



QMUNITY

BC'S QUEER, TRANS, AND TWO-SPIRIT RESOURCE CENTRE

Annual **20** Report **21**

Meeting The Needs of BC's 2SLGBTQIA+ Community

Introduction

Words From Our Co-Executive Directors

For over 42 years, QMUNITY has evolved to meet the program and advocacy needs of the 2SLGBTQIA+ community. QMUNITY has transformed when faced with adversity, rising renewed, like a Phoenix. This Annual Report marks a “Phoenix” year for QMUNITY: a year of rebuilding a strategic foundation to achieve new levels of social impact and better meet the needs of queer, trans and Two Spirit folks.

In 2021, we witnessed a rise in economic and social marginalization of queer, trans and Two Spirit individuals and communities, a rise in hate crimes including transphobia, biphobia, homophobia and racism, and a corresponding rise in stressors on mental health and well-being. Many folks newly expressed their gender identity within areas of BC where social services and community were lacking, in part due to COVID-19.

QMUNITY pivoted through the COVID-19 pandemic from in-person services to a hybrid model that includes virtual services throughout British Columbia, making it possible for us to reach the most isolated and vulnerable individuals. QMUNITY strengthened its capacity to serve the unmet needs of communities by decentralizing and serving folks where they are at. We reached far beyond our original centre in Vancouver’s Davie Village to become BC’s resource centre by mobilizing networks, social media, technology, and partnerships.



Anoop Gill | She/Her
Tracy London | She/Her

QMUNITY continued to expand and create new programs in response to ongoing needs. We broadened our initiatives to advance legal and lived equality to remove systemic barriers in law and policy, and to fill gaps in legal services. We re-imagined our programming to further promote a life affirming experience of belonging and celebration. We worked to achieve systemic change through education and transforming knowledge. We examined how we needed to evolve as an organization to better advance decolonization and better serve intersectional identities.

2021 marked a year when QMUNITY integrated the challenges and opportunities of economic, social and cultural change to transform itself to become a provincial leader in removing barriers to mental health and wellbeing for queer, trans and Two Spirit individuals throughout BC.

This was a year of strengthened resolve within our staff, volunteers, board and community, to show that QMUNITY’s work is more essential now than ever in its history.

We hope that our Annual Impact Report 2021 tells our story in a way that inspires you to join us in our work as QMUNITY rises to lead and mobilize for change: creating just, safe, and caring spaces that celebrate and connect 2SLGBTQIA+ folks.

Message From The Board Of Directors

Our Impact Report 2021 theme is about QMUNITY's "Phoenix" year, facing adversity and rising renewed.

When we were faced with some of the most difficult organizational challenges in our history, we heard from many individuals who told us that they wouldn't be alive today if it weren't for the support and connection QMUNITY provided them during the most vulnerable time of their lives.

Our volunteers, staff, and Board mobilized and persevered because of our shared commitment to ensuring that **QMUNITY's critical role in providing life affirming and life saving services continue.**

QMUNITY's incredible resilience translated into vibrant growth through 2021 and beyond to serve queer, trans, and Two Spirit individuals' needs throughout BC.

QMUNITY embarked on a learning journey to grow toward a deeper understanding of our community and committed to **taking steps to better serve folks with intersectional identities** and to take action on Reconciliation.

The foundations of our work in 2021 made it possible for us to innovate in creating a Co-Executive Director model and to hire Anoop Gill (she/her), a leader with exceptional strength in integrating intersectionality in our programs and services.



This leadership has made it possible for us to start with our **Reconciliation commitment to engage Indigenous and Two-Spirit Communities** in creating and facilitating culturally informed programs and services, commencing with the hiring of our Indigenous Outreach Coordinator.

It has also made it possible for us to engage in a co-creation placemaking process with the Indigenous-led Sky Spirit Studios, working in concert with the City of Vancouver to Indigiqueer QMUNITY's new home at Burrard and Davie which is planned for completion in 2025.

