



2020 —

Summit Report



THE
Enchanté
NETWORK

LE
RÉSEAU
Enchanté

Summit 3.0

Establishing The Enchanté Network: a network of 2Spirit and LGBTQ+ organizations in Canada.

Summary Report
February 2020

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 3.0. This report was prepared by Brita Lind, of Arcas Advertising, an LGBTQ+-owned business.

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Summit 3.0: The Enchanté Network, the leadership of Canadian 2 Spirit and LGBTQ Centres, was possible due to the generous financial support from the Government of Canada's Department of Women and Gender Equality.

We also would like to thank the Canadian LGBTQ2 Secretariat for their guidance, stewardship and support, as well as Women and Gender Equality for the funding.

Thank you

Canada 

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

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Executive Summary

This was the third and final summit for the creation of The Enchanté Network (EN) organization. 39 participants from 25 organizations came together in Regina, Saskatchewan, Canada from February 3-5, 2020 for the last series of meetings intended to launch the new organization and provide input on its vision, mission, values, structure, governance, strategic direction and programming. The meetings and collaborations were productive and positive, underpinned by harmonious, respectful discussions—even when there were differing opinions. The summit was intended to close the chapter on establishing the EN as a national organization and set the stage for the next chapter of its activities and direction. Here are the highlights:

- This was the third and final summit for the creation of The Enchanté Network.
- 39 people from 25 organizations met for 3 days to help create the new 2 Spirit and LGBTQ+ national organization.
- Working groups were created to review, discuss and present to the entire group recommended bylaws in the following areas:
 - Vision, mission and values (bylaws)
 - Board & Election Structure (bylaws)
 - Membership Structure (bylaws)
 - Board make-up (bylaws)
 - Program Streams
- The first Annual General Meeting (AGM) of The Enchanté Network was held on February 4, 2020 in Regina, Saskatchewan Canada.
- At the AGM the following were ratified by the membership:
 - Vision, mission and values
 - Founding bylaws
 - A founding board consisting of 10 board members from 9 regions and 10 organizations
 - President of the board (Rachel Loewen Walker, OUTSaskatoon)
 - Membership guidelines
 - Board make-up and structure.
- The Enchanté Network Board of Directors held its inaugural meeting; an executive was selected.
- A strategic plan was created by the non-board members to help provide direction to the new organization and its staff. The main theme coming out of the strategic plan is reflective inclusivity—start from the community to build Enchanté Network. (Note: The new board only participated in the strategic planning during the afternoon)
- The newly created Board of Directors of The Enchanté Network did a joint ½ day session with Fierté Pride Canada (FCP). The goals were for the individuals of each board to get to know each other and to begin discussions about a pathway on working together as two national organizations to ensure clarity between the two organizations and no duplication of efforts.
- Presentations were given to the group on anti-oppression, the effects of colonialism and the Native Women's Association of Canada (NWAC) survey.
- The sessions were conducted by professional facilitators for the working sessions, the strategic planning and the AGM.
- French/English interpreters were on site and the parts of the summit held in the main areas were translated into French and English.

Background & Context

The Enchanté Network is the culmination of an effort of a group of 2spirit and LGBTQ+ Canadian organizations to develop a national association. It has been a long process involving many individuals from across the country. The first summit was held in October 2018 in Saskatoon that brought together people from all over Canada to talk about the potential of building a national organization. The first summit had its difficulties with different attendees holding various perspectives and presenting different priorities and ideas about how the organization should work. A second summit (Summit 2.0) was held in February 2019 in Ottawa. Summit 2.0 was more focused on developing the skeleton of the organization. The second summit went more smoothly, with more alignment starting to occur and a name chosen—Enchanté Network. Summit 2.0 led the group to ask the federal government for \$700,000 to start a 2spirit and LGBTQ+ organization and to send out micro-grants to organizations.

One of the recommendations from Summit 2.0 was to have a working group or interim board of directors of 13 individuals to keep progressing on the work and momentum created by the first two summits. The work the group of 13 conducted helped lay the foundation for the bylaws, membership, board structure, program streams and structure for the new organization that was worked on during Summit 3.0.

In December of 2019, an Executive Director was hired (Emmett Lamache) with the direction to hire staff, plan and execute the third summit with the Summit Coordinator, and create the foundations for the organization. Three staff members were hired; Theodore (Teddy) Steven Syrette as the Indigenous Liaison, Kathryn LeBlanc as the Communication and Marketing Manager, and Alexandra Daigle as the Francophone Liaison.

