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REGISTRY

Court File No.: VLC-S-S-252688

Vancouver Registry

This is the 1st affidavit
of Helen Kennedy in this case
and was made on June 23, 2026

IN THE SUPREME COURT OF BRITISH COLUMBIA

In the matter of a statutory appeal pursuant to
section 40 of the *Health Professions Act*, R.S.B.C. 1996, C. 183

B E T W E E N:

AMY HAMM

PETITIONER

AND:

BRITISH COLUMBIA COLLEGE OF NURSES AND MIDWIVES

RESPONDENT

AFFIDAVIT #1 OF HELEN KENNEDY

I, **HELEN KENNEDY**, of the City of Toronto, in the Province of Ontario, AFFIRM THAT:

1. I am the Executive Director of Egale Canada (“Egale”). As such, I have personal knowledge of the facts set out in this affidavit.
 2. I acknowledge the solemnity of making a sworn statement/solemn declaration and acknowledge the consequences of making an untrue statement.
 3. I was not physically present before the person before whom this affidavit was sworn or affirmed but was in that person’s presence using video conferencing.
- A. EGALÉ**
4. Egale is a non-profit organization that advances equality and justice for 2SLGBTQI¹ people across Canada. It was founded in 1986 and incorporated as a federal non-profit

¹ Egale uses the term “2SLGBTQI” as inclusive of all sexual orientations and gender identities other than straight and cisgender, including but not limited to lesbian, gay, bisexual, trans, two spirit, genderqueer, gender non-conforming, intersex, and queer. At the same time, Egale recognizes and affirms the diversity of experience within the 2SLGBTQI community and strives to ensure that it works effectively to advance the equality rights and interests of all members.

organization in 1995. Egale is Canada's leading organization for 2SLGBTQI people and issues. We improve and save lives through research, education, awareness, and by advocating for human rights and equality in Canada and around the world. Our work helps create societies and systems that reflect the universal truth that all persons are equal and none is other.

5. Egale's mission is to improve the lives of 2SLGBTQI people in Canada and to enhance the global response to 2SLGBTQI issues. We seek to achieve this by informing public policy, inspiring cultural change, and promoting human rights and inclusion through research, education, awareness, and legal advocacy. Egale's vision is a Canada, and ultimately a world, without homophobia, biphobia, transphobia, or other forms of oppression, so that every person can achieve their full potential, free from hatred or bias.
6. Egale has an elected Board of Directors, four of whom hold positions as Executive Officers (President, Vice-President, Secretary, and Treasurer). Egale employs over 40 staff members and is supported by numerous volunteers, including the members of its Legal Issues Committee and, from time to time, *ad hoc* committees. Egale's 2024 Annual Report is attached as **Exhibit "A"** to this affidavit and 2025 Impact Report is attached as **Exhibit "B"** to this affidavit.
7. In addition to engaging in litigation that affects the rights and interests of 2SLGBTQI people (described in detail below), Egale's activities include:
 - a. producing and compiling research on issues that affect 2SLGBTQI people and their families and effectively communicating that research to decision-making bodies, community organizations, and the general public;
 - b. surveying members of 2SLGBTQI communities regarding their priorities and concerns and organizing national consultations to mobilize and strategize on issues of importance to 2SLGBTQI communities;
 - c. educating the public on issues relating to sexual orientation and gender identity and expression;
 - d. consulting with governments on matters that affect 2SLGBTQI people and their families; and
 - e. working with a variety of other organizations that seek to advance equality and justice for all marginalized groups in society.
8. Egale also has a profile within the international community as Canada's national 2SLGBTQI advocacy group. Over the past two decades, Egale has been accredited to participate in international conferences to enhance understanding of 2SLGBTQI human rights. In recent years, representatives of Egale have attended gatherings of the Organization of American States (OAS); the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA World); the United Nations Commission on the Status of Women; and the United Nations Human Rights Council, among other international conferences. Egale representatives were also invited to the Pentagon to consult on the

United States Armed Forces’ “Don’t Ask, Don’t Tell” policy regarding 2SLGBTQI service members. In 2019, I was one of a few global 2SLGBTQI activists invited to meet with Pope Francis at the Vatican to discuss the criminalization, discrimination, and violence facing 2SLGBTQI people around the world. In 2025, the United Nations Economic and Social Council (ECOSOC) granted Egale Canada special consultative status, which enhanced the organization’s ability to engage with UN agencies.

9. Egale relies on fundraising and donations to meet its operating budget. It has extremely limited financial resources and depends on the extensive volunteer efforts of its members and on the *pro bono* contributions of its counsel.

B. EGALÉ’S EXPERIENCE IN CONSTITUTIONAL AND PUBLIC INTEREST LITIGATION

10. Egale has a wealth of experience representing the rights and interests of 2SLGBTQI people in constitutional and public interest litigation. As the Ontario Superior Court has recently commented, “[Egale’s] history of [serving] as an intervener is an indication that Egale has experience with the role of intervener and its function to assist the court in understanding the implications of its decision.”²
11. As set out in **Schedule “A”** to this affidavit, over the past 30 years, Egale has been granted leave to intervene in 51 cases before Canadian courts and tribunals affecting 2SLGBTQI rights, including 18 appeals before the Supreme Court of Canada.³
12. Egale has intervened before in cases, like this case, that engage the intersection of freedom of expression and the equality rights of 2SLGBTQI communities. For example:
 - a. ***Saskatchewan (Human Rights Commission) v. Whatcott***: Egale made submissions before the Supreme Court that speech targeting the sexual practices of gay and lesbian people amounted to hate speech on the basis of sexual orientation in the context of human rights legislation, which the Court accepted.⁴

² *General Manager, OHIP v. K.S.*, [2024 ONSC 130](#) at para. 9.

³ *Mossop v. Canada*, [\[1993\] 1 S.C.R. 554](#); *Egan v. Canada*, [\[1995\] 2 S.C.R. 513](#); *Vriend v. Alberta*, [\[1998\] 1 S.C.R. 493](#); *M. v. H.*, [\[1999\] 2 S.C.R. 3](#); *Little Sisters Book and Art Emporium v. Canada*, [2000 SCC 69](#); *Trinity Western University v. British Columbia College of Teachers*, [2001 SCC 31](#); *Chamberlain v. Surrey School District No. 36*, [2002 SCC 86](#); *Reference Re: Same-Sex Marriage*, [2004 SCC 79](#); *Little Sisters Book and Art Emporium v. Canada*, [2007 SCC 2](#); *Canada v. Hislop*, [2007 SCC 10](#); *Saskatchewan Human Rights Commission v. Whatcott*, [2013 SCC 11](#); *Law Society of British Columbia v. Trinity Western University*, [2018 SCC 32](#); *Trinity Western University v. Law Society of Upper Canada*, [2018 SCC 33](#); *Canada (Public Safety and Emergency Preparedness) v. Chhina*, [2019 SCC 29](#); *Ethiopian Orthodox Tewahedo Church of Canada St. Mary Cathedral v. Aga*, [2021 SCC 22](#); *Hansman v. Neufeld*, [2023 SCC 14](#); *York Region District School Board v. Elementary Teachers' Federation of Ontario*, [2024 SCC 22](#); *English Montreal School Board, et al. v. Attorney General of Quebec, et al.*, [SCC 41231](#) (decision pending from the Supreme Court of Canada).

⁴ *Saskatchewan (Human Rights Commission) v. Whatcott*, [2013 SCC 11](#).

- b. *A.B. v. C.D.*: Egale also made submissions before the B.C. Court of Appeal that the protective ambit of free expression rights under s. 2(b) of the Charter does not extend to speech that is violent or harmful.⁵
 - c. *Burjoski v. Waterloo Region District School Board*: Egale made submissions concerning the impact of discriminatory language towards trans communities, particularly toward trans youth in the context of speech at a School Board meeting.⁶
 - d. *Hansman v. Neufeld*: Egale intervened at the Supreme Court to advance the position that anti-SLAPP legislation protects speech that responds to rhetoric that demeans and pathologizes trans people.⁷
 - e. *Peterson v. College of Psychologists of Ontario*: Egale intervened, with current counsel John McIntyre and Gregory Ko, in a case similar to the present case in which a psychologist challenged his regulator's authority to govern his public anti-trans comments. Egale made similar submissions to those proposed in the present case to ensure the Court was aware of the impact of the impugned comments on the trans community.⁸
13. Egale also has experience intervening in cases concerning equality rights under s. 15 of the *Charter*. For example:
- a. *Chamberlain v. Surrey School District No. 36*: Egale intervened before the Supreme Court in a decision where the Court held that a school board infringed the Charter value of equality when it banned books representing 2SLGBTQI families.⁹
 - b. *Procureur général du Québec v. Centre de lutte contre l'oppression des genres*: Egale intervened before both the Superior Court of Quebec and the Quebec Court of Appeal in this challenge to several provisions of the Civil Code of Québec that limited the s. 15 rights of trans and non-binary people.¹⁰
 - c. *Canadian Alliance for Sex Work Law Reform v. Attorney General*: Egale intervened before the Ontario Superior Court of Justice in a challenge to the constitutionality of the *Criminal Code* provisions governing sex work, which were alleged to unjustifiably infringe ss. 2(b), 2(d), 7, and 15 of the *Charter*.¹¹
14. In addition to Egale's role as an intervener or litigant in test cases, historically Egale representatives provided evidence in a number of 2SLGBTQI equality rights cases. For instance:

⁵ *A.B. v. C.D.*, 2020 BCCA 11.

⁶ *Burjoski v. Waterloo Region District School Board*, 2024 ONCA 811, at para. 115.

⁷ *Hansman*, *supra* note 3.

⁸ *Peterson v. College of Psychologists of Ontario*, 2023 ONSC 4685.

⁹ *Chamberlain v. Surrey School District No. 36* (2000), 191 D.L.R. (4th) 128 (B.C.C.A.) and 2002 SCC 86.

¹⁰ *Centre for Gender Advocacy c. Attorney General of Quebec*, 2021 QCCS 191; *Procureur général du Québec v. Centre de lutte contre l'oppression des genres*, 2024 QCCA 348.

¹¹ *Canadian Alliance for Sex Work Law Reform v. Attorney General*, 2023 ONSC 5197.

- a. Egale’s former executive director, John Fisher, was called to testify as a witness before the Canadian Human Rights Tribunal in *Moore & Akerstrom v. Canada*,¹² which addressed the denial of certain employment spousal benefits to same sex couples in the federal public service.
 - b. Egale’s former vice-president, Lawrence Aronovitch, also testified before the Canadian Human Rights Tribunal in *Laessoe v. Air Canada*,¹³ which similarly addressed discrimination against same sex couples in employment benefits.
 - c. Egale’s former director of advocacy, John Fisher, filed affidavits in both *EGALE Canada Inc. v. Canada (Attorney General)*¹⁴ and *Halpern v. Canada*,¹⁵ which found that the exclusion of same-sex couples from the common law definition of marriage violates s. 15 of the *Charter*.
 - d. Laurie Arron, another former director of advocacy for Egale, provided an affidavit in *Josef v. Ontario*,¹⁶ a case involving a *Charter* challenge to the Ontario government’s decision to discontinue health insurance funding for gender affirming surgery.
15. In each of these cases, the witness’s evidence was based on knowledge, information, and expertise developed through their involvement with Egale.
 16. In addition to its work as an intervener, Egale has been involved in complex constitutional public interest litigation in the following ways:
 - a. ***Egale Canada v. Alberta***: Along with Skipping Stone and five gender diverse young people, Egale brought a *Charter* application alleging breaches of sections 7, 12, and 15 with respect to amendments to Alberta’s *Health Professions Act*.¹⁷ The impugned amendments would prohibit doctors from prescribing certain drugs, including puberty blockers and hormone replacement therapy, to persons under the age of 18 for the treatment of gender dysphoria or gender incongruence. Egale and its co-applicants also sought an interlocutory injunction to enjoin the Lieutenant Governor in Council of Alberta from proclaiming the impugned amendments into force. In June 2025, the Alberta Court of King’s Bench granted the injunction, while also granting Egale public interest standing.¹⁸ In response to the Alberta Legislature’s invocation of the notwithstanding clause in December 2025, the Alberta Court of King’s Bench vacated the injunction. The Applicants applied to amend their originating application to advance a federalism argument. The Court of King’s Bench dismissed the Applicants’ Application to Amend in May 2026, a

¹² *Moore & Akerstrom v. Canada* (1996), 25 C.H.R.R. D/351 (C.H.R.T.).

¹³ *Laessoe v. Air Canada* (1996), 27 C.H.R.R. D/1 (C.H.R.T.).

¹⁴ *EGALE Canada Inc. v. Canada (Attorney General)*, 2001 BCSC 1365; *Barbeau v. British Columbia (Attorney General)*, 2003 BCCA 251.

¹⁵ *Halpern v. Canada* (2002), 215 D.L.R. (4th) 223 (Ont. Div. Ct.); *Halpern v. Canada* (2003), 225 D.L.R. (4th) 529 (Ont. C.A.).

¹⁶ *Josef v. Ontario*, Ont. S.C.J., File No. 99-CV-166969.

¹⁷ *Health Professions Act*, RSA 2000, c H-7.

¹⁸ *Egale Canada v. Alberta*, 2025 ABKB 394.

decision which will be appealed.¹⁹ The underlying *Charter* application has been held abeyance by the Alberta Court of King’s Bench until the Supreme Court of Canada releases guidance on the scope of the judiciary’s jurisdiction following the invocation of the notwithstanding clause..

- b. **UR Pride *Charter* Application, Injunction and Appeal:** Egale’s Director of Legal and its Senior Staff Lawyer, Bennett Jensen and Eric Freeman, respectively, serve as co-counsel for UR Pride Centre for Sexuality and Gender Diversity (“UR Pride”) in a case against the Government of Saskatchewan. In this case, UR Pride brought a *Charter* application and sought an interlocutory injunction with respect to a policy that required teachers to seek permission from a student’s parent for pronoun use and name changes for students younger than 16. The Court of King’s Bench for Saskatchewan ultimately granted UR Pride’s request for an interlocutory injunction.²⁰ This led the Saskatchewan Legislature to enact the impugned policy through legislation that invoked the notwithstanding clause. Despite the invocation of the notwithstanding clause, the case has continued, with the Court of King’s Bench granting UR Pride’s application to amend its application and it agreeing that the Court retains the jurisdiction to hear the *Charter* issues that have been raised despite the invocation of the notwithstanding clause.²¹ The Government of Saskatchewan appealed the decision to the Court of Appeal for Saskatchewan. UR Pride was overwhelmingly successful on the appeal. The Saskatchewan Court of Appeal held that the case could continue despite the invocation of the notwithstanding clause and that UR Pride could amend its pleading to add a s. 12 *Charter* claim.²² The Government of Saskatchewan obtained leave to appeal to the Supreme Court of Canada, and UR Pride was granted leave to cross-appeal.²³
- c. **Challenge to Alberta’s *Education Act*:** In 2025, Egale and Skipping Stone initiated litigation to challenge certain changes to Alberta’s *Education Act* effected by Bill 27, or the *Education Amendment Act, 2024*.²⁴ The impugned provisions mandate that when a student requests to use a different name or pronouns, school personnel must notify their parents of the request. For school personnel to use a different name or pronouns for a student under the age of 16, the student’s parents must consent. Egale and Skipping Stone allege that these restrictions amount to an unjustifiable limit on the ss. 7, 12, and 15(1) *Charter* rights of gender-diverse youth in Alberta.²⁵ This case is currently being held in abeyance by the Alberta Court of King’s Bench until the Supreme Court of Canada releases guidance on the scope of the judiciary’s jurisdiction following the invocation of the notwithstanding clause.