Looking back to my professional self in 2021, my understanding of development and colonial processes has been completely transformed in our co-creation work with Sky Spirit Studios.

QMUNITY transforms lives, including my own. I invite you to continue to lead change with QMUNITY.

- **Christopher Vollan** | He/Him
Chair of the Board





QMUNITY

BC'S QUEER, TRANS, AND TWO-SPIRIT RESOURCE CENTRE

At QMUNITY, we believe in a person's right to define their sexual orientation, gender identity, and gender expression. We value our complex intersectional identities and operate from an anti-oppression framework.

QMUNITY operates on the occupied unceded ancestral territories of xʷməθkwəy'əm (Musqueam), Skwxwú7mesh (Squamish), and səliłwətał (Tsleil-Waututh) Nations.

QMUNITY

A Place Where We Belong

Since 1979, QMUNITY has existed to deliver programs & services that support all members of the queer, trans, and Two-Spirit community in British Columbia. Built at the hands of our own community - with deep roots in social advocacy and programs delivery - **our organization delivers mental health and social support through a variety of activities** that bring 2SLGBTQIA+ community members and allies together through support, connection, and leadership.

1979



2022



Creating Change

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1 Removing Barriers To Mental Health & Well-being

An Impact That Saves 2SLGBTQIA+ Lives

In response to needs for accessible, low-barrier mental health support, QMUNITY is developing holistic clinical programming that provides wrap-around services that connect and integrate with other services we deliver. This support reaches the most isolated and vulnerable folks across British Columbia, and addresses the most urgent and pressing needs.

110

needs assessments completed for seniors and older adults

399+

youth received 1:1 youth services

180+

hours of consultation provided to youths parents, caregivers, and service providers

500

hours of free 1:1 counselling

550

hours of low-cost counselling

200

hours of consultation provided to seniors' loved ones, caregivers, and service providers

260

individuals attended peer group meetings each month

4

new Peer Groups launched, for a total of 14 groups

2 Education & Transforming Knowledge

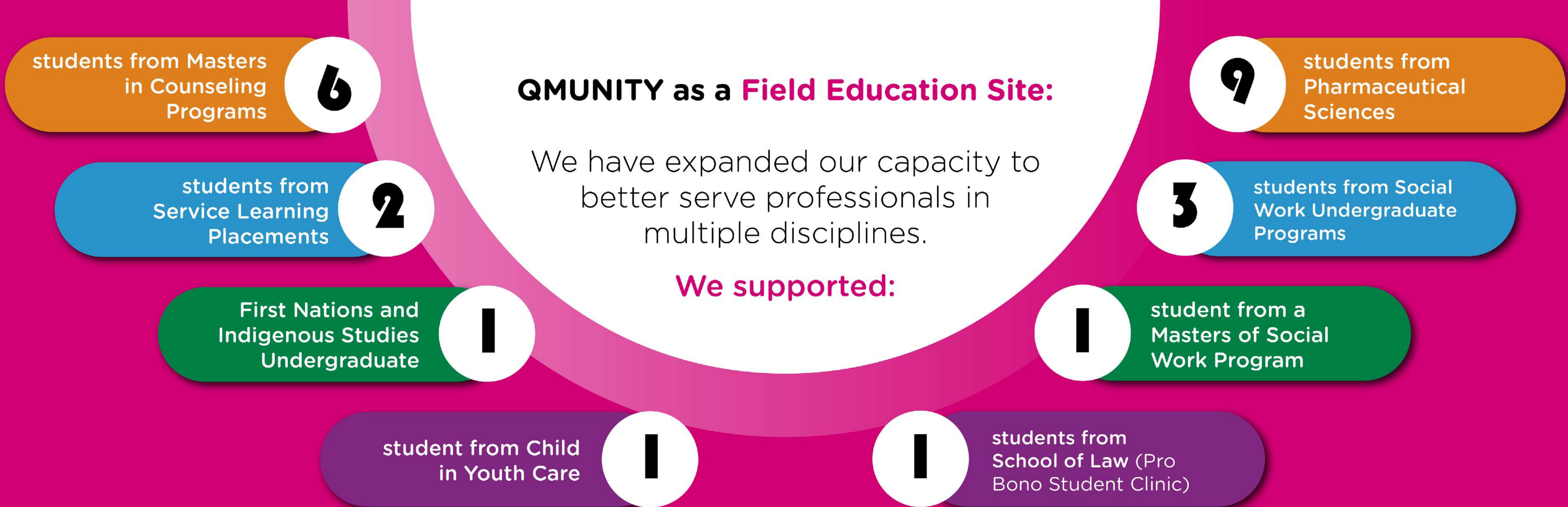
Leading Change Through Better Understanding