Location

Summit 3.0 was held in the city of Regina on the traditional lands, referred to as Treaty 4 Territory and that is located on the original lands of the Cree, Ojibwe, Saulteaux, Dakota, Nakota, Lakota and on the homeland of the Métis Nation. Each day was opened and closed with a land acknowledgement and a prayer by Kookum B.

Attendees

alphabetical by organization

ORGANIZATION

Calgary Outlink
Centre communautaire LGBTQ+ de Montréal
Centre communautaire LGBTQ+ de Montréal
Edmonton 2 Spirit Society
Edmonton Men's Health Collective
Edmonton Men's Health Collective/Community Based Research Ctr
Elder
Enchanté Network
Enchanté Network
Enchanté Network
Enchanté Network
ENSEMBLE
ENSEMBLE
Fierté Canada Pride
GRIS-Montréal
Halifax Elderberries
Operations Manager - SPACE
Ottawa Senior Pride Network
OUTSaskatoon
OUTSaskatoon
PEERS Alliance
Positive Space Nunavut
Pride at Work
Pride Centre of Edmonton
Program Director - SPACE
QMUNITY BC's Queer Trans & Two-Spirit Resource Centre
Rainbow Coalition of Yellowknife
Sher Vancouver
SPECTRUM WR
Speqtrum
The 519
The Native Women's Association of Canada (NWAC)
The Native Women's Association of Canada (NWAC)
Two-Spirited People of Manitoba Inc.
UR Pride Centre for Sexuality & Gender Diversity
UR Pride Centre for Sexuality & Gender Diversity
UR Pride Centre for Sexuality & Gender Diversity

NAME

Emma Ladouceur
Christian Tanguay
Valerie Ayotte
Boyd Whiskeyjack
Jeff Chalifoux
Thomas Trombetta
Kokum B
Alexandra Daigle
Emmett Lamache
Kathryn LeBlanc
Theodore Steven Syrette
Catherine Delage
Charles MacDougall
Haran Vijayanathan
Marie Houzeau
Allison Brewer
Cat Haines
William Staubi
Krystal Kneikar
Rachel Loewen Walker
Brittany Jakubiec
Kieran Drachenberg
Colin Druhan
Estefania Cortes-Vargas
Emmy Ritenburg
Heather Mitchell
Chelsea Thacker
Ash Brar
Cait Glasson
Jyssika Russell
Justin Khan
Cameron Maclaine
Kimberly Seida
Albert McLeod
Andrew Bay
Jacq Brasseur
Jamiy Moran

*Facilitators, Presenters, Observers,
Interpreters & Administration*

NAME

Brita Lind
Carlie Letts
Celeste Sabourin
Veronique Asselin
Cynthia Bell
Florence Étienne
Jill Varley
Laurie Hermiston
Orson Redding
Patricia Leguen
Saima Desai
Theodore Steven Syrette
Nathaniel Cole

ROLE

Summit Facilitator
Conference Coordinator
Department of Women and Gender Equality
Department of Women and Gender Equality
Strategic Planning Facilitator
Interpreter
Department of Women and Gender Equality
Strategic Planning Facilitator
Interpreter
Interpreter
Presenter (Anti-Oppression Workshop)
Presenter (Decolonization)
AGM Chair

Interim Values & Guidelines

To start off the summit, it was acknowledged by the group and facilitators that for three days we would be in community together for the sake of launching a new national 2spirit and LGBTQ+ organization. Being in community together means creating a culture for the summit. The facilitator led the group through a process to create guidelines for what kind of culture the group would like to have for its community.

The group decided on the following guidelines:

- Assume best intentions of others
- Be mindful of the mental health of others
- Make sure language is accessible (i.e., higher level language) and that it's safe to ask what something means if someone does not understand
- Be mindful that English is not everyone's first language
- Listen to understand; not to respond
- Be aware of cis-normative language

The facilitator and the group also acknowledged that because the group was in community together that we did share a kind of responsibility together for each other's wellness, energy. Some individuals in the room raised their hands when asked that they would be available if anyone in the group was having any kind of mental health challenge and they would avail themselves for that person to support them. Let it be noted that at least six people raised their hands to offer their assistance if needed and identified that they had training in mental health support, either through social work, psychology or other sort of training.