¹⁹ *Egale Canada v Alberta*, [2026 ABKB 333](#).

²⁰ *UR Pride Centre for Sexuality and Gender Diversity v Saskatchewan (Education)*, [2023 SKKB 204](#).

²¹ *UR Pride Centre for Sexuality and Gender Diversity v Government of Saskatchewan*, [2024 SKKB 23](#).

²² *Saskatchewan (Minister of Education) v UR Pride Centre for Sexuality and Gender Diversity*, [2025 SKCA 74](#).

²³ *Government of Saskatchewan as represented by the Minister of Education v. UR Pride Centre for Sexuality and Gender Diversity*, [2025 SCC 113893](#).

²⁴ *Education Amendment Act*, 2024, SA 2024, c 14.

²⁵ *Egale Canada and Skipping Stone Scholarship Foundation v. Alberta* (2 September 2025), Calgary 800001-584100 (Alberta Court of King’s Bench) (Originating Application).

- d. **Egale Canada, Holmes and Bastien-Charlebois v. Canada:** Egale and two intersex scholars, Morgan Holmes and Janik Bastien-Charlesbois, launched a challenge to the provisions of the *Criminal Code* that exempt from criminal liability doctors who perform ‘normalizing’ surgeries on intersex infants and children. It is alleged that these *Criminal Code* provisions violate the ss. 7, 12, and 15 rights of intersex people.²⁶ This case has yet proceeded to a hearing on the merits.

- 17. Egale’s submissions, both oral and written, have been cited with approval in a number of judgments – including judgments of the Supreme Court of Canada – which underscores their relevance and usefulness.²⁷ In each of these interventions, Egale has worked cooperatively with parties and other interveners to ensure that our submissions are not duplicative.

C. EGALE’S CONTRIBUTIONS TO RESEARCH AND POLICY DEVELOPMENT

- 18. Egale’s expertise on 2SLGBTQI rights issues has been recognized not only by courts and tribunals, but also by a number of organizations that have commissioned Egale to conduct research and draft reports. Examples include Human Resources Development Canada (on the implications of the federal *Modernization of Obligations and Benefits Act, 2001*), the Law Commission of Canada (on jurisdictional issues related to same-sex marriage), the Court Challenges Program (in preparing a variety of Case Development Reports and legal analyses of the impact of a number of Supreme Court of Canada decisions), and the LGBT Purge Fund (to examine the current landscape of 2SLGBTQI rights in Canada and publish findings in the *Equal Protection and Equal Benefit* report).
- 19. Egale regularly contributes to government consultations. At the federal level, Egale has appeared before numerous government committees and commissions on a variety of issues affecting people and their families, including the Canadian Radio-Television Telecommunications Commission, the Royal Commission on New Reproductive Technologies, the Senate Legal and Constitutional Affairs Committee, the House of Commons Human Rights Committee, the House of Commons Committee on Justice and Legal Affairs, the House of Commons Committee on Human Resources Development, the House of Commons Committee on Health, the Ministerial Legislative Review on Immigration Issues, the House of Commons Standing Committee on Citizenship and Immigration, the joint Parliamentary Committee on Custody and Divorce, the House of Commons Subcommittee on Tax Equity for Families with Dependent Children, and the *Canadian Human Rights Act* Review Panel.
- 20. Egale made submissions to the Federal Government for the Consultations on Budget 2025, proposing 13 measures to improve the well-being of 2SLGBTQI communities in Canada and abroad. These measures were focused on combating the rise of anti-2SLGBTQI hate;

²⁶ *Egale Canada, Morgan Holmes and Janik Bastien-Charlebois v. Canada* (June 15, 2021), Ottawa CV-21-000 86750-0000 (Ontario Superior Court of Justice) (Notice of Application).

²⁷ See, e.g.: *Trinity Western University v. British Columbia College of Teachers*, 2001 SCC 31, at paras. 69, 81; *Whatcott*, *supra* note 2, at paras. 121-24; *Law Society of British Columbia v. Trinity Western University*, 2018 SCC 32, at para 96.

advancing housing, health and equality; and ensuring that the Canadian Government is inclusive both domestically and internationally.²⁸

21. At the municipal, provincial, and territorial levels, Egale has appeared before numerous government committees on such issues as survivor pension benefits for the same-sex partners of employees, statutory recognition of the spousal status of cohabitating same-sex couples in provincial legislation, measures to protect trans and gender non-conforming individuals from discrimination in provincial and territorial human rights legislation, review of family law legislation in the territories, and community efforts to secure statutory human rights protection from discrimination based on sexual orientation.
22. Egale has been actively involved at the intersection of healthcare and the rights of members of the 2SLGBTQI community. For example:
 - a. In 2009, I wrote an Open Letter to the Government of Alberta regarding its announcement to delist sex reassignment surgery from public health coverage. In advocating to not delist the surgery, I explained that the barriers experienced by trans people in accessing healthcare are growing at a rapid pace, with most trans people being prone to discrimination and abuse.²⁹
 - b. Richard Matern, former director of research and policy at Egale, appeared before the House Standing Committee on Health in 2019 to discuss the barriers and stigma the 2SLGBTQI community faces in accessing appropriate and supportive care, which is often rooted in health professionals having a lack of cultural competence.³⁰ The resulting report specifically commented that misgendering – the use of the wrong gender, pronoun, or name – has harmful effects on trans people and can prevent them from accessing adequate healthcare.³¹
 - c. Egale has also strongly advocated to the Federal Government and UN High Commissioner for Human Rights to illegalize the practice of conversion therapy in Canada, which has now become a reality.³²
 - d. In 2023, Egale published ““We need healthcare to be anti-misogynistic”: Healthcare access experiences and needs among LBQ women, trans, and nonbinary people in Canada”. The aim of this research report was to explore the healthcare

²⁸ Egale Canada, “Written Submission for the Pre-Budget Consultations 2025” (August 2025), online: <https://egale.ca/wp-content/uploads/2024/08/Written-Submission-for-the-Pre-Budget-Submission_2025_EgaleCanada.pdf>.

²⁹ Egale Canada, “Open Letter to Alberta Minister of Health and Wellness” (2009), online: <<https://egale.ca/egale-in-action/open-letter-to-alberta-minister-of-health-and-wellness>>.

³⁰ House of Commons Standing Committee on Health, “Mr. Richard Matern (Director of Research and Policy, Egale Human Rights Trust) at the Health Committee” (February 28, 2019), online: <<https://openparliament.ca/committees/health/42-1/137/richard-matern-1/only>>.

³¹ House of Commons, *the Health of LGBTQIA2 Communities in Canada: Report of the Standing Committee on Health* (June 2019), 42nd Parl. 1st Sess., online: <https://www.ourcommons.ca/Content/Committee/421/HESA/Reports/RP10574595/hesarp28/hesarp28-e.pdf>.

³² Ibid; Egale Canada, “Submission on Conversion Therapy in Canada to UN High Commissioner for Human Rights” (2019), online: <<https://egale.ca/awareness/un-submission-conversion-therapy>>.

access experiences of women, trans, and nonbinary people who are lesbian, bisexual, or queer, and identify priorities for systemic and structural change in Canada's healthcare sector.³³

- e. Egale led a national multi-year research project called *Queering Mental Health Supports in Canada*. The final report was published in 2023 and identified critical mental healthcare and support gaps experienced by 2SLGBTQI individuals.³⁴ From this research, as well as feedback from 2SLGBTQI service providers and users, Egale developed and launched e-modules to equip mental health professionals with in-depth knowledge on how to provide holistic and attuned care to 2SLGBTQI people.³⁵
 - f. As mentioned above in para 15(a), *Egale Canada v. Alberta* was initiated by Egale and Skipping Stone in 2024 to defend access to gender affirming care for trans and gender-diverse youth in Alberta.
 - g. In 2025, Egale published "Aging with Affirmation: An Exploration of the Healthcare and Social Service Experiences and Needs of Transgender and Gender-Diverse Older Adults in Canada." The report was aimed at identifying how trans and gender-diverse older adults experience systems of care and highlighting how these systems can better serve these communities.³⁶
23. Because of the widespread stigma and discrimination faced by the 2SLGBTQI community in accessing healthcare, the first two priority action items in Egale's 2020 National LGBTQI2S Action Plan were "Healthcare" and "Mental Health".³⁷ Healthcare and mental health remain priority areas for Egale, as many 2SLGBTQI individuals continue to experience discrimination or stigma when accessing healthcare services as a result of their sexual orientation, gender identity, or gender expression.³⁸ In 2025, Egale worked to improve access to healthcare for 2SLGBTQI communities by delivering educational programming to healthcare providers, publishing research on gaps in the provision of care,

³³ Egale Canada, "'We need healthcare to be anti-misogynistic': Healthcare access experiences and needs among LBQ women, trans, and nonbinary people in Canada" (August 2023), online: <https://egale.ca/wp-content/uploads/2024/10/EN-Action-Through-Connection-Report_Final_Oct2024.pdf>.

³⁴ Egale Canada, "Queering Mental Health Supports in Canada: A Research Report" (July 2023), online: <<https://egale.ca/wp-content/uploads/2023/07/Queering-Mental-Health-in-Canada-4.0.pdf>>.

³⁵ Egale Canada, "Queering Mental Health: eModules for Mental Health Service Providers" (ND), online: <<https://egale.ca/awareness/qmh-ecomules/>>.

³⁶ Egale Canada, "Aging with Affirmation: An Exploration of the Healthcare and Social Service Experiences and Needs of Transgender and Gender-Diverse Older Adults in Canada" (March 2025), online: <https://egale.ca/wp-content/uploads/2025/03/Aging-with-Affirmation-Public-Research-Report_V-01.pdf>.

³⁷ Egale Canada, "National Action Plan for LGBTQI2S Rights in Canada (2020), online: <https://egale.ca/wp-content/uploads/2020/01/Egale-Canada-National-LGBTQI2S-Action-Plan-Full_Web_Final.pdf>.

³⁸ Egale Canada, "Healthcare & Mental Health: A 2SLGBTQI Issues Brief for Federal Elections" (2025), online: <https://egale.ca/wp-content/uploads/2025/03/Egale-Canada_Brief_Healthcare-and-Mental-Health.pdf>, at 6.

and litigating to preserve access to gender-affirming care for gender-diverse youth in Alberta.³⁹

24. Egale has also been broadly consulted by government and international bodies regarding hate speech and hate crimes faced by 2SLGBTQI persons. For instance:
 - a. In 2019, Jennifer Klinck, former chair of the legal issues committee at Egale, provided expert testimony to the House of Commons Committee on Justice and Human Rights addressing online hate speech targeting members of the 2SLGBTQI community.⁴⁰ She shared Egale's concerns with the stark rise in hate crimes targeting members of the 2SLGBTQI community and the aggressive trolling that members of the trans community experience online.⁴¹
 - b. In 2021, Egale provided submissions to Victor Madrigal, the United Nation's Independent Expert, on the protection against violence and discrimination based on sexual orientation and gender identity.⁴²
 - c. In 2024, Egale's Director of Legal, Bennett Jensen, made submissions at the Standing Committee on the Status of Women's (FEWO) hearing on Hate Motivated Violence Against 2SLGBTQI+ Communities.⁴³
 - d. Bennett Jensen also appeared before the Standing Committee on Canadian Heritage in 2024 to support the strengthening of the Court Challenges Program through its entrenchment in legislation.⁴⁴
25. Egale has also emphasized the importance of protecting 2SLGBTQI youth, whose experience with discrimination has a profound effect on their development. For example, Egale has conducted research on the experiences of trans and 2SLGBTQI youth, examining the impacts of discrimination, including prejudicial speech, on the health and mental health of trans youth.⁴⁵ This research has demonstrated the particular vulnerability of trans youth

³⁹ Egale Canada, "2025 Impact Report" (2025), online: <https://indd.adobe.com/view/publication/c7c4b9e3-ec53-47df-9360-9140eacbd37a/5972/publication-web-resources/pdf/2025_End_of_Year_Impact_Report_1920x1080.pdf>.

⁴⁰ House of Commons, *Study of Online Hate* (May 2019), 42nd Parl. 1st Sess., online: <<https://www.ourcommons.ca/Content/Committee/421/JUST/Reports/RP10581008/justrp29/justrp29-e.pdf>>; House of Commons Standing Committee on Justice and Human Rights, "Just Committee Meeting" (May 16, 2019), online: <<https://www.ourcommons.ca/DocumentViewer/en/42-1/just/meeting-150/evidence>>.

⁴¹ Ibid.

⁴² Egale Canada, "Egale's Input to inform the Thematic Report: Gender, Sexual Orientation and Gender Identity by UN Independent Expert Victor Madrigal" (2021), online: <<https://egale.ca/awareness/un-submission-gender-ideology>>.

⁴³ Egale Canada, "Brief for the Standing Committee on the Status of Women – Hate Motivated Violence Targeting 2SLGBTQI Communities" (December 2024), online: <<https://egale.ca/awareness/brief-for-the-standing-committee-on-the-status-of-women-on-hate-motivated-violence-targeting-2slgbtqi-communities/>>.

⁴⁴ House of Commons, Standing Committee on Canadian Heritage, *Evidence*, 44-1, No 117 (2 May 2024) at 1550 (Bennett Jensen).

⁴⁵ Egale Canada, "The Experiences and Challenges of Being an Affirming Caregiver for Sexual and Gender Minority Youth" (March 2025), online: <<https://indd.adobe.com/view/c206b0cd-2136-4c3f-a56b-a8e0d3d0c140>>; Egale Canada, "2SLGBTQI Suicide Prevention Research in Canada: Evidence, Gaps, and Priorities" (2022), online: <<https://egale.ca/awareness/2slgbtqi-suicide-prevention-research-in-canada-evidence-gaps-and-priorities>>; Tracey

who, compared to their peers, face disproportionate rates of verbal and physical harassment, suicide, and mental illness and are much more likely to be street-involved.⁴⁶ Egale has also observed an increasing politicization of trans youth in public discourse.⁴⁷

26. Egale also routinely creates publicly available resources for governments, organizations, and the general public to become more educated on issues affecting the 2SLGBTQI community. Examples include:
 - a. Egale has published a Brief on Statistics Canada Sex and Gender Data from the 2021 Census. In this, we summarized relevant data for the general public, including that there are over 100,000 people who reported being trans or non-binary in Canada. Unfortunately, and very relevant to the issue of access to healthcare, 65% of transgender and non-binary people had poor to fair mental health, compared to 11% in the cisgender population.⁴⁸
 - b. Through the Inclusive Schools initiative, Egale offers a comprehensive suite of resources specifically tailored to all members of a school community, including teachers, students, administrators and parents/guardians. These resources include curriculum-aligned toolkits, downloadable school posters, educational webinars, training sessions, and more.⁴⁹

Peter, Christopher P. Campbell & Catherine Taylor, “Still In Every Class In Every School: Final report on the second climate survey on homophobia, biphobia, and transphobia in Canadian schools” (2021), online: *Egale Canada* <https://indd.adobe.com/view/publication/3836f91b-2db1-405b-80cc-b683cc863907/2o98/publication-web-resources/pdf/Climate_Survey_-_Still_Every_Class_In_Every_School.pdf>; Egale Canada Trust, “Not Under My Roof” Homeless LGBTQ Youth in Toronto: A Needs and Supportive Housing Demand Analysis” (2012), online: <<https://egale.ca/wp-content/uploads/2020/11/Not-under-my-Roof.pdf>>.