Sustainable change has to come from the very foundations of systems that serve to oppress 2SLGBTQIA+ communities. Our **Education and Training Program** targets and mobilizes those working within these systems to **empower them with the needed skills and understanding** to impact the systems they operate within, and facilitate safer spaces for queer, trans, and Two-Spirit folks. The program also extends to providing educators and facilitators with training in queer, trans, and Two-Spirit equity and inclusion (Facilitator's Forum).

An estimated **1,600** people received Queer Competency Training in 2021.

Some of the groups we delivered workshops to, include:





Facilitator's Forum:

QMUNITY hosted a virtual Facilitator's Forum concentrated on working through an intersectional lens. The Forum is an opportunity to bring together educators, trainers, and facilitators who are using education as a tool to advance change in social services, health care delivery, community building, and beyond.

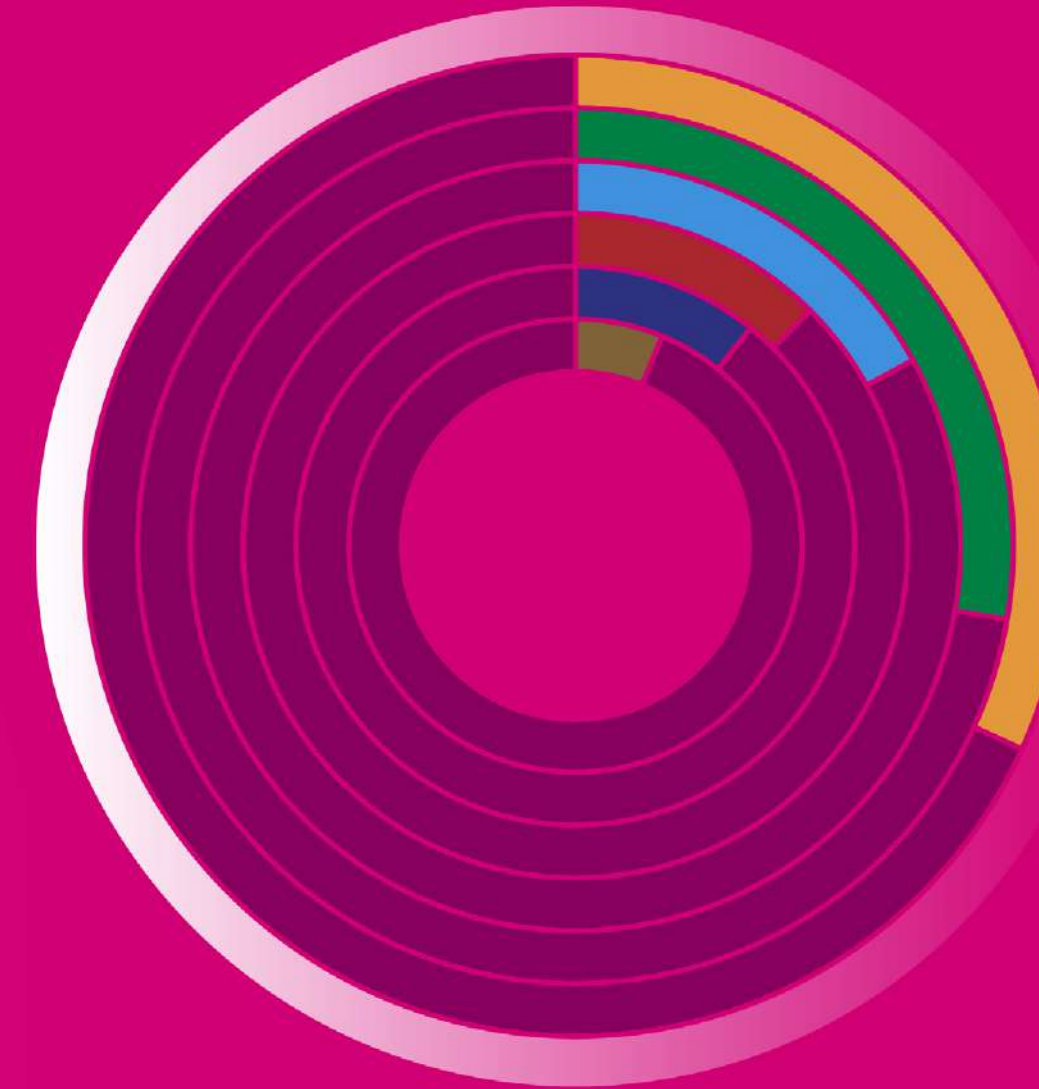


3

Intersectional Identities & Reconciliation

Growing Towards A Better Understanding Of Our Community

In 2021, QMUNITY took necessary steps to better identify intersectional identities to inform our practices and establish better goals for meeting needs and responsibility in our work. Our social impact survey highlighted the need to strengthen our commitment to racialized communities experiencing the same level of belonging as other identities. It has been clear to us for a long time that intersectional programs are vital to our 2SLGBTQIA+ community; peer groups like Autistic Queer Peers and Queer Love in Colour saw the most demand in 2021. QMUNITY is committed to establishing more, safer spaces at the intersections of marginalized identities.



- Disabled **31%**
- Neurodivergent **27%**
- Immigrant **17%**
- Racialized/POC **12%**
- Religious **10%**
- Indigenous **6%**



QMUNITY's Commitment Towards Reconciliation

The Truth & Reconciliation Commission of Canada: Calls to Action Report served as a guiding document for establishing QMUNITY's priorities.

