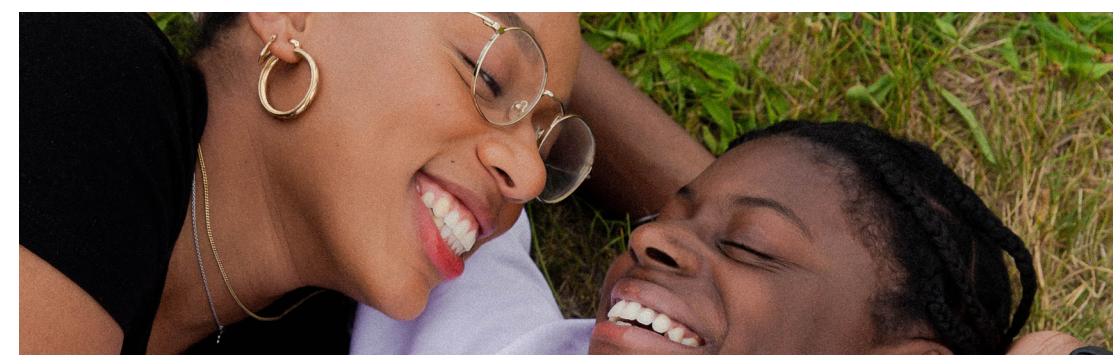
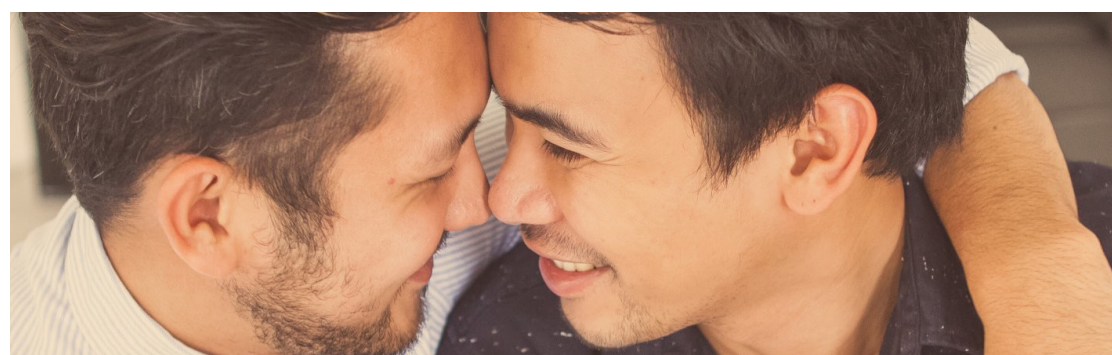
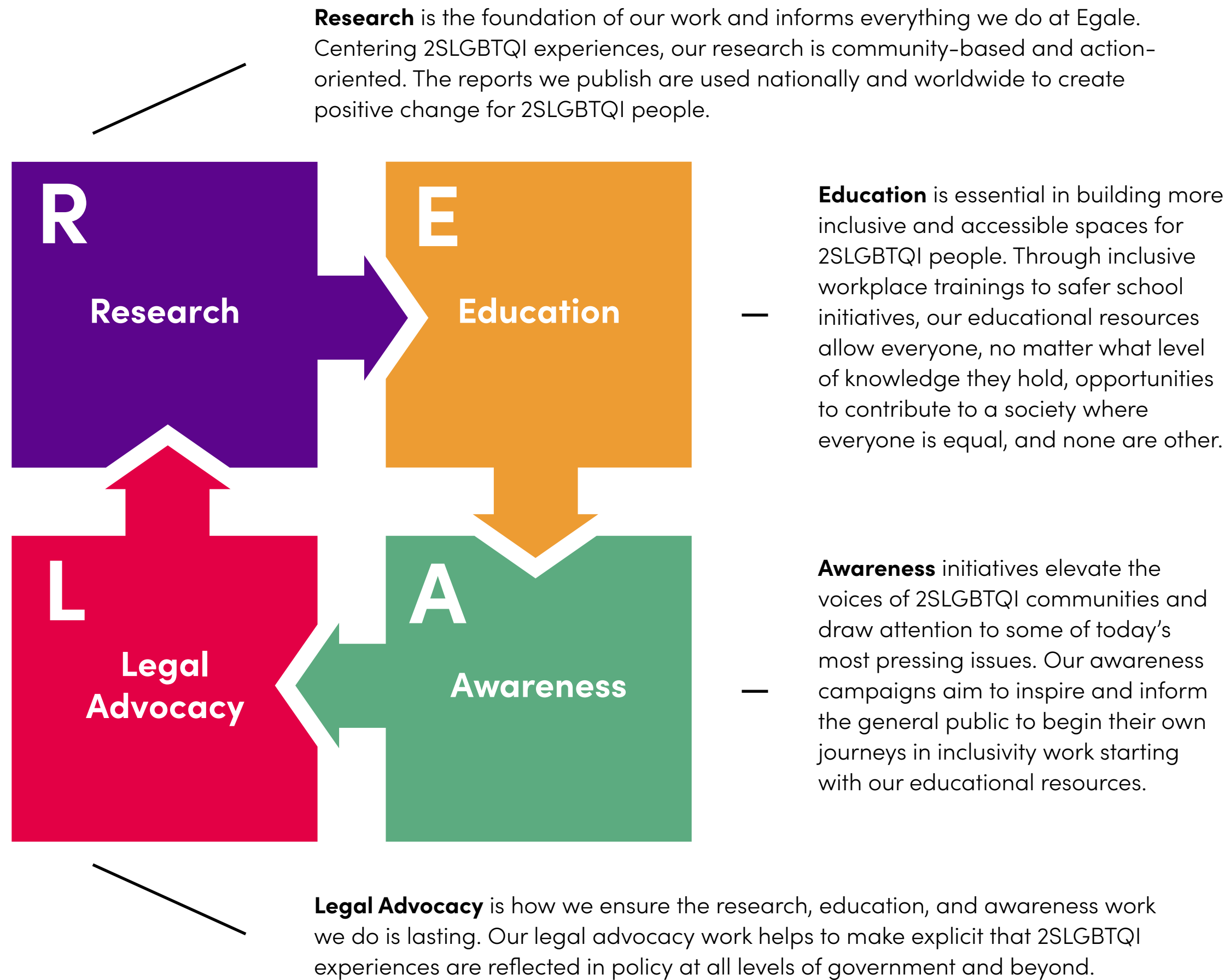




Egale 2021 Annual Report



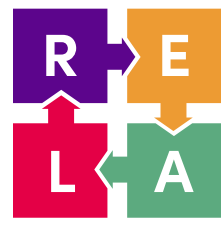
Our REAL Impact



About the 2SLGBTQI acronym: The acronym stands for Two Spirit, lesbian, gay, bisexual, trans, queer, questioning, and intersex. This acronym is often used as an umbrella term to encompass a much wider range of identities and experiences related to sex, gender, and attraction. Many variations of this acronym exist and there is not a single correct version. When referencing other organizations and partners, this report uses the version of the acronym that the original reference uses.

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2021 Year At A Glance

January

Quebec court rules in favour of trans, nonbinary and intersex rights. Egale supported The Centre for Gender Advocacy as an intervener in the most wide-reaching case to date in Canada for the rights of trans, nonbinary, intersex people, and their families.

February

Egale hosts live webinars addressing COVID-19 legal information related to housing, employment, and immigration.

Legal Society of Ontario accredited webcast called Access to Justice starts, with expert guest panelists discussing how better to serve 2SLGBTQI people accessing legal services.

March

Partnering with the Canadian Union of Public Employees (CUPE), Egale publishes a research study report on public services safety for LGBTQ2+ older adults and workers.

Statement on anti-Asian racism following the Atlanta shooting.

April

Launch of Egale's four-part Leading The Way resource supporting youth engaging in social action.

May

Release of LGBT Purge Fund report: "Emerging from the Purge: The State of 2SLGBTQI Inclusion in the Federal Workplace and Recommendations for Improvement".

Statement in response to the discovery of 215 Indigenous children's remains at Kamloops residential school.

June

'Still In Every Class In Every School' is released: A decade after the last national report on homophobia, biphobia, and transphobia in secondary schools, this report reveals what the important improvements were, and how we still have a long way to go in creating safer and accepting schools for 2SLGBTQI youth.

July

Egale files application with Ontario Superior Court for intersex rights to challenge the constitutionality of exemptions in the Criminal Code that permit "normalizing" aesthetic surgeries on intersex infants and children without their consent.

August

Ten-episode 2SLGBTQI Family Planning video series launches.

Queering Mental Health webinars offered in EN+FR to introduce mental health service providers to 2SLGBTQI inclusion.

Open letter to Justin Trudeau to implement Standing Committee on Health recommendations.

September

A report on foundational research conducted to find how 2SLGBTQI youth in esports experience cyber violence, and what they would like to see improvement upon in the esports space.

October

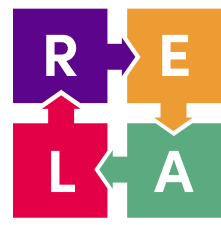
Egale team members deliver LGBTI inclusion workshops to police investigators in six cities across Ukraine, in partnership with LGBT Association LIGA

November

Egale offers an updated version of the webinar Draw The Line Against Transphobic Violence.

