

2010-2011



EGALE  
CANADA  
ANNUAL REPORT

# BOARD OF DIRECTORS



The Board of Directors is comprised of 14 directors, from each of six regions in Canada and two trans members at large. Electoral terms are two years long, and each year half of the positions are open for election.

#### **Atlantic (NB,NL,NS,PEI)**

Benjie Nycum  
Susan Rose

#### **National Capital Region**

Dan Irving

#### **Ontario (Excluding NCR)**

Hilary Cook

#### **Quebec**

Jeffrey-David Kushner

#### **Prairies (AB,MB,NT,NU,SK)**

Emily Coates  
Mickey Wilson

#### **Pacific (BC,YK)**

Terre Flower  
Gerald Walton

#### **Trans**

Josephine Clara Cross  
Jesse Invik

#### **Board meetings**

The Board meets once a month by conference call. In September 2010 the Board met in person at a retreat in Toronto.

#### **Board Organization Committees**

Education  
Finance  
Legal Issues  
Trans

#### **Staff**

Helen Kennedy – Executive Director

#### **Project Specific**

Tara Elliott – Director of Education  
Alex Duffy – Education and Outreach  
Ryan Dyck - Policy and Outreach

#### **Part Time**

Mark Riczu – Director of Development  
Maria Lau – Director of Finance  
Seamus Casey – Administrator

#### **Thanks and Acknowledgements**

##### **Volunteers:**

Barb Augustine  
Samantha Aylsworth  
Emily DiCarlo  
Marla Feldman  
Anne Gagne  
Amanda Geensen  
Catherine Jones  
Mais Lee  
Chris Moise  
Michael Pelz  
Renee Pilgrim  
Julian Quattrociocchi  
James Raleigh  
Chris Rowlinson  
Martha Russel  
Veronica Sims  
Sophie Stone

##### **Interns/Students**

Shameal Daniels  
Michael Pelz  
Lori Steinhorsen

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#### **Education Committee**

Joan Beecroft (ON)  
Jane Bouey (BC)  
Ellen Chambers-Picard (ON)  
Wayne Madden (AB)  
Elizabeth Meyer (QC)  
Susan Rose (NF)  
Catherine Taylor (MAN)  
Helen Victoros (ON)  
Gerald Walton (BC)

#### **Legal Issues Committee**

Hilary Cook (ON)  
Jeffrey David Kushner (QC)  
Robert Leckey (QC)  
Gregory Ko (QC)  
Tamara Kronis (ON)  
Adrian Lomaga (ON)

#### **Trans Committee**

Josephine Cross (AL)  
Jesse Invik (SASK)  
Dan Irving (ON)  
Jay Theissen (ON)  
Mickey Wilson (AB)

#### **Gala Committee**

Milton Chan  
Daniel Chimento  
Roger Bullock  
Mark Fellion  
George Gerogievsk  
Tammy McBrien  
Riccardo Pecora  
Michael Pelz  
Todd Ross  
Terry Szwec

#### **Office**

Egale operates two locations, one based in Toronto and one in Ottawa.

#### **Partners**

ARC, The Hotel  
Canadian Bankers Association  
Canadian Labour Congress  
Canadian Museum for Human Rights  
Canadian Union of Postal Workers (National)  
Canadian Union of Postal Workers (Calgary)  
Canadian Union of Public Employees, National  
CUPE Toronto Education Workers, Local 4400  
CEP Local 649  
Cineplex Media  
Elementary Teachers' Federation of Ontario  
International Association of Machinists and Aerospace Workers  
International Imperial Court System  
Legacy Private Trust  
Navigator Limited  
Nova Scotia Teachers Union  
Ogilvy Renault  
Ontario College of Teachers  
Ontario English Catholic Teachers Association  
Ontario Public Service Employees Union  
Ontario Secondary Schools Teachers' Federation  
O.S.S.T.F. District 13  
Rideout & Maybee LLP  
Roy Elliott O'Connor LLP  
Sack Goldblatt Mitchell LLP  
Saskatchewan Federation of Labour  
Sutton Place Hotels  
TD Bank  
The McLean Foundation  
Thirtyfive Solutions  
Tourism Toronto  
TPI  
United Food and Commercial Workers Canada  
United Steelworkers of America Local 1998  
VIA Rail  
Winners Merchants International L.P.