We are fully committed to honouring and amplifying the voices of all Indigenous people, and particularly those queer, Indigiqueer, trans, and Two-Spirit folk who continue to face contemporary erasure, violence, and appropriation by settler queer culture.

- From QMUNITY's 2021 Truth & Reconciliation Statement

In 2021, we published a **Truth & Reconciliation Statement** that set a path forward through three primary commitments:

1

We will **engage Indigiqueer and Two-Spirit community members** in creating and facilitating programs and services that are culturally informed by hiring an Indigenous Outreach Coordinator.

2

We will identify what **clinical community supervision** looks like from a **culturally-appropriate** lens by working with an Indigenous practicum student and the First Nations Health Authority.

3

We will maintain an **open invitation** for continued feedback from Indigenous and Two-Spirit persons as part of our commitment **to continuously listen, learn** and implement informed and actionable change across all our programs and initiatives.



4

Belonging & Celebration

We are proud of our community. Proud of our resilience in the face of adversity, and grateful for every single person that lent their hand to supporting QMUNITY in 2021. Grateful for our volunteers, our program participants, and our donors.

And we are proud to celebrate the diversity that exists within our vibrant, rich community. And in spite of what 2021 had in store for us, we are proud to have celebrated one another through events, engagements, and more.

50

Vancouver Pride
Decentralized
Q-Parade

50

Youth Pride BBQ

65

Aging With Pride

25

Honouring Our
Elders Tea

30

VolunCheers
Appreciation Event

100

Winter Warmup
Appreciation Event

5 Lived & Legal Equality

Giving A Voice To The Community

QMUNITY recognizes the importance that policy and legislation carries in leading the way for the protection of all members of the 2SLGBTQIA+ community. Progress cannot occur without the full recognition of our identities within the legal structures that govern our way of life.

