

LE CENTRE CANADIEN DE LA
DIVERSITÉ DES GENRES
+ DE LA SEXUALITÉ



THE CANADIAN CENTRE FOR
GENDER+SEXUAL
DIVERSITY

Annual Report 2019/20

Land Acknowledgement

The Canadian Centre for Gender & Sexual Diversity (CCGSD) is located upon the traditional unceded and occupied lands of the Omamiwininiwag (Algonquin word for the Algonquin peoples) Anishnaabeg. The Omamiwininiwag belong to a common ethnic group - the Anishinaabeg - whose lands stretch across what settlers call Central-Eastern Canada and the North-Western United States. In addition to the Omamiwininiwag, some of the Anishinaabe peoples include the Odawa, Ojibwe, Potawatomi, Oji-Cree, and Métis, who speak different languages pertaining to a similar language group (Anishinaabemowin).

At the CCGSD, we stand by all First Nations, Inuit, and Métis peoples, and extend our respect for their invaluable past, present, and future contributions to this land. As an organization guided by the principles of diversity, intersectional feminism, and education, we work to teach about social justice, including Indigenous peoples' resiliency in the face of ongoing structural violence and marginalization. We support their ongoing efforts for self-determination, sovereignty, safety, food, and water security. We recognize how vital representation is as part of the decolonizing mission, and ask settlers to evaluate and understand the differences between meaningful and true representation and appropriation and tokenization of Indigenous communities. Finally, we encourage those in our community to learn more by listening to Indigenous voices and carefully considering how to be thoughtful allies.

We recognize that many of us at the CCGSD are settlers and arrivants on these lands and this influences the way we present, or possibly misrepresent, Indigenous experiences and stories. As a result, we urge those in our community to listen closely, respectfully, and completely to Indigenous voices and to support Indigenous initiatives, organizations, communities, and individuals.

This Year In Review

Hello everyone,

I wanted to take some time to reflect and express gratitude regarding the last 18 months. In the summer of 2019, I was asked by the Board of Directors to take on the role of Interim Executive Director. I did not hesitate in my answer because I felt prepared for the journey ahead. It turns out this was a statement of partial truth, but as someone working in a youth-serving organization, I have always believed that youth should be given opportunities. For me, this was an invaluable experience and opportunity for which I am still grateful. It was also an experience that I went through with **Adriana Bravo**, the Interim Office Manager. I would like to thank Adri for being a resolute and fiercely productive manager. Your continued support has been invaluable to the growth of CCGSD and my own development, in surviving this transitional period.

It was not an easy year; I have learned so much about not only the human experience and ongoing compassion, but also about community leadership. I have been inspired by the Board of Directors at CCGSD. They have each in their own way worked to support both the mission of the organization and the staff involved. To everyone who received a late email, meeting, or a frantic phone from me during this period, I thank you for your patience. I, like the CCGSD, am a work in progress and I am proud to have grown and improved from this experience.



I would like to now turn to the present and to wholeheartedly thank **Debbie Owusu-Akyeeah** for taking on the helm of this organization and never wavering in leading with integrity and vindication. It has been a pleasure to work with you and to improve the sustainability of the CCGSD. In closing, it has by no means been an easy period. There have been changes, both positive and negative, over the last 18 months. As we now face new challenges arising from COVID-19, it is with the support of the staff, the Board of Directors, and the communities we serve that we continue to work towards realizing our vision.

Yours gayly,

Cameron Aitken

Interim Executive Director (July 2019 to June 2020)

Mission

CCGSD works to empower gender and sexually diverse communities through education, research, and advocacy.

Guided by the goals of the communities in which we work, we undertake our mission with both empathy and compassion since it is what the communities we serve deserve.

Vision

CCGSD envisions a world without discrimination.

A world in which people can shape the decisions that impact their lives, enjoy freedoms, and navigate an equal world free of violence. CCGSD will be a national force and partner of choice within the movement to end discrimination.

Core Values

CCGSD has committed to re-centring the communities in which we work. In our commitment to diverse communities, we have deeply examined our individual and collective values and how to reflect these values in our work. We hold many values in esteem with these principles of social justice at our core:

Equity

Access

Rights

Participation for All

In order to fulfil our Vision and Mission, all of CCGSD's work is executed in accordance with five basic principles:

Diversity

Intersectional Feminism

Education

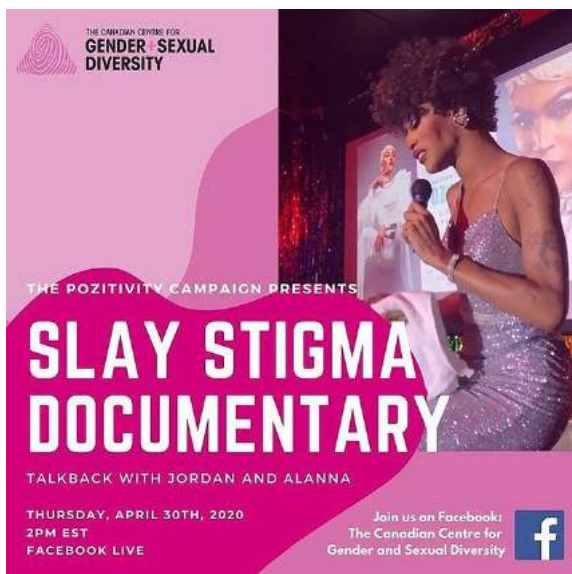
Empathy and Compassion

Open Communication and Integrity

Highlights

During the summer of 2019, the team travelled to over **24** pride festivals across Canada for the Pozitivity Campaign, and returned in the month of October 2019 with Drag Queen Trinity K Bonet.

