



Summit 2.0  
towards **Enchanté**,  
a network of 2SLGBTQ centres of Canada

Sommet 2.0  
pour la création d'**Enchanté**,  
un réseau de centres 2SLGBTQ au Canada

*summary report - rapport sommaire  
February / février 2019*

## ACKNOWLEDGEMENTS

This report is submitted without prejudice and is intended to be an accurate reflection of the results of the work undertaken by attendees of Summit 2.0. This report was prepared by Eric Plamondon, who also served as facilitator of Summit 2.0.

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Summit 2.0 : the leadership of Canadian 2SLGBTQ Centres was possible due to the generous financial support from the *Government of Canada's Social Development Partnership Program for Children and Families*.

We also would like to thank the Canadian LGBTQ2 Secretariat for their guidance, stewardship and support.

Miigwetch - Merci - Thank you

The logo for the Government of Canada, featuring the word "Canada" in a serif font with a small Canadian flag icon above the letter "a".

The opinions and interpretations in this publication are those of the author and do not necessarily reflect those of the Government of Canada.

## CONTEXT

The following is a summary report. Over the course of 2 days (February 5<sup>th</sup> and 6<sup>th</sup>, 2019) leaders from 2SLGBTQ centres and groups from across Canada gathered in Ottawa for a second summit in order to lay out a plan to establish a national network for 2SLGBTQ centres. This was to build on the momentum from the first summit in Saskatoon, only 4 months ago. As such, the assembled leaders agreed to work towards the following objectives:

- Establish a working **name**
- Establish a preliminary **vision**
- Establish a preliminary **mission**
- Establish a list of **values**
- Establish a **governance** structure
- Establish a list of **program streams**
- Establish the **next steps**

Evidently, each of these singular objectives must exist in relation to one another. In other words, they must be stated in a way that they work with one another, in a cohesive way, but also in an emancipating way.

With this in mind, the Summit was organized to be a working summit. That is to say attendees were asked to work through ideas, suggestions, criticism, and challenges to arrive at a consensus on the set objectives. It was deemed necessary for leaders to speak freely. As a result, it was decided to report on where the group landed, rather than capture the discussions that lead here. The Summit was designed on a consensus driven approach.

What follows is an accurate reflection of where the group settled on the above listed objectives. The aim was to give the needed parameters to set up a national network along agreed upon concepts. This does not mean that refining of these items is not permitted; quite the opposite. For most, it is expected that refinement not only be permitted but encouraged. Particularly in light of the need for these elements to exist in both French and English, in a harmonious way. On this note, it was agreed that the translation be reviewed by a group of bilingual leaders who were present at Summit 2.0.

This report also sets out what is the expected next steps towards the establishment of **Enchanté**.

Summit 2.0 was held on the unceded territory of the Algonquin people. The Summit was held under the guidance of knowledge keeper Sharp Dopler who shared Anishinaabe teachings with attendees.

## Attendees



Back Row, Left to Right: Chelsea Thacker, Rainbow Coalition of Yellowknife (NT) Quinn Posch, Pride Centre of Edmonton (AB) Maura Lawless, The 519 (ON) Rachel Loewen-Walker, OUTSaskatoon (SK) Cybelle Rieber, Peers Alliance (PE) Mike Tutthill, Rainbow Resource Centre (MB) Leslie Grenier, The Bridge Youth and Family Services (BC) Heather Wong-Mitchell, Qmunity (BC) Christina Bendevis, Spirits of the Rainbow (ON) Kate Shewan, The Youth Project (NS) Christian Tanguay, Centre communautaire LGBTQ+ de Montréal (QC) Charles MacDougall, Rivière de la fierté / River of Pride (NB) Jyssica Russell, speqtrum Hamilton (ON) Haran Vijayanathan, Alliance for South Asian AIDS Prevention (ON) Joe Wickenhauser, Moose Jaw Pride (SK)

Front Row, Left to Right: Cait Glasson, SPECTRUM (ON) Allison Brewer, The Elderberries (NS) Sharp Dopler, Summit Two-Spirit Knowledge Keeper (ON) Albert McLeod, Two-Spirited People of Manitoba (MB) Andrea Stratis, Queer Yukon (YT) Bibi Bilodeau, Positive Space Club/Iqaluit Pride (NU) Catherine Delage, ENSEMBLE Greater Moncton (NB)

Missing from photo: Ash Brar, Sher Vancouver (BC) Jacq Brasseur, UR Pride Centre for Sexual and Gender Diversity (SK), Jeffery Chalifoux, Edmonton 2 Spirit Society (AB), Becky McFarlane, The 519 (ON).