December

Always Been Queer video and The Gift of Belonging: Partnering with TAXI Agency, Egale creates a holiday campaign that showcases how the holiday season is always incredibly queer, and yet, 2SLGBTQI people often find this to be the toughest time of year.



Letter from the Executive Director and President of the Board

The year 2021 saw our continued resiliency working and supporting our community through the global COVID-19 pandemic. Staying steadfast in guiding our work with our four fundamental pillars, REAL: Research, Education, Awareness, and Legal Advocacy, we were able to offer REAL support to our 2SLGBTQI community and beyond.

This year, our research team made significant headway both in reporting important research findings and launching new research projects. We published our findings on the cyber violence that [2SLGBTQI youth in esports](#) experience, and released the report on the findings from our second national climate survey on homophobia, biphobia, and transphobia in Canadian schools - [Still In Every Class In Every School](#). We partnered with the LGBT Purge Fund to release [Emerging From The Purge](#), a comprehensive analysis of 2SLGBTQI inclusion in the Federal Public Service, Canadian military and the RCMP.

Our learning team had an unprecedented year providing education and training programs. Our [Workplace Inclusion program](#) reached over 4,000 learners, spanning 50 diverse workplaces across Canada, the USA, Mexico, South America and the Ukraine. In addition, we provided responsive webinars to address [legal concerns related to the COVID-19 pandemic](#), held a six-episode series on how legal professionals can promote [access to justice for 2SLGBTQI people](#), and launched an interactive webinar to [train mental health and social service providers on 2SLGBTQI inclusion](#).

Awareness efforts this past year spanned events, shareable and accessible resources, and some innovative social campaigns. We held our second annual virtual Queer Prom as part of our second year of [Pride Inside](#). We released several new resources - the [2SLGBTQI Sports Inclusion](#)

[Playbook](#) and [Leading The Way – Supporting Social Action By Young Emerging Change Makers](#). Alongside our partners at TAXI Agency, we celebrated International Nonbinary People’s Day with a [queerly reimagined deck of cards](#), and also created a heart-hitting holiday campaign titled, the [Gift of Belonging](#) (which won a [bronze Clio award](#)).

In June, our legal advocacy team filed an [application at the Ontario Superior Court of Justice](#) to challenge the constitutionality of exemptions in the Criminal Code that permit “normalizing” aesthetic surgeries on intersex infants and children without their consent. We provided recommendations in response to the Standing Committee on Health’s report on the health of 2SLGBTQI communities in Canada. Our recommendations included banning conversion therapy, planning for universal Pharmacare with easily accessible gender-affirming healthcare in mind, and an end to the discriminatory blood ban.

These are just some of the highlights that our team has been able to accomplish this year, with your help.

We cannot do this work without the support of our community, our donors, and our allies. We thank you all sincerely for your generous gifts which help us to create a Canada, and ultimately a world, without homophobia, biphobia, transphobia, and all other forms of oppression so that every person can achieve their full potential.



Helen Kennedy
Executive Director



Jackie Lewis
President of the Board

Still In Every Class In Every School

The second National Climate Survey on Homophobia, Transphobia, and Biphobia in Canadian Schools, conducted by Dr. Peter and Dr. Campbell (University of Manitoba) and Dr. Taylor (University of Winnipeg) in partnership with Egale, provides decision-makers and educators across Canada with statistical evidence they need to develop and implement 2SLGBTQ-inclusive policies. The national survey was designed to assess school climate in grades 8 through 12 through students' self-reported school experiences of hostility, inclusion, and support. The survey had more than 4000 respondents, and nearly 39% identified as 2SLGBTQ. Results from the Second National Climate Survey contribute to a research landscape that shows the impact of homophobia, transphobia, and biphobia for Canadian students, and that schools can be unsafe or unwelcoming for 2SLGBTQ youth, and the compounding effects of racism for Indigenous and racialized students. The full report outlines recommendations for ministries of education, school districts and school boards, school administrators, teachers, educators, and other school staff, and students. Many individuals have a role to play in creating respectful, safe, and inclusive school climates for 2SLGBTQ students.

Note: The acronym 2SLGBTQ is used in this research and survey. The "1" is not used because no participants identified as such.

Click on the covers to read the **full report** or **key takeaways**: [Still In Every Class In Every School](#)



Highlights:

- 64%** of all participants reported hearing homophobic comments daily or weekly at school.

- 30%** of 2SLGBTQ respondents had been victims of cyberbullying, compared to 8% of cisgender heterosexual participants.

- 57%** of trans respondents had been targets of mean rumors of lies.

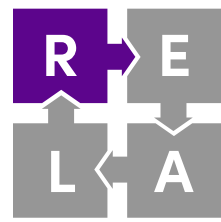
- 2x** 2SLGBTQ Indigenous students were twice as likely (35%) to experience harassment based on their racialized identity than cisgender heterosexual Indigenous students (14%).

Quotes from 2SLGBTQ Participants:

"My school has supports such as our two GSAs plus supportive teachers, but homophobia and transphobia, racism and sexism are still very much present in everyday life"

"Safety is not just physical, but also emotional. No one would've been beaten at my school for being gay or trans, but social exclusion, whispers, rumors, verbal bullying and such were prominent"

"My school is very good with using proper pronouns and allow LGBTQ art, stories, literature, etc. Despite living in a rural community. Trans kids can easily change their name in the school system"

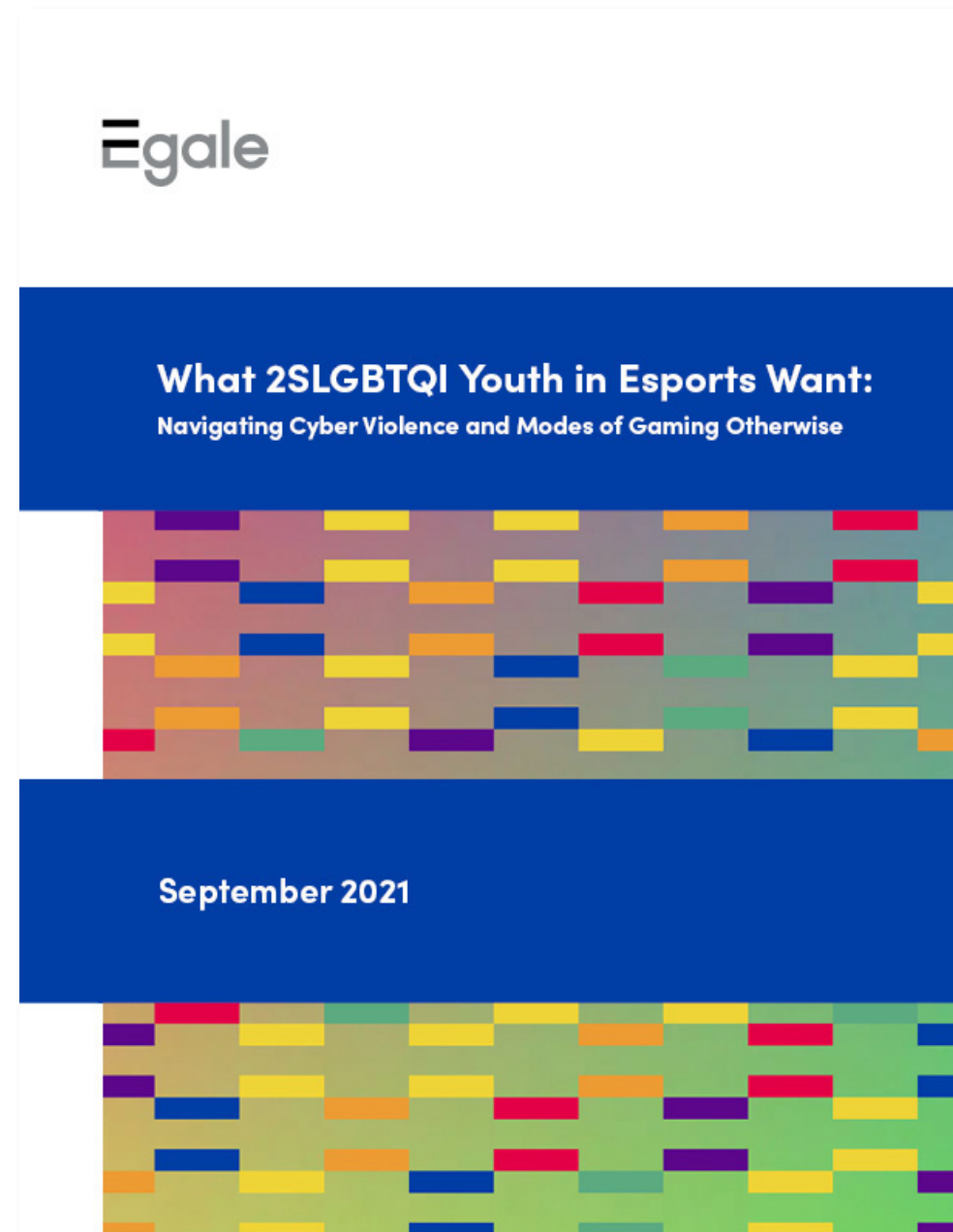


Research

What 2SLGBTQI Youth in Esports Want (Report)

In September 2021, Egale Canada published *What 2SLGBTQI youth in esports want: Navigating cyber violence and modes of gaming otherwise*, a report on research we conducted with young 2SLGBTQI gamers living in Ontario. Funded by the Ontario Trillium Foundation Seed Grant Program, the objectives of this foundational research were to better understand the state of online hate and cyber violence including homophobia, biphobia, and transphobia faced by Ontario esports participants, identify how 2SLGBTQI youth ages 16–30 supported one another and themselves while gaming, as well as identify how the esports industry can better care for and about their 2SLGBTQI players. We completed a literature review, four virtual focus groups, and a Knowledge Sharing Day using a community-based participatory research approach. This report found that participants (particularly intersectionally marginalized gamers) experienced and witnessed many forms and types of cyber violence on a regular basis. However, esports spaces also provided opportunities to engage in competition without physical aggression, find community, care for one another, and develop their gaming skills. Our report called upon the esports industry to make changes to help cultivate safer online spaces and facilitate esports participation for 2SLGBTQI youth.

