

2021-22

Annual Report



THE
Enchanté
NETWORK

LE
RÉSEAU
Enchanté



Land Acknowledgement

Throughout Canada, there is unceded and unsurrendered land that still hosts many different Indigenous nations and communities.

We would like to acknowledge that the Enchanté Network includes member organizations that are located on the ancestral lands of many Indigenous nations and peoples.

Our office is located on Treaty 6 territory, which is a gathering place for diverse Indigenous peoples including the Cree, Blackfoot, Métis, Nakota, Sioux, Iroquois, Dene, Ojibway, Saulteaux, Anishinaabe, Inuit, and many others. Our Executive Director is based in unceded and unsurrendered Algonquin territory.

Our network is committed to creating space and amplifying 2 Spirit and Indigiqueer communities. This includes Indigenous, First Nation, Métis, and Inuit organizations, communities, and leaders.

The Enchanté Network recognizes that colonization is still an active practice in Canada and around the world. Systemically, we recognize how we participate and benefit from colonization. Acknowledgement is where we start — and to continue doing the work we must listen, amplify, and activate the Calls to Justice for Indigenous communities.



Two Years of the Enchanté Network

Dear members, partners, and friends;

This Annual Report provides a snapshot of our work between March 2021 and March 2022.

Just two years ago, it was difficult to locate 2SLGBTQI+ organizations outside of Canada's largest cities. This was not because they did not exist, but because there were few avenues connecting urban, rural, and remote 2SLGBTQI+ organizations on a national scale. After two years of the Enchanté Network, we know that 2SLGBTQI+ organizations across Canada are more connected than ever before. With nearly 200 member organizations, we've grown to be the largest network of 2SLGBTQI+ organisations in Canada, with members spanning every province and territory.

The COVID-19 pandemic has proven, once again, that we are stronger together. Our network provided a national framework for 2SLGBTQI+ organizations to pivot, adapt, and collectively innovate at a critical time. We applaud the brilliance, commitment, and grit of the countless 2SLGBTQI+ frontline workers who found clever ways to ensure our communities were not left behind.

In 2022-23, we will be doubling down on our member-driven approach to sustainable, anti-racist, decolonial, and transformative impact. Our network will continue to facilitate national connection, build capacity and, advocate for the public policy solutions that 2SLGBTQI+ organizations need to drive change — including the resources that our members need to serve communities.

Together, our movement will mobilize for the bold, truly intersectional conditions that 2SLGBTQI+ communities need to thrive.

Sincerely,

Tyler Boyce, Executive Director
Rachel Loewen Walker, Chair of the Board





“Thank you for the collective advocacy of the Enchanté Network and to all those who are working to build a more inclusive and equitable future.”

**— Scott Williams, Executive Director,
SPECTRUM, Waterloo Region’s Rainbow
Community Space**



Our Mandate

Connecting:

We convene important conversations about issues facing our members by organizing events, opportunities to network and connect, and facilitating knowledge sharing between our members.

Supporting:

We support our members so they can grow their organizational capacity in order to better serve 2SLGBTQI+ communities.

Advocating:

We engage with funders, governments, and stakeholders to advocate for policy changes that advance the priorities of our member organizations.



Bringing Our Members Together

The Enchanté Network connects and supports nearly 200 2SLGBTQI+ organizations across Canada. Our members span all 13 provinces and territories.

“Being a leader in a Pride Centre can be heavy. Sharing and learning from others in the same field is what helped me balance the responsibilities of leading an organization. Working with peers in the Enchanté Network allowed me to learn from others and experience more innovation, creativity, and problem-solving.

— Estefan Cortes-Vargas, Enchanté Network board member and former Executive Director of the Pride Centre of Edmonton





Our Impact: Programs

Our programs offer support and connection to our members through a variety of formats that meet our members' needs. In 2021-22, we made considerable progress in program development. Each of our five programs was either launched or upgraded over the past year.

Our programming is a major avenue for engaging our members and furthering their ability to serve their communities. In 2021-22, over 680 individuals from member organizations accessed our programs. Over the past year, our team organized 30 events related to capacity building, advocacy, networking, in addition to convening important conversations related to 2SLGBTQI+ communities.