# PROGRAMS



## Highlights of the Year ending April 2011

Egale Canada is Canada's lesbian, gay, bisexual, and transgender (LGBT) human rights organization: advancing equality, diversity, education, and justice.

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### A. SAFE SCHOOLS CAMPAIGN

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This has been a phenomenal year for Egale Education, with the production of three groundbreaking initiatives. It began with the launch of MyGSA.ca, the national LGBTQ safer schools and inclusive education website—the first and only national resource dedicated to helping lesbian, gay, bisexual, trans, queer, and questioning (LGBTQ) youth. The year is now culminating with the production of both the *Equity and Inclusive Education Resource Kit for Ontario High Schools* and *Every Class in Every School: Final Report on the First National Climate Survey on Homophobia, Biphobia, and Transphobia in Canadian Schools*. Each of these is the first of its kind in Canada.

#### i. **Launch of *Every Class in Every School: Final Report on the First National Climate Survey on Homophobia, Biphobia, and Transphobia in Canadian Schools***

This survey report is groundbreaking because, up until this point, Canada has been lacking a solid national evidence base and that has been a major impediment for educators and administrators who need to understand the situation of LGBTQ students and students with LGBTQ families in order to respond appropriately and to assure their school communities that homophobic, biphobic, and transphobic bullying are neither rare nor harmless, but are major problems that schools need to address.

The report documents key findings with respect to homophobic and transphobic comments, verbal, physical, and sexual harassment, unsafe spaces, safer schools policies, and GSAs, as well as underscores particularly vulnerable groups—lesbian and bisexual female youth, trans youth, youth with LGBTQ parents, and sexual and gender minority youth of colour. It also presents eleven specific recommendations pertaining to policy and curriculum development, teacher preparation, appropriate consultation, and the establishment and support of Gay-Straight Alliances (GSA).

#### ii. **Launch of MyGSA.ca, the national LGBTQ safer schools and inclusive education website**

With a keynote address by Brian Burke, General Manager of the Toronto Maple Leafs, and numerous speakers such as Leona Dombrowsky, Ontario's Minister of Education, and Chris Bentley, Ontario's Attorney General, Egale launched MyGSA.ca on May 17<sup>th</sup>, 2010, International Day against Homophobia and Transphobia. It is the first national resource dedicated to helping lesbian, gay, bisexual, trans, queer, and questioning (LGBTQ) youth and was developed in response to the results and recommendations about the importance of Gay-Straight Alliances (GSAs) and LGBTQ-inclusive policies in Egale's First National School Climate Survey Report *Youth Speak Up about Homophobia and Transphobia*. By its birthday, close to 150 GSAs from every province in Canada will have registered on the site.



### **iii. National Ministry of Education and School Board Policy Review**

The purpose of the National Ministry of Education and School Board Policy Review is to gain a better understanding of the rights and protections afforded Canadian students under provincial and school board policy regimes with respect to discrimination, homophobia, transphobia and bullying. Reviews were completed of policies in the following provinces: Alberta, Newfoundland and Labrador, Nova Scotia, Ontario and Manitoba.

### **iv. Meeting with Ministry of Education, Alberta**

Egale is eager to create regionally-specific resources comparable to our Equity and Inclusive Education Resource Kit for Ontario High Schools and anti-heterosexism, anti-homophobia, anti-biphobia, anti-transphobia, and intersectionality workshops that are tailored to the particular pieces of legislation and policy regulating education in each of Canada's thirteen jurisdictions.

### **v. Meeting with Ministry of Education Newfoundland and Labrador**

Numerous meetings were held with Ministry representatives regarding developing resource materials and teacher training materials for the province. We are continuing our discussions with Ministry representatives.

### **vi. In-Service Teacher Professional Development Workshops**

Egale has developed two, full-day, in-service teacher professional development workshops. The topics include topics of how to create LGBTQ safe spaces in the classroom.