⁴⁶ Catherine Taylor & Tracey Peter, “Every Class in Every School: Final Report on the First National Climate Survey on Homophobia, Biphobia, and Transphobia in Canadian Schools” (May 2011) Egale Canada Trust, online: <<https://egale.ca/awareness/every-class>>; Tracey Peter, Christopher Campbell, Catherine Taylor, “Still in Every Class in Every School: Final report on the second climate survey homophobia, biphobia, and Transphobia in Canada schools” (2021) Egale Canada Trust, online: <<https://egale.ca/awareness/still-in-every-class>>; Egale Canada Trust, “2SLGBTQI Suicide Prevention Research in Canada: Evidence, Gaps, and Priorities” (2022), online: <<https://egale.ca/awareness/2slgbtqi-suicide-prevention-research-in-canada-evidence-gaps-and-priorities>>; Egale Canada Trust, “Not Under My Roof” Homeless LGBTQ Youth in Toronto: A Needs and Supportive Housing Demand Analysis” (2012), online: <<https://egale.ca/wp-content/uploads/2020/11/Not-under-my-Roof.pdf>>.

⁴⁷ Policy Submission by Helen Kennedy on behalf of Egale Canada to Kelly Lamrock, “Policy 713 Submission” (July 31, 2023), online: <<https://egale.ca/wp-content/uploads/2023/08/Policy-713-Submission-7-31-2023.pdf>> at 10; Egale Canada, “Egale Canada’s stakeholder submission to the United Nations Human Rights Council: Universal Periodic Review for Canada (2023)” (April 4, 2023), online: <<https://egale.ca/awareness/united-nations-human-rights-council-universal-periodic-review-for-canada-2023/>>; Egale Canada, “Egale Canada sounds the alarm for provinces with anti-trans policies: New US study shows anti-trans laws increased suicide attempts among trans and nonbinary youth by up to 72%” (September 27, 2024), online: <<https://egale.ca/egale-in-action/sound-the-alarm-us-study/>>; Egale Canada, “Submission to the UN Human Rights Committee in Advance of its Review of Canada’s 7th Periodic Report” (February 2026), online: <<https://egale.ca/wp-content/uploads/2026/02/Submission-to-the-UN-Human-Rights-Committee-in-Advance-of-its-Review-of-Canadas-7th-Periodic-Report-2.0.pdf>>.

⁴⁸ Egale Canada, “Brief on Statistics Canada Sex and Gender Data – Census 2021” (2021), online: <<https://egale.ca/wp-content/uploads/2022/10/Brief-on-Statistics-Canada-Sex-and-Gender-Data%E2%80%93Census-2021.pdf>>.

⁴⁹ Egale Canada, “Inclusive Schools with Egale Canada” (ND), online: <<https://egale.ca/inclusive-schools/#tab-schools-overview>>.

- c. Egale has published references to help people identify, understand, and respond to transphobia. This includes educating people that transphobia goes beyond explicit anti-trans insults, but also includes purposefully refusing to use a trans person's name, purposefully not using the gender pronoun that corresponds to a trans person's gender identity, comments that view trans persons as sick or diseased, and the purposeful portrayal of gender identity as a choice.⁵⁰
 - d. In November 2022, Egale partnered with the National Institute on Aging to launch the National Resource Centre on 2SLGBTQI Aging. This is the first-of-its-kind digital resource center that shares curated, cutting-edge research and resources about aging that address the unique needs of 2SLGBTQI older adults and their communities.⁵¹
 - e. In 2024, Egale launched the Rainbow Action Hub to provide the public with resources to combat the rise of anti-2SLGBTQI hate in Canada. The Rainbow Action Hub has a broad array of resources, including educational guides, resources for engaging in effective advocacy, and a tool to connect individuals with local 2SLGBTQI organizations across Canada.⁵²
 - f. In advance of the 2025 Federal Election, Egale launched the non-partisan *Vote With Pride* campaign. Aimed at increasing awareness on how election issues and 2SLGBTQI issues intersect, the campaign published a series of educational briefs on important topics, accessible information on how to vote, and resources on meaningfully engaging in advocacy.⁵³
27. In sum, Egale has been at the forefront of the movement to ensure equality and justice for 2SLGBTQI people, relationships, and families in Canada. Egale has extensive experience and expertise in relation to the specific concerns, needs, and interests of 2SLGBTQI people, including issues related to discrimination, harassment, hate speech, and healthcare. It also has extensive experience and expertise in constitutional and public interest litigation relating to 2SLGBTQI people, as well as in research and policy development.

D. EGALE'S INTEREST IN AND CONTRIBUTION TO THIS APPLICATION

28. This Petition seeks to prohibit a health regulatory college from being able to discipline a registrant for their public comments because the comments allegedly do not have a nexus to the practice of the regulated health profession and/or it is an unreasonable infringement on freedom of expression. The Petition essentially advances the position that freedom of expression trumps a health regulator's interest in protecting the public interest and

⁵⁰ Egale Canada Human Rights Trust, "What Constitutes Transphobic and Cisnormative Bullying and Harassment" (2019), online: <https://egale.ca/wp-content/uploads/2019/11/what_constitutes_final.pdf>; Egale Canada Human Rights Trust, "Responding to Transphobia" (2019), online: <https://egale.ca/wp-content/uploads/2019/11/Responding_2_final.pdf>.

⁵¹ Egale Canada, "Egale Canada and National Institute on Ageing Launch National Resource Centre on 2SLGBTQI Aging" (2022), online: <<https://egale.ca/egale-in-action/egale-and-nia-launch-national-resource-centre-on-2slgbtqi-aging>>; National Resource Centre on 2SLGBTQI Aging, online: <<https://2slgbtqi-aging.ca>>.

⁵² Egale Canada, "Rainbow Action Hub" (ND), online: <<https://egale.ca/rainbow-action-hub/#tab-hub-overview>>.

⁵³ Egale Canada, "Vote with Pride" (ND), online: <<https://egale.ca/votewithpride/#tab-overview>>.

professional standards. The Petition also submits that public anti-trans comments made by a regulated health professional are not “discriminatory” or “derogatory”.

29. Egale has a direct public interest in this Petition and its potential impact on the ability of health regulatory colleges to regulate misinformation, and discriminatory and derogatory speech, by their registrants against vulnerable and marginalized communities like the 2SLGBTQI community. Further, Egale has a direct public interest given the harms to trans people arising from transphobic comments by regulated health providers such as those at issue in this case, and their impact on the *Charter* rights of trans individuals and the 2SLGBTQI community. This interest flows directly from Egale’s mandate to promote equality and justice for 2SLGBTQI people across Canada.
30. If granted leave to intervene, Egale’s submissions will elaborate on the following issues from Egale’s distinct perspective as a national organization advocating for the 2SLGBTQI community:
 - a. **Submission 1:** Trans people face a “unique position of disadvantage”⁵⁴ and experience “extreme social stigma and prejudice”⁵⁵ in our society.⁵⁶ As courts and tribunals across the country have recognized, including the Supreme Court of Canada, trans people often find their very existence subject to “hostility”⁵⁷ and “public debate and condemnation”⁵⁸ and are often stereotyped as “diseased or confused simply because they identify as transgender”.⁵⁹ Trans individuals – who remain one of the most marginalized groups in our society⁶⁰ – are at heightened risk of targeted violence and harassment, face inequitable access to healthcare and other essential public services, and experience higher rates of poor mental health and suicidal ideation.⁶¹ This is essential context for any regulator of health professionals to consider in its decision-making when assessing the negative impact caused by a registrant’s public anti-trans comments.
 - b. **Submission 2:** Denial of the existence and/or identity of transgender people, including by denying that gender dysphoria exists and by intentionally misgendering trans people, is both “derogatory” and “discriminatory”. Such comments reinforce existing barriers to accessing healthcare for trans individuals. The ability of trans individuals to access healthcare – free from discrimination, stigma, transphobic misinformation, and increased risk of physical and psychological harm – is crucial not only to achieving the promise of substantive equality under s. 15 of the *Charter*, but also to protecting trans people’s fundamental entitlement to life, liberty and security of the person under s. 7.

⁵⁴ [Hansman](#), *supra* note 1 at para. 85.

⁵⁵ *XY v. Ontario (Government and Consumer Services)*, [2012 HRTO 726](#) (“XY”), at para. 164.

⁵⁶ [Hansman](#), *supra* note 1 at para. 85.

⁵⁷ *XY*, *supra* note 24 at para. 166.

⁵⁸ [Hansman](#), *supra* note 1 at para. 85; *Oger v. Whatcott (No. 7)*, 2019 BCHRT 58, para. 61.

⁵⁹ [Hansman](#), *supra* note 1 at para. 85.

⁶⁰ [Hansman](#), *supra* note 1 at para. 89, *Oger*, *supra* note 27 at para. 62.

⁶¹ [Hansman](#), *supra* note 1 at para. 86.

- c. **Submission 3:** When conducting a *Doré* proportionality analysis, any impact on the Petitioner’s freedom of expression under s. 2(b) must be balanced against the countervailing ss. 7 and 15 *Charter* interests of trans people, which are also engaged by the regulator’s decision. Trans patients have “a right to equitable access to lawful and provincially funded health care services” which engages s. 7 of the *Charter* in the *Doré* analysis.⁶² When considering a balancing of rights involving medical practitioners and patients, the interests of patients must come first.⁶³ The proportionality analysis must also account for the s. 15 equality interests of trans people, including the “values of equality and human rights.”⁶⁴ A regulator is entitled to “consider preventing potential harms to the LGBTQ community in making a decision it is otherwise entitled to make.”⁶⁵
31. Egale seeks to advance these submissions given the major barriers to healthcare for trans and non-binary people in Canada. A stark illustration of this is in Canada’s first all-ages data on health and well-being among trans and non-binary people in Canada, in which 45% of respondents reported an unmet health need in the past year, compared to 4% of the general population.⁶⁶
 32. Further, beyond this specific Petition, the resolution of the issues in dispute could have significant implications for 2SLGBTQI people, their ability to access healthcare, and their ability to seek accountability from health regulatory colleges.
 33. Egale is uniquely positioned to make useful and distinct submissions on the issues raised by the Petition. In this Petition, I am advised by John McIntyre and Gregory Ko, counsel for Egale, that Egale has already consulted with various prospective interveners to ensure that our submissions (if granted leave to intervene) will be unique.
 34. Egale’s involvement and submissions would not expand the issues or create new issues on the Petition. Rather, a health regulatory college’s ability to regulate public anti-2SLGBTQI comments by a member and to balance a registrant’s freedom of expression with countervailing rights arises squarely from the record in this Petition.
 35. I do not believe that Egale’s proposed intervention will cause any injustice to the parties or otherwise prejudice their interests because Egale:
 - a. will abide by the existing timetable;
 - b. will not file any additional evidence or add to the appeal record;
 - c. will not seek costs associated with its intervention;

⁶² *Christian Medical and Dental Society of Canada v. College of Physicians and Surgeons of Ontario*, [2019 ONCA 393](#) at [para. 166](#).

⁶³ *Ibid* at [para. 167](#).

⁶⁴ *Trinity Western University v. Law Society of Upper Canada*, 2018 SCC 33, at [para. 21](#).

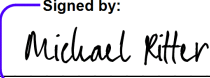
⁶⁵ *Ibid* at [para. 25](#).

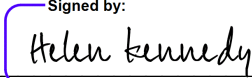
⁶⁶ TransPULSE Canada, “Report – Health and health care access for trans and non-binary people in Canada” (2020), online: <<https://transpulsecanada.ca/results/report-1>>.

- d. will not unduly expand the issues;
 - e. will not unreasonably delay or lengthen the hearing of this appeal;
 - f. will work with the parties and any other interveners in order to avoid duplicative submissions and ensure an efficient presentation of each intervener’s position to the court; and
 - g. will comply with any terms and conditions imposed.
36. I swear this affidavit in support of Egale’s application for leave to intervene in this Petition and for no other or improper purpose.

AFFIRMED BEFORE ME by video)
conference in accordance with)
O. Reg. 431/20 on June 23, 2026.)
The commissioner was located in)
Toronto, Ontario.)

The affiant was located in the City of
of Toronto, in the Province of Ontario.

Signed by:)
)
F97DFC56D1BD4F6...)
A Commissioner for Taking Affidavits)

Signed by:)
)
0719B79722D24D6...)
HELEN KENNEDY)

Michael Andrew Ritter,
a Commissioner etc.,
Province of Ontario,
while a licensed Paralegal.
LSUC #P11350

Schedule “A” – Egale’s Interventions

1. [*Mossop v. Canada*](#), [1993] 1 S.C.R. 554
2. [*Egan v. Canada*](#), [1995] 2 S.C.R. 513
3. [*United States and Mexico v. Hurley*](#) (1997), 35 O.R. (3d) 481 (C.A.)
4. [*Rosenberg & CUPE v. Canada*](#) (1998), 158 D.L.R. (4th) 664 (Ont. C.A.)
5. *Hill v. Fredericton Mayor*, [1998] N.B.H.R.B.I.D. no. 1 (Bd. Inq.)
6. [*Vriend v. Alberta*](#), [1998] 1 S.C.R. 493
7. [*M. v. H.*](#), [1999] 2 S.C.R. 3
8. [*Little Sisters Book and Art Emporium v. Canada*](#), 2000 SCC 69
9. [*Trinity Western University v. British Columbia College of Teachers*](#), 2001 SCC 31
10. [*Chamberlain v. Surrey School District No. 36 \(2000\)*](#), 191 D.L.R. (4th) 128 (B.C.C.A.)
11. [*Chamberlain v. Surrey School District No. 36*](#), 2002 SCC 86
12. [*Ontario \(Human Rights Commission\) v. Brillinger*](#) (2002), 161 O.A.C. 324 (Div. Ct.)
13. [*Hall v. Powers*](#) (2002), 59 O.R. (3d) 423 (S.C.J.)
14. [*Halpern v. Canada*](#) (2002), 215 D.L.R. (4th) 223 (Ont. Div. Ct.)
15. [*Halpern v. Canada*](#) (2003), 225 D.L.R. (4th) 529 (Ont. C.A.)
16. *Hendricks v. Canada*, [2002] R.J.Q. 2506 (C.S.Q.)
17. [*Reference Re: Same-Sex Marriage*](#), 2004 SCC 79
18. [*Nixon v. Vancouver Rape Relief*](#), 2005 BCCA 601
19. [*Jane Doe v. Canada*](#), [2005] O.J. No. 2216 (C.A.)
20. [*Susan Doe v. Canada \(Attorney General\)*](#), [2006] O.J. No. 191 (S.C.J.)
21. [*Doe v. Canada \(Attorney General\)*](#) [2007] O.J. No. 70 (C.A.)
22. [*Canadian Blood Services v. Freeman*](#), [2006] O.J. No. 1531
23. [*Canadian Blood Services/Société Canadienne du Sang v. Freeman*](#), 2010 ONSC 4885

24. [Little Sisters Book and Art Emporium v. Canada](#), 2007 SCC 2
25. [Canada v. Hislop](#), 2007 SCC 10
26. [Ontario Human Rights Commission v. Christian Horizons](#), 2010 ONSC 2105
27. [Reference Re: Marriage Commissioners Appointed under the Marriage Act](#), 2011 SKCA 3
28. [Saskatchewan Human Rights Commission v. Whatcott](#), 2013 SCC 11
29. [Hincks v. Gallardo](#), 2014 ONCA 494
30. [Centre de lutte contre l'oppression des genres \(Centre for Gender Advocacy\) c. Québec \(Procureure générale\)](#), 2016 QCCS 5161
31. [Law Society of British Columbia v. Trinity Western University](#), 2018 SCC 32
32. [Trinity Western University v. Law Society of Upper Canada](#), 2018 SCC 33
33. [Canada \(Public Safety and Emergency Preparedness\) v. Chhina](#), 2019 SCC 29
34. [A.B. v. C.D.](#), 2020 BCCA 11
35. [Centre for Gender Advocacy c. Attorney General of Quebec](#), 2021 QCCS 191
36. [Ethiopian Orthodox Tewahedo Church of Canada St. Mary's Cathedral v. Aga](#), 2021 SCC 22
37. [Hansman v. Neufeld](#), 2023 SCC 14
38. [Peterson v. College of Psychologists of Ontario](#), 2023 ONSC 4685
39. [Canadian Alliance for Sex Work Law Reform v. Attorney General of Canada](#), 2023 ONSC 5197
40. [Rainbow Alliance Dryden et al. v. Webster](#), 2023 ONSC 7050
41. [Droit de la famille](#) – 232149, 2023 QCCS 4941 (granted leave to intervene)
42. [York Region District School Board v. Elementary Teachers' Federation of Ontario](#), 2024 SCC 22
43. [Canadian Civil Liberties Association v New Brunswick \(Education and Early Childhood Development\)](#), 2024 NBKB 91 (granted leave to intervene)