Safety

Safety moments were discussed to keep physical safety top of mind. Topics covered included icy conditions outside for walking, being aware of being in a downtown setting as 2spirit and LGBTQ+ people and that walking alone was not recommended at night.

Process

There were four processes utilized during the summit:

1 WORKING GROUPS

Working groups were given topics to discuss, and in some cases, documents to review, and make recommendations on changes. People choose what working group they want to be in. The working groups then followed up their discussion by presenting their recommendations to the group at large. The facilitator was available to answer questions, provide clarity or mediate any discussions. No mediation was required during the three days of the summit.

2 GROUP DISCUSSIONS AND AGREEMENTS

The group at large was called upon to make decisions and recommendations prior to the AGM. The working groups presented their documents, highlighting the changes they recommended and the reasons behind them. The format for this portion was:

- Questions—the group would ask any clarifying questions first
- Discussion and recommendations—the group would discuss any recommendations as a group and make changes live on-screen as the discussions happened.
- The group at large voted on the changes made. In some cases, such as the vision, mission and values, the group voted on each segment. In the case of the bylaws, membership and board structure, the group voted in the changes all at once.
- The discussions were fruitful

3 STRATEGIC PLANNING

The non-Enchanté Network board members took an entire day to discuss strategic directions with trained facilitators Laurie Hermiston and Cynthia Bell. The strategic plan is in Appendix A.

4 ANNUAL GENERAL MEETING

On the afternoon of February 3, 2020, The Enchanté Network held its first AGM. It was chaired by a professional facilitator, Nathaniel Cole, in the absence of an elected chairperson. The format was structured by Robert's Rules of Order. The minutes of the first AGM as attached as Appendix B.

Decision-making process

In the absence of a decision-making process ratified in the bylaws, the group decided that in advance of the AGM, decisions would be made by majority, with a show of hands. This project worked well for the entirety of the summit. In addition, the facilitator would check in with the group when a discussion was ready to move to a vote by a show of hands.

Vision, Mission & Values

The following represents the vision, mission and values of The Enchanté Network as reviewed, discussed and agreed upon and ratified by The Enchanté Network members at the founding AGM.

VISION

The Enchanté Network supports 2Spirit and LGBTQ+ communities from coast to coast to coast to be sustainable, vibrant, intersectional, indigenized and culturally competent.

MISSION

The Enchanté Network will maintain a thriving network where we develop and share programs, resources and knowledge to support 2Spirit and LGBTQ+ communities.

VALUES

Consensus Building:

To ensure that people can speak for themselves and that every voice is heard.

Intergenerational:

To ensure we value the connection between the generations and respect the contributions of diverse experiences.

Indigenization:

To ensure that ways of knowing and being are respected and that Reconciliation efforts are included within the framework of the organization.

Adaptable:

To ensure that the organization is responsive to the evolving needs of our communities and adaptable to changes at each level of government.

Equitable:

To ensure that genders and sexualities are affirmed and that we work within a framework of diversity and intersectionality.

The Enchanté Network's Inaugural Board of Directors

The following individuals were nominated, acclaimed and/or elected to the Board of Directors:

Albert McLeod - Manitoba

Alison Brewer - Nova Scotia

Boyd Whiskeyjack - Director at Large

Brittany Jakubiec - PEI, VP Governance and Policy

Cait Glasson - Ontario

Catherine Delage - New Brunswick

Chelsea Thacker - NWT, VP Finances

Christian Tanguay - Québec

Estefania Cortes-Vargas - Alberta, VP at Large

Kieran Drachenberg - Nunavut

Rachel Loewen Walker- President

Fierté Canada Pride (FCP) session

The main goals of the joint session for the newly elected TEN Board of Directors and the FCP boards were:

1. To get to know each other and remove barriers to working together in the future.
2. For the two boards to begin identifying areas for future discussion and recommendations for future planning and timelines if at all possible.

It was stressed by the facilitator that The Enchanté Network board was newly formed and that FCP board was highly established and that no firm decisions would be made during the session, instead recommendations for future discussions would be made. There was not a lot of time for the two boards to discuss issues in depth and to get to anything but identifying overall themes, questions and possible recommendations. It was termed the beginning of a larger conversation instead of an end result.

