cisgender, heterosexual peers.

- The **Phase 1 Report**, published in February 2021, involved talking to researchers working in this area and reviewing available and published evidence to develop a framework of how and why labour market differences exist.
- The **Phase 2 Report**, published in August 2021, looked at Statistics Canada data to explore the differences in characteristics and employment outcomes between lesbian, gay and bisexual respondents and their heterosexual counterparts, as well as what might be driving those differences.
- The **Phase 3 Report**, published in April 2022, involved in-depth conversations with 2SLGBTQIA+ individuals across Canada about their personal employment experiences.

# PROGRAMMING HIGHLIGHTS

## Workplace Audit

We made updates to our workplace auditing system. Previously known as the Workplace Inclusion Index, we renamed our tool the **Workplace Audit** and migrated it to a new platform. Pride at Work Canada/Fierté au travail Canada's Workplace Audit is a uniquely Canadian tool designed to help organizations comprehensively track their diversity and inclusion efforts with respect to sexual orientation, gender identity and gender expression.

The Workplace Audit asks over 35 questions, exploring:

- anti-discrimination and harassment policies;
- employee resource groups (ERGs);
- onboarding and complaints processes;
- benefits coverage;
- training topics;
- supplier diversity;
- community involvement; and
- manager support.

During our 2021 year, we saw more organizations from the skilled trades, consumer goods and insurance sectors. Organizations that complete the audit are given direct advice on how to find the biggest return on investment for gender expression, gender identity and sexual orientation inclusion. The information is kept confidential on Canadian servers and includes a presentation from our expert programs team.



# SPEAKER HIGHLIGHTS



**Elder Albert McLeod** (he/him, she/her) is a Status Indian with ancestry from Nisichawayasihk Cree Nation and the Metis community of Norway House in Northern Manitoba. He has more than 30 years of experience as a human rights activist and is a Director of the Two-Spirited People of Manitoba. Albert began his Two-Spirit advocacy in Winnipeg in 1986 and became an HIV/AIDS activist in 1987. He was the Director of the Manitoba Aboriginal AIDS Task Force from 1991 to 2001. In 2018, Albert received

an Honorary Doctorate of Laws from the University of Winnipeg. Albert lives in Winnipeg, where he works as a consultant specializing in Indigenous peoples, cultural reclamation and cross-cultural training.

We were very honoured to have Albert join us for the *Virtual ProPride: Beyond Diversity Towards Dignity*. He has become a regular speaker at our events ever since, bringing focus to the needs of Two-Spirit communities in Manitoba and beyond.



**Janis Irwin** (she/her) was elected to the Legislative Assembly of Alberta as the representative for the constituency of Edmonton-Highlands-Norwood on April 16, 2019. Janis is currently the Official Opposition Deputy Whip and the Critic for Women and LGBTQ2S+ Issues. Prior to serving as an MLA, Janis devoted over a decade to the field of education, where she worked for Alberta Education as the Senior Manager, Social Studies, and then as the Executive Director for High School Curriculum. She started her

career working in rural Alberta as a high school teacher and vice-principal.

Janis joined us at *Rendez-Vous: Women x Non-Binary Connect* in February 2022 to discuss how one's career path might not be the one that they expect. She has joined us previously as a guest during our ProPride series and one of our leadership programs, too.

# SPEAKER HIGHLIGHTS



**Kai Cheng Thom** (she/her) is a writer, performer, somatic coach, conflict mediator, wicked witch, and lasagna lover based in tkaronto/Toronto. A noted practitioner of embodiment and conflict mediation, Kai Cheng works with individuals and groups to pursue collective healing and social transformation. She is also the author of five award-winning books in multiple genres, having been featured in such publications as Teen Vogue and The New York Times.

Kai Cheng joined us for the *National Member Webinar: Loving the Fire - Trauma Informed Conflict Engagement In the Workplace* and for our FLOURISH program to discuss the principles of peer support. She also did an internal session with our team entitled *Choosing Each Other, Choosing Ourselves*.



