

The Canadian  
Centre for Gender  
+ Sexual Diversity



Le Centre Canadien  
de la Diversité des Genres  
+ de la Sexualité

2022 • 2023 ANNUAL REPORT

# *Creating an Impact*

## MISSION

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

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.

## 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 Northwestern 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 that 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.

## LETTER FROM THE EXECUTIVE DIRECTOR



Doing the very visible work of 2SLGBTQIA+ advocacy and education in this era of increasingly overt threats and violence against our community is undeniably daunting — but it's also vitally important and deeply rewarding.

As an organization that turned 18 this year, we resemble the young people we serve in ways beyond the symbolism of that milestone. We are passionate and use our creativity to push limits. We are making the impossible possible amid rising attacks on our identities and our existence. The present climate of hostility is an explicit reminder of why our work of early intervention through education is so necessary — why young people need our support and validation at this exact moment in time.

Over the past few years, our focus on meaningful growth has been driven by increasing demand for our programming. Thanks to generous support, we were able to scale our staff, which has allowed us to expand our education offerings. We are proud of new initiatives, like our Not Just the Tip educator toolkit, Youth Network Project, and Queering ARTivism forums — all recent highlights for our team and the communities we serve.

CCGSD's informal motto of Activism Through Education isn't limited to our programming for youth and educators; it has also been a guiding principle in our government engagement efforts. This past year, we saw significant growth in our advocacy and campaigning. I am proud of the relationships we have cultivated, the information we've shared, and our achievements in driving cultural change. Looking ahead, CCGSD will continue to pursue that thought-leadership role through meaningful collaboration with external partners, as well as within our organization.

Our efforts and accomplishments over the past year are a testament to everyone who supports CCGSD. I am extremely grateful to our staff for their patience and trust, and for constantly teaching me what it's like to do this work with your heart on your sleeve.

My sincere gratitude also goes out to the Board of Directors for their support of me and our entire team. Their skill sets and guidance have been instrumental in the successes we've been able to bring about.

To all the national and regional organizations who are active in this space: thank you for continuing to embrace CCGSD with open arms as colleagues and comrades. While our 2SLGBTQIA+ sector is still very much in its infancy, we are also the most organized we've ever been. Let's continue to carry this momentum forward together.

Finally, on behalf of the CCGSD team and all of the youth who benefit from our work, I want to extend a heartfelt thank you to our donors and funders. Your support has been instrumental to our growth and will create an exponential impact, driving a phenomenal movement of progress in our country.

A handwritten signature in black ink, appearing to read 'Debbie Owusu-Akyeeah'. The signature is fluid and cursive, with a large initial 'D'.

**Debbie Owusu-Akyeeah**  
Executive Director

# ***Making Sex Ed More Inclusive***

**Meet Jessie Lawrence. Jessie's pronouns are they/she. Jessie grew up in a rural community in Newfoundland. Jessie comes from a Mi'kmaw background. Jessie is 21. Jessie co-founded a camp for queer youth. Jessie is a member of our Youth Advisory Council and contributed to the development of Not Just the Tip, a new CCGSD toolkit for sexual health educators.**

Made up of six 2SLGBTQIA+ youth, the Youth Advisory Council is one of two expert councils working on the development and rollout of Not Just the Tip. This resource aims to empower teachers, as well as health and social service providers, with the skills to approach sex ed in a queer- and trans-affirming way. It's not about what to teach, but how to teach it.

**"This approach of educating the educators was revolutionary to me in my brain,"** Jessie said of their participation in this project. **"It's really how to go about teaching sex ed in a way that's decentred, decolonized, inclusive, informed, relevant, [and] truthful."**

2SLGBTQIA+ youth are disproportionately impacted and alienated by incomprehensive sexuality education. That impact is even more outsized when they are marginalized in additional ways, as BIPOC youth, through disability, or by growing up in isolated rural communities. By supporting educators in creating a learning space where all students can feel respected and represented, CCGSD is actively countering the obstacles that prevent queer and trans youth from accessing inclusive sexual and reproductive health education and care.