## Working Name

Enchanté: a network of 2SLGBTQ centres of Canada  
*Enchanté : un réseau de centres 2SLGBTQ au Canada*

## Vision

An intersectional, thriving Two-Spirit, gender and sexually diverse network that connects, enriches and sustains healthy, vibrant, decolonized communities from coast to coast to coast.

## Mission

To build and maintain a thriving network where we develop and share programs, resources and knowledge to support strong, sustainable Two-Spirit, gender and sexually diverse community groups.

## Values

- Accessible
- Consensus
- Consent
- Responsive
- Reconciliation and decolonization
- Adaptable
- Dynamic
- Respect
- Care
- Intergenerational
- Accountability

The values discussed above were created by a working group and generally agreed upon. However, the group would want a list of no more than 7 values identified. Each value should be accompanied with a statement contextualising the value. As in accessibility is about having low barriers. It is these statements that give meaning to the values. Through this exercise some values might collapse into each other, or stand alone. Example does intergenerational fit in accessible? This task to refine as well as define has been left to the interim board.

## Membership

It was concluded that a membership committee should be set up in order to review the applications, engage in conversation with applicants if elaboration and clarification are beneficial, and recommend (or not) membership to the board.

Intended membership is for 2SLGBTQ led "organizations" providing community services & support for 2SLGBTQ people. Note, the "organization" don't need to serve all components of the 2SLGBTQ. They also do not need to be an incorporated organization. Where some organizations might also be responsible for festivals, their goals should also include community programming/services. Programming must be ongoing, or planned to be ongoing. Membership should be open to groups, and in the absence of groups, individuals.

All members must clearly agree and adhere to the vision, mission, and values of Enchanté.

It has been contemplated that a tiered membership may be of use in the future. However, at this time, it is deemed not to be needed or desired, as the programming streams need to be developed. As such, it was concluded that membership levels may be introduced in the future, but not at this moment.

It was deemed appropriate and desired to have fees associated with membership. In keeping with the values of the network, the fees should not represent a barrier, thus, the following fee structure was suggested:

<u>Annual Operating Budget</u>	<u>Fee</u>
under \$10k	\$5
Between \$10,000 to \$24,999	\$20
Between \$25,000 to \$74, 999	\$50
Between \$75,000 to \$149,999	\$100
Between \$150,000 to \$249,999	\$150
Between \$250,000 to \$499,999	\$250
Between \$500,000 to \$999,999	\$500
Over \$1,000,000	\$1,000

It was noted that all members should have voting rights at the Annual General Meeting. Consideration should be given to ensuring that members have access to the AGM, possibly through bursaries.

## Program streams

Based on discussions from the first summit and through consultations with other community members, there are 6 program streams that were identified for the network to develop along. This is not meant to be a complete list, neither are they presented in an order of most to least urgent, but rather the 6 areas of identified need. They shall act as a reference point for the Executive Director, the working board and its committees.

- 1) Research
  - ethical, community based
  - to include how-to's, existing research, proposed projects
  
- 2) Communities of practice/caucuses
  - online networks
  - conferences, summits, similar groups
  - alternative centres
  
- 3) Mentorship
  - organizational development
  - capacity building
  
- 4) Resources and training
  - skills library
  - tech support
  - grant writing
  - peer reviewed education
  - national index of Two-Spirit, gender and sexually diverse resources and services
  
- 5) Conference/summit
  - inspiration sessions
  - fundamentals
  - workshops
  - meetings of centres/caucuses
  
- 6) Advocacy
  - develop national centres' positions and share with governments
  - flow through of charitable funds
  - mediation

## Interim working board

After Summit 1.0 a working group of 13 was created, tasked with proposing structures but also consulting their regional communities. They met to establish proposal used during Summit 2.0.