In 2021, QMUNITY engaged in community consultations, advocacy initiatives on municipal, provincial and federal levels, and stood up for the rights of all members of the queer, trans, and Two-Spirit community living in BC.

Consultation Services

7

presentations for conventions, committees & organizations

1

published report with PBSC & Allard School of Law

12

consultations with government bodies, nonprofits, companies, & researchers

14

panel presentations for conferences, events & workshops across BC

30

people engaged for consultation & information session

20

people access the program every month

Trans ID Clinic

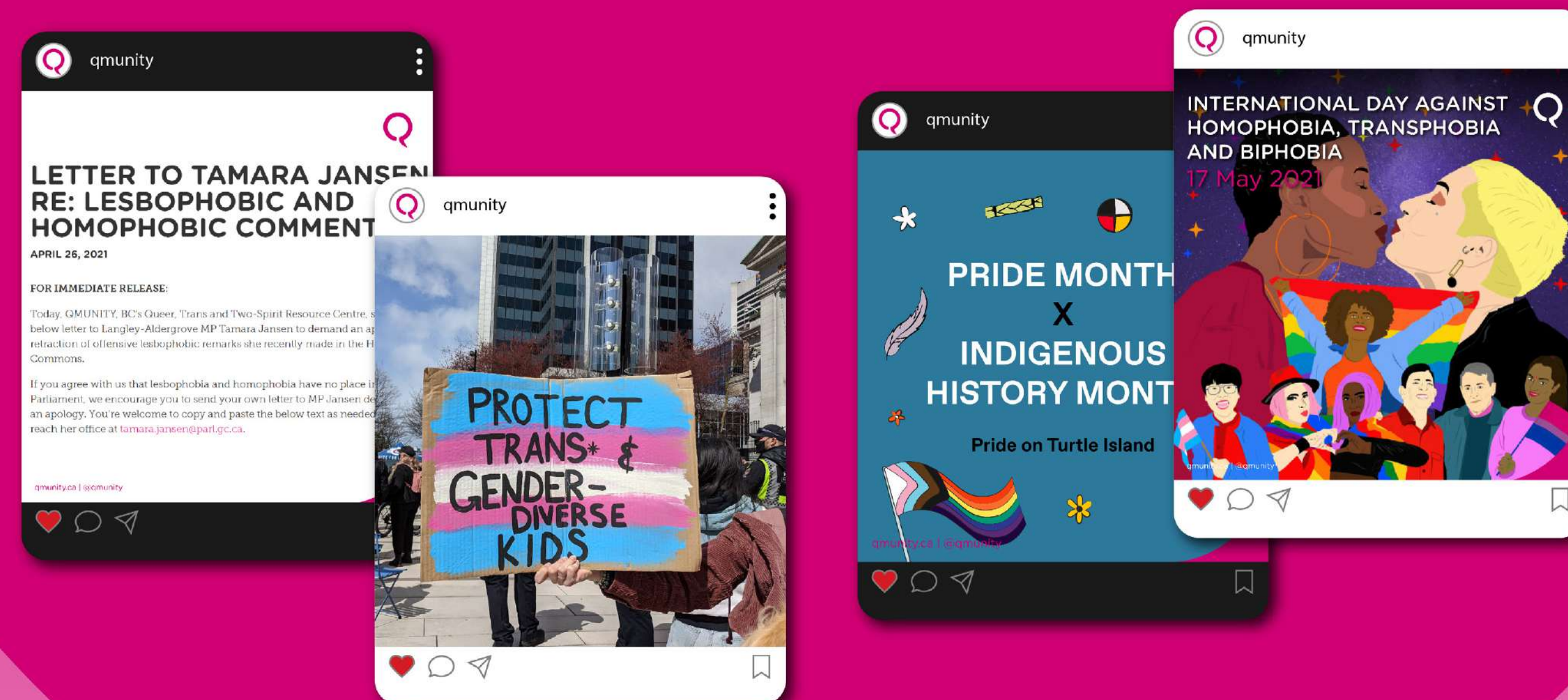
QMUNITY established the clinic to provide direct legal aid to 2SLGBTQIA+ folks seeking to have their correct gender identity (gender markers and legal name) reflected on government documents.