### **vii. York Region District School Board's SpeakOUT Conference Panel Presentation on MyGSA.ca**

Egale presented to students about the First National School Climate Survey reports as well as the resulting Safe Schools Campaign initiatives: MyGSA.ca, the *Equity and Inclusive Education Resource Kit for Ontario High Schools*, and our anti-heterosexism, anti-homophobia, anti-biphobia, anti-transphobia, and intersectionality workshop series.

### **viii. Launch of revamped Educators' Section of MyGSA.ca**

Egale reworked the Educators' Section of MyGSA.ca in order to make it easier to find LGBTQ classroom resources, including lesson plans, books, and movies, as well as to discuss LGBTQ-inclusive education, read LGBTQ-inclusive school board policies and the results of our School Climate Survey, and quickly find the information educators are looking for in the resource directories. The Educators' Section is in a testing phase of its development, which means that we are actively seeking feedback about the content and layout of the site as well as the overall user experience. Since this launch, the Educators' Section has been a frequently viewed component of the site every week as evidenced by the website analytics.



**ix. Presentation at Toronto Police College on MyGSA.ca**

Egale presented on MyGSA.ca, the first national resource dedicated to helping lesbian, gay, bisexual, trans, queer, and questioning (LGBTQ) youth, which was developed in response to the results and recommendations about the importance of Gay-Straight Alliances (GSAs) and LGBTQ-inclusive policies in Egale's First National School Climate Survey Report *Youth Speak Up about Homophobia and Transphobia*.

**x. MyGSA.ca Presentations for Proud Rainbow Voices (ON LGBTQ Teachers Network) and OSSTF (Ontario Secondary School Teachers' Federation)**

Egale presented to both elementary and secondary school teachers on the First National School Climate Survey reports as well as the resulting Safe Schools Campaign initiatives, MyGSA.ca and the *Equity and Inclusive Education Resource Kit for Ontario High Schools*, focusing on the sections for educators.

**xi. Safe Schools Campaign materials at OECTA (Ontario English Catholic Teachers Association) AGM and ETFO (Elementary Teachers' Federation of Ontario) LGBTQI Teacher Conference**

Egale presented Safe Schools Campaign materials about the First National School Climate Survey as well as the resulting initiatives: MyGSA.ca and the *Equity and Inclusive Education Resource Kit for Ontario High Schools*.

**xii. MyGSA.ca Presentation at St. Joseph's College School LGBTQ Assembly**

Egale presented to students about the First National School Climate Survey reports as well as the resulting Safe Schools Campaign initiatives: MyGSA.ca and the *Equity and Inclusive Education Resource Kit for Ontario High Schools*.

**xiii. LGBT Philanthropy Conference Panel Presentation on the Safe Schools Campaign**

Egale presented to community members about MyGSA.ca, the first national resource dedicated to helping lesbian, gay, bisexual, trans, queer, and questioning (LGBTQ) youth, which was developed in response to the results and recommendations about the importance of Gay-Straight Alliances (GSAs) and LGBTQ-inclusive policies in Egale's First National School Climate Survey Report *Youth Speak Up about Homophobia and Transphobia*.

**xiv. Presentation to the Canadian Teachers Federation (CTF)**

Chair of Egale's Education Committee Susan Rose presented on our work in Education at the CTF Conference in Moncton, NB.



**xv. Launch of the *Equity and Inclusive Education Resource Kit for Ontario High Schools***

This comprehensive resource is the first of its kind in Canada and provides significant support for LGBTQ youth, youth perceived as LGBTQ, youth with LGBTQ parents, other family members, and friends as well as educators, librarians, guidance counsellors, education support workers, parents, and administrators in order to help make Canadian schools safer and more inclusive, respectful, and welcoming learning and working environments for all members of school communities. The Equity and Inclusive Education Resource Kit for Ontario High Schools contains sections with information specifically tailored to various school community members as well as extensive directories and references relating to role models, symbols, terms and concepts, community services, and much more.