Jessie knows that this kind of education makes a difference. At the age of 13, they attended a conference for queer youth where they experienced queer-informed

sex ed for the first time, leaving a lasting positive impact on their perspective. Jessie considers Not Just the Tip their opportunity to extend the same affirming and inclusive experience to other queer youth, many of whom may not have the privilege of supportive parents or the resources to attend affirming conferences. **"I'm hoping we can bring that level of knowledge and wonderfulness and glee that happens at conferences into classrooms, too."**

In 2022-2023, Not Just the Tip was piloted in five Canadian cities. An impressive 95% of the teachers and community educators involved in the pilot sessions agreed or strongly agreed that this toolkit has the potential to address gaps in Comprehensive Sexuality Education (CSE) resources.

Once the CCGSD team and the Project Advisory Councils address feedback from the pilots, Not Just the Tip will officially launch across Canada in January 2024. The website and free downloadable toolkit will be offered as supplementary resources to the existing workshops and programming hosted by our CSE department.

Jessie is excited about how Not Just the Tip will help educators. **"It's a means of creating better conversations,"** they explain. **"I hope the toolkit will be super useful and will increase the quality of sex education across Canada."**

Jessie Lawrence, Youth  
Advisory Council member



Summeiya (right), Coordinator of the Youth Network Project, with Tillie, Programs Assistant.



# *The Power of Representation and Seeing Yourself*

**For queer and trans students who are Black, Indigenous, and People of Colour (QTBIPOC), interacting with young adults who share their diverse backgrounds can be truly validating and hopeful. It's an experience we want to bring to as many young people as possible through our Youth Network Project, an Intersectionality and Diversity program created to support Ontario's QTBIPOC students in Grade 9 and up.**

In the Youth Network Project's educational workshops, students explore how their unique identities impact their lives and the world around them. They're also taught peer-to-peer support strategies, critical thinking, and empowerment through art, poetry, writing, and other mediums.

Shared experiences offer an opportunity to engage youth. Summeiya Khamissa, Coordinator of the Youth Network Project, identifies as a queer Muslim and is young enough to belong to Gen Z. **"As a queer racialized teen, coming out in high school just wasn't really an option for me the way it was for many queer white kids."** But they have witnessed first-hand the immediate impact of showing up in classrooms as a queer person of colour. **"I've had kids come up and be like, 'I'm also Muslim. How did you tell your parents? Like, how are you okay right now?' They want to meet someone who's older than them and survived what they're going through, as proof that they can also survive."**

Youth are more informed than ever before, driving consistent re-evaluation and updates to this program, which launched online during the pandemic. Our team centres discussions around the topics youth are

interested in. **"Right now, all they want to know about is gender. They're hearing about trans people on TikTok and [getting] a lot of misinformation online,"** says Summeiya.

The Youth Network Project has been a focus initiative over the past year, but CCGSD's Intersectionality and Diversity team also reaches 2SLGBTQIA+ youth across Ontario through outreach and networking with gay-straight alliances (GSAs) and hands-on educational workshops in classrooms for students in Grade 6 and up. Interactions with younger students tend to happen in very heartwarming, age-appropriate ways, Summeiya notes. **"I've had kids come up to me saying, 'Oh, my gosh! I haven't told anyone, but I'm also a they/them. Can we have a they/them high five?"**

These programs, and the Youth Network Project in particular, provide opportunities for young people to connect over their shared and intersecting identities. **"A lot of these kids are really interested in queer organizing. CCGSD is a really great way to get involved,"** Summeiya says. **"There's lots of cool programming that they can benefit from – programming I would have loved as a kid."**

# Shining a Light on Queer History

For queer and trans youth, connecting with the seemingly forgotten and untold stories of 2SLGBTQIA+ folks throughout history is crucial to their well-being. At a time when some of the loudest voices would have us believe that queer and trans people aren't real and have never existed, our Queer History department is vitally important. By centring the voices of queer and trans folks, and particularly those who are Black, Indigenous, and People of Colour – groups that have historically been silenced and neglected – we are working to combat those hateful beliefs and active erasures.