CCGSD debuted the POZITIVITY film in the fall of 2020 as the final part of the 2019-2020 Pozitivity Campaign. This documentary follows CCGSD staff and partners in October 2019 as they slay HIV stigma and captures the experience of speakers and performers.



2019-2020 was the final year of two CCGSD programs, the Intimate Partner Violence (IPV) Prevention Program and the Sports Inclusion Program. Since the IPV Prevention Program launched in 2017, the CCGSD has collected completed questionnaires from **1,164** workshop participants. The Sports Inclusion Program reached over **16,000** participants through a combination of workshops, train the trainer programs, and online resource downloads.

Highlights

CCGSD received significant sponsorships from REXALL and Heart 2 Heart, totalling over **\$35,000**. We are deeply grateful to our community partners for supporting our work with 2SLGBTQ+ communities across Canada.



This year as an organization, we achieved a record number of events across Newfoundland and Labrador in Bay Roberts, Corner Brook, Gander, Torbay, and St. John's. We would like to thank the Newfoundland and Labrador English School District for their ongoing support and partnership.



Our Commemorate Canada Program ran over **30** events, working with **64** speakers and reaching **6,000** students in the 2019-2020 program year alone.

Programming staff were able to visit Yukon, Nunavut, and the Northwest Territories, running programming in Whitehorse, Iqaluit, and Inuvik.



The Numbers



\$1,380,859

2020 Revenues



\$1,617,716

2020 Expenses



\$1,196,362

2019 Revenues



\$924,783

2019 Expenses

Please see the 2019-2020 audited financial statements for more detailed information.

Thank You

We sincerely thank everyone who has supported us over the last fiscal year and in years past. It is because of volunteers, community partners, donors, educators, funders, and so many others that we are able to serve 2SLGBTQ+ communities across Canada. We are excited to continue growing and working alongside you as we continue to foster the gender and sexually diverse world we envision.

Funders

Federal

Ministry of Heritage
Ministry of Justice
Public Health Agency of Canada
Employment and Social
Development Canada

Ontario

Ministry of Education
Ministry of Sports and Tourism

Municipal

City of Ottawa
ViiV Healthcare

“**Thank you for your boundless passion and dedication towards putting an end to bullying, homophobia, and transphobia and for helping to make our community a safer and more comfortable place for LGBTQ youth. As a bisexual individual, it is simply incredible.**”
- **Laura C. (Monthly Donor)**



“ I make this monthly donation in the name of my sister, Nikki E. Thank you for supporting Canadians in learning more about transgender issues.

- **Mareika S. (Monthly Donor)**

“ Thank you to all the people at the Centre for Gender and Sexual Diversity for all that you do to support the LGBTQ+ community and in educating the public.

- **Vaughn L. (Monthly Donor)**

“ As someone who greatly benefited from my high school's GSA, I applaud your efforts and hope you can keep them up! Thank you for your support of the aviation industry as well.

- **Johnathan S. (Monthly Donor)**

“ So proud that our son was chosen to participate in the 2019 GSA Leadership Forum. I hope this donation can keep programs like this flourishing.

- **Jackie & Shawn D. (One-Time Donor)**

This year, we were grateful to work with **5** Canada Summer Jobs students, **5** placement students, and over **100** volunteers.

Looking Ahead

Executive Director Debbie Owusu-Akyeeah is building a feminist future for CCGSD and is concentrating on performance management and setting strategic priorities. Here are some excerpts from her first Executive Director [blog post](#):

“For the first time, CCGSD is implementing performance measurement to set yearly performance, development, and career goals. We will develop a performance management system that reflects our values with the goal of being fully implemented for the next fiscal year...

The biggest benchmark I am setting for myself is completing our strategic plan. For the first time, CCGSD will have a strong strategic plan that is developed with best practice in mind. It will be needed to refocus our vision for our new direction as an organization. We cannot be everything to everyone, but we can do the few things we are really good at really well. It will be my role to provide the strategic foresight to operationalize this strategy once it is developed. To be honest, I am really excited about it! This new and improved strategic planning process will:



- **Refocus the purpose of this organization**
- **Identify whom exactly our mandate serves**
- **Interrogate the internal processes that may or may not be working**
- **Clarify what our feminist values are to be modelled by staff and to inform how we work**
- **Engage with the community, which will result in some difficult conversation during an upcoming public forum**
- **Consult other organizations with similar mandates to find out what purpose they see our organization fulfilling"**

- **Debbie Owusu-Akyeeah**, Executive Director, CCGSD

Let's Connect



www.ccgdsd-ccdgs.org



[ccgsd.ccdgs](https://www.instagram.com/ccgsd.ccdgs)



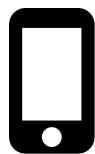
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