Social Media & Digital Campaigns

In 2021, we focused on **raising awareness and educating the public, social service providers and leaders on queer identities and their intersections.**

We made a focused effort to **use social media to connect our followers** to other activists and organizations doing work in 2SLGBTQIA+ communities and adjacent spaces. We believe that building engagement with other queer, trans, and Two-Spirit organizations across BC and globally is the way forward and our programs and services are beginning to reflect these growing partnerships.

69,581 users visited our website and accessed tools & resources.



10

staff trained
on overdose
response

500+

units of harm
reduction drug
supplies given
out

1000+

units of safer
sex supplies
given out

6

Meeting Communities Where They Are At

Serving Needs Throughout BC

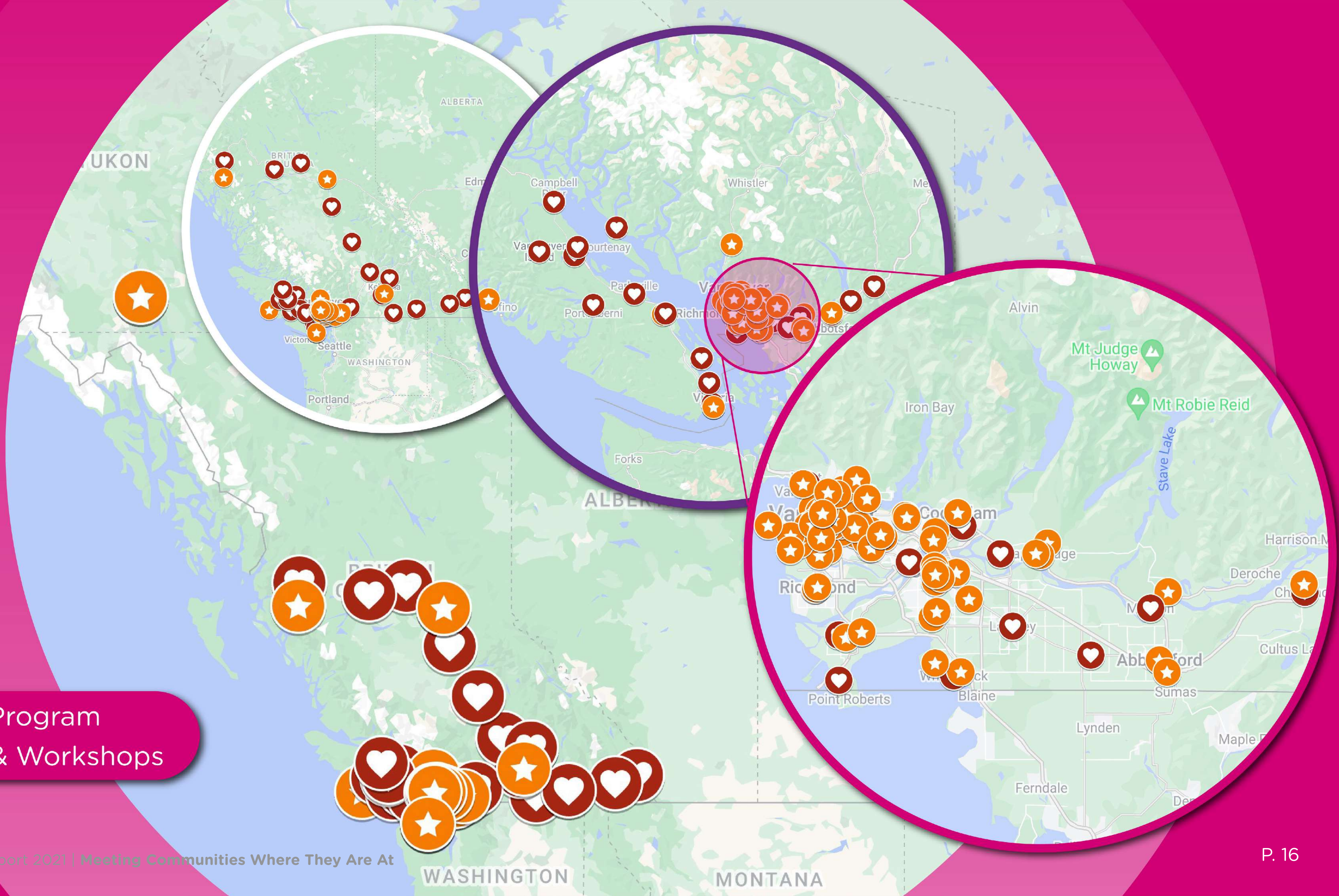
Responding to the needs of our communities requires an understanding of the degree to which community members are able to receive support. For QMUNITY, this includes creating better opportunities to access low-barrier harm reduction supplies, nurturing closer collaboration with partner organizations, and delivering programs that are available across the province through hybrid models both online and in-person.