CCGSD's classroom workshops address the gaps in school curricula by engaging youth around Canada in conversations about a past that does include and celebrate trans and queer stories. **"Being able to find yourself in the past is a way to root yourself in the present and move forward into the future,"** says Sammy Holmes, Education Program Coordinator for the Queer History department.

Educators play an important allyship role when they bring these historical omissions to the table, according to Emkay Adjei-Manu, Queer History Project Coordinator. **"Our department provides educators with resources to create safer spaces for young people where they can get a more fulsome idea of what their life can look like through the lens of past experiences of people within their community."**

In early 2023, five Queering ARTivism forums allowed queer and trans Black, Indigenous, and People of Colour (QTBIPOC) youth to experiment with art as a way of engaging with and processing their own history. With the opportunity to explore the power and history of creative practices as a form of activism, each regionally-specific forum included knowledge sharing and workshops by local queer artists and creatives, active in

disciplines ranging from pottery to poetry.

**"The artists who came in looked like the participants,"** shares Namitha Rathinappillai, Organizational Lead for Queering ARTivism. **"They came from the same communities and are succeeding and thriving in adulthood as activists, as artists."** It was a profound and formative message for the participants. **"People who look like you and hold the same power as you are not a mythological anomaly. They are abundant."**

Participants were encouraged to stay in touch with the featured artists, extending connections beyond the single-day experience. Twelve youth participants also submitted their art for inclusion in a digital zine titled *Memory Keeping*. Their works are personal stories, proof of existence, an act of reclaiming and reconstructing their own narrative. This is history in the making.

**"Being able to participate in Queering ARTivism (and by extension, this zine) means not only having the opportunity to share a part of my story with others, but to share space with other QTBIPOC artists and their stories,"** wrote one program participant. **"A huge honour and reminder that our presences and existences are valuable, beautiful, and ever-expanding."**



Sammy Holmes, Education Program Coordinator for the Queer History department, doing outreach work



PARENT RESOURCE CENTRE

A QUEER & TRANS IDENTITY RESOURCE CENTRE

2SLGBTQ+ Flag

CCGSD  
Guide to Pride Flag

# Our Programs

**CCGSD's impactful programs focus on building a world without discrimination through education and the inclusion of 2SLGBTQIA+ communities. Here's a look at a selection of current and upcoming highlights within our three core programming pillars.**

## COMPREHENSIVE SEXUALITY EDUCATION

"Comprehensive" truly means comprehensive in this program for Ontario students, which offers workshops as varied and fascinating as the youth they serve. Gender, Expression, & Love is a module specially created for Grade 4-6 students. It covers topics like gender identity, homophobia, allyship, and diverse families, all in alignment with the provincial curriculum on Human Development and Sexual Health. Students in Grade 7 and up are brought into more complex discussions around Healthy Relationships, Consent, Gender & Sexuality 101, and more. CSE is a program that teaches everyone how to know themselves — including their body, sense of identity, and experience of love.

## INTERSECTIONALITY AND DIVERSITY

In addition to the Youth Network Project initiative, our Intersectionality and Diversity program also features workshops on Labels and Stereotypes, Intersecting Identities, and Power and Privilege. These modules encourage conversations about social movements and activism, respecting differences, and understanding what identity is. **"I learned more about identities and broadened the idea of identities, which consisted of things such as race, gender, sexuality, class, etc.,"** shared one youth participant of their workshop experience. **"I've never paid attention to how all these contributed to shaping our identities."**

## QUEER HISTORY

Queering ARTivism is a cornerstone of our Queer History department, and we have two more projects in the works. Fabulous Histories is an upcoming online project that will feature a variety of storytellers, including author and artist Gabe Calderon who came on as an education consultant. Modules will include Two-Spirit and Indigiqueer histories, Black LGBTQIA+ histories in places beyond the big cities, queer and trans histories of disability, and the experiences of trans and queer folks who have moved to Canada from other places and cultures. We've also begun development on Unpacking the LGBT Purge, a project that delves into the Canadian government's discrimination and harassment of 2SLGBTQIA+ public service members and military personnel.