Mentorship Program

Mentorship Program

Our 12-week mentorship program connects experienced 2SLGBTQI+ leaders to individuals representing our member organizations. The program establishes mentoring relationships that provide support to mentees that is tailored according to their lived experience and type of work. In 2021-22, we saw over 50 individuals participate in this program.

“The most memorable part of being a mentor was being reminded that even if you have more years of experience than someone else, you can learn so much from them.”

—Colin Druhan, mentor and Executive Director of Pride at Work Canada

“I learned so much leadership from my mentee which goes to show how important pairings like this are for all queer and trans professionals!”

—Debbie Owusu-Akyeeah, mentor from Canadian Centre for Gender and Sexual Diversity



Mentors Debbie Owusu-Akyeeah (left) and Colin Druhan (right)



Capacity Building Micro-Grants Program

Our Capacity Building Micro-Grants Program provides grants to Enchanté Network member organizations that seek to expand their ability to serve their 2SLGBTQI+ communities. This program has made grants more accessible for our members and built recipients' capacity to apply for larger grants in the future.

During the 2021 round of this program, we distributed **\$110,000** in funding thanks to support from the Department of Women and Gender Equality.

Our network believes in participatory grantmaking, applications were assessed and chosen by a selection committee of Enchanté Network members. This committee was comprised of members who did not apply for this grant.



General Capacity Building Stream:

- Coast Salish Two Spirit Pride Collective
- Edmonton 2 Spirit Society
- GRIS Acadie
- Muslim Pride Toronto
- Nova Scotia Rainbow Action Project
- QTBIPOC Sauga
- Rainbow Coalition of Yellowknife
- The Hue
- Trans Outaouais

Anti-Racism, Indigenization, and Equity Stream:

- Calgary OutLink Centre for Gender and Sexual Diversity
- Out on the Shelf
- Outloud Foundation for LGBTQ Community Supports and Services
- Sher Vancouver LGBTQ Friends Society
- Trans Sask



Capacity Building Program

Capacity Building Program

The Enchanté Network Capacity Building Program provides opportunities for our members to build their capacity to serve their communities. This programme equips our members with the key skills needed to build or grow a 2SLGBTQI+ organization, such as governance, fundraising, and anti-oppression capacity.

After launching the Capacity Building Program in May 2021, over 590 people representing our member organizations have participated in this program.

Within this program, we launched an event series called Capacity Week in September 2021 which saw 40 unique member organisations participate. Capacity Week brought together Enchanté Network members to explore how 2SLGBTQI+ community organizations were growing their capacity. Through workshops, discussions, and social media content, we empowered our members to continue building their capacity to serve 2SLGBTQI+ communities.

One highlight of the week was a well-attended panel on building our member organizations' capacity to support 2 Spirit and Indigiqueer communities. We also delivered fundraising workshops in both English and French and organized an Instagram live event on capacity building.

We have received overwhelmingly positive feedback from our members on the impact of this program, which fills a gap that previously did not exist in Canada.

“I am very happy to have been able to attend a French-speaking training on anti-racism. Although I speak English, it is always more comfortable for me to speak in my first language. There is a lack of resources on anti-racism in French, and even less French resources created within the French-Canadian context.”

— Le Centre de solidarité lesbienne

Capacity Week

Exploring How to Build Capacity in 2SLGBTQ+ Community Organizations

September 20-24



Building Capacity to Serve 2SLGBTQ+ Communities

September 24th at 3pm EDT

Capacity Week

How Service Providers Can Support 2 Spirit and Indigiqueer Communities

A Panel Discussion

September 21st at 3pm EDT

Capacity Week



Shared Connections

Shared Connections

Our networking program, Shared Connections, allows our member organizations to network, share advice, and engage in peer support around working, volunteering, or leading a 2SLGBTQI+ organization. The program's objective is to focus on deepening community ties within our membership.

Since launching this program in August 2021, over 90 individuals from our member organizations have participated. We have organized networking events tailored to connecting specific communities, such as francophones, Black 2SLGBTQI+ folks, 2 Spirit and Indigiqueer communities, QTBIPOC communities, and more.



**Introducing our
new program**

**Shared
Connections**



Enchanté 101

Enchanté 101 is our welcome session available to introduce our members to the network. These sessions are also an opportunity to connect small and new organizations with the support they need to thrive. Between 2021 and 2022, we had over 40 members participate in this program.