Fierté des neiges - 1st in-person event since 2020 | Montreal, March 2022



# PARTNERS (APRIL 30, 2022)

## A Plus Creative

Accent Inns Inc.  
 Accenture  
 Achievers Solutions Inc.  
 Aecon Group Inc.  
 Aird & Berlis LLP  
 Alberta Electric System Operator  
 Alcanna Inc.  
 ALDO Group  
 Algonquin College  
 All Purpose Creative Inc.  
 Amica Seniors Lifestyles  
 Architech Solutions Consulting Inc.  
 Arc'teryx Equipment  
 ASEQ  
 ATB Financial  
 Atomic Cartoons Inc.  
 Aviva  
 Banff Centre  
 Bank of Canada  
 Bank of Montreal  
 Bayer Inc.  
 BC Financial Services Agency  
 BC Housing  
 BC Hydro  
 BC Public Service Agency  
 BDC  
 Bell Canada  
 Benefit Cosmetics Services  
 Canada Inc.  
 BGIS Global Integrated Solutions  
 Canada LP  
 Blackbaud, Inc.  
 BlackBerry Limited  
 Blake, Cassels & Graydon LLP  
 BNP Paribas  
 Borden Ladner Gervais LLP  
 British Columbia Institute of  
 Technology  
 Broadridge Financial / Insurance  
 Solutions  
 CAE Inc.  
 Canada Mortgage Housing  
 Corporation  
 Canada Revenue Agency

Canadian Armed Forces  
 Canadian Museum of  
 Human Rights  
 Canadian Pacific Railway Company  
 Canadian Payments Association  
 Canadian Red Cross  
 Canadian Tire Corporation  
 Cassels Brock & Blackwell LLP  
 CDPQ (Caisse de dépôt et  
 placement du Québec)  
 Cenovus Energy Inc.  
 Chandos Construction Ltd.  
 Chorus Aviation Inc.  
 Chubb Insurance Company of  
 Canada  
 CIBC  
 Cineplex Entertainment  
 Cisco  
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 City of Montreal (Ville de Montréal)  
 City of Toronto  
 City of Vancouver  
 City of Winnipeg  
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 Coca-Cola Canada Ltd.  
 Cofomo Inc.  
 Commission des normes, de  
 l'équité (CNESST)  
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 Informatique CGI Inc.  
 Couche-Tard Inc.  
 Cox & Palmer  
 Dalhousie University  
 Dash Hudson Inc.  
 Davies Ward Phillips & Vineberg  
 LLP  
 Deltera Inc.  
 Dentons/FMC  
 Dentsu Canada Inc.  
 Economical Mutual Insurance  
 Company  
 Edelman Public Relations  
 Worldwide Canada Inc.  
 EllisDon Corporation  
 Enbridge Inc.

Énergir S.E.C.  
 Environics Analytics Group Ltd.  
 EPCOR Utilities Inc.  
 Ernst & Young LLP  
 Export Development Canada  
 Fasken Martineau LLP  
 FCDQ (Desjardins)  
 Fidelity Investments  
 Finning International Inc.  
 First Canadian Title  
 Company Limited  
 First Capital Asset  
 Management LP  
 Fluor Canada Ltd.  
 Fulcrum Management Solutions  
 General Dynamics Land Systems -  
 Canada  
 Gilbert's LLP  
 GlaxoSmithKline Inc.  
 Government of Manitoba  
 Government of New Brunswick  
 Gowling WLG (Canada) LLP  
 Grainger Canada  
 Grand Challenges Canada  
 Harbour West Consulting Inc.  
 Harlequin Enterprises ULC  
 Healthcare of Ontario Pension Plan  
 Trust Fund  
 Hi Mama Inc.  
 Hilti (Canada) Corp.  
 Hoffmann-La Roche Limited  
 Home Hardware Stores Limited  
 Hootsuite Inc.  
 Hudson's Bay Company ULC  
 Hydro Québec  
 Hyundai Auto Canada Corporation  
 IATSE Local 873  
 IBM  
 IESO  
 IKEA Canada  
 Imperial Oil  
 Indigenous Services Canada  
 (Ontario region)  
 Intact Financial Corporation  
 Interac Corp.