44. [*Christian Heritage Party of Canada v. City of Hamilton*](#), 2024 ONSC 6181
45. [*Burjoski v. Waterloo Region District School Board*](#), 2024 ONCA 811
46. [*Ontario \(Health Insurance Plan\) v. K.S.*](#), 2025 ONCA 306
47. [*V.M. c. Directeur de l'État civil*](#), 2025 QCCS 1304
48. [*Crichton et al v. Webster*](#), 2025 ONSC 1162
49. [*Christian Heritage Party of Canada, CHP Hamilton-Mountain Electoral District Association v. City of Hamilton*](#), 2025 ONCA 700
50. *Rainbow Alliance Dryden v. Webster*, (appeal pending before the Court of Appeal for Ontario)
51. *Commission scolaire English-Montréal, et al. c. Procureur général du Québec, et al.* (pending judgment from the Supreme Court of Canada)

*This is Exhibit A referred to in the 1st
affidavit of Helen Kennedy, affirmed
before me this 23rd day of June, 2026.*

Michael Ritten

A COMMISSIONER FOR TAKING AFFIDAVITS

Egale

equal not other | égal, pas autre



2024 Annual Report

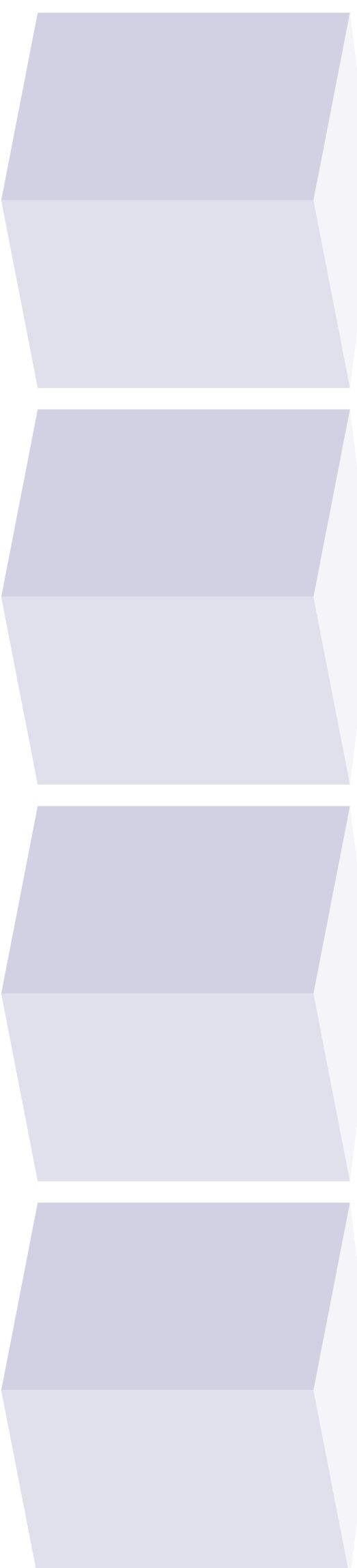
A Year of Action

Standing Up for 2SLGBTQI Communities Through Justice, Inclusion, and Combating Discrimination.

Egale Canada was founded in 1986 in response to the critical need for increased rights and protections for 2SLGBTQI people. Through legal advocacy in the courts, and by winning the hearts and minds of people across the country, Egale has long played a significant role in advancing the rights of 2SLGBTQI people and combating discrimination.

Now the leading organization in Canada for 2SLGBTQI people and issues, we have broadened our areas of work to include four core pillars:

Research **Education** **Awareness** **Legal Advocacy**



Our core pillars inform one another and work together to help create societies and systems that reflect the universal truth that all persons **are equal, and none is other.**





4	Opening Letter
5	Pillars of Work & Sectors of Focus
6	Research
10	Education
14	Awareness
18	Legal Advocacy
22	International
26	Egale Donors
41	Financials



In the face of rising hate and hostility, Egale stands firm in our commitment to combat all manifestations of hate — not just with words, but with **action**. This past year has made it clear that by remaining hopeful and focusing our collective efforts towards action, we will continue to build a more inclusive future for 2SLGBTQI people in Canada and around the world.

With the launch of the [Rainbow Action Hub](#), we saw how the right resources and information equip 2SLGBTQI communities, advocates, and allies to join us in taking a stand against hate. [Student Change Agents](#) workshops inspired youth to approach social action with both individual empowerment and collective engagement. Our research project, [Working for Change](#), captured an extensive understanding of the employment landscape for Two Spirit, trans, and nonbinary (2STNB) people in Canada. When the provincial governments in New Brunswick, Saskatchewan, and Alberta introduced discriminatory, anti-trans policies, Egale acted quickly to initiate [legal action](#) to stand up for the rights, safety, and freedom of 2SLGBTQI youth across Canada.

The challenges ahead are undeniable. But history has shown us that hate does not win when communities come together, when knowledge is amplified, and when action is taken. This is why our work continues, stronger than ever.

We are not just reacting to current circumstances — we are planning ahead for the future. The vision laid out in our [2024-2027 Strategic Plan](#) is underway:

Research: We are deepening our understanding of anti-gender and anti-2SLGBTQI movements, examining the effectiveness of interventions against gender-based violence, and studying the broad socio-ecological impacts of discrimination. Knowledge is power, and we will use it to dismantle harmful narratives and policies.

Education: We will continue equipping allies with the tools they need to stand strong against hate and ensuring that front-line workers are empowered to provide affirming and inclusive services. Education does not just inform — it transforms.

Awareness: Fear thrives in silence. Through storytelling, we will foster empathy, centre the voices of our communities, and amplify expert knowledge to ensure truth overpowers misinformation. Visibility is resistance, and we will not be erased.

Legal Advocacy: We will not allow progress to be undone. We will continue to defend 2SLGBTQI rights across crucial sectors like healthcare and education, ensuring protections for those who have historically been left behind. Our legal strategies will be proactive, not just defensive, building a foundation that cannot be shaken.

As we look ahead to the remainder of 2025, Egale will continue to play a pivotal role in advancing equality both in Canada and internationally. Moving towards the Canadian G7 presidency, Egale will host the Pride7 Summit — a space for allies and partners to come together to reaffirm the importance of holding ground on LGBTQI+ rights both domestically and internationally.

Despite the many challenges facing our communities, there is still hope, and there are still victories to be won. You — our supporters, partners, and community members — are part of this fight. Whether you lend your voice, your time, or your resources, you are making a difference.

Together, our work is helping to create societies and systems that reflect the universal truth that all persons are equal and none is other.

Helen Kennedy (she/her) **Jacki Lewis** (she/her)

Executive Director

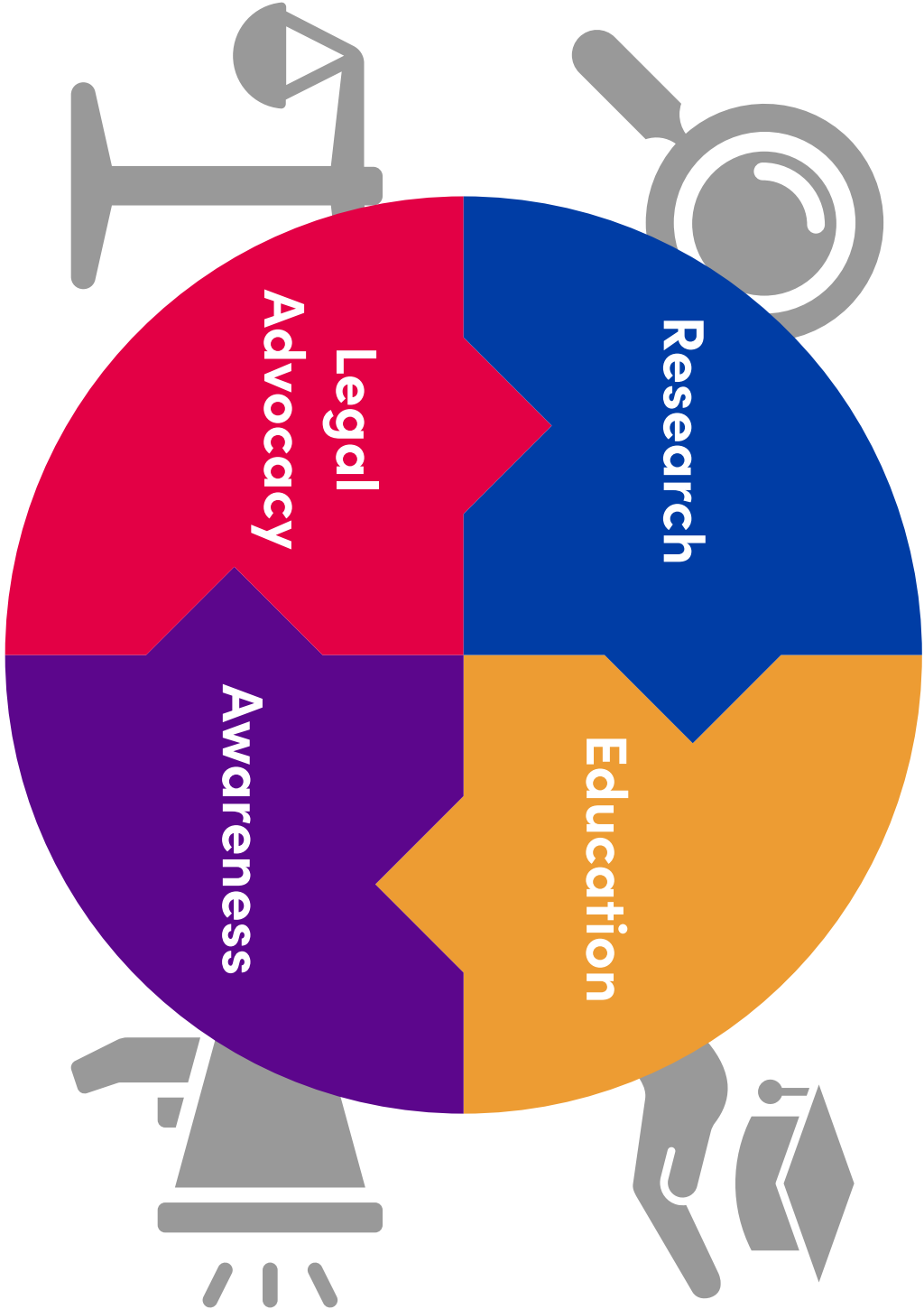
President of the Board

Egale’s work begins from community-based **research** to inform the **education** that is needed to build inclusive and accessible spaces for 2SLGBTQI people. From here, our **awareness** programs amplify the voices of our communities and inform the general public of today’s most pressing issues.

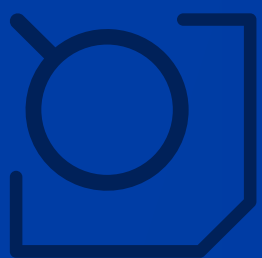
As more voices are gathered and allies are inspired towards activism, **legal advocacy** is facilitated to ensure that the work we do is lasting and reflected at all levels of government and beyond.



Our work helps create societies and systems that reflect the universal truth that all persons are equal, and none is other.



Research





Spotlight:

Working for Change

This was a national mixed methods research project that captured a more extensive understanding of the employment landscape that Two Spirit, trans, and nonbinary (2STNB) people in Canada navigate. Participants not only shared their workplace and employment experiences, barriers to employment, and experiences of discrimination and bias, they also shared recommendations for workplaces and policymakers on how to further foster affirming, inclusive, and safer workplace environments for 2STNB people in Canada.

Some notable findings:



Egale’s ‘Working for Change’ research provides important insights regarding Two Spirit, trans, and nonbinary people’s employment experiences. The report is clearly written and includes many first-person perspectives and practical recommendations, and is an excellent teaching tool.

– Dr. Celeste Pang, Assistant Professor,
Women’s and Gender Studies



 **Read the Key Takeaways,
Fact Sheets by Province, and Full Report**

Activities Highlights

Research Highlights Webinar Series

In 2024 we conducted a series of research webinars that highlighted the results and recommendations from four major research projects. Webinar participants learned about the social determinants of mental health for 2SLGBTQI people, healthcare access for women, trans, and nonbinary LBQ people, employment experiences of 2STNB people, and aging and living well for LGBTQI older adults.



Published Literature Reviews

Our research team wrote and published two literature reviews summarizing available information to inform our research studies and to offer these summaries to anyone interested. We covered Transgender People's Experience of Intimate Partner Violence, and Housing Challenges, Barriers, and Realities Among 2SLGBTQI People in Canada.



By the Numbers



5

Research Reports and
Literature Reviews Published



22

Collaborations with
Academic Partners



4

Academic Papers
Published



9

Conference
Presentations



6

Ongoing Research Projects
in 2024 and Beyond



555

Online Survey
Participants



79

Interview
Participants

For more information on the impact of these initiatives, please see our [2024 Impact Report](#).



Education





Spotlight:

Change Agents *generously supported by Virgin Unite*

Egale’s Student Change Agents Tour was a tremendous success – positively impacting over **250** students from **23** high schools across Calgary, Alberta; Winnipeg, Manitoba; and Saint John, New Brunswick.

The Tour’s live-facilitated workshop utilized a dynamic “choose your own adventure” scenario-based activity, where students collaborated to address increasing social injustices and developed strategies to create safer, more inclusive schools.

The results were powerful:



These experiences have shown how empowering students with resources, tools, and the confidence to advocate for change, can create schools where 2SLGBTQI diversity and inclusion are championed, and where all students can thrive and feel supported by their school communities.

“ I can see myself joining and starting groups to make changes.