# Our Impact in Numbers

CCGSD empowers and defends gender and sexually diverse communities through impactful education, research, and advocacy. The work we do is vitally important for the health and well-being of young people, and we are expanding our reach in exciting new ways every year.

**10,000** youth reached across all CCGSD programming and projects

---

**200** workshops delivered by our team

---

- **112** Comprehensive Sexuality Education
  - **41** Intersectionality and Diversity
- 

**100** schools welcomed our programs

---

**26** school boards partnered with CCGSD

---

## NOT JUST THE TIP (NJTT)

**95** pilot sessions held in Toronto (**22**), St. John's (**30**), Ottawa (**11**), Halifax (**22**), Regina (**10**)

---

**45** youth participated in the CCGSD/Oxfam Youth Summit 2023 in February (**15** funded by CCGSD, **30** by Oxfam Canada)

---

## GENDER-BASED VIOLENCE PREVENTION

**38** attended our presentation *Finding a Way Back Out of The Closet: Supporting Black 2SLGBTQ+ Youth Post-Quarantine at Shockproofing Communities: A National Summit for the Gender-Based Violence Sector*, hosted by Canadian Women's Foundation and Women's Shelters Canada

---

## YOUTH NETWORK PROJECT

**60** youth participated in the Youth Wellness Summit 2022

---

## QUEER HISTORY PROJECT

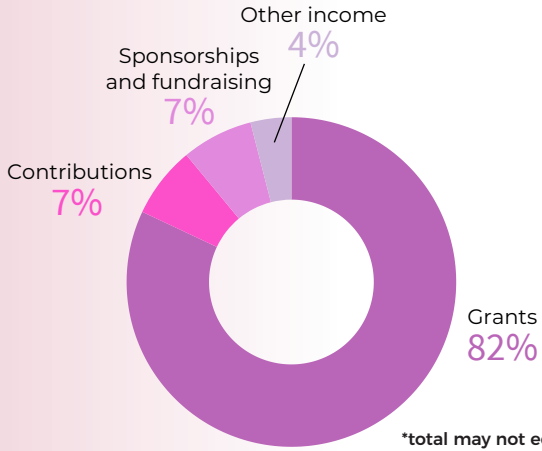
**47** youth participated in the **5** Queering ARTivism Forums we hosted

---

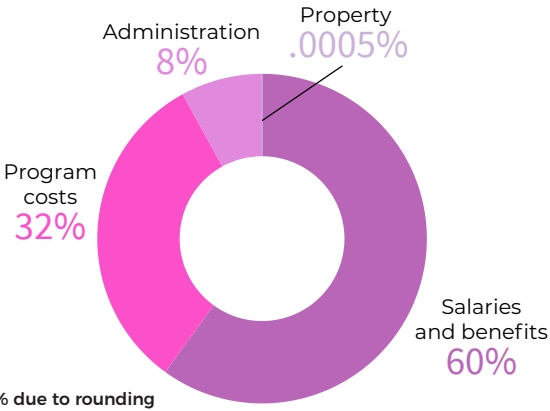
# FINANCIAL REPORT YEAR END MARCH 31, 2023

Revenues	2023	2022
Grants	\$ 1,034,483	\$ 402,527
Contributions	90,364	165,743
Sponsorships and fundraising	82,232	14,250
Miscellaneous income	33,214	21,063
Interest income	9,303	759
BLKGURL	6,210	12,165
Program and Speaking Revenue	1,500	1,000
	<b>1,257,306</b>	<b>617,507</b>
<b>Expenditures</b>		
Salaries and related benefits	794,787	471,156
Wages and benefits	2,108	-
Events and program costs	230,794	51,107
Honoraria	70,703	10,594
Professional fees	41,698	26,672
Travel	64,489	1,122
Meals and entertainment	11,585	-
Bookkeeping fees	48,588	52,027
Office	36,753	12,733
Advertising and promotion	10,289	3,258
Amortization	4,711	739
Miscellaneous	2,465	165
Interest and bank charges	1,990	1,030
Taxes and licenses	146	-
Rent	4,997	4,722
Insurance	2,589	2,589
	<b>1,328,692</b>	<b>637,914</b>
Expense recoveries	(1,469)	(2,089)
	<b>1,330,161</b>	<b>640,003</b>
Deficiency of revenues over expenditures	<b>\$ (72,855)</b>	<b>\$ (22,496)</b>