“Our experience with Enchanté 101 was great. If you’re a new member of the network, you should definitely sign up for a session for you and your team to learn more!”

— Rainbow Ottawa Student Experience





Our Impact: Advocacy

The Enchanté Network engages on behalf of our members to raise their concerns with governments, stakeholders, and funders. Since 2SLGBTQI+ communities have been historically overlooked by policy makers, our network's advocacy has filled a much-needed role since our founding AGM in 2020.

We connect our nearly 200 members with the federal government and other key entities in order to help our members navigate political and bureaucratic systems. We also help our members grow their capacity in advocacy, in order to spark change across the country.

Key Advocacy Activities

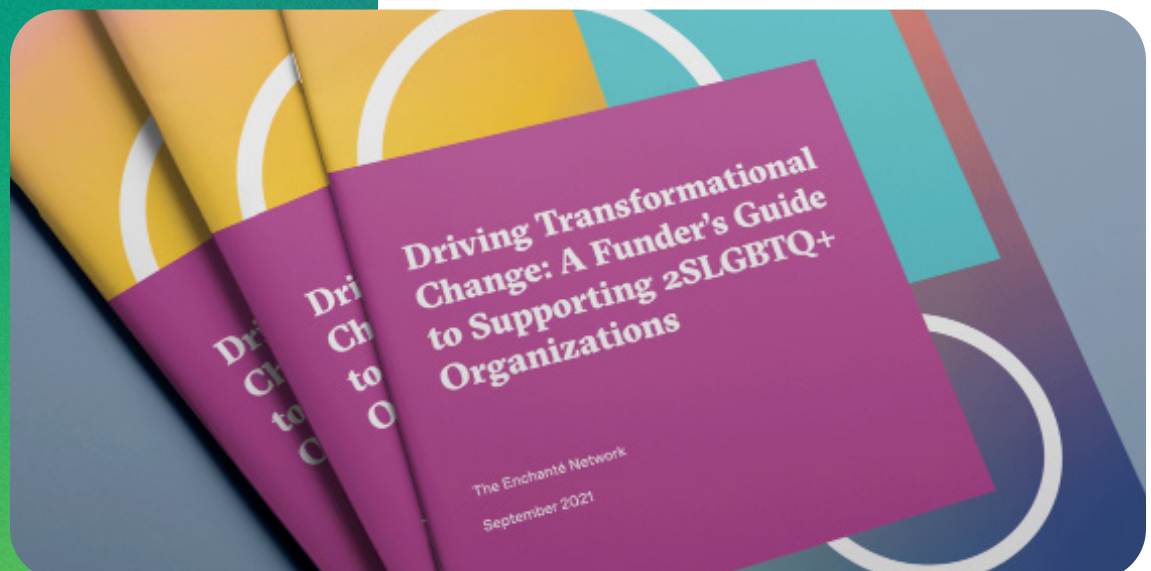
In 2021, our network created the Resourcing 2SLGBTQI+ Communities Initiative. Within this initiative, we have initiated the following projects:

Securing Federal Funding

In May 2021, the network launched a campaign to increase federal funding for 2SLGBTQI+ organizations. This campaign secured a historic renewal on the LGBTQ2 Capacity Fund. Our policy work on funding has been amplified by our sector and many allied organizations, in addition to being featured in Question Period in the House of Commons and in the Canadian Centre for Policy Alternatives' 2021 Alternative Federal Budget.

Driving Data-Driven Policy

In September 2021, we partnered with the University of Saskatchewan's Social Innovation Lab to co-author the first-ever Canadian report outlining how funders can eliminate the barriers facing 2SLGBTQI+ organizations. This report is now guiding the 2SLGBTQI+ inclusion efforts of funders across Canada.





Convening National Policy Discussions

Throughout 2021-22, we produced well-attended national policy events that filled a gap in the national narrative. Our events are regularly attended by leaders from government, philanthropy, and the private sector. Highlights included our event on queer policy priorities for the new Parliament, our co-hosted national debate on 2SLGBTQI+ issues in the federal election, and an event series on the National LGBTQ2 Action Plan.

Amplifying Member Priorities

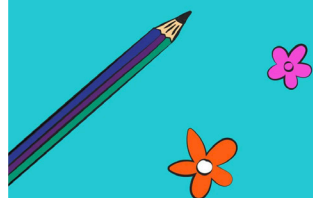
In 2021, our team authored two formal submissions to the federal government and participated in the stakeholder engagement process for the creation of the LGBTQ2 Action Plan.