GET CONNECTED/GET TO KNOW EACH OTHER/ICE BREAKER

The morning session started with 2-3 individuals from both boards taking ten minutes to interview each other followed by the interviewers presenting what they learned about the person who was just interviewed. The intent of the ice breaker was for people to connect and get to know each other before putting their 'board hats' on. The exercise was successful.

THEMES AND WORKING GROUPS

The group decided that four working groups would be created in the session to discuss the following issues:

Group 1

1. Conferences
2. Communication

Group 2

3. What 'space' does the Enchanté Network occupy?
4. Fragmentation

Group 3

5. Reconciliation
6. Capacity and racialized communities

Group 4

7. Learning curve
8. Capacity and burnout

RECOMMENDATIONS, INITIAL DISCUSSIONS AND WORKING GROUP NOTES (ACTUAL)

Group 1

Topics: Conferences · Communications

CONFERENCE PLANNING FOR 2021

- Two questions Survey to membership - 6-8 months out from conference
- Enchanté + FCP overlap by 1 day (preferably a weekend day for the AGM)
- What do you want to learn?
- What can you offer?
 - Once the desired learning topics and opportunities are identified, the gaps in content or overlap in content will show where content needs to be solicited or combined for efficiently
 - Content that is missing or underrepresented can be solicited through contacts in the councils or membership
 - Intergenerational context is key-recommendation to provide an opportunity elders and young activists to meet

RECONCILIATION

- Indigenous lead from the beginning of the planning process
- Plan for more time in this process and hold the value of community lead collaboration
- Pay Indigenous people for their time/ labour/ participation
- Support Indigenous activism, events and community organizing opportunities

Group 2:

Topics: What space should The Enchanté Network occupy? · Fragmentation

- Where does one organization begin and end? Where do we overlap with others?
- Discussed the need for a service map/organizational map showing what each national organization is mandated to do / what each org does.
- Organizations: Fierté Canada Pride, Enchanté, CA Aboriginal AIDS Network, EGALE, 2Spirit in Motion, CATIE, Dignity Initiative, and likely more.
- What groups are... sexual health centres? HIV/AIDS centres? queer adjacent? advocacy and lobby groups? PRIDE groups? GSAs? etc.

- Where do university and research centres fit into this picture?
- FCP is getting more requests for advocacy and capacity building, but isn't mandated for this—this may be where Enchanté can come into the mix (and according to our bylaws, it is a good fit)
- FCP currently doing strategic planning
- The idea was suggested to have a "council" body of federal orgs (e.g., Enchanté, FCP, 2S in motion, Dignity) to build on relationship and to share information (and possibly collaborate, etc.)—this idea was met with some opposition
- We need to see less toe-stepping when it comes to funding; we need to work together collaboratively and not fit over the same, small pot of funding
- We need to better support rural and small orgs and groups

Group 3

Topics: Reconciliation · Capacity and racialized communities

How do we address harm:

- For Indigenous communities
- For ethnocultural communities

Enchanté and FCP have to look for ways to facilitate work that would support the initiative of individuals or groups as to what the needs and supports could be for the groups.

BUILDING TRUST

- Strategies to address respect the autonomy of smaller groups; while recognize the privileges of being more established organizations
- Like reciprocal relationships
- Reconciliation speaks to the need for healing and addressing trauma
- The complexity is creating space for identities that are not rooted in western culture.

Group 4

Topics: Learning Curve · Capacity and Burn Out

- Social media strategy with a crisis communication plan- volunteers need to be trained and the emotional labour inherent in this work must be addressed transparently
- Where and when possible provide food/ coffee/ water to volunteers (meetings, events, set up/ tear down) and make it part of your budget
- Clear understanding of local resources where folks can be re-directed- updated annually. Make sure the information is consistent and updated annually.

Appendix A: Strategic Planning

1 year (2020 – 2021)

VISION

The Enchanté Network supports 2Spirit and LGBTQ+ communities from coast to coast to coast to be sustainable, vibrant, intersectional, indigenized and culturally competent.

MISSION

The Enchanté Network will maintain a thriving network where we develop and share programs, resources and knowledge to support 2Spirit and LGBTQ+ communities.

SMART:

Specific (action words)

Measurable (evaluate)

Achievable

Relevant

Time-bound

As we plan we ensure the structure of all the programming to be accessible and inclusive.

In the initial conversations with the members we had discussed the following pillars and possible programming. However, for the 1st year the members have expressed the desire to work on Reflective Inclusivity. We do not want to lose some of the initial discussions so we placed within this document to ensure these ideas have not been lost.