# PARTNERS (APRIL 30, 2022)

Investissements PSP  
Investment Industry Regulatory  
Organization of Canada  
Investors Group Financial Services  
[Ivanhoé Cambridge Inc.](#)  
[Jacobs Engineering Group Inc.](#)  
[Jamieson Wellness Incorporated](#)  
Johnson & Johnson  
KPMG  
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[Labatt Brewing Company Limited](#)  
Lavery, de Billy Lawyers L.L.P.  
Lawson Lundell LLP  
Liberty Mutual Insurance Company  
[Lifelabs LP](#)  
Lilly Canada Inc.  
Loblaw Companies Ltd.  
L'Oreal Canada Inc.  
Loto-Quebec  
LoyaltyOne, Co.  
Manulife Financial  
Maple Leaf Foods Inc.  
Marsh & McLennan Companies Inc.  
McCarthy Tetrault LLP  
McDonald's Canada  
McKesson Canada  
McMaster University  
McMillan LLP  
[MD Financial Management Inc.](#)  
Meridian Credit Union Ltd.  
Microsoft Canada  
[MLT Aikins LLP](#)  
[Mohawk College of Applied Arts  
and Technology](#)  
National Bank of Canada  
Northern Alberta Institute of  
Technology  
Novo Nordisk Canada Inc.  
OMERS  
Ontario Lottery & Gaming  
Corporation  
Ontario Power Generation  
Ontario Securities Commission  
[Ontario Teachers' Pension  
Plan Board](#)  
Ontario Trillium Foundation

Osler, Hoskin & Harcourt LLP  
Pacific Blue Cross  
PAL Airlines  
Parks Canada  
[Pembina Pipeline Corporation](#)  
PepsiCo  
PointClickCare Technologies  
[Procter & Gamble Inc.](#)  
Purolator Inc.  
PwC Management Services  
Raymond Chabot Grant Thornton  
S.E.N.C.R.L.  
RBC  
[Reliance Comfort Limited  
Partnership](#)  
[Revenu Quebec](#)  
Richardson GMP  
Rogers Communications  
Royal Roads University  
S&E Services Limited Partnership  
SaskTel  
Scotiabank  
Services OR LP/SEC  
[Servus Credit Union Ltd.](#)  
Shaw Communications Inc.  
Sheridan College Institute of  
Technology  
[Sid Lee Canada Holdings](#)  
Simon Fraser University  
Sobeys Capital Incorporated  
[Social Research and Demonstration  
Corporation](#)  
Société de transport de Montréal  
[Sodexo Canada Ltd.](#)  
Southern Alberta Institute of  
Technology  
[Spritz Social + Numérique](#)  
[Sprott Shaw College](#)  
[Standards Council of Canada](#)  
[Stanley Black & Decker](#)  
Stantec Consulting Inc.  
Statflo Inc.  
[Strategisense](#)  
Sun Life Financial / Insurance  
Suncor Energy  
SV Law

Sysco Canada, Inc.  
[TC Energy](#)  
TD Bank Group  
[Teck Resources Limited](#)  
[Teva Canada Limited](#)  
[The Alcohol and Gaming  
Commission of Ontario](#)  
The Beer Store  
The Canada Life Assurance  
Company  
[The Globe and Mail Inc.](#)  
The Home Depot  
The Scarborough Health Network  
The York Region District School  
Board  
Thornton Grout Finnigan LLP  
Toronto Transit Commission  
Torys LLP  
[TSX Inc.](#)  
Université de Montréal  
Université Laval  
University of British Columbia, The  
University of Guelph  
[University of Ottawa](#)  
University of Waterloo, The  
[University of Windsor](#)  
[Vale Canada Ltd.](#)  
Walmart Canada Corp.  
[Wolseley Canada Inc.](#)  
Women's College Hospital  
[Workplace Safety Insurance Board  
of Ontario](#)  
[York Region Children's Aid Society](#)  
Zurich Canadian Holdings Limited

Members joined this fiscal year  
highlighted in blue

229

Total  
Members

77

NEW  
Members



# TESTIMONIALS



## Proud Partner

Hootsuite is committed to building a diverse and inclusive culture – one where everyone can feel safe, welcomed, valued, and empowered to do our best work together, without compromising who we are.

We have been a proud partner with Pride at Work Canada/Fierté au travail Canada since early 2021, with the goals of breaking down barriers in the industry, being great allies and transforming the tech sector for the better. Last year, for example, as part of our Pride season celebrations, we invited Pride at Work Canada/Fierté au travail Canada to provide educational sessions to our entire global workforce. Those sessions offered our leaders from all regions around the globe an opportunity to learn and celebrate all employees regardless of gender expression, gender identity and sexual orientation.

We look forward to continuing our partnership with Pride at Work Canada/Fierté au travail Canada and make significant progress in LGBTQ+ inclusion within Hootsuite and the tech industry.”