The Enchanté Network is calling for \$25M in annual federal investment in 2SLGBTQ+ communities



Federal funding for 2SLGBTQ+ community organizations must not be cut

Submit a written submission by May 31 to help shape the National LGBTQ2 Action Plan



2SLGBTQ+ service providers in Canada need stable funding





Highlighted Major Projects

Northern Project: Supporting Capacity Building in Pride Centres in the Territories

Our northern project is dedicated to increasing the capacity of three pride centres in the territories that are delivering essential services in their communities. The Enchanté Network is collaborating with our three members in the north, Queer Yukon, the Rainbow Coalition of Yellowknife, and Positive Spaces Nunavut. With the funding provided by a grant from the Canadian Women's Foundation, each of the three partner organizations in the north will be granted funds to focus on their capacity building needs.



Centre in a Box

The Centre in a Box project will be a one-stop-shop for educational resources supporting new and small 2SLGBTQI+ organizations. We are creating resources on topics such as grant writing, charity status, anti-oppression, and much more. These resources will be specific to the context of local 2SLGBTQI+ organizations in Canada. This project is in partnership with Egale Canada. The first module from this project is scheduled to be released in 2023.





Thank You to Our Funders

In 2021-22, we continued to diversify our funding sources in order to build our organizational sustainability. We are grateful to have continued to receive funding from the Department of Women and Gender Equality, while also establishing relationships with additional funders.

Here is a list of the funders, sponsors, and partners that financially supported us:

- Canadian Commission for UNESCO
- Canadian Women's Foundation
- Community Based Research Centre in partnership with The University of Victoria
- EGIDES
- Freddie
- OutRight Action International
- Wisdom2Action's SAFER Project
- Women and Gender Equality Canada
- YWCA Canada

We are also grateful to the University of Saskatchewan's Social Innovation Lab on Gender and Sexuality for supporting us with in-kind support from their research team.

Additionally, we are thankful for the Equal Futures Network for partnering with us to provide live French-English interpretation for several panels.



“During my participation in the National Inquiry into MMIWG, I realized that Indigenous women and 2 Spirit people were indispensable to the future of Canada as a nation. As such, the, 2SLGBTQI+ community in Canada is in the rare position to uphold this belief; to turn the page on patriarchy and work toward a truly democratic society.”

— Albert McLeod, Enchanté Network board member
and representative of the 2 Spirit People of Manitoba



We would like to give an appreciative “round of applause” to our 2021-22 team for their hard work and dedication.

Board of Directors

Includes outgoing board members

Rachel Loewen-Walker, Chair

Christian Tanguay, Treasurer

Chelsea Thacker, VP Human Resources

Estefan Cortes-Vargas, VP Governance

Charlie Murphy, Board Director for
Newfound and Labrador

Jeffrey Chalifoux, Board Director for
Alberta

Cait Glasson, Board Director for Ontario

Albert McLeod, Board Director for
Manitoba

Kirk Furlotte, Board Director for Nova
Scotia

Joce Reyome, Board Director for Prince
Edward Island

Joel Harnest, Board Director for British
Columbia

Staff

*Includes outgoing staff members
between March 2021 to March 2022*

Tyler Boyce, Executive Director

Kathryn LeBlanc, Director of
Communications and Policy

Noah Inniss-Parchment, Programs
Manager

Roland Jones, 2 Spirit Programs
Coordinator

Alex Daigle, Francophone Liaison



Implementing our New Strategic Plan

Our 2022-2025 strategic plan outlines the network's vision for our next three years of organizational growth and progress. This strategic plan is a roadmap that provides the flexibility for the Enchanté Network to be responsive to the evolving needs of 2SLGBTQI+ organizations.

Here are our network's four strategic directions:

- Building capacity in 2SLGBTQI+ organizations
- Strengthening the network
- Advocating for, and alongside, our members
- Investing in our team and our organization

Thank you for your support!

“The network has evolved from a vision to a reality — and we couldn’t have done it without our members. Through building relationships and securing big wins, we are creating a future where 2SLGBTQI+ communities can thrive.”

— Rachel Loewen Walker,
Chair of the Enchanté Network Board of Directors



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