**xvi. Report Homophobic Violence Program (RHVP)**

2010 saw Egale assume the role of national sponsor for the Report Homophobic Violence, Period (RHVP) Program. The program was developed by the LGBT Community Consultative Committee of the Toronto Police Services, of which Egale is a member. After winning national and international recognition, it became clear that we needed to bring this leading crime prevention program to police services across Canada. As part of our first year expansion pilot, Egale secured a \$50,000 grant from the Department of Justice Canada's Victims Fund and a \$10,000 grant from Winners Canada. The pilot will enable Egale to train police services in Windsor, Moncton, Saskatoon, Regina and Lethbridge.

Egale co-sponsored with the Toronto Police a province-wide, one day presentation of RHVP. The event was held at the police training facility and over 100 people attended. The focus was LGBT youth suicide/prevention, reporting, and education. Police officers, teachers, school administrators (from the public and separate boards) attended.

We also presented an overview of the RHVP program to Ministry of Corrections' staff.

**xvii. River of Pride, Moncton New Brunswick**

We were proud to be the guest speaker and Honoured group as part of the River of Pride celebrations in Moncton, New Brunswick.

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## B. LEGAL ISSUES

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### i. Freeman Blood Donation

In September 2010, the Ontario Superior Court released a decision in *Canadian Blood Services v. Freeman*. This case involved a challenge to the Canadian Blood Services (CBS) policy of prohibiting blood donations by all men who have had sex with men since 1977. The judge found Kyle Freeman liable to the blood bank for the cost of tracing and removing blood that he had donated after giving false answers on the CBS screening questionnaire. While the judge agreed there was no evidence to justify the current deferral period being used, the court refused to order a change. In addition, the judge found that CBS was not a government entity and therefore the Charter did not apply.

### ii. Lomaga Blood Donation

While Egale did not intervene in this case, we did follow it closely and provide some assistance. It involves a challenge to the Hema Quebec regulations by a gay man, Adrian Lomaga. This case was to involve equality arguments based on the Quebec Charter and the Canadian Charter of Rights, and was scheduled before Quebec Superior Court in spring of 2011, however just before the case was to be argued, the Government of Canada requested an adjournment based on the fact that the Canadian Standards Association expects to announce new rules on blood donation within the year.

### iii. British Columbia Proposed Reforms to Family Law Legislation

Egale made submissions to the B.C. Ministry of the Attorney General in favour of some aspects of the proposed new legislation. In particular, the provisions on legal parentage proposed to extend a presumption of parentage to the birth mother's partner, male or female; the possibility for a sperm donor to acquire legal parentage in addition to a lesbian couple by mutual consent; and the means for intending parents to be considered the parents from birth of a child born of a surrogacy arrangement.

### iv. Saskatchewan Marriage Commissioners Reference

The province of Saskatchewan proposed legislation which would allow some marriage commissioners, who are licenced by the province to perform civil marriages, to opt out of performing certain marriages on personal religious grounds. The province asked the Court of Appeal to provide an advisory opinion on the constitutionality of the proposed exemption. Egale intervened in the case and was represented by Cynthia Petersen before the court. The panel of five judges concluded that neither of the proposals put forward by the province (either allowing exemptions for all marriage commissioners when requested, nor grandfathering an exemption for existing marriage commissioners where requested) was constitutionally valid. The majority stated that either proposed option "would perpetuate a brand of discrimination which our national community has only recently begun to successfully overcome."



#### **v. Whatcott appeal to Supreme Court of Canada**

The Whatcott case involves a man who in 2001 and 2002 delivered a number of flyers to homes in Saskatoon and Regina alleging that schools were attempting to corrupt children with lesbian and "sodomite" propaganda. The flyers were misleading and extremely offensive. The Saskatchewan Human Rights Tribunal found that the flyers constituted hate speech under the Saskatchewan Human Rights Code. The Saskatchewan Court of Appeal found that the flyers were not hate speech under the Code. In making that finding, the judges made some statements that suggested that the standard for a finding of hate speech was higher where the statements are about sexual orientation: as these raised "issues relating to matters of morality"; "the fact that it is the activity [sodomy] rather than the individuals themselves" who are the subject of the speech; and that at the time the flyers were being circulated there was a national debate about "the accommodation of sexual identities." The case is proceeding to the Supreme Court and Egale is seeking to intervene in order to address the double standard seemingly posited by the appeals court judges.