- Gabriela Jordao (she/her)  
Diversity, Equity and Inclusion Manager | Hootsuite



## Community Partner

ODLAN and Pride at Work Canada/Fierté au travail Canada have been partners since spring 2021. As ODLAN's first official community partnership, we have been thrilled with Pride at Work Canada/Fierté au travail Canada's commitment to work with community partners in a meaningful way. We greatly value this partnership because it is helping us grow and establish ourselves as a new organization. More specifically, we have enjoyed collaborating with Pride at Work Canada/Fierté au travail Canada's program coordinators on access and accessibility, website design, policy review, research, and knowledge mobilization projects. We look forward to continuing this fantastic work.

- Stephanie Jonsson (she/her)  
Executive Director | Ontario Digital Literacy and Access Network (ODLAN)



# TESTIMONIALS



## THRIVE 2022 Program

We are excited to continue our support with Pride at Work Canada/Fierté au travail Canada's THRIVE 2022 Leadership Program. THRIVE provides development and network-building opportunities for future leaders and it has been amazing to see participants activate their learning in their careers, as well as in the community.

- Dominic Cole-Morgan (he/him)  
Senior Vice President, Total Rewards | Scotiabank



## Speaking Engagement

The presentation delivered by Pride at Work Canada/Fierté au travail Canada on the topic of inclusive language and understanding the 2SLGBTQIA+ community was approachable, informative and impactful. They gave clear definitions and created a comfortable space for attendees to ask questions, ensuring deep and thorough understanding. There were a number of tangible takeaways that attendees could start implementing immediately to act as allyship leaders on their teams. I would recommend this training for any workplace or organization. Thanks so much again, Pride at Work Canada/Fierté au travail Canada!

- Kelly Verberne, CAPM (she/her)  
Project Coordinator, Professional Development | PMI Toronto Chapter



# FINANCIALS

## Statement of Operations

Year ended April 30 2022 2021

### REVENUES

Membership fees	\$ 842,707	\$ 579,375
Sponsorships	281,392	85,885
Other (note 5)	76,000	51,000
Canada Emergency Wage Subsidy	-	19,545
	<u>1,200,099</u>	<u>735,805</u>

### EXPENSES

Personnel costs	\$ 631,865	\$ 323,786
Professional fees	133,776	39,871
Programming	106,713	93,614
Marketing and communications	94,703	35,128
Office and administration	91,876	44,538
Partner stewardship	1,877	1,520
LGBT Index	-	6,827
	<u>1,060,810</u>	<u>545,284</u>

### EXCESS OF REVENUES OVER EXPENSES FOR YEAR

139,289 190,521

Net assets, beginning of year

369,164 178,643

### NET ASSETS, END OF YEAR

\$ 508,453 \$ 369,164

### OTHER REVENUE (note 5) | Other revenue is composed of the following:

Speaking fees	\$145,969	\$23,700
Event participation fees	75,500	20,677
E-learning	55,889	30,361
Individual donations	1,900	1,010
Consulting	1,500	10,000
Sales	500	-
Interest	134	137
	<u>\$281,392</u>	<u>\$85,885</u>



- Membership fees
- Sponsorships
- Other income



- Personnel costs
- Professional fees
- Programming
- Marketing and communications
- Office and administration
- Partner stewardship
- LGBT Index

# OUR PEOPLE



**Colin Druhan (he/him)**

Executive Director | Joined in 2014

- Named one of *The Peak's* 2022 Emerging Leaders in the Social Impact Category
- Elected Chair of the Board of Directors of Volunteer Toronto, Canada's largest volunteer centre
- Completed the Strategic Perspectives in Nonprofit Management Executive Education Program at Harvard Business School



**Florence Gagnon (she/her)**

Business Development Specialist | Joined in 2019

- Led an online French ProPride event and a new activation in collaboration with Braindate
- Organized a successful Fierté des Neiges/Winter Pride in Montreal - the first in-person event in March 2022
- Held our first hybrid Ambassadors meeting at TD Bank's office in Montreal
- Celebrated 10 years of Lez Spread the Word



**Pru Girme (she/her)**

Business Development Coordinator | Joined in 2019

- Introduced and set up ClickUp, a project management software for database management, onboarding members and tracking team tasks for Pride at Work Canada/Fierté au travail Canada
- Successfully onboarded more than 90 new member organizations and supported staff onboarding
- Bought a condo in downtown Toronto with her partner



**Albert Lin (he/him)**

Executive Coordinator | Joined in 2021

- Started as Executive Coordinator in June 2021
- Developed and runs a new bi-weekly newsletter for internal stakeholders called The Pride Post
- Organized a governance learning session for the Board of Directors
- Enrolled in a two-year graphic design course part time at Seneca College, with the support of Pride at Work Canada/Fierté au travail Canada