To read the full report, click here: [What 2SLGBTQI Youth in Esports Want](#)



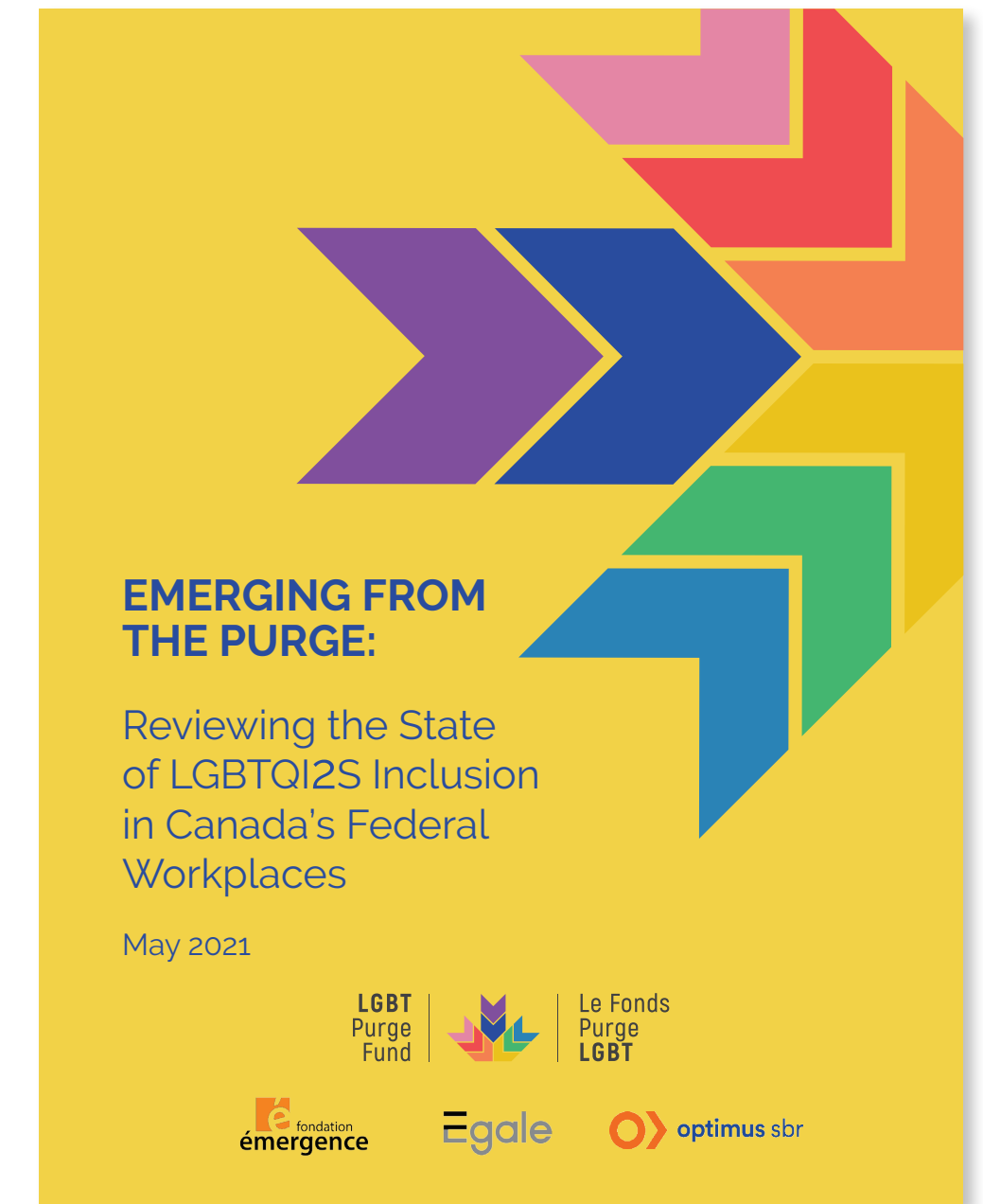
Promotional graphic for participant recruitment.

Emerging from the Purge: Reviewing the State of LGBTQI2S Inclusion in Canada's Federal Workplaces (Report)

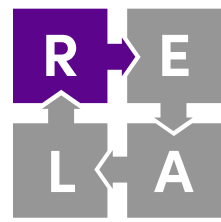
Emerging from the Purge aimed to assess LGBTQI2S inclusion in Canada's federal workplaces, and provide a range of best practices, policies, and procedures to promote LGBTQI2S inclusion. This project was funded by the LGBT Purge Fund, a fund created as part of a settlement for state-sponsored discrimination of LGBTQI2S military personnel and federal public servants by the federal government between the 1950s and mid-1990s. In this extensive report, we provided background research on best practices for inclusion of LGBTQI2S people, consulted with various federal workplaces and stakeholders, created a benchmark to evaluate and guide LGBTQI2S inclusion in federal workplaces, and provided recommendations for future progress.

Note: The project title uses LGBTQI2S and this acronym is used throughout the document. That said, the project doesn't touch on the "I" and there's only one mention of 2S in the report.

To read the full report, click here: [Emerging from the Purge Inclusion Report](#)



Promotional video for the Purge Report.



Research

“It’s Got To Be About Safety”: Public Services that Work for LGBTQ2+ Older Adults and LGBTQ2+ Workers in Canada (Report)

Too often, LGBTQ2+ older adults do not receive the public services they need and deserve, because these services are not safe for them. Many LGBTQ2+ workers do not experience safety on the job in public services. In this report, we offer findings from a collaborative research project conducted with The Canadian Union of Public Employees (CUPE) and Christine Streeter and Dr. Susan Braedley from Carleton University. This report responded to two basic questions: What barriers and harms do LGBTQ2+ older adults and LGBTQ2+ workers experience in using public services or working at public services in Canada? What can these public services do to improve accessibility and safety for LGBTQ2+ older adults and LGBTQ2+ workers? Our research shows that LGBTQ2+ older adults and workers experience a “barometer of safety” in accessing, using, and working in public services, and that improved conditions of work improve conditions of service provision for the greater safety of LGBTQ+ workers and older adults.

Note: The report uses the acronym “LGBTQ2+”

To read the full report, click here: [“It’s Got To Be About Safety”: Public Services that Work for LGBTQ2+ Older Adults and LGBTQ2+ Workers in Canada](#).