#### **vi. Other Matters Monitored**

Alberta Bill 44, which amended the Education Act to allow parents to withdraw their children from class if issues of sexuality or evolution are discussed; and the Toronto Pride speech issue.

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### **C. TRANS ISSUES**

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#### **i. Bill C-389, An Act to amend the *Canadian Human Rights Act* and the *Criminal Code***

Unprecedented progress was made in Parliament this year toward recognizing and affirming the equality rights of trans Canadians. Bill C-389, An Act to amend the *Canadian Human Rights Act* and the *Criminal Code* (gender identity and gender expression), passed successfully through three readings in the House of Commons and was scheduled for second reading in the Senate at the time the election was called on March 26, 2011. If enacted, Bill C-389 would have amended the Canadian Human Rights Act (CHRA) to include "gender identity" and "gender expression" as prohibited grounds of discrimination. It would also have added crimes motivated by transphobia to the list of crimes treated by the Criminal Code as potential hate crimes.

The progress of Bill C-389 marked the first time issues of gender identity and gender expression had been debated in the House of Commons, and the first time that the voices of trans Canadians had been entered into the public record. Egale worked actively, in partnership with labour and community organizations, to encourage swift passage of the bill in the House of Commons and the Senate. A campaign was launched to urge all Canadians to voice their support of the bill to Members of Parliament and Senators. Egale will continue to lobby for the passage of a comparable bill in the next session of Parliament.



## **ii. Access to SRS for Federal Inmates**

In November 2010, it was revealed that the Conservative government unilaterally decided to cease all funding for sex reassignment surgery (SRS) for federal inmates. Egale immediately issued an open letter to Public Safety Minister Vic Toews, calling on him to respect the rulings of the Canadian Human Rights Tribunal and the Federal Court of Canada, in 2001 and 2003 respectively. Both judicial bodies clearly ruled that the determination of whether SRS is a medically necessary service cannot be made through a blanket provision. Rather, such a determination must be made on an individual basis by a qualified medical professional. The CHRT clearly ordered that a blanket prohibition on access to SRS for inmates was discriminatory on the basis of both sex and disability, and that the Correctional Service of Canada must provide access and financial coverage where such services are deemed essential. As such, Egale strongly urged Minister Toews to reverse the blanket ban and immediately reinstate access to SRS for federal inmates.

## **iii. Canadian Professional Association for Transgender Health (CPATH)**

Egale became a member of CPATH (Canadian Professional Association for Transgender Health) and two members of the Trans committee attended the CPATH conference in Montreal. A representative of Egale's Board now serves on the CPATH Policy Committee.

## **iv. Speaking Series and Movie Screening**

Egale sponsored Georgina Beyer, the first out Trans Member of Parliament from New Zealand on a tour of Canada. Georgina spoke in Toronto, Lethbridge and Vancouver. Her widely acclaimed movie *Georgie Girl* was screened at the National Film Board in Toronto. The trip was a huge success.

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# **D. FUNDRAISING**

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## **i. Honorary Advisory Board**

The past year has been a foundational year for fundraising at Egale. Egale has always enjoyed the support of a number of important Canadians. Now, for the first time, we can let the rest of the world know about that support. The newly-formed Egale Canada Human Rights Trust Honorary Advisory Board consists of 14 prominent Canadians, athletes, academics, politicians, artists, business people and philanthropists—all of whom are dedicated to the important work we do.

## **ii. Director of Development**

Egale also hired its first part-time Director of Development in May 2010. Mark Riczu brings a wealth of experience to Egale, and has held progressively senior fundraising roles with a number of organizations, most recently North York General Hospital Foundation. Mark is concurrently completing his JD/MBA degree at Osgoode Hall Law School and the Schulich School of Business.