It was decided at Summit 2.0 that the working group of 13 should be maintained and should be deemed as the interim board for Enchanté. The board shall consist of one representative from every province and territory and include the Executive Director (when they be hired). The lead organization responsible for submitting a grant application for the founding, development and delivery of the network will act as the interim Executive Director. This interim board shall be a working board. They shall follow the recommended guidelines set by Summit 2.0 and continue to consult with the respective regions. They shall be self-managed. That is to say they will internally decide of roles and work schedule.

The interim board will commit to revising a long-term structure and governance model for the network. They will establish policy and bylaws that would have a strong equity and decolonization lens. The formal long-term governance of the network would be voted and formalized during a founding AGM, to be held within a year of the February 2019 gathering.

It is expected that the interim working board set up sub-committees. These sub-committees can be comprised of interim board members and or community members with specific skills needed for the purposes of this committee. For example, there might need to be a committee set up specifically for the incorporation of the Network. Such a committee might require someone with legal knowledge. Other committees can include:

- membership recruiting
- marketing and communication
- Human Resources
- Policy and Bylaws
- Summit Planning
- Program development
- etc.

It is also worth noting that CenterLink, the US based international network of LGBTQ centres, has offered assistance. They have also offered assistance for soft infrastructure or sharing of policies, documents, etc, as needed by Enchanté. The interim board might be well placed to assess where and how CenterLink might be able to provided assistance and guidance in this transitory stage. Particularly considering several Canadian 2SLGBTQ centres are members of CenterLink.

It is expected that the interim board prioritize the hiring and employing of 2SLGBTQ people and service providers. A formal policy should be drafted.

Said plainly, the interim board is tasked with the delivery of the items set out in this report as was the established will of the assembled leadership at Summit 2.0.

**Interim board members**, also known as “The Group of 13”, consists of the following individuals. Please note, these individuals were identified because they work for an organization in a defined regions (province or territory) and they will have responsibilities to consult communities in their respective region, however, they sit on the interim board as individuals, and not as representatives for an organization.

**Bibi Bilodeau** (Positive Space Club) - Nunavut  
**Jacq Brasseur** (UR Pride Centre for Sexuality and Gender Diversity) - Saskatchewan  
**Allison Brewer** (The Elderberries) - Nova Scotia  
**Charles MacDougall** (River of Pride/Rivière de la fierté) - New Brunswick  
**Albert McLeod** (Two Spirited People of Manitoba) - Manitoba  
**Quinn Posh** (Edmonton Pride Centre) - Alberta  
**Cybelle Rieber** (PEERS Alliance) - Prince-Edward-Island  
**Andrea Stratis** (Queer Yukon) - Yukon  
**Christian Tanguay** (Centre communautaire LGBTQ+ de Montréal) - Québec  
**Chelsea Thacker** (Rainbow Coalition of Yellowknife) - Northwest Territories  
**Heather Wong-Mitchell** (Qmunity) - British Columbia  
**Haran Vijayanathan** (Alliance for South Asian AIDS Prevention) - Ontario  
**Jade Rachwal** (Safe Alliance) - Newfoundland and Labrador

The interim board has set its first meeting for February 21st. They have agreed to meet monthly, on the first Wednesday of the month. They agreed to not meet in July. The agenda of their first meeting should include:

- establish roles and responsibilities, on a rotating basis (chairing, taking notes, etc)
- mini SWOT exercise
- funding update (Mike Tutthill)
- confirm a proposed work schedule with timelines

## LEAD ORGANIZATION

It was acknowledged that Summit 1.0 and Summit 2.0 was possible because an established organization took the lead, and was able and eligible to apply for funding through government channels. As such, the desire to continue to operate through this culture was seen as an asset. In fact, the leaders applauded the efforts from OutSaskatoon and in particular Rachel for organizing the first summit and Rainbow Resource Centre and in particular Mike for organizing Summit 2.0. Both indicated that they recognized their organization have capacity and that they are willing/able to offer it for the establishment of a much needed network. However, currently neither org has built in administrative costs in the submission, and thus the organizations human resources are an in-kind contribution to the network. In other words, they are not financially compensated for their work.

Attendees agreed that they need to continue to work through a lead organization. As such, the interim board would work in tandem with this organization. It was also deemed appropriate for the lead organization to build in administrative fees as part of the funding ask, as they should be compensated for their work.