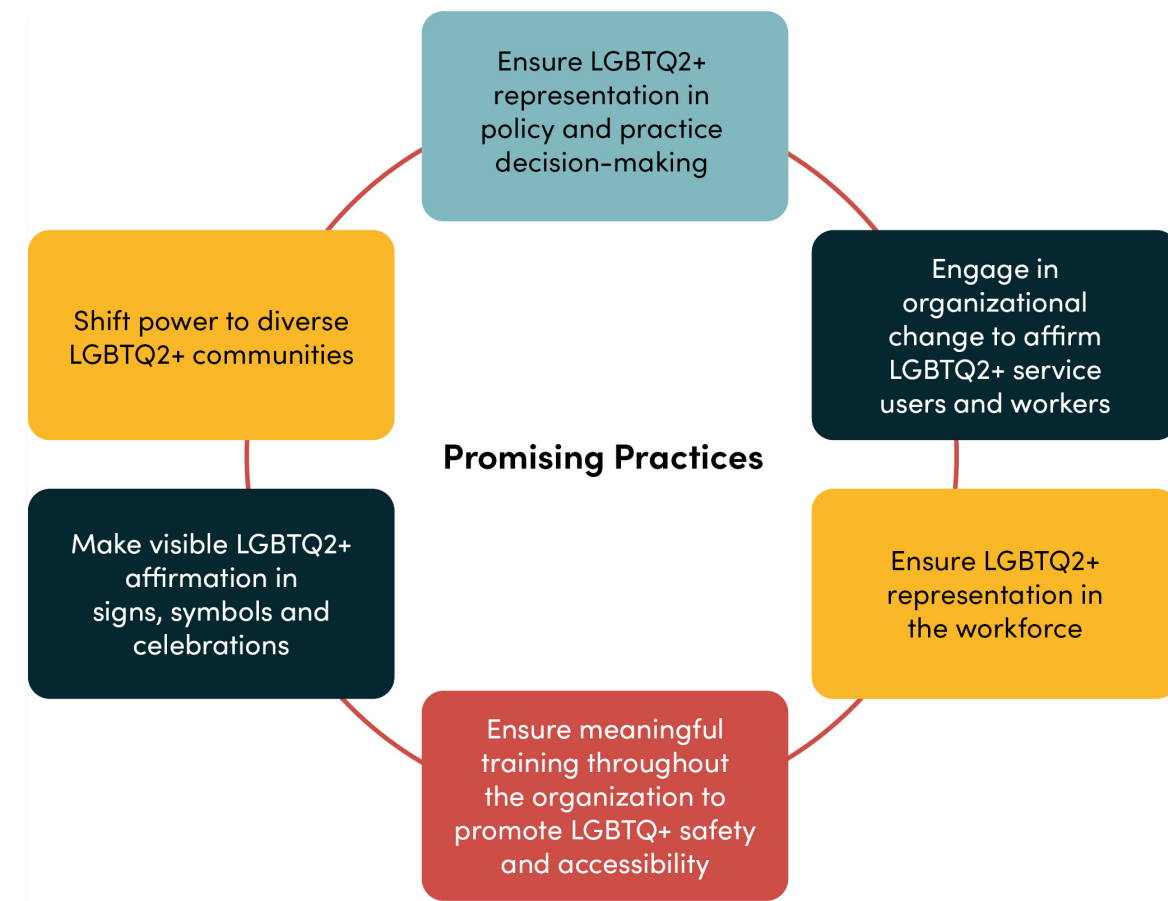
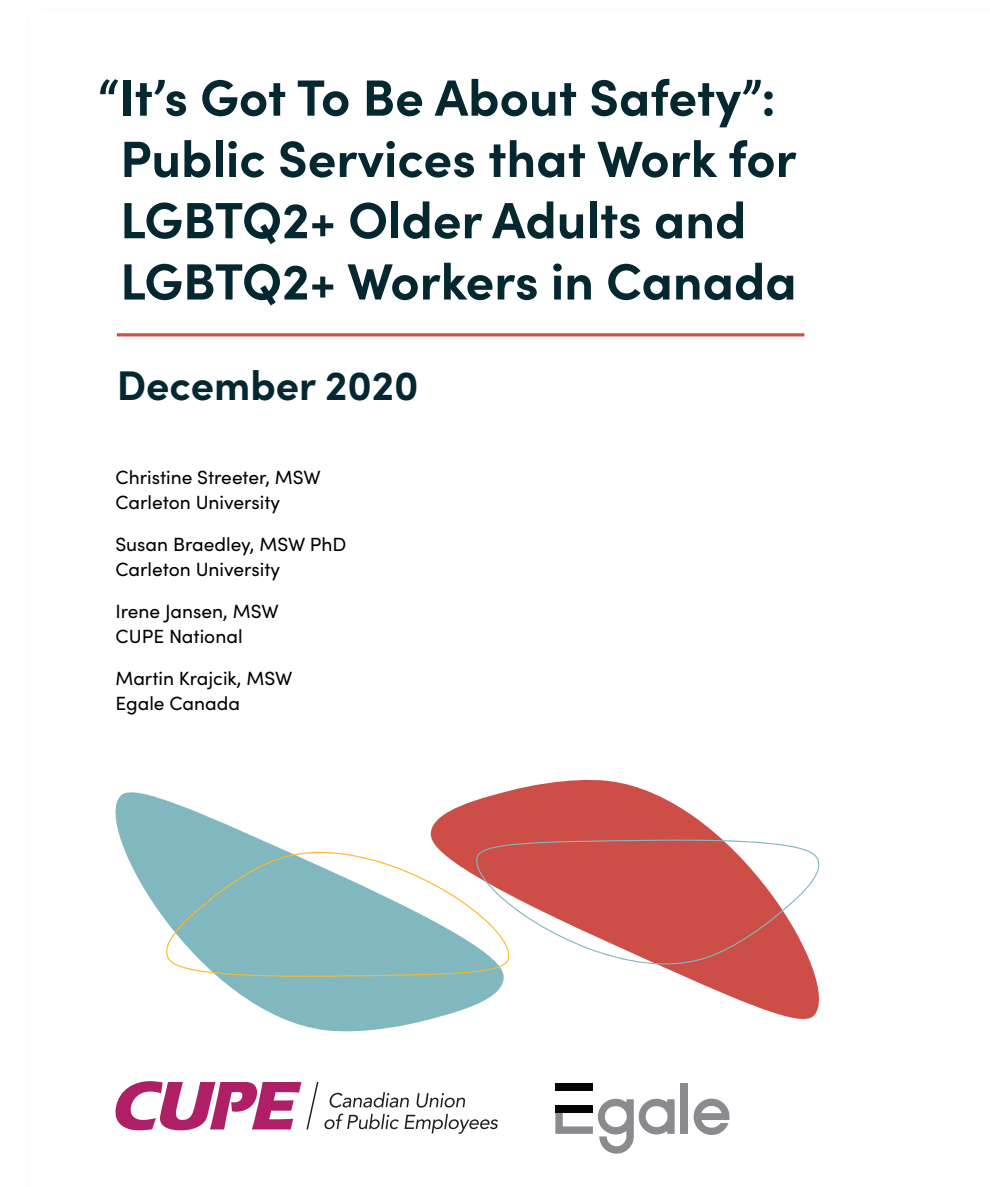


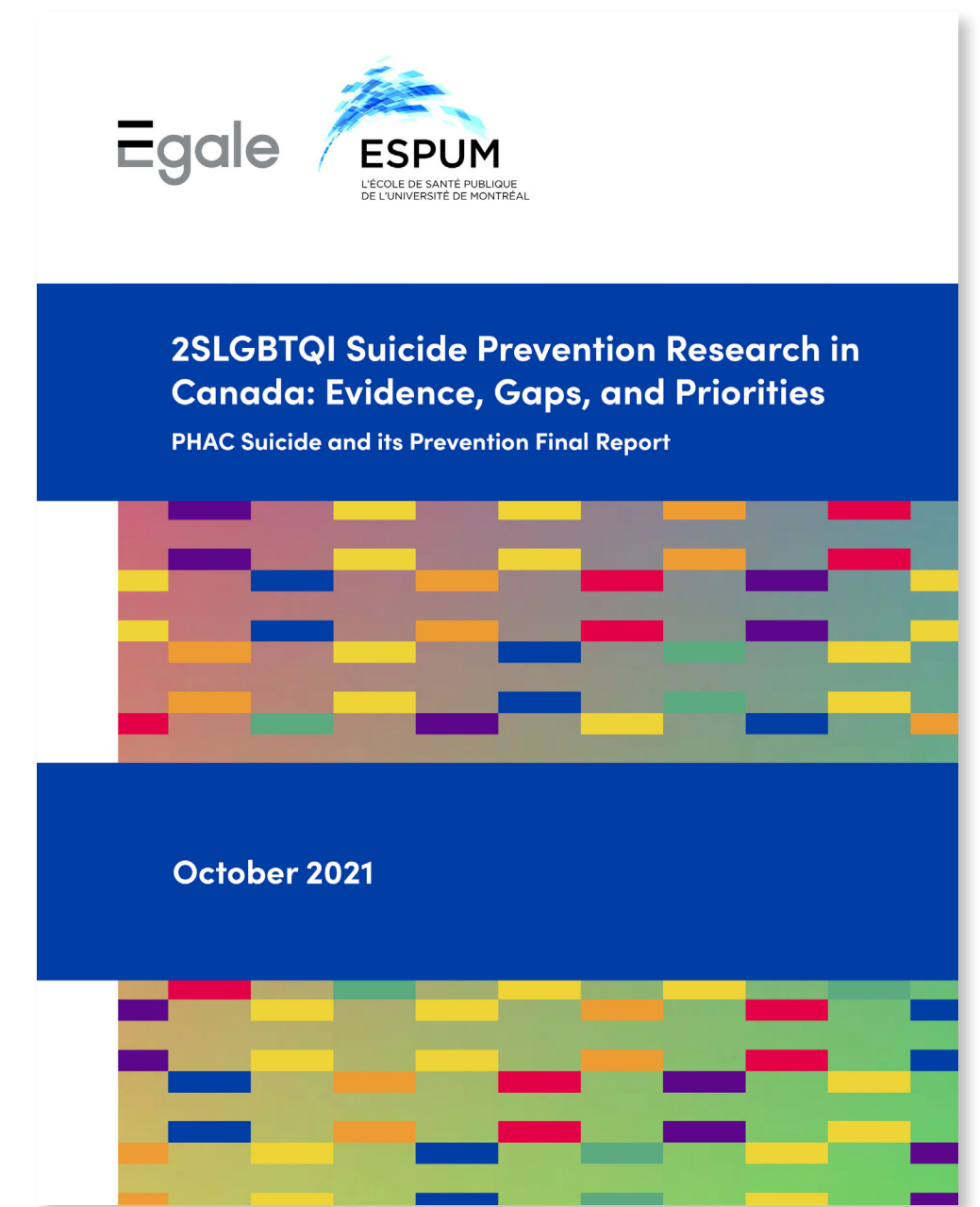
Figure 1 from the report showing Promising Practices