### **iii. TD Bank Financial Group Supports the Safe Schools Campaign**

Through a generous gift of \$60,000, TD Bank Financial Group enabled Egale to create the MyGSA.ca internet-resource for LGBTQ youth, youth with LGBTQ parents and other allies. Since its launch, the website has had over 15,000 visitors and over 100 gay-straight alliances (GSAs) have registered. Thanks to TD Bank, we are currently in the final stages of publishing our *Equity and Inclusive Education Resource Kit for Ontario High Schools*, we have enhanced our materials, and refined the website design to encourage more youth from across Canada to visit the site. TD Bank's support also allowed us to make critical inroads in Alberta, a place where our work can have a powerful impact. We were able to form a partnership with Alberta Education Ministry and the Alberta Teachers' Association to construct a GSA guide for the province.

### **iv. High School Confidential Gala**

The High School Confidential Gala was Egale Canada Human Rights Trust's most successful gala ever. It raised nearly \$50,000 in support of the Safe Schools Campaign to end homophobic and transphobic bullying and violence in schools. Special guest performers included Carole Pope, who sang a brilliant acoustic version of her smash hit "High School Confidential", as well as Elvira Kurt who was the hilarious host of the evening. Guest speakers were the world's first openly transsexual MP from New Zealand, Georgina Beyer, and Newfoundland student activist Jeremy Dyer. Topping off this year's celebrations at the Royal York Hotel was the presentation of the Egale Leadership Award to Ed Clark, President & CEO of TD Bank Financial Group. Ed's leadership inspired TD Bank to become one of the nation's leading supporters of diversity. Late in 2010 Ed was further recognized as Canada's Outstanding CEO of the Year – widely viewed as the most prestigious award in Canadian business.

### **v. Other Grants**

In addition to the grants mentioned above, Egale is pleased to thank the following organizations which made gifts of \$5,000 or more in support of our good work.

- The Canadian Museum for Human Rights
- The McLean Foundation
- CUPE 4400 – Toronto Education Workers
- Ontario Secondary School Teachers' Federation (OSSTF/FEESO)
- Cineplex Media
- United Food and Commercial Workers, Canada

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## E. INTERNATIONAL ACTIVITY

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### **i. Montenegro Police Officers:**

We worked with Human Rights lawyer Doug Elliott to bring seven members of the special police services of Montenegro to Toronto for LGBTQ training. The group attended Pride events, and met with community members while here. This is the first training of its kind for the police in the region.

### **i. Justice in the Balkans: Equality for Sexual Minorities**

Egale is a partner in the planning of the Conference and once again is presenting in Belgrade on LGBTQ equality rights in the region.

### **ii. Ugandan LGBT Activist David Kato**

On January 26, 2011, Ugandan LGBT activist David Kato was murdered, shortly after winning a lawsuit against a Ugandan tabloid that published his photo and called for his execution because he was gay. Egale issued a statement and wrote an open letter to Minister Cannon urging him to publically condemn this tragedy and call on the Ugandan authorities to take all measures possible to ensure the safety of LGBT individuals and their families in that country. In response, Minister Cannon assured Egale that this message was conveyed to the Ugandan High Commission in Canada.

### **iii. United Nations Resolution on Extrajudicial, Summary or Arbitrary Executions**

In November 2010, the Third Committee of the United Nations General Assembly voted to remove a long-standing reference to sexual orientation in a resolution condemning extrajudicial, summary or arbitrary executions. Egale called on the Government of Canada to publicly condemn this failure by the international community to protect and uphold the rights and security of LGBT individuals. We urged Minister of Foreign Affairs Lawrence Cannon to take steps to promptly and unequivocally affirm Canada's commitment to fundamental human rights around the globe, and to hold to account those Member States who failed in their duty to protect the rights of all people, regardless of sexual orientation or gender identity. Egale also issued a call to action for individuals to send a similar letter to the Minister, as well as to Canada's Ambassador to the United Nations.

On December 20, 2010, the Third Committee successfully voted to reintroduce sexual orientation into the resolution, in response to a motion by the United States. Canada's representative to the committee spoke and voted in favour of the motion, going further than most other countries in voicing Canada's belief that gender identity should also be included in the resolution.