– Student participant ”

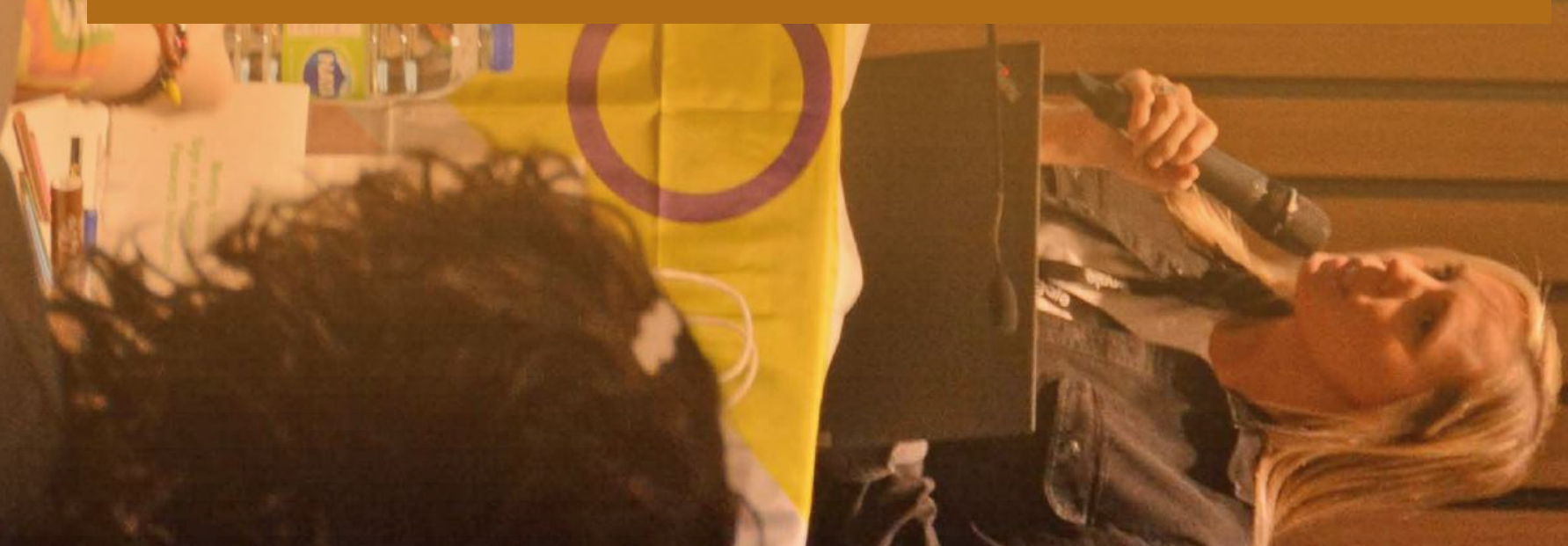
“ I loved the interaction and discussion. That was exactly what the students needed!

– Educator participant ”

“ The ‘Student Change Agents’ programme is an excellent example of Egale’s holistic approach, which addresses the structural and systemic challenges faced by 2SLGBTQI communities. By providing education, advocacy, and tools for both students and educators, the programme is helping to build a foundation for long-term societal change.

I, and the whole Virgin Unite team, feel privileged to support this work and to be part of the ongoing effort to create a more just and equitable world for 2SLGBTQI individuals.

– Sheetal Vyas,
Managing Director Virgin Unite





Activities Highlights:

Egale's Workplace Inclusion Training

We continue to offer high-quality training and development for professionals, managers, and organizations on both a local and national scale. Our clients span private, public, and not-for-profit sector organizations.

“ [Egale's] work greatly contributed to our ongoing professional development and provided the Parole Board of Canada board members and staff with an enriching session that they can reflect on and apply to their work.

- Parole Board of Canada



Inclusive Healthcare and Social Services

Our 2024 education initiatives saw educational impacts in the areas of older adults, mental health, intersex care, dementia care, and much more.

“ Egale's presentation was informative, educational, passionate and struck the right balance to create a safe space for [participants] to engage with the sensitive topic of discrimination

- College of Audiologists and Speech-Language Pathologists of Ontario



Ontario Gender and Sexuality Alliance (GSA) Youth Summit

In Spring 2024, Egale organized the Ontario Gender and Sexuality Alliance (GSA) Youth Summit, a full-day event that convened 46 2SLGBTQI youth and 20 educators from across Ontario. This summit provided a vital platform for participants to share strategies and develop skills for enhancing inclusion while networking with peers and mentors

Egale's Inclusive Schools

We continue to offer our comprehensive suite of inclusive schools education and resources specifically tailored for all members of our school communities including teachers, students, administrators, and parents/guardians.

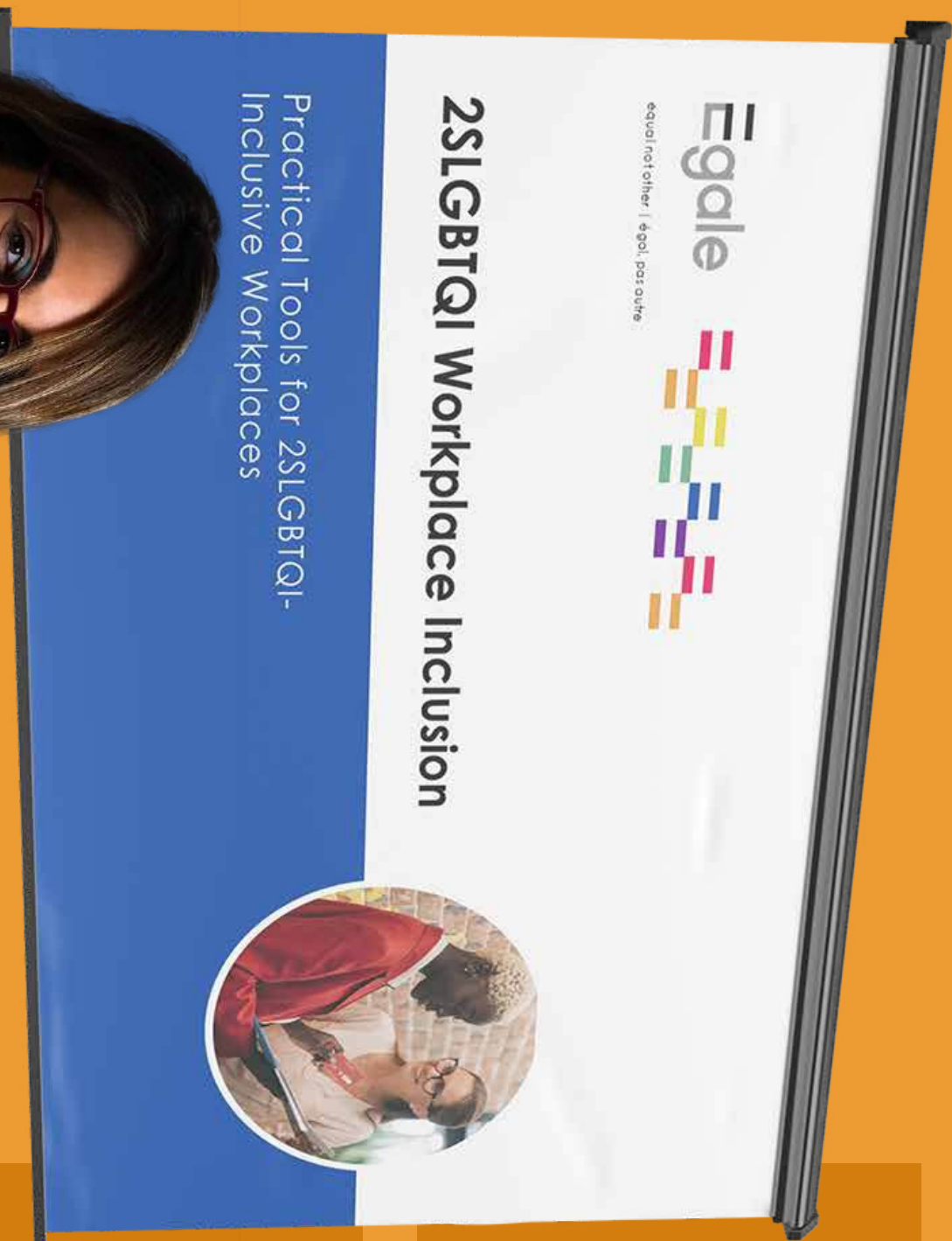
“ I am so impressed with the level of detail provided in this session at a foundational level.. I wish more teachers would be part of this learning so we can better ourselves and do better for those around us.

- Educator





By the Numbers



54

Workplaces Engaged

61

Workplace Inclusion
Trainings Delivered

2,301

Workplace Inclusion
Participants

217

Schools Engaged

76

Inclusive School Trainings
and Student Sessions Delivered

2,123

Inclusive School
Participants

15

Inclusion Trainings for Healthcare
and Social Service, Regulatory
Bodies, and Professional Associations

7,100+

Views/Downloads
of Classroom Resources

For more information on the impact of these initiatives, please see our [2024 Impact Report](#).

Advocates



Spotlight:

Rainbow Action Hub

Rainbow Action Hub

It's no secret that 2SLGBTQI communities, our rights, and our freedoms are under attack. There has been an exponential rise in anti-2SLGBTQI and hate-fueled movements across Canada. We see it in the anti-trans policies, rising rates of hate crimes, hate speech, and hate in the form of coordinated anti-trans protests in cities across Canada.

To respond to this rising hate, Egale launched the [Rainbow Action Hub](#). A one-stop-shop for the why and how to combat the rise of anti-2SLGBTQI hate in Canada, the hub includes resources, tools, education, and information aimed at 2SLGBTQI organizations, advocates, activists, and anyone who wants to understand and combat anti-2SLGBTQI hate. Since its launch in February 2024, it has been met with widespread positive feedback from Egale's supporters, partners, and funders. The hub continues to grow, with many more tools and resources being developed throughout 2025.

2024 Summary:

8 **Egale Explains** [resources](#) to combat mis-, dis-, and misinformation.



3 Guidebooks and toolkits to craft strategic [messaging and communication](#) campaigns.



230+

Organizations listed on an [interactive map](#) of Canada.



15,200+

Individuals accessed the Rainbow Action Hub from all **10** provinces and **3** territories – plus users from **50** other countries.



6 Deliveries of combatting anti-2SLGBTQI hate education.



“The workshop was incredibly well attended, and the feedback has been overwhelmingly positive... The session was packed with valuable information and provided several actionable takeaways. What stood out most were the rich discussions and meaningful conversations that continued even after the workshop ended.

– Strathroy Pride

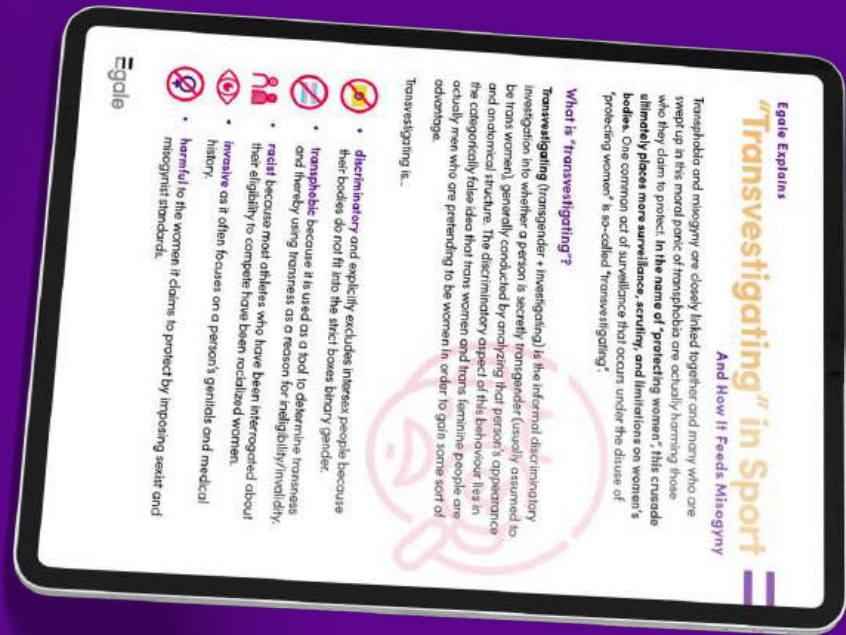


Activities Highlights:

2SLGBTQI Sport Inclusion: Paris 2024

Egale, along with You Can Play, promoted a sports inclusion campaign while many 2SLGBTQI athletes competed in the Paris 2024 Olympics and Paralympics. 2SLGBTQI people, especially trans people, often face exclusion in sport. This exclusion is not only a personal loss for the individuals, but also a loss for the sporting community, missing out on the diverse talents and perspectives these athletes bring.

The Olympic events also saw huge backlash, fueled by misinformation, against an athlete perceived to be trans, prompting us to write a resource about the cruel and covertly damaging phenomenon of “transvestigation”.



See The Person

For the 2024 Pride season, we launched a new campaign, See The Person, to highlight that too often, trans people are only defined by their transness. The campaign explored three stories of trans individuals to demonstrate to the 67% of Canadians who do not have any trans people in their life, that you only need to look a little closer to see human beings with hopes, dreams, and unique stories to tell.

Help Us Remain

Aging poses a universal challenge, and for 2SLGBTQI people, it comes with an increased risk of cognitive decline. In January, along with partners at Fondation Émergence and the National Institute on

Ageing, we launched the Help Us Remain Campaign to urge Canadians to take a closer look at a community facing a hidden battle. Through an extensive research report, short film, and immersive audio gallery, the award-winning campaign raised awareness of the need for tailored, inclusive healthcare support to preserve the identities and dignity of 2SLGBTQI people living with dementia.



By the Numbers



12

Awareness Campaigns



11.2m+

Social Media Impressions



24,000+

Resource Downloads



260,000+

Website Users



150+

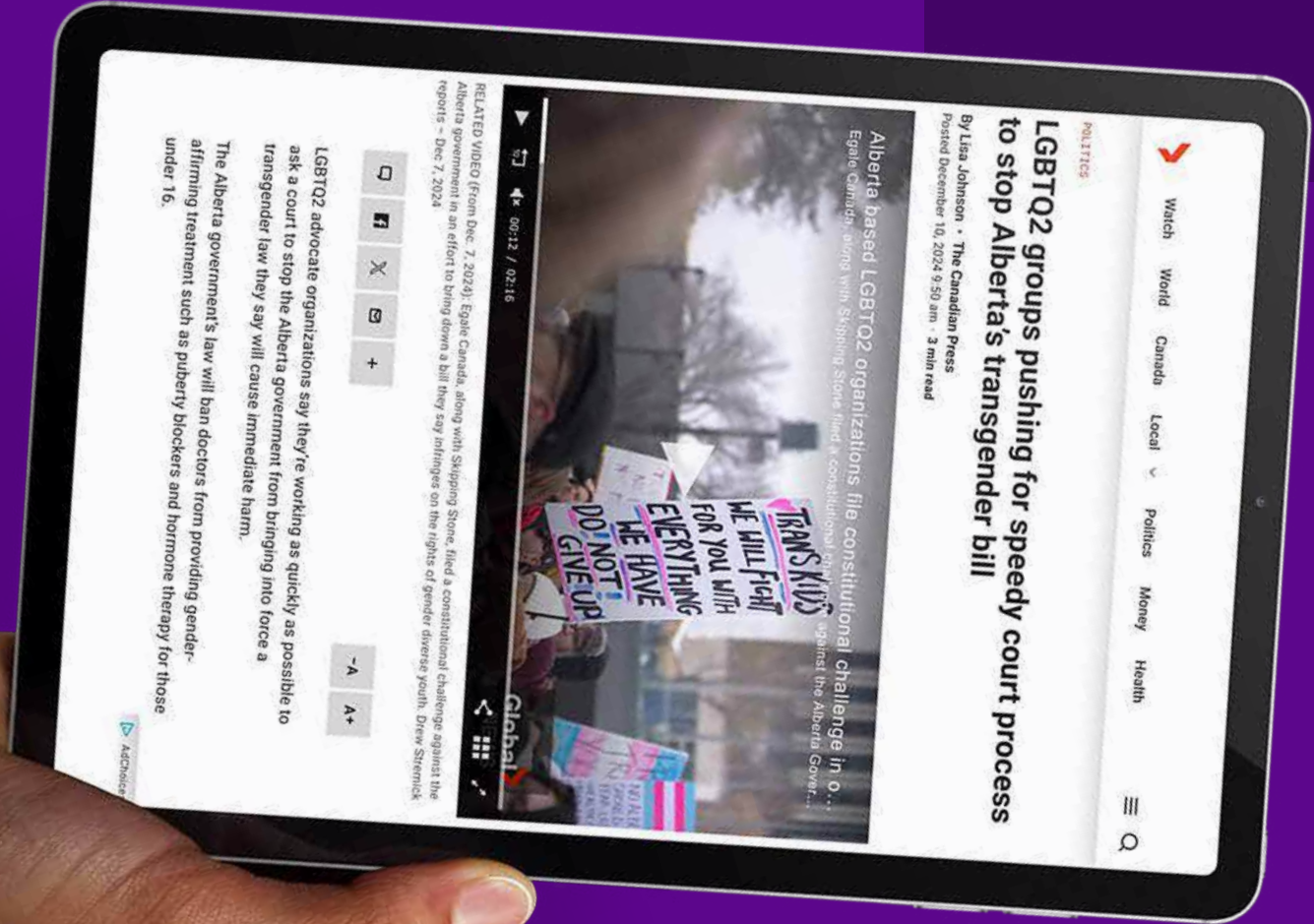
Resources Created in English and French



2,600+

Mentions in the News

For more information on the impact of these initiatives, please see our [2024 Impact Report](#).