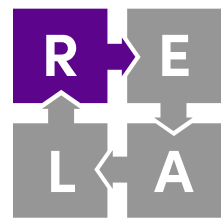


2SLGBTQI Suicide Prevention Research in Canada: Evidence, Gaps, and Priorities (Literature Review)

Contracted by the Public Health Agency of Canada (PHAC), Egale partnered with Dr. Olivier Ferlatte and Maxim Gaudette from the École de santé publique de l’Université de Montréal and Centre de recherche en santé publique (ESPUM) to carry out a literature review on 2SLGBTQI suicide and its prevention and to seek stakeholder perspectives to synthesize existing evidence, identify key gaps, and highlight priorities for research and knowledge mobilization. The report includes discussion of key gaps in the literature—including research into protective factors and interventions—as well as priority areas for future research, including research into systemic violence and suicide among 2SLGBTQI people. We provide five key recommendations for future directions in 2SLGBTQI suicide and suicide prevention research and knowledge mobilization, including increased support for community-based approaches, advancing intersectional analyses, and accelerating the development of qualitative insights.

To read the full review, click here: [2SLGBTQI Suicide Prevention Research in Canada: Evidence, Gaps, and Priorities](#)





Research - Scholars in Residence

At Egale, we believe that fostering connections between university scholars, researchers, and 2SLGBTQI communities across Canada is essential to breaking down barriers and moving our society forward. In 2021, Dr. Morgan Holmes and Dr. Wesley Crichlow (the inaugural Scholars) worked with Egale on two Women and Gender Equality Canada (WAGE)-funded projects. Dr. Holmes conducted the first Canadian qualitative need assessment by and for intersexualized adults (*Restoring Epistemic Justice to a Dismissed Population: A Qualitative Needs Assessment By and For Intersexualized Adults in Canada* [full report to be released in 2022]). Dr. Crichlow is bringing together diverse African/Black LGBTQI voices from coast to coast to coast in a national dialogue focused on developing concrete recommendations for a National Black LGBTQI Action Plan and forming a national organization aimed at improving the diverse lives of African/Black LGBTQI communities.



Dr. Morgan Holmes

Dr. Holmes has been doing scholarly work and activism in sex, gender, and sexuality studies for three decades. Primarily focused on the legal and ethical rights of intersex infants and children, her work spans critical disability studies, philosophy, anthropology of medicine and of sexualities, and cultural studies. Frequently consulted by both government and professional associations, Holmes's contributions to intersex discourse in Canada and beyond are significant and field-shaping. Morgan is working on intersex human rights issues, completing work on health-needs defined by intersex persons for intersex persons, and working with international activists and scholars in Asia, Israel, the United Kingdom, Spain, and Ireland. Dr. Holmes' residence with Egale comes as we drive forward initiatives for intersex human rights in Canada and globally.



Dr. Wesley Crichlow

Dr. Crichlow is a full professor whose work intersectionally employs Critical Race Theory, Queer Theory and Anti-Black Racism Theories, and Scholarly Activism as the signature praxis and framing of his research teaching and service. His work aims to provide incremental measures to alleviate anti-Black racism, homophobia, transmisogyny, structural, and systemic inequalities. He teaches at Ontario Tech University (2003-present) within the youth and criminal justice discipline with over 25 years of Queer university community mobilization and development. Dr. Crichlow's residence with Egale centres itself on research concerning ongoing anti-Black racism and racial injustices, and the challenges faced by Black queer communities across Canada.

COVID-19 Legal Info for 2SLGBTQI Communities

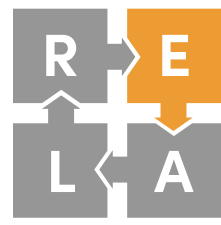
Funded by Canada’s Department of Justice, this [online panel series](#) was created to help bridge important gaps in access to justice for 2SLGBTQI people amid the COVID-19 pandemic. The series, which ran for seven weeks during early 2021, featured local community experts discussing the issues facing 2SLGBTQI people within their region and the supports available to residents. Sessions focused on helping members of 2SLGBTQI communities across Canada to understand their rights, responsibilities, and COVID-19 specific provisions in the areas of employment, housing, and immigration. These invaluable conversations provided plain-language access to vital justice information and allowed audience members to have their questions answered live. The program also highlighted some of the incredible grassroots work being led by local community organizations and dedicated volunteers, including mutual aid networks, housing projects, and legal support initiatives. Leveraging Egale’s website, YouTube, and Facebook channels, the livestream broadcasts and session recordings garnered over 1000 views.



Audience member soundbite

“I was constantly surprised by how little I knew (before) about the nuanced effects of COVID-19 on communities in places like BC and the Yukon, and I was grateful to hear from the diverse and brilliant guests you engaged in conversation. I was moved by the initiatives and resilience of queer communities during this pandemic. For example, the webinar with Jack Saddleback, Tobi Osho and Davie Francis Cole from the prairies was inspiring, partly because of the incredible projects they support (WE24!!) and partly because of the connections and affiliations they established among one another during the course of the conversation. I wish there were more opportunities for people like these folxs to meet, talk, share tactics and strategies, support and inspire one another.”





Education

Inclusive Schools Workshops

Draw the Line: For the year 2021, Egale updated and adapted its existing in-person [Draw The Line Against Transphobic Violence workshop](#) for online delivery. Thirteen webinars were delivered to student and educator audiences across Canada. The DTL workshops was generously supported by the Ontario Ministry of Children, Community, and Social Services.

Safer Schools: Bringing back our popular Safer Schools series, Egale launched online versions of: [Introduction to Safer Schools](#) (six deliveries), [Affirming Adults in the School Community](#) (6 deliveries), and [Tackling Anti-2SLGBTQI Cyberbullying](#) (one delivery). During the summer months, a special series of panels was delivered in both languages on fostering inclusion outside the classroom. The Safer Schools workshops were generously supported by the Ontario Ministry of Education

Leading The Way – Supporting Social Action by Young Emerging Change Makers: Egale published a [four-part series of resources](#) aimed at helping young adults interested in social justice issues to lead positive change within their communities. Designed for either individual or group study, the resources walk learners through the foundational knowledge and processes of conceiving, developing, and delivering successful social action campaigns. This resource was generously supported by Canada’s Emergency Community Support Fund.

Access to Justice webinars - How Legal Professionals Can Promote Access to Justice For 2SLGBTQI People

Egale broadcasted a [six-episode panel series](#) spotlighting current legal issues facing 2SLGBTQI people in Canada. The series, which addressed both current barriers and possible futures for 2SLGBTQI-inclusive law, was viewed by more than 1400 people. These webinars were generously supported by Canada’s Department of Justice.

Queering Mental Health webinars - Workshops for Mental Health and Social Service Professionals

In response to the rising concerns for mental health wellness within the 2SLGBTQI community, Egale launched [two webinar series](#) aimed at supporting 2SLGBTQI-inclusive mental healthcare: [Toward 2SLGBTQI-Inclusive Mental Health Services](#) and [Queering Mental Health](#). Ten sessions were delivered in 2021 in English and French. The webinars were produced in partnership with Health Canada and generously supported by The Slaight Family Foundation.

Ukraine - Investigating Crimes Involving Sexual Orientation, Gender Identity, Gender Expression, and Sex Characteristics (SOGIESC) Based Intolerance: A Human Rights Approach to Policing

Egale developed educational materials for in-person training to police investigators in six cities across Ukraine. In addition, digital training materials have been developed for use in the national Ukrainian police academies. This project was generously supported by Global Affairs Canada.

2SLGBTQI Family Planning

[Ten-episode series](#) of short videos addressing commonly asked questions related to reproductive rights and family planning for 2SLGBTQI people. The series included questions submitted by the community and received more than 13,000 views. This project was generously supported by the Law Foundation of Ontario.

Education and Community Partnership Program

Egale’s Education and Community Partnership Program (ECP) of the 2021-2022 school year was deeply rewarding and fulfilling. Not only did the program grow to include a second classroom—doubling the capacity of service—but we relocated to a larger space within a mainstream school and incorporated a food program. We were able to support several students in accessing gender affirming healthcare, while also connecting folks with 2SLGBTQI community-based resources. We were thrilled to fund and co-ordinate appointments for multiple students to receive psycho-educational Assessments; and in the classroom, had the privilege of helping students see and realize their academic potential.

We provided dialectical behavior therapy (DBT), mindfulness, individual coping strategies, community building, and arts-based programming, while establishing a safe and affirming therapeutic space for students to learn and grow. We have a number of folks transitioning to post-secondary school bridging programs and colleges, two of which, are also obtaining their Ontario Secondary School Diploma. The support we were able to provide our students this school year has been very beneficial to their overall health and well-being and will continue to help them on their journeys moving forward.