**Sandeep Nair (he/him)**

Manager of Business Development | Joined in 2021

- Achieved over the set target for e-learning every quarter and secured over \$140,000 for Pride at Work Canada/Fierté au travail Canada through speaking engagements
- Received numerous positive comments and recommendations regarding the services we offer



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

Communications Coordinator | Joined in 2019

- Led and managed the development of Pride at Work Canada/Fierté au travail Canada's new website
- Became a regular content creator and contributed to media partners and publications
- Being one of the guest speakers to lead conversations during our Communauté Braindate Community events
- Co-created Pride at Work Canada/Fierté au travail Canada's first-ever internal committee to organize staff events and improve team building

# OUR PEOPLE



**Jade Pichette (they/them)**  
Director of Programs | Joined in 2018

- Keynote speaker for the 2022 **Virtual National Conference on People with Episodic Disabilities at Work**
- Named one of **Toronto Metropolitan Universities 2021 Pride Champions**
- Judged the **2021 Canadian HR Awards**
- Developed and implemented the **2021 Virtual ProPride: Beyond Diversity, Equity and Inclusion toward Belonging, Dignity and Justice** series



**Connor Pion (he/him, they/them)**  
Senior Programs Coordinator | Joined in 2021

- Started as Senior Programs Coordinator in July 2021
- Co-created and co-delivered the Member Workshop: Cultivating Belonging for Non-Binary Employees and Jobseekers alongside Jade within their first few weeks
- Coordinated a Halloween event for staff and volunteers which led to the creation of Pride at Work Canada/Fierté au travail Canada's Social Committee
- Has supported 21 virtual events including webinars, workshops, networking events, and leadership program activities, while also supporting two collaborative research projects

## NEW STAFF MEMBERS AFTER APRIL 30 2022

Pride at Work Canada/Fierté au travail Canada has welcomed additional members to the team since April 30, 2022 and is looking forward to all the great things they do (and will continue doing!) in their roles. This means three positions were added in the 2022 fiscal year – and seven positions have been added in the 2023 fiscal year so far.



**Namrata Bangera (she/her)**  
Business Development Associate



**Quinn Blue (he/him, they/them)**  
Programming & Engagement Coordinator



**Londzo Drury (she/her)**  
Manager of Workplace & Culture



**Misha Goforth (she/her)**  
Project Manager, Research



**Paulo Lima (he/him, they/them)**  
Marketing Coordinator



**Celine Sab (she/her)**  
Program Admin. Coordinator



**Sahar Yaghoubpour (she/her)**  
Project Coordinator, Research

# VOLUNTEERS

## Board of Directors

- Jen Anthony  
(HR and Governance Committee Chair)
- Ka Lee Chan
- Sharon Chung
- Holly Cooper
- Terri Eklund
- Lauren Flynn  
(Secretary)
- Chris Forward  
(Chair)
- Mark Lawton  
(Marketing Committee Chair)
- Eddy Ng
- Erin Roach  
(Thought Leadership Committee Chair)
- Cesar Suriel
- Richard Tuck  
(Treasurer and Finance Committee Chair)
- Claire Yick

## Marketing Committee

- Brent Artemchuk
- Vince Ciarlo
- Colin Druhan  
(Staff representative)
- Lauren Flynn
- Philip Keen
- Mark Lawton  
(Chair)
- Étienne Lessard
- Pasquale Lo Mascolo
- Sandeep Nair  
(Staff representative)
- Luis Augusto Nobre  
(Secretary, Staff representative)
- Jason Reilly
- Edna Santos
- David Tremblay
- Cass Williamson-Hopp

## Thought Leadership Committee

- Sarah Beech
- France Daviault
- Gaby Jordao
- Lee Keple
- Goran Miletic
- Jade Pichette  
(Staff representative)
- Connor Pion  
(Secretary, Staff representative)
- Justyna Poray-Wybranowska
- Erin Roach  
(Chair)
- Joel Rodrigues
- Lara Shewchuk

## Finance and Audit Committee

- Ka Lee Chan
- Colin Druhan  
(Staff representative)
- Cesar Suriel
- Richard Tuck  
(Chair)

## HR and Governance Committee

- Jen Anthony  
(Chair)
- Holly Cooper
- Terri Eklund
- Chris Forward



Fierté des neiges - 1st in-person event since 2020  
Montreal, March 2022



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