Leqva





Spotlight:

Standing Up for Gender Diverse Youth - Lawsuit Against the Government of Alberta

On January 31, 2024, the Premier of Alberta announced a series of policy changes that amount to a sweeping attack on the rights, safety, and freedoms of 2SLGBTQI people in Alberta. Egale Canada and Skipping Stone immediately promised legal action in response. Despite widespread condemnation of the proposed policies from experts and Albertan families in the months that followed, the Government of Alberta followed through with its threatened legislation in three bills (Bills 26, 27 and 29) in October 2024.

All three bills received Royal Assent on December 5, 2024. Egale Canada, Skipping Stone, and five individual gender-diverse youth in Alberta (supported by their parents) initiated litigation the next day against Bill 26. Represented by lawyers from McCarthy Tétrault LLP and Egale, we are challenging the constitutionality of Bill 26, which denies medically-necessary care from being provided to gender-diverse youth in the province.

The actions of the Government of Alberta are unprecedented in this country. No government in Canada has ever enacted legislation prohibiting essential gender affirming health care. Everyone deserves access to health care and the support of medical professionals without interference from the government. We will use every tool at our disposal to stand up for the rights, safety and freedoms of 2SLGBTQI young people in Alberta.



“The work that Egale does is indispensable in today’s legal and political landscape. The experience and expertise that Egale brings to complex legal issues affecting 2SLGBTQ+ people in Canada greatly assist courts and tribunals in adjudicating pressing issues facing the queer community.

– Brendan MacArthur-Stevens, Partner, Blakes (Legal Issues Committee member and pro bono counsel)



Activities Highlights:

Supreme Court of Canada Decision:

The Charter of Rights and Freedoms Applies to Ontario School Boards

Egale intervened in York Region District School Board v. Elementary Teachers' Federation of Ontario on appeal before the Supreme Court in order to share our expertise on 2SLGBTQI people and issues with the court. A 2024 decision from the Supreme Court of Canada aligns with Egale's position that students should benefit from protections at school under the Canadian Charter of Rights and Freedoms.



Legal Advocacy Win:

Government of New Brunswick Reverses Harmful Changes to Policy 713

In December 2024, after over a year of advocacy, the Government of New Brunswick reversed their harmful changes to Policy 713. The changes had removed protections for trans and gender diverse students and prevented many of those students from using their chosen names and pronouns in school – causing serious harm to their mental health and wellbeing. In partnership with New Brunswick-based organizations Alter Acadie, Chroma NB and Imprint Youth, Egale had intervened as a party in a challenge to Policy 713. In a win for 2SLGBTQI communities, the government's reversal of the harmful changes meant that the legal case could be discontinued.

Back in Court:

Legal Battle to Protect Gender Diverse Young People in Saskatchewan Continues

The legislation passed by the Saskatchewan government continues to cause irreparable harm to gender-diverse young people in Saskatchewan. In 2024, Egale was back in court standing up for gender-diverse young people in the province. UR Pride Centre for Sexuality and Gender Diversity, represented by Bennett Jensen, Director of Legal at Egale Canada, and a team from McCarthy Tétrault LLP led by Adam Goldenberg and Ljiljana Stanić continued the lawsuit against the Government of Saskatchewan over their harmful school pronoun policy.





By the Numbers



Government Submissions



New Cases and Interventions

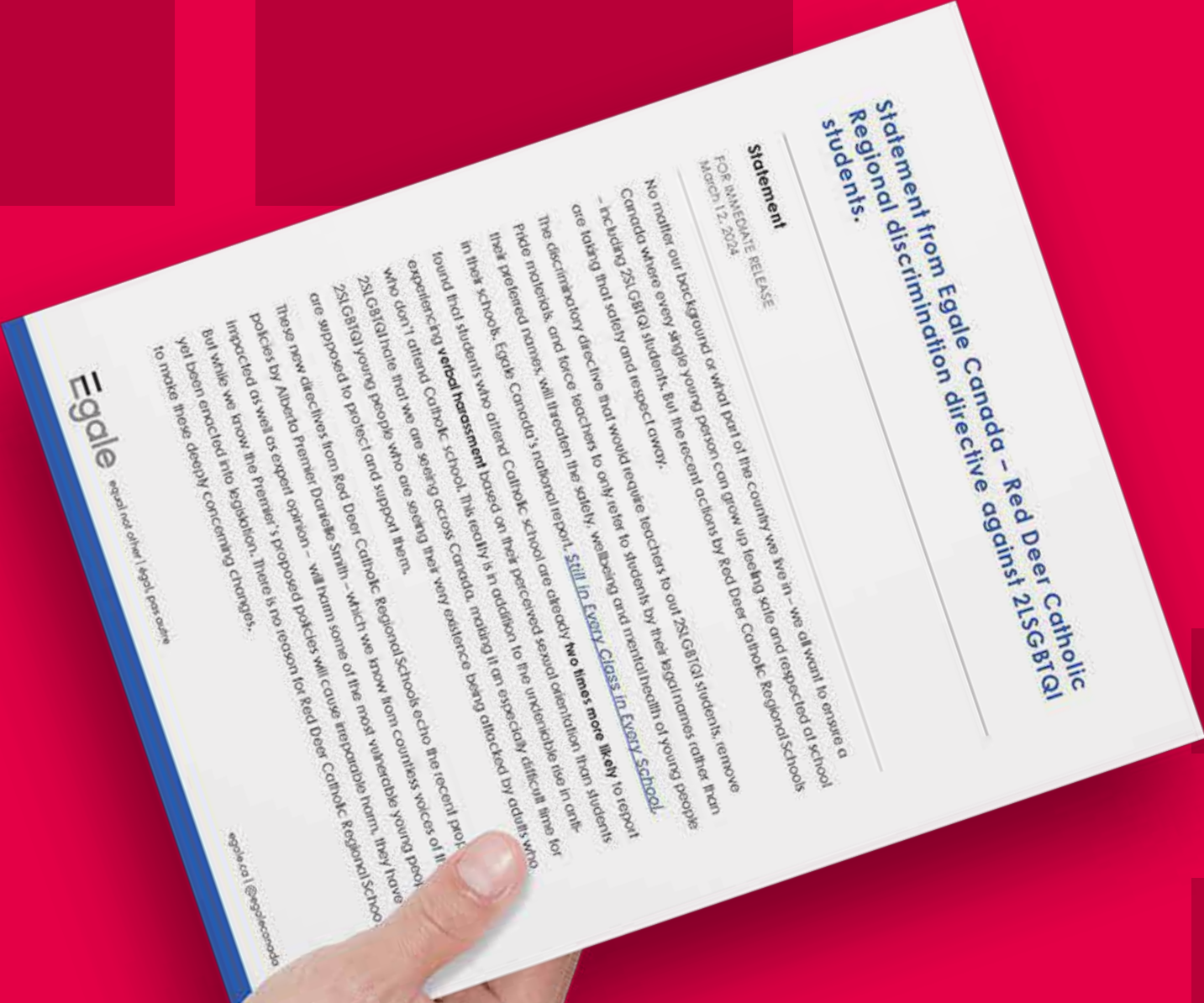


Letters and Statements



Case Decisions

For more information on the impact of these initiatives, please see our [2024 Impact Report](#).





International

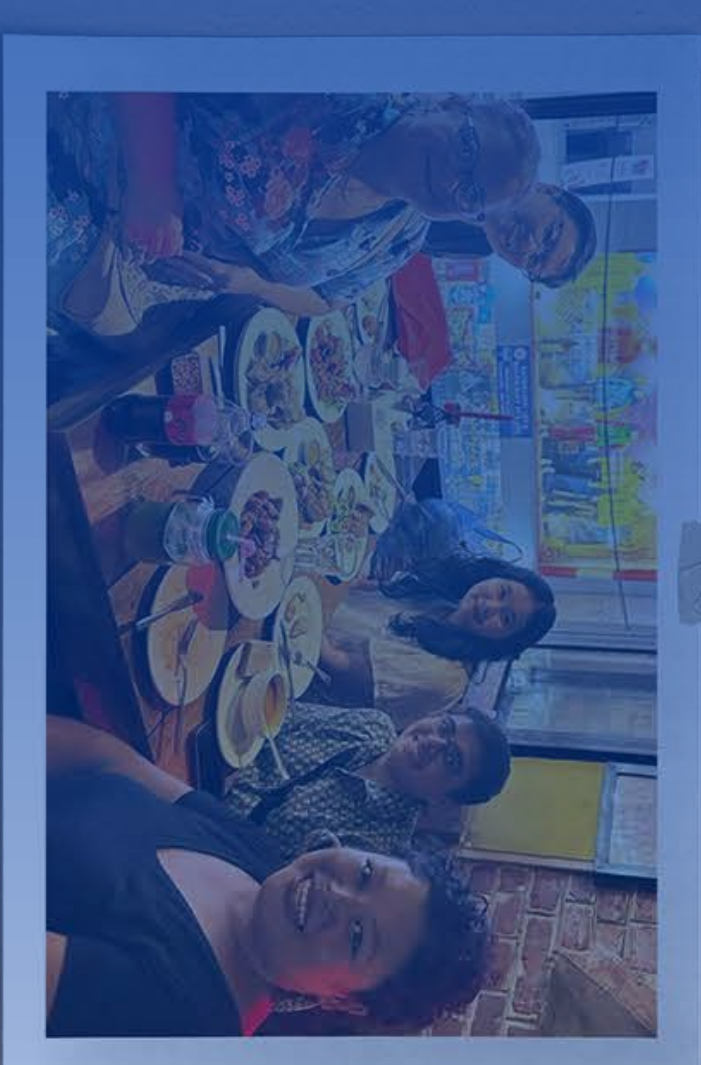
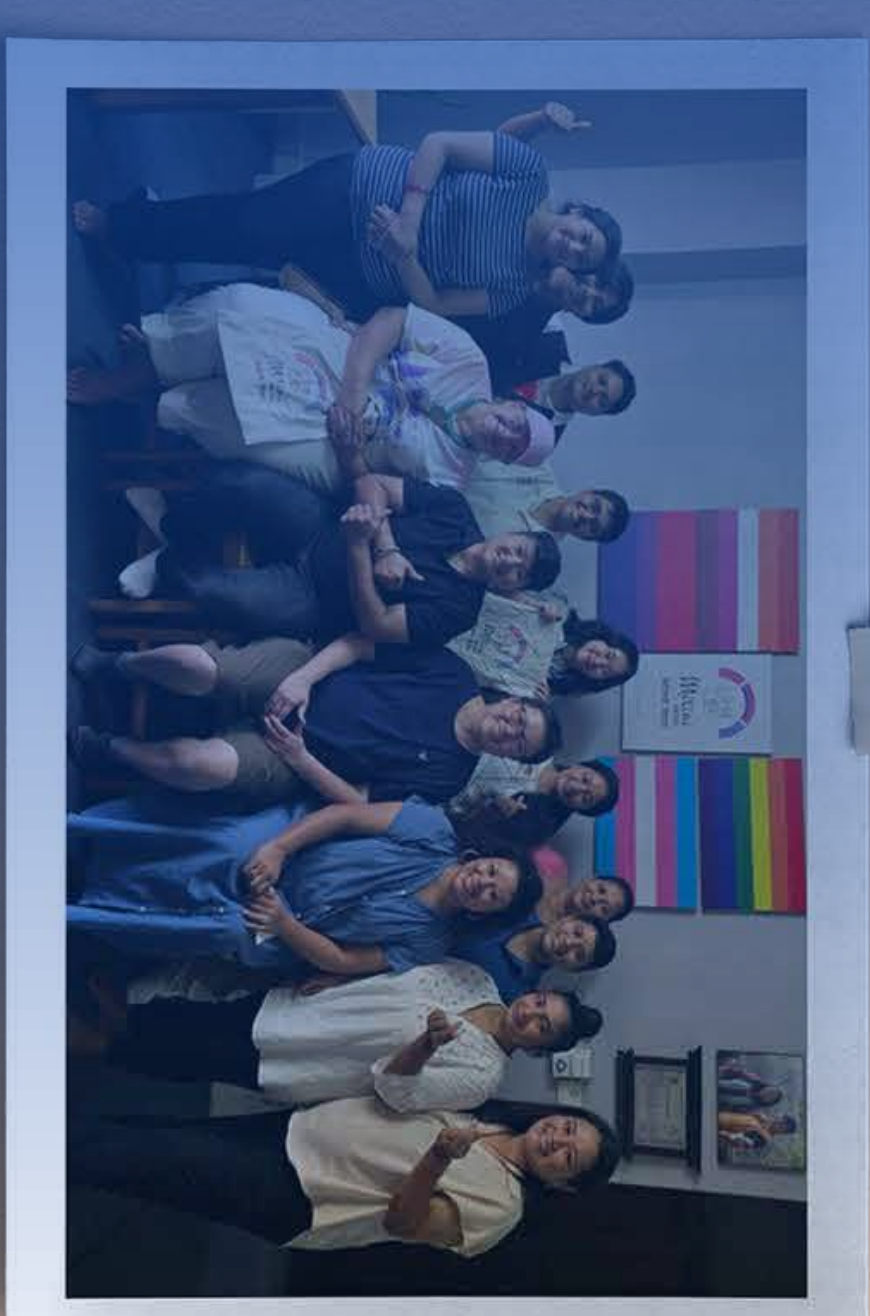
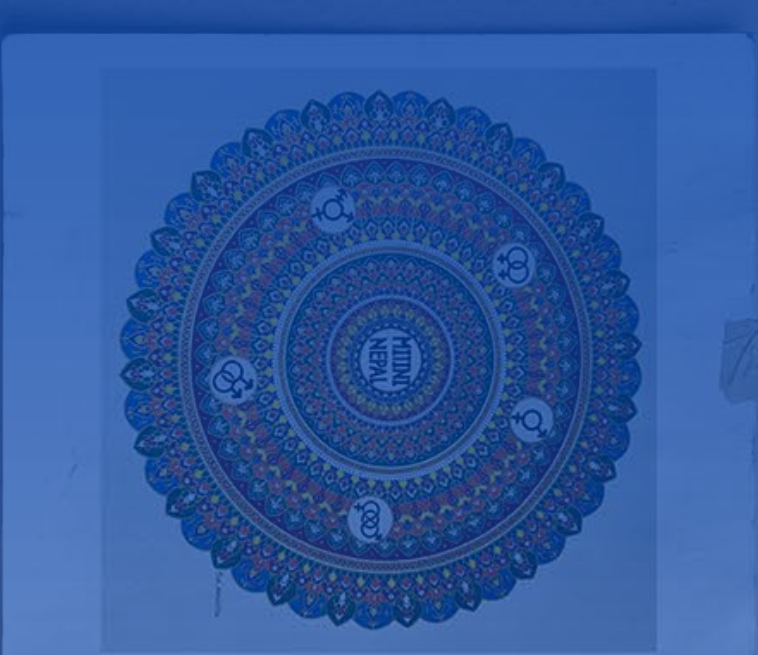




Spotlight

Strengthening Regional Networks: Supporting South Asia's First Regional LBQ Conference

In September 2024, Egale's Director of Programs and Partnerships traveled to Kathmandu, Nepal. This monitoring trip supported our ACTIF partner, the Asia Feminist LBQ Network, in their preparation of the first ever South Asian regional LBQ conference. This visit included the opportunity to network with regional partners and increase understanding about the LBQ movement in South Asia, particularly Nepal. Additionally, we facilitated a knowledge exchange to discuss successful advocacy strategies in supporting positive legal shifts on LGBTQI+ human rights.