CONSENSUS BUILDING

To ensure that people can speak for themselves and that every voice is heard.

Mediation, regional meetings, annual summit, committees, regional consultations

INTERGENERATIONAL

To ensure we value the connection between the generations and respect the contributions of diverse experiences.

Community, elder inclusive, youth inclusive

INDIGENIZATION

To ensure that ways of knowing and being are respected and that Reconciliation efforts are included within the framework of the organization.

Cultural competency, practicing indigeneity within meetings, creating the space

ADAPTABLE

To ensure that the organization is responsive to the evolving needs of our communities and adaptable to changes at each level of government.

Resources, research, data library, toolkits

EQUITABLE

To ensure that genders and sexualities are affirmed and that we work within a framework of diversity and intersectionality.

Coaching and support, family inclusive, structure of the programming, challenging white privilege

Reflective Inclusivity

- Folks that are not included in the discussion, should be included
- Approaching communities to be a part of the network
- Start from community to build the structure
- As we plan we ensure the structure of all the programming to be accessible & inclusive (childcare etc...)
- Weave our values in the work we do, what do you need and how can we help you.
- White (supremacy) privilege, colonialism needs to be brought out.
- What is our goal to mentorship?
- How can we engage and create space?
- Definitions and language we use?
- Code of ethics

Appendix B:

AGM Agenda & Minutes

AGM AGENDA

The Enchanté Network
3 February 2020
Hotel Saskatchewan
2125 Victoria Ave, Regina, SK S4P 0S3

1. Open the meeting
2. Declare members
3. Determine Quorum
4. Approve the agenda
 - Motion to approve the agenda
5. Membership structure proposal
 - Motion to approve membership structure
6. By-laws Review
 - Motion to approve By-laws
7. Nominations of the Board
 - Election of the Board
8. Nomination of the Executive
 - Election of the Executive
9. Financial Report
 - Motion to accept Financials
10. Budget Report
11. Motion to accept budget report
 - Motion to adjourn

AGM MINUTES

The Enchanté Network
4 February 2020
Hotel Saskatchewan
2125 Victoria Ave, Regina, SK S4P 0S3

1. The Annual General Meeting of The Enchanté Network commenced at 2:07pm and was facilitated by Nathaniel Cole.
2. Delegate's names have been decided in lieu of members for the moment.
MOVED and CARRIED.
3. Determine Quorum
It was determined there is quorum, no objection for proceeding.
4. Approving the Agenda.
MOTION to approve the agenda. CARRIED.
5. By-laws review
MOTION: approve By-laws. CARRIED
 - Point: Creation of a by-law committee could be something the board takes upon themselves at the first meeting.
6. Nominations of the Board

Election of the Board

Expected procedure is that the spirit of this room is to elect the regional directors regionally, and then to elect the president after those positions are filled. Every single province/territory has a position on the board of directors. Jacq Brasseur to write down those people's names.

Nominations closed

No one opposed proceeding with the proposed candidates that have no other runners in their jurisdiction. Confidence was secured of the acclaimed candidates by the CRO.

The Enchanté Network board members acclaimed:

Christian Tanguay
Kieran Drachenberg
Catherine Delage
Cait Glasson
Chelsea Thacker
Brittany Jakubiec
Albert McLeod
Rachel Loewen-Walker
Alison Brewer

For Alberta, each candidate will get 90 seconds to make their case to the membership.

Boyd Whiskeyjack to make a statement.

Estefania Cortes-Vargas to make a statement.

Ballot voting to commence.

Counting of the ballots

7. Financial Report
MOTION to accept budget report
8. Budget Report
MOTION to accept budget report
MOTION to approve both financial documents as presented. CARRIED.
The balloting committee has reported that the result for the Alberta director position be awarded to Estefania Estefania Cortes-Vargas - Alberta, VP at Large
MOTION to destroy the ballots. CARRIED.
9. Nomination of the Executive
Election of the president
Nominations closed
Rachel Loewen Walker, Kieran Drachenberg, and Cait Glasson to make statements.

Ballot voting to commence.

Voting requires 50 majority plus 1 due to more than two candidates.

Counting of the ballots

The balloting committee has reported that the result for the President position is to be Rachel Loewen Walker.

MOTION to destroy the ballots. CARRIED.

Position for Saskatchewan director now open.

AGM adjourned at 2:15pm.