Whatever it might be, QMUNITY is committed to continued growth and flexibility so as to meet the needs of our community, regardless of their circumstances or where they live.

2767

“Q-Desk”

Information and
Referral services
requests responded to
(emails, phone calls,
and walk-ins)



- ♥ BBB Program
- ★ QCT & Workshops

Donor Recognition

These are the people who are creating change. Individuals, families, funders, and corporate groups who are making it possible for queer, trans, and Two-Spirit programs and services to continue saving lives.

**From all of us at QMUNITY,
*thank you.***

Monthly Donors

Monthly giving provides sustainable support and makes it possible for QMUNITY to run programs & services that support 2SLGBTQIA+ members of the community every day of the year. We are so incredibly grateful for the generous support of folks who give monthly.

[*Click here to become a monthly donor today!*](#)

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Victoria Luxford
Warren Cox
Yuki Matsuno
Zoran Stjepanovic

Major Gift Donors

Thanks to these individuals, QMUNITY has been able to reduce barriers to access for 2SLGBTQIA+ folks looking for support across our programs and services. Transformational gifts in 2021 have kept our doors open to the community.

From all of us at QMUNITY - thank you.

Adrian Perera
Antonia Newton
Bryn Kipnis
Carter Sawatzky
Christopher Marchesi
Christopher Vollan
Claire Hutchings
Courtney Watkins
Cynthia & Robert Joseph
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clearly



2021 Financials



Statement of Operations Year ended December 31

	2021 \$	2020 \$
REVENUE		
Grants	821,934	604,830
Donations and fundraising	389,828	295,045
Fee for service	49,444	12,168
Wage subsidy - government assistance	41,477	55,699
Rental	21,094	46,561
Events revenue	923	-
	1,324,700	1,014,303
EXPENSES		
Wages, subcontractors and benefits	864,897	663,056
Rent and utilities	128,974	148,744
Program costs	40,518	6,453
Office	32,285	26,847
Professional fees	14,155	28,514
Events and fundraising	11,500	14,991
Bank charges and interest	8,614	5,686
Insurance	3,677	3,497
Travel	1,667	382
Amortization	609	-
	1,106,896	898,170
Excess of revenue for the year	217,804	116,133



Our Mission

To improve queer, trans, and Two-Spirit lives through supservices, support, connection and leadership.

Our Vision

Vibrant, diverse and celebrated queer and trans communities, where individuals are empowered to live their lives fully, free from discrimination.

Registered under the Society Act of BC as:

QMUNITY BC's Queer, Trans, Two-Spirit Resource Centre

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1170 Bute Street

Vancouver, BC

V6E 1Z6

Charitable registration number:

11924-9522-RR-0001

qmunity.ca | @qmunity