Activities Highlights

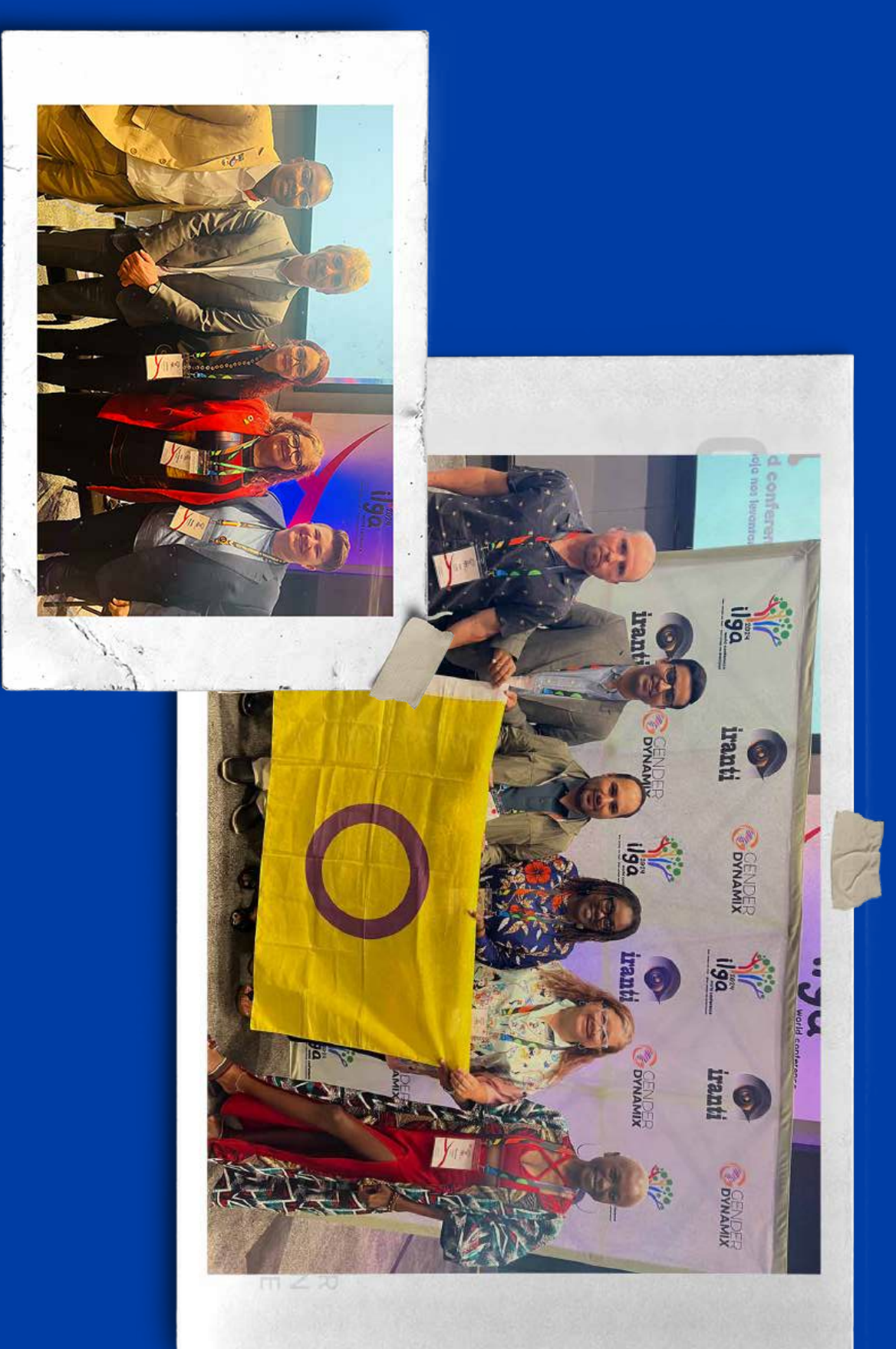


Organization of American States (OAS) Handover

In September 2024, our Executive Director, Helen Kennedy, was in Washington, D.C., to celebrate the handover of the Organization of American States LGBTI+ Core Group leadership from the United States to Canada and Uruguay. We are pleased that the Government of Canada will partner with Egale during this critical period of leadership within the OAS system. Egale is the only Canadian member of the OAS LGBTTI&TS Coalition of the Americas and engages with civil society organizations throughout the region.

United Nation's Commission on the Status of Women

In March 2024, we attended the UN's largest annual gathering on gender equality and women's empowerment. There, we collaborated with civil society organizations and government representatives to discuss tackling anti-rights rhetoric and how to envision a way forward for greater LGBTQI+ rights globally.



ILGA World Conference – South Africa

In November 2024, Egale Canada's Director of Programs and Partnerships, Kim Vance-Mubanga, alongside Dr. Dan Irving, a member of the Board of Directors at Egale, had the privilege of joining the 2024 ILGA World Conference in South Africa.

The conference brought together a wealth of knowledge and expertise from LGBTQIA+ human rights defenders, researchers, policy-makers, government actors, and funding bodies, with more than 100 countries represented to tackle the most pressing global issues affecting LGBTQIA+ people today. Egale had the honour of profiling our research about trans under- and unemployment, and also delivered a workshop on resisting the rise of anti-gender movements.

By the Numbers

12

Countries/Partners Engaged



Bangladesh



Malaysia



Nepal



Cambodia



Myanmar



Thailand



Indonesia



Pakistan



Vietnam



India



Philippines



Zambia

15

International Convenings Attended



For more information on the impact of these initiatives, please see our [2024 Impact Report](#).



Thank you

to our donors and funders who made one-time gifts, monthly donations, gifts-in-kind, program or project funding commitments, or multi-year pledges between January 1 and December 31, 2024.



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Union Partners



Law Firm Partners



= \$100k+

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- Housing, Infrastructure and Communities Canada
- Innovation, Science and Economic Development Canada
- Liquor Control Board of Ontario
- Ontario Ministry of Education
- Public Health Agency of Canada
- Public Safety Canada
- The Slaight Family Foundation
- The Sonor Foundation
- University of Toronto

= \$10k-\$100k

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- Ministry of Children, Community and Social Services
- Niagara River Trading Company
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- The Professional Institute of the Public Service of Canada
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- Virgin Unite

\$5k-\$10k

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= \$2.5k-\$5k

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- Anonymous
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- Shereen Samuels
- Staples Canada
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- Vancouver Foundation

= \$500-\$2.5k

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Maia McKinley	Martina Udovicic	Michael Downey	Namrata Bhagia	Noah Witenoff
Manoj Pundit	Mary Angela Rowe	Michael Fekete	Nancy Chew	Numa Kuhn
Manon Gauthier	Mary Grace Rebenque	Michael Herman	Nancy Laing	Nyal Umar
Manon Thivierge	Mary Heeg	Michael Jacobs	Nancy Wanless	Oceane Fargeas
Marc Lafleur	Mary Paterson	Michael Moores	Naomi Mares	ODSP Kingston
Marc Michell	MaryAnn Jansen	Michael Ryneveld	Naomi Rowe	Olivier Riche
Marc Roy	Mason Woodward	Michele Unrau	NATALIE KOLOS	Ollie Coates
Marci Davies	Matt Williams	Michelle Brownlee	Natalie Mullins	Ontario Principdls' Council
Marco Castelli	Matthew Burt	MICHELLE CRATH	Natasha Miklaucic	Or Wendy
Margaret Bullock	Matthew Klatt	Michelle Douglas	Natasha Rogers	Oriana Freitas
Mari Maimets	Matthew Setzkorn	Michelle Dupuis	Neil Guthrie	Pam MacDonald
Marie-Pier Emery	Matthew Tymchuk	Michelle Healey	Neil Hazan	Pamela Hickman

Pamela Stevens	Rachel Clarke	Richard Ingram	Ruby Lucy	Sarah Hoffman
Pamela Turpin	Rachel Moro	Richard Pinnock	Rudy Mumm	Sarah Kaplan
Pascal Dessureault	Rachel O'Reilly	Richard Skelton	Russ Cork	Sarah Meyer
Patricia Cochran	Rachel Spencer	Ricky Rodrigues	Russell Pollard	Sarah Miller
Patricia Dennis	Rae Franklin	Riley Gallant	Ryan Ethier	Sarah Padfield
Patricia Lintner	Rahim Jamal	Rinku Sharma	Ryan Newell	Sarah Rieger
Patrick Bailey	Ralph Guttman	Rob Goetze	Ryan Phillips	Sarah Rutherford
Patrick Farrell	Ramona Rupert	Rob Shropshire	Saadliq Sumar	Sarah Walker
Patrick Mah	Randy Williamson	Rob Taylor	Sabrina Sukhdeo	Saul Ansbacher
Paul Eby	Ray Chaaya	Robert Durocher	Sacha Pitfold	Scott McEvoy
Paul Harricks	Rayleen Ewan	Robert Latimer	Saeid Rafieian	Scott Ransome
Paul Kennard	Rebecca Andersen	Robert Love	Sal Polito	Sebrina Natalizio
Paul Tye-Ko	Rebecca Harry	Robert MacNeil	Sally Hunt	Senaa Ahmad
Paula McNaughton	Rebecca Mayhew	Robert Muir	Samantha Fowler	Serena Dueck
Pepita Capriolo	Reg Krake	Robert Mundie	Samantha Wilkinson	Seth Friesen
Peter Kinch	Rémi Courcelles	Robert Scott	Samuel Fineblit	Shalyn McKenna
Peter Maropakis	Ren Dunollie	Robert Shearer	Samuel Reisler	Shane Freitag
Peter Sullivan	Ren Lavergne	Robert Vitulano	Samuel Roy	Shane Murphy
Peter Tanner	Renaud Gravel	Roberta and Leslie Robb	Sander Duncanson	Shannon Crocker
Peter Tinning	Rene Allaire	Roberto Ghignone	Sandra Taylor	Shannon Low
Petra Mauerhoff	Ren's Pets	Robin Parker	Sandy Smith	Shannon Vanderheide
Pierre Trudel	Retchel Morales	Robin Squires	Sara Karanxha	Sharron Richards
Pitman Patterson	Rhonda Kropp	Rochelle Butcher	Sarah Aziz	Shaun Parsons
Prasanna Ranganathan	Rhonda Lothammer	Rod Anderson	Sarah Burrows	Shauna Forsyth
Provincial Employees	Richard Atlas	Rod Davidge	Sarah Dix	Shawn Heinz
Community Services Fund	Richard Banner	Roger Carriere	Sarah Gardiner	Sheila Catto
Quinn Rozwadowski	Richard Corner	Ron W. Sharp	Sarah Goodman	Shelly Lindstrom

Sheri Nevill	Steve Clelland	Tanya Noel	Tom Hutchinson	Wendy Breedon
Shirley Anne Off	Steve Cline	Tara Laidley	Tom Skinner	Wendy Sauve
Shulamit Rodal	Steve Cook	Tara Ramsey	Tomoko Yabu	Wendy Vainer
Simon Bredin	Steve Johnston	Tara Rousseau	Tony Capuano	Wendy Whelan
Simon Leech	Steve Tendi	Tara Ryan	Tony Conte	Wes Christiansen
Simon Mortimer	Steven Barrett	Taylor Poitras	Tony Zhang	Whitney Wakeing
Simon Seida	Steven Farber	Taylor Vanderwey	Torie Tennant	William Bain
Simran Prihar	Stripe donation	Ted Betts	Traci Akierman	William Bridel
Smart and Biggar LLP	Sue Honsberger	Teresa Mitchell	Tracy McMullen	William Duncan
Song Yang Yu	Sue Lucy	Teresa Sarkesian	Trinity College School	William Martin
Sonia Bjorkquist	Sue McCarthy	Terra Klinck	Tristan Norton	Yolaine La Pierre
Sproule Enterprises	Suhuyini Abudulai	Terri Eklund	Twila MacNair	Yvan Pelletier
Stacy Keehn	Summer Danakas	Terry D Knight	United Way BC	Yvonne Pronovost
Steffan Swaan	Susan Anderson	Tessa Lofthouse	United Way Halifax	Z Zurich Foundation
Stephanie Burditt	Susan Haddon	Tessa Williams	United Way of Calgary and Area	Zack Theriault
Stephanie Clark	Susan Huvenaars	The First Unitarian Church of Hamilton	United Way of Northwest Territories	Zackary Theriault
Stephanie Kalinowski	Suzanne Allaire	Thea Funk	Valentyna Kulesh	Zg Stories
Stephanie Lee	Suzanne Brownbill	Theo Wouters	Valerie Edwards	Zoe Gray
Stephanie Pearce	Sydney Haughey	Theresa Pook	Vanessa Mannix	
Stephanie Sugar	Sylvia Chiang	Thomas Goetz	Vanessa Renee Little	
Stephanie Talbot	Sylvia Riessner	Thomas Hopson	Victoria Foley	
Stephanie Thornbury	Tamara Davidson Marcon	Tim Eckert	Victoria Luxford	
Stephanie White	Tamara Moscoe	Tim Paetkau	Vinca Merriman	
Stephen Chew	Tamara Tomomitsu	Timothy Kiladze	Vincent Frenette	
Stephen J. Nattrass	Tammy Gibb-James	Tom Arnold	Virginia Modugno	
Stephen Norman	Tanner Watt	Tom Blazejewicz	Vivek Warrier	
Stephen Novalski	Tanya Lee			

= Legacy Circle

Andrea Doolan	Anita Gustof
Anonymous x 4	Ann Foster
Dr. Paul Melancon	Ann Santos
Gary Swayze	Antonia Correia
Robert Bach	April Blaylock
Stanley Jack Wells	Aryon Elmers
The Estate of James Drewry Stewart	Ashlee Dave
The Estate of Joy Isabelle Johnston	Ashley Abbott
The Estate of Ruth Stackhouse	Ashley Knpton
The Estate of Warren Alexandra Cox	Austin Neville
	Barbara Burkard
	Barbara Freeman
	Barbara Lund
	Bart Bilmer
	Becky Nash
	Benoit Beauchamp
	Brandon DiPaola
	Brandon Evans
	Brandon Mackay
	Brandy Zimmerman
	Bree Kullman
	Brett Whitby
	Brettel Dawson
	Brian Desjarlais
	Brian Foss
	Brian McMillan
	Brook Lynn Davies

Bruce Ryder	David Varaschin
Caffyn Kelly	Daymara Excel
CanadaHelps anonymous	Deborah Seabrook
Carmen Grant	Deeso Atwal
Carol Casey	Delia Butler
Carole Creighton	Denise Costa
Caroline Ogeto	Devin Ragwen
Chanakya Sethi	Dharma Raakulan
Charles C. Hill	Diane Pitre
Cherie Klassen	Dixie Macdonald
Chris Ambidge	Don Cochrane
Chris Leahy	Donald-William Hickerson
Chris St Jean	Doug Arrell
Chun Yu Kingston Chung	Enmin Vincent Chen
Cindy Adams	Eric Lamb
Claire Harrington	Erika Faulkner
Claude Bell	Erin Durant
Claude Ouellette	Erin McLaughlin
Cyrus Estakhri	Erin Sewell
Daniel Brendan Richard Johnson	Erlinda Agregado
Daniel Grassick	Ernest C Cholakis
Daniel Hutchinson	Eugene/Daniel Boychuk/Heindi
Daniel Kinsella	Eve Goldberg
Darren Kregar	Evelyn Bellavie
David Bondy	Everett Wylie
David Falkner	F.W Orde Morton
David Le Sauvage	Farideh Frouzesh