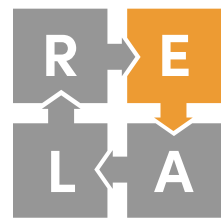
The ECP is generously supported by La Fondation Emmanuelle Gattuso, MAZON Canada, Altis Recruitment, Creative Niche Inc., Dermalogica, and Karin daFonte & Danielle Bottineau.



Access to Justice Webinar



2SLGBTQI Family Planning



Education

2SLGBTQI Workplace Inclusion

In 2021, Egale’s virtual [Workplace Inclusion training program](#) saw an unprecedented growth reaching over 4,300 learners representing 50 diverse workplaces across Canada, the USA, Mexico and South America. To continue supporting the equity, diversity, and inclusion (EDI) efforts of organizations efficiently and meaningfully during the ongoing COVID-19 pandemic, our team worked tirelessly to design and deliver high-quality live facilitated digital solutions that replicated the warmth, engagement and dynamism of in-person training. Egale’s curated learning experiences helped employers build capacity for culturally informed practice and inspired participants to foster more inclusive, equitable and welcoming work spaces where interactions with 2SLGBTQI colleagues, clients, guests and other stakeholders are affirming, respectful and dignified.



Testimonial

“A note of thanks to all of you – and all the great folks at Egale – for organizing, preparing and delivering two engaging learning sessions for our group on Workplace Inclusion for Gender and Sexual Diversity. We learned so much, are receiving lots of positive feedback from colleagues, and people now have excellent tools to help make our workplace more inclusive for everyone. It was also a pleasure meeting you and working with you.”

-Fisheries and Oceans Canada



#TheGiftOfBelonging Holiday Campaign



Partnering with TAXI Agency, our holiday campaign [The Gift of Belonging](#) was a great success. Highlighting the fact that the holiday seasons have always been a little queer, this fun and lighthearted video campaign was also effective at tugging heartstrings, bringing to light the real effects of homophobia, transphobia, and biphobia. [Watch the full video here.](#)



Awareness

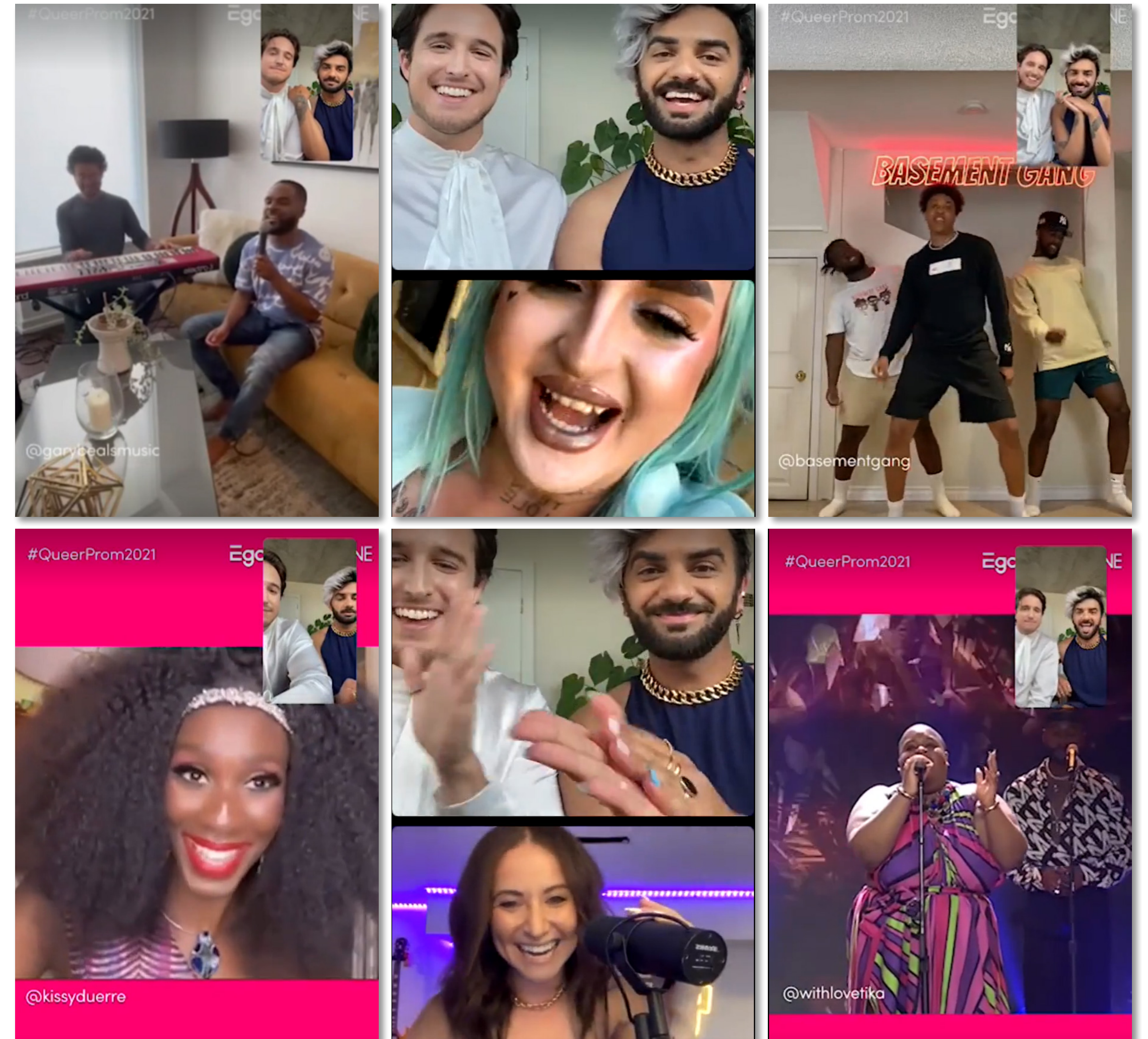
Pride Inside

Our second year of [Pride Inside](#), a virtual Pride celebration, continued to see our resilience through our virtual offerings. We scheduled free Workplace Inclusion training, promoted our Safer Schools webinars, and offered webinars in how to become Affirming Adults. We also broadcasted a special episode of Rainbow Table (our 2SLGBTQI seniors online community group), rolled out a digital red carpet for a public screening of our documentary *Sex, Sin & 69'*, and held our second annual Queer Prom on Instagram Live for 2SLGBTQI youth.

Queer Prom

Our second annual Queer Prom, generously supported by Ardene, saw some amazing talent grace our Instagram Live event. This celebration for 2SLGBTQI youth and allies was hosted by TikTok famous duo, Matt and Omar. We were also entertained by fabulous performances from TiKA, Kayla Diamond, Basement Gang, Gary Beals, Kissy Duerré, and Ilona Verley from Canada's Drag Race!

Queer Prom! Celebrating 2SLGBTQI young people & allies
 @egalecanada on Instagram Live | June 18, 2021 - 7 PM EST