## REVENUES



## EXPENSES



\*total may not equal 100% due to rounding

# *Vision for Tomorrow*

**Your support of CCGSD has been vital to our efforts to empower gender and sexually diverse communities.**

Over the past few years, CCGSD has grown significantly, increasing staff numbers and capacity and delivering programs to more youth than ever before. As we look to the future, we want to build on that growth in a sensible, sustainable way.

A newly created Learning and Evaluation department will be instrumental in our evolution. This will include engaging external facilitators across Canada who will take on the day-to-day teaching of core classroom workshops, as well as providing insights for the Programs team to inform evidence-based curriculum development. Meanwhile, successful pilots, like Not Just the Tip and Queering ARTivism, will transition into programming cornerstones.

With sustainable growth in mind, we'll also embrace fresh approaches to our communications and advocacy. We are eager to increase intersectional outreach to QTBIPOC youth through new digital communication channels (TikTok would be a great addition!) and partnerships with local youth organizations. We're also eyeing opportunities to foster long-standing relationships with the extremely engaged young people on our Youth Advisory Council.

Of course, we will continue to nurture future generations of young organizers. Our efforts will include new workshops around advocacy skill-building, aimed at motivating more 2SLGBTQIA+ youth to pursue leadership roles within their communities.

The support of our funders and donors is essential to our growth and impact. There is so much more to be done in this space – and CCGSD is more than prepared to take the lead.



# Thank you!

We want to extend our full-hearted gratitude to all of CCGSD's donors, funders, staff, and board members. Your generous support is what makes our work possible. Thank you for helping us create a safer, more welcoming world for 2SLGBTQIA+ youth across Canada.

## FUNDERS



## CURRENT STAFF

**Debbie Owusu-Akyeeah** – Executive Director

**Mofi Badmos** – Manager of Programs

**Jaime Sadgrove** – Manager of Advocacy and Communications

**Anya Gowan** – Office Administrator and Volunteer Coordinator

**Max Derenoncourt** – Youth and Community Outreach Coordinator

**Janani Suthan** – Education Program Coordinator (Comprehensive Sexuality Education)

**Lydia Collins** – GBV Prevention Project Coordinator

**Ahmed Abdallah** – Education Program Coordinator (Intersectionality and Diversity)

**Summeiya Khamissa** – Youth Network Project Coordinator

**Namitha Rathinappillai** – Youth Network Project Coordinator

**Tillie Banerji** – Programs Assistant

**Sammy Holmes** – Education Program Coordinator (Queer History)

**Emkay Adjei-Manu** – Queer History Project Coordinator

## PAST EMPLOYEES

**Isidora Roskic**

**Keziah Oduro**

**Myloë Martel-Perry**

**Andrea Prajerova**

**Sriyanchita (Chi) Srinivasan**

**Kitt Cooper**

**Eliot Newton**

## BOARD OF DIRECTORS

**Reilly Vamplew**

**Alex Eliot**

**Blessing Digha**



**The Canadian Centre for Gender  
& Sexual Diversity (CCGSD)**

440 Albert Street C304  
Ottawa, Ontario K1R 5B5

**613-400-1875**

 [ccgsd-ccdgs.org](https://ccgsd-ccdgs.org)

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

 [@ccgsd\\_ccdgs](https://twitter.com/ccgsd_ccdgs)

 [canadian-centre-for-gender-sexual-diversity](https://www.linkedin.com/company/canadian-centre-for-gender-sexual-diversity)

**Charitable Registration Number:**

863207981RR0001

**The Canadian  
Centre for Gender  
+ Sexual Diversity**



**Le Centre Canadien  
de la Diversité des Genres  
+ de la Sexualité**