Having established all this, everyone agreed that it would be in the networks best interest to continue to have the Rainbow Resource Centre as the lead organization.

Based in Winnipeg, Rainbow Resource Centre, has agreed to support the interim board through the first year of its work, acting as the financial and administrative sponsor. Mike Tuthill, Executive Director of Rainbow Resource Centre has agreed to this, and has indicated that Rainbow Resource Centre could assist the interim board with logistical needs, on top of leading on funding applications and connecting with federal departments.

## SECURING FUNDING

It is clear that the group has an aggressive plan in order to capitalize on the garnered momentum and with knowledge of federal grant opportunities. A presentation from the LGBTQ2 Secretariat and the department of Canadian Heritage motivated attendees to work on a three-year plan. Attendees mocked-up the first three years of funding, thinking of targeting federal funds. This is a three step approach. First, the Network plans to apply to Canadian Heritage grants (Community Capacity Building Stream under CSMARI) in the coming months to fund the start-up of the network. Further, they plan to submit a grant proposal potentially through the Projects Stream under CSMARI for their upcoming gatherings and founding AGM. Finally, there is a focus on attaining long term and sustainable funding for the Network, and thus the creation of a three year ask for operations and projects through DWAGE and ESDC.

**LGBTQ2+ Centres Network Budget**

	YEAR ONE	YEAR TWO	YEAR THREE
<b>Revenue</b>			
Federal Funding (Operational)	\$ 653,000.00	\$ 1,000,000.00	\$ 1,000,000.00
Federal Funding (To distribute)			
Membership Dues	\$ 7,000.00	\$ 10,000.00	\$ 20,000.00
Fundraising			
<b>Total</b>	<b>\$ 660,000.00</b>	<b>\$ 1,010,000.00</b>	<b>\$ 1,020,000.00</b>
<b>Expenses</b>			
<b>Operations</b>	<b>\$ 380,000.00</b>	<b>\$ 270,000.00</b>	<b>\$ 230,000.00</b>
Incorporation	\$ 10,000.00		
Website/Marketing	\$ 150,000.00	\$ 40,000.00	\$ 50,000.00
Other Ops: insurance, telecommunications, bank fees, acco	\$ 60,000.00	\$ 80,000.00	\$ 80,000.00
Translation	\$ 30,000.00	\$ 30,000.00	\$ 30,000.00
Facilities and Tech		\$ 20,000.00	\$ 20,000.00
Develop Grants Framework	\$ 30,000.00		
Support Board	\$ 100,000.00	\$ 100,000.00	\$ 50,000.00
Cultural Development			
<b>Salaries</b>	<b>\$ 118,000.00</b>	<b>\$ 285,000.00</b>	<b>\$ 309,000.00</b>
Executive Director	\$ 75,000.00	\$ 80,000.00	\$ 90,000.00
Grants Officer		\$ 50,000.00	\$ 55,000.00
Programs Officer		\$ 50,000.00	\$ 55,000.00
Benefits	\$ 15,000.00	\$ 36,000.00	\$ 40,000.00
PD	\$ 3,000.00	\$ 9,000.00	\$ 9,000.00
Staff Travel	\$ 25,000.00	\$ 60,000.00	\$ 60,000.00
<b>Programs &amp; Services</b>	<b>\$ 155,000.00</b>	<b>\$ 445,000.00</b>	<b>\$ 461,000.00</b>
National Gathering	\$ 150,000.00	\$ 200,000.00	\$ 200,000.00
Strategic Planning			\$ 30,000.00
Webinars & Teaching			
Advocacy			
Membership Outreach	\$ 5,000.00	\$ 20,000.00	\$ 20,000.00
Grant Funds		\$ 225,000.00	\$ 211,000.00
<b>Total</b>	<b>\$ 653,000.00</b>	<b>\$ 1,000,000.00</b>	<b>\$ 1,000,000.00</b>

It is generally accepted that the culmination of the work is dependant on the securing of federal funding. Thus, it is important to work in collaboration with the LGBTQ2 Secretariat and other government departments. Centres have indicated that they do not have the human or financial resources to carry this on their own.