### **iv. Beijing +15: UN**

Egale Executive Director presented on our work in Education at the Beijing +15 Conference at the United Nations in New York. The presentation was a huge success.



#### **v. International Gay, Lesbian, Trans and Intersex Association (ILGA) Conference**

Egale's Executive Director was a guest speaker at the ILGA World Conference in Sao Paulo, Brazil. The session outlined Egale's work and in particular our ongoing community police liaison programs.

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## **F. CAMPAIGNS**

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### **i. Immigration – Bill C-11**

Egale presented to the Standing Committee on Immigration via satellite from Toronto. Bill C-11 on Refugee Reform (introduced March 2010) is a major overhaul of the refugee processing system. The reforms impact access to refugee protection and fairness for LGBTQ refugee claimants. We worked as part of a coalition of Canadian Agencies to try to bring community perspectives to the reforms.

### **ii. 2011 Federal Election**

Egale Canada launched a campaign during the 2011 Federal election to ensure that the issues most important to the LGBT community in Canada were voiced and addressed during the election period. The campaign consisted of a feedback form for people to voice their priorities to Egale, and a questionnaire, including background information, that could be used as a guideline by LGBT Canadians when interacting with party leaders and local candidates. Egale also sent the questionnaire to all federal party leaders, and posted their responses on our website. Among the key issues Egale advocated for were those related to Canada's trans community; LGBT seniors and refugees; homophobic, biphobic and transphobic violence prevention; equal access to assisted human reproduction services; the reinstatement of the Court Challenges Program and Long-Form Census; and a reversal of the lifetime ban on blood donation by men who have sex with men.

### **iii. Discover Canada Guide**

Egale met with the Minister of Citizenship and Immigration to voice concerns about the lack of information in the Guide dealing with legislation and equality rights for LGBTQ Canadians. The Guide was updated in the winter of 2011 to more accurately reflect our society.

### **iv. Black History Month**

Again this year with the support of the United Food and Commercial Workers Union, Canada, Egale produced a postcard during Black History Month highlighting the contributions of LGBTQ Black activists.

### **v. Pride House, Pan American Games, 2015**

Egale is working with the Pan Am Games committee and the Government of Ontario to develop a Pride House for athletes and allies during the Games in 2015. The venue will be used as a legacy for the LGBTQ community following the events.



#### **vi. Canadian Museum for Human Rights**

Egale Canada is participating in the Content Advisory Council for the newly-launched Canadian Museum for Human Rights. The Museum will open in 2013. As part of its involvement in the Advisory Council, Egale produced a research paper entitled, "Sexual Orientation, Gender Identity, and Civil Society Activism: Examining the Implications of International Human Rights Norms." The paper spoke to "the international struggle for LGBT rights, with special attention to the ways that civil society activists have attempted to use international human rights norms to advance LGBT rights." It contained a critical analysis of existing human rights norms and institutions, as well as the very concept of a unified "international struggle for LGBT rights." In particular, the paper considered specific case studies in order to expound international efforts to make human rights norms more responsive to issues of LGBT concern, and local efforts to implement such norms in concrete situations of injustice. Finally, the paper referred the Advisory Council to individuals and organizations who would be willing to share their personal stories and be interviewed for an exhibit on LGBT human rights from an international perspective.

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### **G. ADMINISTRATION**

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#### **i. Office Relocation**

After more than three years of operating from a space donated by Navigator Limited, Egale moved into a new location at 185 Carlton Street, Toronto. The generosity of Navigator gave us the opportunity to re-build and re-focus our efforts and get back on track to continue the amazing work done by the organization on behalf of the LGBTQ community.

#### **ii. Daily News Service**

Egale launched the Daily News Service to offer additional assistance to those working in the LGBTQ community and other interested community members. The Service provides subscribers with those national and international news stories of most relevance to the Canadian LGBTQ community, delivered to their inboxes on a daily basis.

#### **iii. Accounting Upgrades**

This year we updated our system to Simply Accounting Premium 2011.