Awareness

Rainbow Table

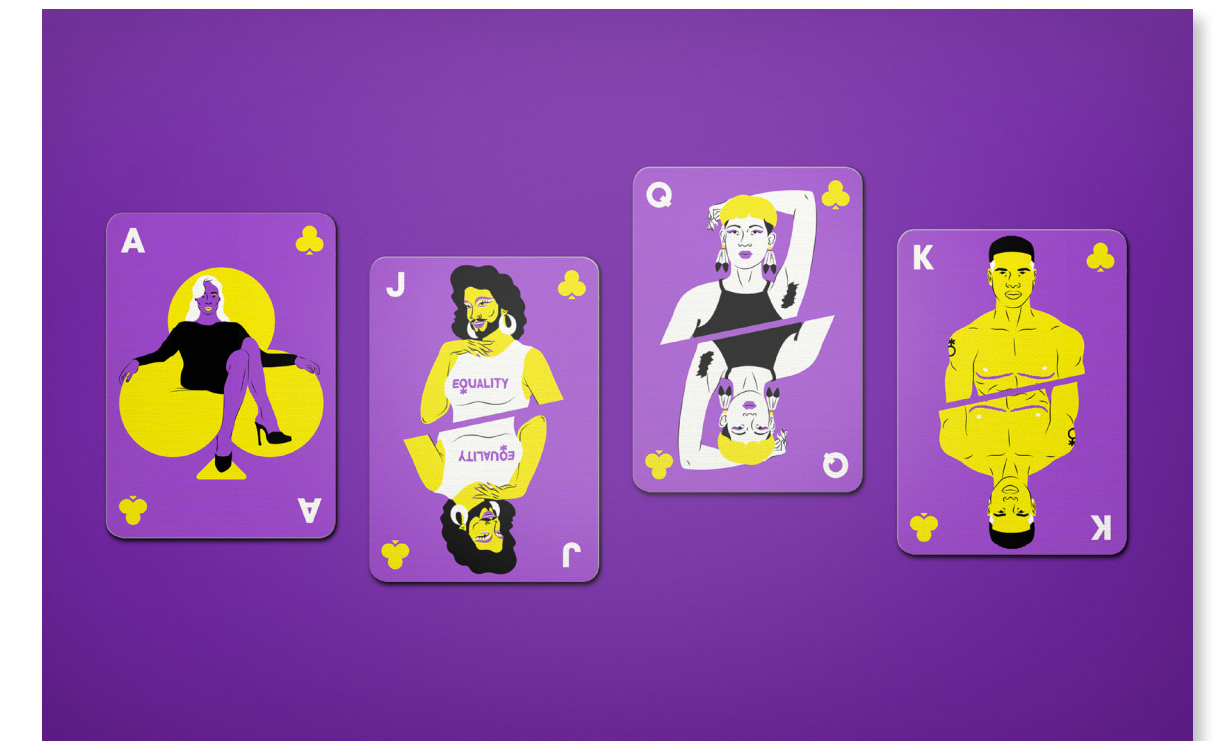
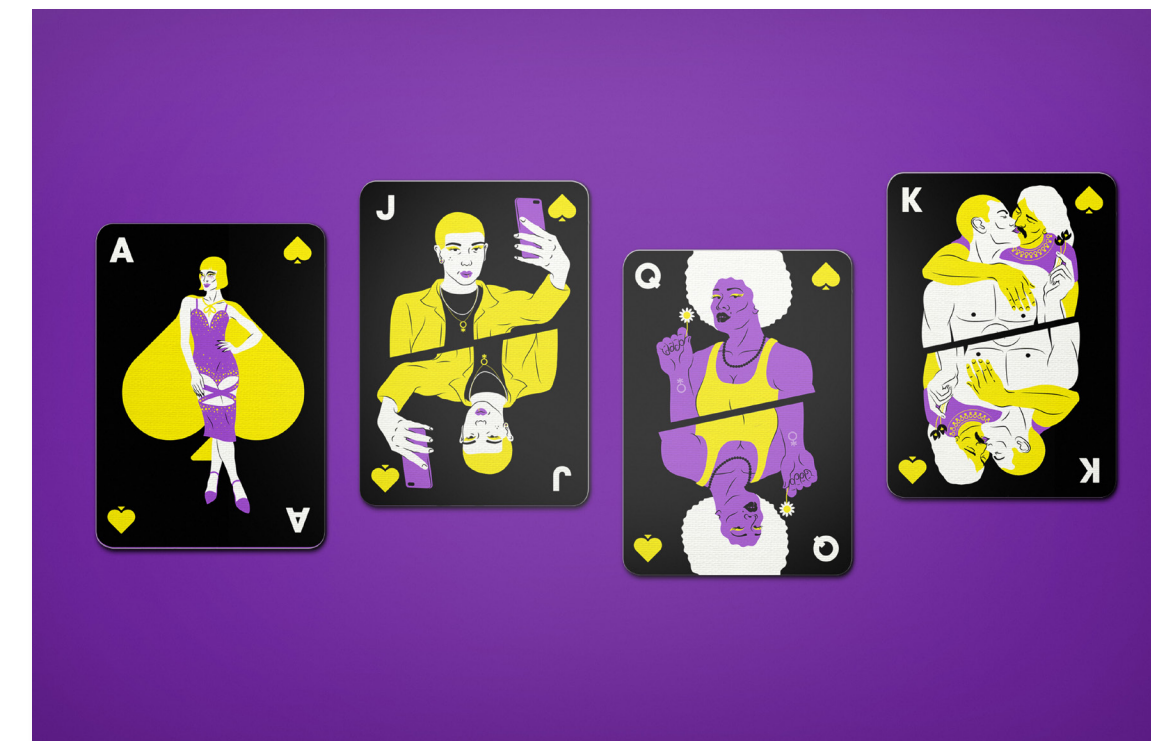
As the pandemic continued to keep 2SLGBTQI seniors at disproportionate levels of isolation, [Rainbow Table](#) entered its 2nd season. Between Facebook group engagement and online shows, we were able to keep our senior community members connected through different platforms. Organizations from across the country posted virtual community events and resources to the Facebook page. The video series touched on topics surrounding COVID-19, veterans, protecting your finances, spirituality and religion, long-term care, aging in place, and more. Rainbow Table was generously supported by TD Bank Group.

Sports Inclusion Playbook

Just in time for the 2021 Olympics, we released our [Sports Inclusion Playbook](#) as a resource to combat the barriers 2SLGBTQI people face in the sporting world. The resource was made for anyone involved in sports whether they're athletes, coaches, parents, or administrative staff. It lays out the different barriers 2SLGBTQI people might face and offers tips and tricks on how to foster a more inclusive sport environment. The resource was generously supported by S.M. Blair Family Foundation.

Deal Them In

[On July 14th, 2021](#), we celebrated International Nonbinary People's Day by partnering with TAXI Agency to come up with a fun, reimagined version of the traditional binary-abiding deck of playing cards. The campaign was a great way to discard gender norms, and encouraged many people to follow suit.



Egale Files Intersex Human Rights Case

On June 15th, 2021, Egale Canada filed a groundbreaking application at the Ontario Superior Court of Justice to challenge the constitutionality of exemptions in the Criminal Code that permit 'normalizing' aesthetic surgeries on intersex infants and children. These surgeries are performed all throughout Canada on individuals even though they are not old enough to give consent. The lawsuit asks the Court to find that these exemptions violate Charter-protected rights to liberty, security of the person, equality, and freedom from cruel and unusual treatment.

The exemptions violate the liberty of intersex people by denying them the right (as informed and capable adolescents or as adults) to make fundamental choices about their bodily integrity, medical care, reproduction, or to align such decisions with their gender identity. The exemptions also deprive intersex people of security of the person by permitting invasive and irreversible surgeries which compromise bodily integrity. With respect to equality, the exemptions perpetuate disadvantage for intersex people and are a form of state-sanctioned intersexism. And the 'normalizing' aesthetic surgeries permitted by the exemptions are cruel and unusual treatment.

Egale's world renowned scholar-in-residence, Dr. Morgan Holmes, is a plaintiff in this case. Dr. Holmes is also working with Egale's International team and its partners from Intersex Asia to undertake comprehensive research initiatives that will inform advocacy and legal efforts in South Asia.

To learn more about the human rights violations face by intersex people, see our educational campaign [Fix Hearts, Not Parts](#).

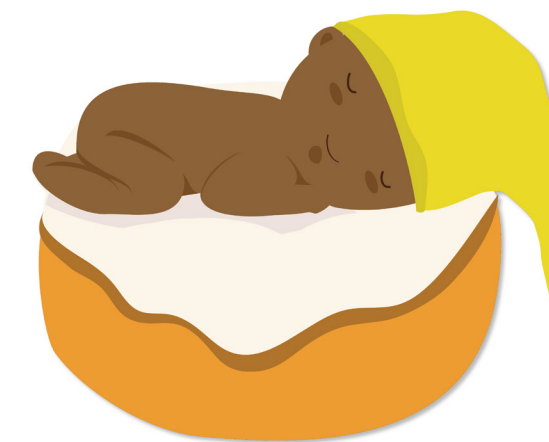
Dr. Morgan Holmes



Kim Vance-Mubanga, Director of International Programs, with members of Intersex Asia



My name is Max. I am a healthy, chubby, newborn baby. Doctors insist on intimidating my parents to change the way my genitals look for a more "pleasing cosmetic result".



FIX HEARTS
NOT PARTS

Egale

My name is Esther. I am terrified of having increasing medical needs. I dread having to find affirming health care and a long term care home that understands my intersexuality.



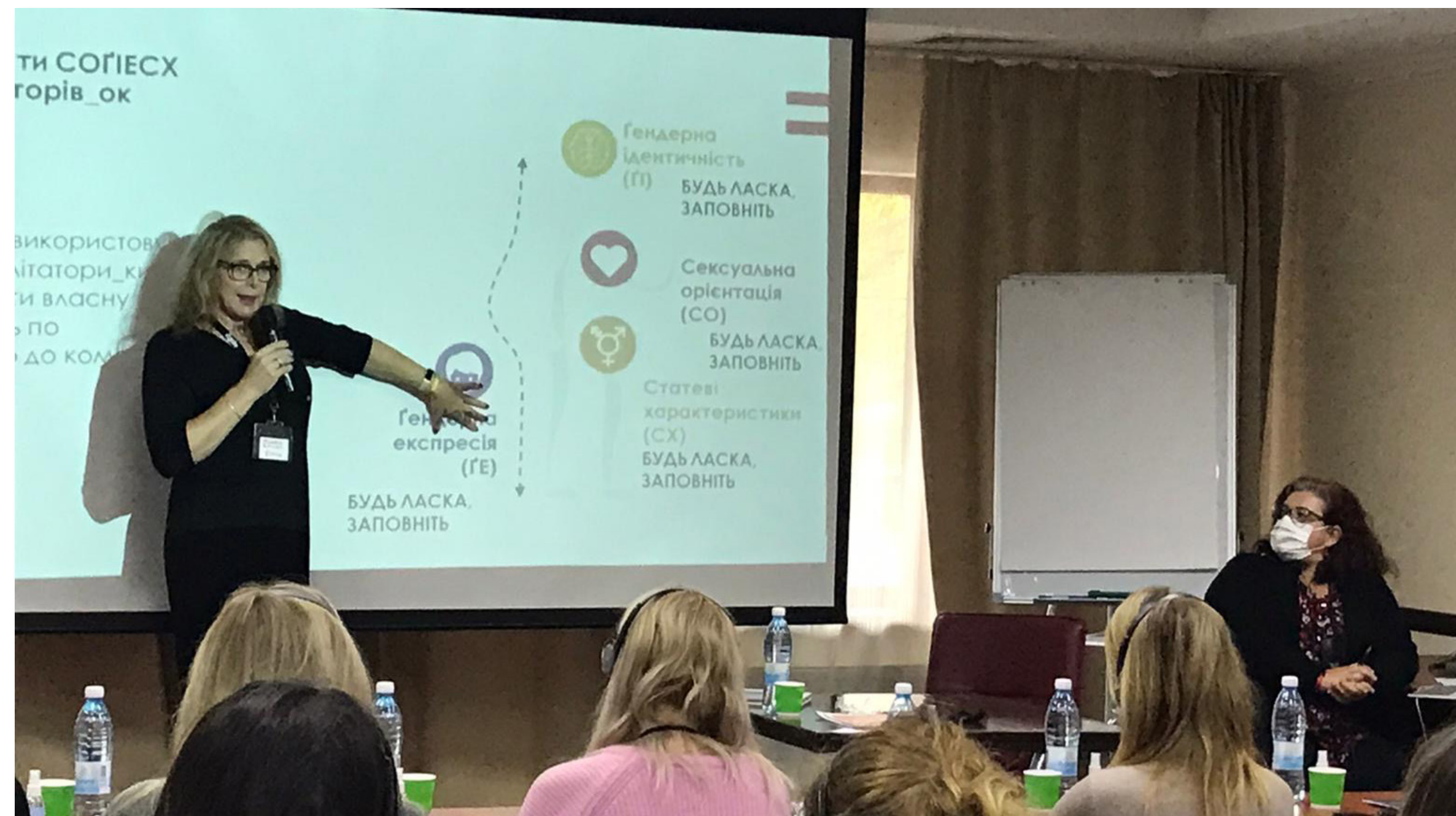
FIX HEARTS
NOT PARTS

Egale

Legal Advocacy

Ukraine

For the last two years, Egale has been receiving funding support under Global Affairs Canada’s Peace and Stabilization Operations Program (PSOPs) to work with LGBT Association LIGA in Ukraine, in order to enhance the police response and investigation concerning sexual orientation, gender identity, gender expression, and sex characteristics (SOGIESC)-related hate crimes and enhance civil society capacity to improve responses to these crimes. This work coincides with a large-scale police reform efforts in the country along with new hate crimes legislation being developed and considered by the government. With the endorsement of Ukraine’s Ministry of the Internal Affairs, the development and delivery of intensive trainings of police investigators in six regions happened during October 2021. Two Egale staff and one of our trainers were on the ground in Ukraine helping to deliver and monitor this training. We are also developing an online curriculum for police academies.



Egale Donors

Thank you to our donors and funders who made one-time gifts, monthly donations, gifts-in-kind, program or project funding commitments, or multi-year pledges between January 1 and December 31, 2021.

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Our endless gratitude goes out to our Egale supporters who have designated Egale as a beneficiary of their will, ensuring Egale's long-term success and vitality.

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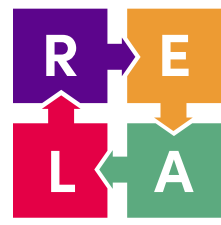
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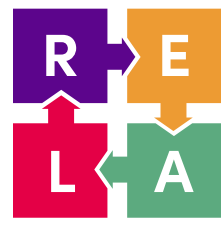
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Crystal Shand	Fiona Warner	Jennifer Brown	Kamal Dhillon	Lisa Cunningham*	Megan Gilchrist	Phyllis Howell	Sarah Shaw
Cynthia Rainey	Francois Dionne	Jennifer McArthur	Kara Arguello	Lisa Hardy	Megan Woods	Praveen Swadi	Sarah Stanford
Dana Benyo	Frank Bayerl*	Jennifer McBurnie	Kari Woolf	Lisa Quintana	Michael Arnaud*	Queer Geekery	Savas Gunduz
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Financials

Revenue

Grants and contributions	\$1,855,700
Foundation and corporate donations	\$1,009,041
General donations	\$428,968
Contract services	\$269,936
Other	\$35,970
Canada Emergency Wage Subsidy	\$35,779

Total **\$3,635,394**

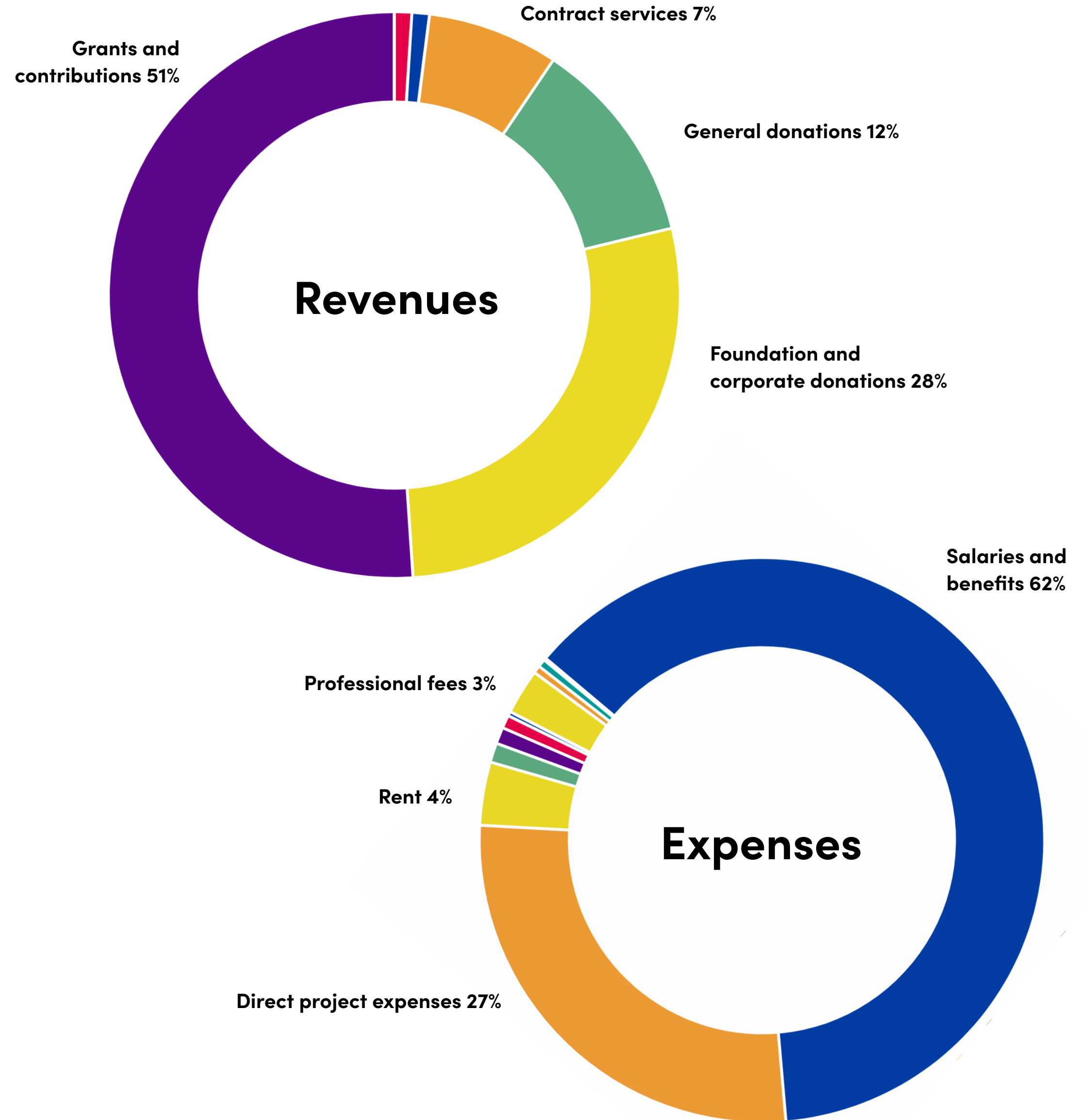
Expenses

Salaries and benefits	\$2,247,332
Direct project expenses	\$977,875
Rent	\$129,982
Office expense	\$39,853
Meetings and conferences	\$34,026
Telecommunications	\$26,880
Insurance	\$8,965
Professional fees	\$93,502
Service charges	\$16,689
Depreciation of capital assets	\$16,503
Depreciation of intangible assets	\$4,573

Total **\$3,595,180**

Excess of revenue over expenses **\$40,214**

Statement of operations for the year ended in December 31, 2021.





Egale