Finn Phillips	Folashade Awotundun
Francis Lanoix	Frank Blye
	Fred Dicker
	Fred Hahn
	Fred Pritchard
	Gail Nestel
	Galen M Hite
	Geordie Stowell
	Gilles Forget
	Glen Newell
	Gopal Bansal
	Graeme Burk
	Hani Elmoughrabi
	Hannah Kingdom
	Hannah Kost
	Hans-Peter Skaliks
	Harrison Pope
	Heather Rooney
	Helene Vallée
	Horace Bryan
	Ian Neufeld
	Ilaiyathamby Srisantharajah
	Jack Bayfield
	Jaclyn Spears
	Jacob Michael Schweda

Jacqueline Lewis	Julia Evans	Leah Rodvang	Meto Nim	Philip JuneK
Jade Rachwal	Julie Leadbetter	Leena Rathod	Michael Cota	Philip Kuligowski Chan
James Adeney	Julie Martin	Leif Edlyn	Michael E Pelz	Precious Gem Magtibay
Janet Richards	Justin Wheler	Lilibeth Bustamante	Michael Jones	Rachelle Gagne
Janice Martin	Kailey Lewis	Linda Little	Minghua Yin	Ralph Nassif
Jade Harrison	Karen Latham	Lisa Katherine Ryan	Murray Elliott	Ramona Rupert
Jeffrey Field	Karen Roe	Lisa L Cunningham	Murray Lampert	Raphael Tihon
Jenna Rines	Karen Taube	Lorna Kehler	Nancy Irwin	Rasmus Storjohann
Jenna Stoner	Karin Galldin	Lorne Brown	Nathaniel Saunders	Remy Machado
Jennifer Askey	Karlee-Rae Skochelas	Lorraine Argatoff	Nevin Tarnowski	Reona Brass
Jennifer Moffat	Kate Wood	Lucas Kilravey	Nicole Beier	Rheanne Williams
Jenny Farkas	Katharine MacNevin	Makaiko Chirambo	Nicole Marek	Richard Chau
Jeremy Dutton	Katherine Coddington	Maksim Nekrasov	Nicole Teeuwsen	Richard Douglass-Chin
Jessica K Leavens	Katherine Kerley	Manpreet Sekhon	Nik Arkell	Richard Tolentino
Jessica Leavens	Kathleen Lamothe	Margaret Capelazo	Olivia Chow	Richard Willis
Jill Jorgenson	Kaycee Chapman	Maria Gomes	Paige Willis	Richard Yake
Jim McNabb	Keerthi Kumar Byrichetti	Maria Schriemer	Pam Hrick	Rina Cortese
Joan T Pham	Kelly-Anne Malcomson	Marina Giacomini	Patricia Domingo	River Champeimont
Jo-Anne Finegan	Ken Delisle	Mark H Dawson	Patrick Coram	Rob Dolan
Johanne Caron	Kenneth Fisher	Mary Delaney	Patrick Gilbert	Robert Leckey
John H Wallace	Kerry Barrett	Maryjoy Tien-Law	Paul Aubin	Robin Carr
Jonathan Steinhaur	Kerry Lynn Okita	Matthew Tubman	Paul Melancon	Robin Hoytema
Jordan Ching	Kevin Lin	Mayanna Burmeister	Paula Kolysner	Roger Lam
Joseph Murdoch-Flowers	Kevin Vong	Meg French	Peter Hill	Ronald Huybrechts
Joyce Wan	Kirby Harriman	Megan MacDonald	Peter Patrick	Roslyn Bergen
Juan Pablo Ruiz Scougall	Kristine Barr	Megan Taylor	Peter Pratt	Ruth Krindle
Judith Holyer	Laurie Arron	Meghan McGill	Peter Sue	Rylee Wallington

Revenues

Grants & contributions	\$2,565,468
Foundation & corporate donations	\$1,975,336
General donations	\$696,240
Contract services	\$369,897
Other	\$47,210
Total	\$5,654,151

Expenses

Salaries & benefits	\$4,051,659
Direct project expenses	\$1,144,734
Rent	\$150,604
Office expenses	\$61,582
Telecommunications	\$39,763
Meetings & conference	\$28,718
Insurance	\$14,247
Professional fees	\$113,339
Service charges	\$9,124
Depreciation of capital assets	\$23,556
Total	\$5,637,326

Excess of revenues over expenses

\$16,825

Statement of operations for the year ended December 31, 2024



Revenues



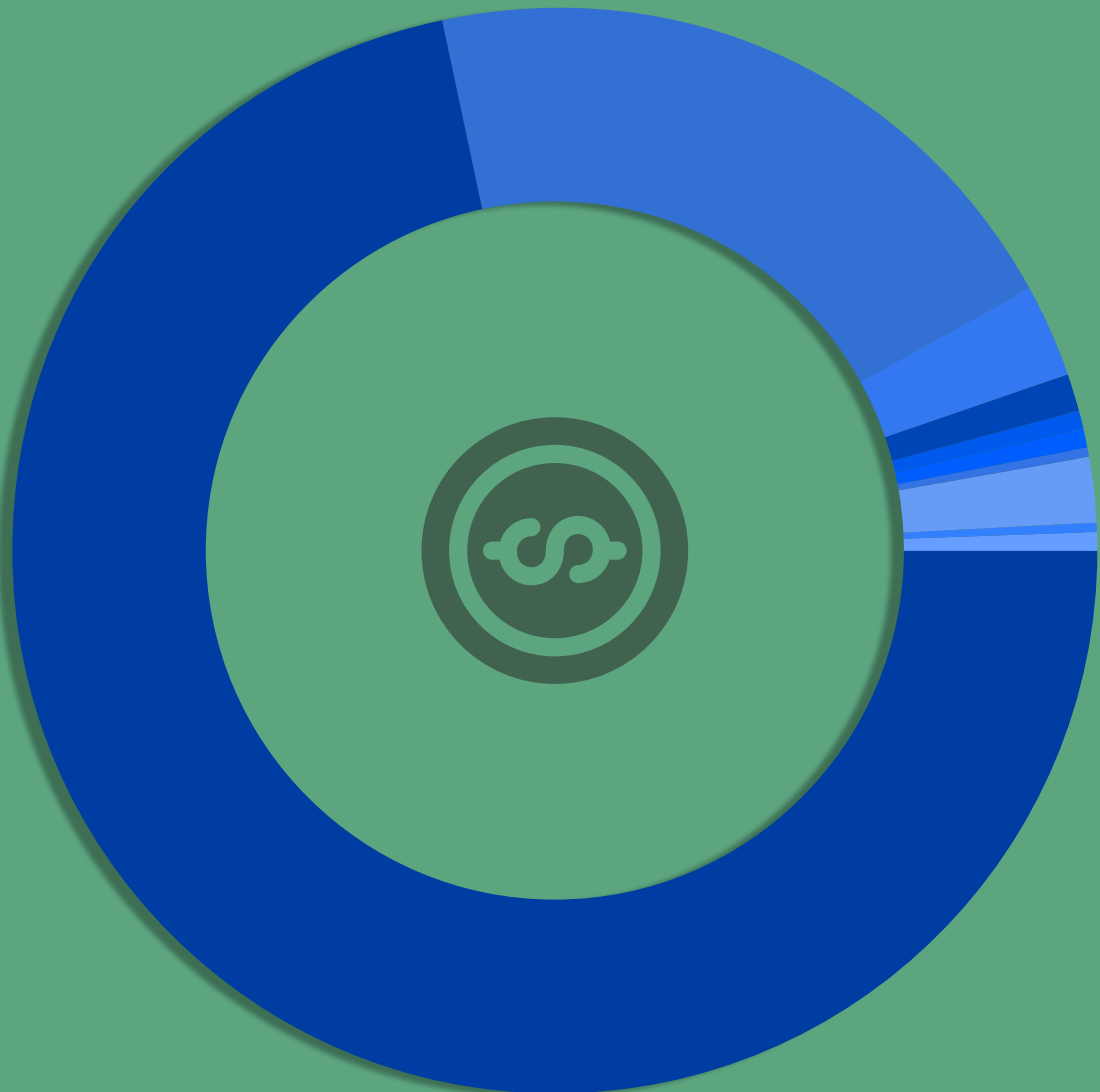
45% Grants & Contributions

35% Foundation & Corporate Donations

12% General Donations

7% Contract Services

1% Other



Expenses



71% Salaries & Benefits

20% Direct Project Expenses

2.7% Rent

2% Professional Fees

1% Office Expenses

Egale

equal not other | égal, pas autre



Suite 217-120 Carlton Street,
Toronto, ON. M5A 4K2



(416) 964-7887



egale.ca

[@egalecanada](https://twitter.com/egalecanada)



*This is Exhibit B referred to in the 1st
affidavit of Helen Kennedy, affirmed
before me this 23rd day of June, 2026.*

Michael Ritten

A COMMISSIONER FOR TAKING AFFIDAVITS

2025 Impact Report



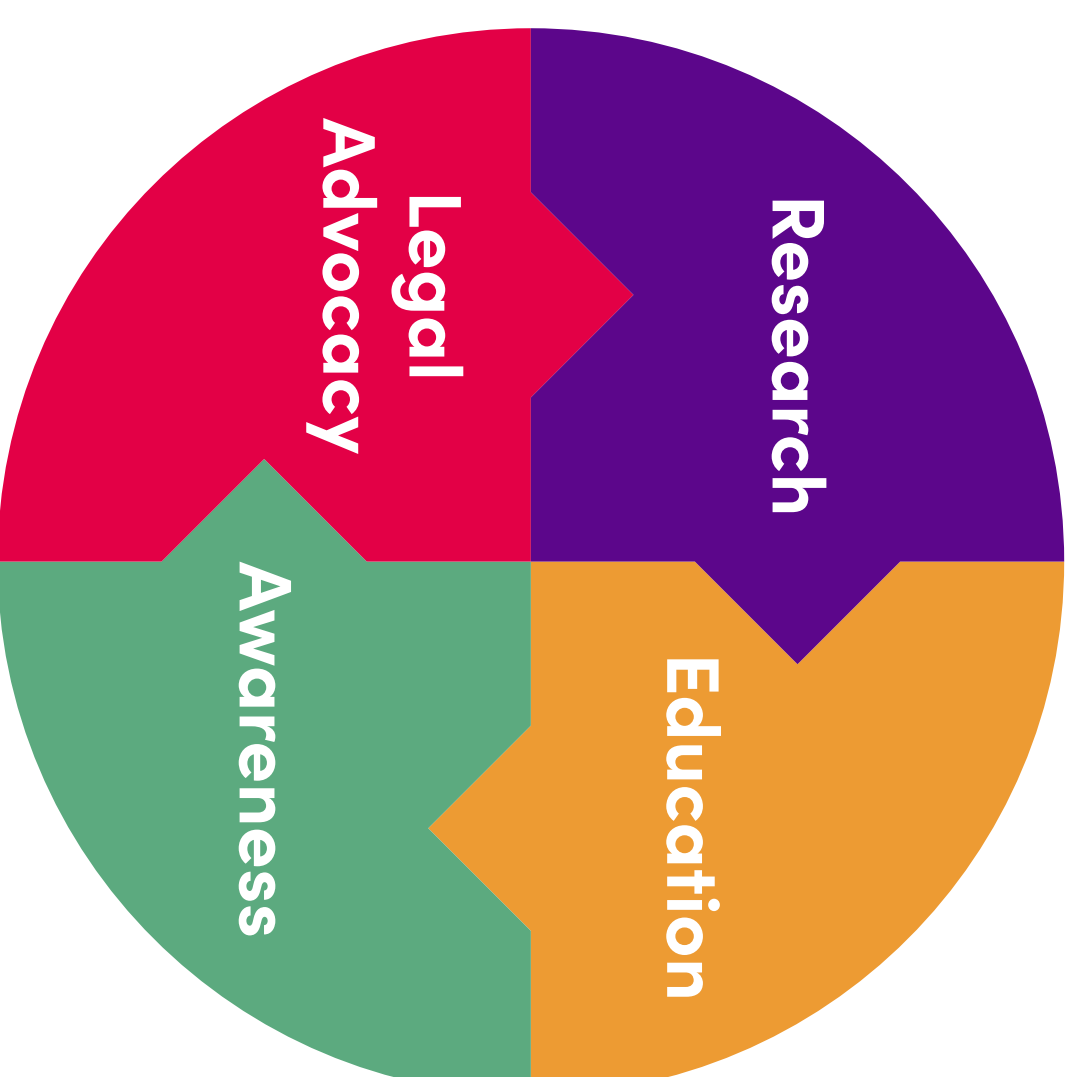
Egale

egale.ca | @egalecanada

About Egale Canada

Egale is Canada’s leading organization for 2SLGBTQI people and issues. We improve and save lives through research, education, awareness, and by advocating for human rights and equality in Canada and around the world.

Our work helps create societies and systems that reflect the universal truth that all persons are equal and none is other.



Our REAL Impact

Egale Canada’s work is data-informed and begins with community-based action-oriented **research** to better understand 2SLGBTQI experiences across a number of areas including education, employment, healthcare, and housing.

This critical research informs the **education** that is developed in order to work towards long-term systemic change.

Our **awareness** campaigns amplify community voices, experiences, and promote the educational initiatives to shift the culture of inclusion across sectors and societies.

Legal advocacy ensures that our communities have the best possible legislative protections and that the work we do is lasting and reflected in policies at all levels.

Disclaimer: The data presented in this report at the time of publication is subject to change.

Letter from the Executive Director

As 2025 comes to an end, I look back on a year of both extraordinary challenges and extraordinary resilience at Egale Canada. Across Canada and internationally, we saw anti-2SLGBTQI hate intensified through misinformation and harmful policies, yet we also witnessed remarkable strength, solidarity, and progress. Thanks to your support, Egale continued to lead with purpose, expand our impact, and drive forward the work needed to protect and uplift 2SLGBTQI communities everywhere.

This year, we advanced our advocacy through our rapidly expanding [*Rainbow Action Hub*](#), offering communities clear, accessible tools to counter mis-, dis-, and misinformation, and safety of our spaces in public and online through resources like [*Digital Discrimination*](#) and [*Decoding the News*](#). Our Pride Season campaign, [*Hate Isn't History*](#), worked to counter harmful narratives and build understanding across communities, and we encouraged civic engagement through our [*Vote with Pride*](#) campaign with accessible voter information and educational tools designed to foster meaningful engagement in Canada's federal election. Everyone deserves a life free from hate, and Egale's advocacy will continue to inspire cultural change.

On an international level, Egale made waves in 2025 with the United Nations Economic and Social Council (ECOSOC) granting us [*special consultative status*](#), adding greater legitimacy to our advocacy efforts on the global stage. This status, along with [*Pride7 Summit*](#) hosted in Ottawa this year, Egale is humbled to be a leader among hundreds across the globe of 2SLGBTQI changemakers.

2025 was another great year for Egale's research and education initiatives. Our reports on [*Medical Assistance in Dying and Mental Illness*](#), [*Affirmation*](#), and [*Literature review*](#) on affirming caregiving for sexual and gender minority young people shed light on urgent policy issues and the lived experiences of 2SLGBTQI communities. With dozens of partner collaborations and 17 grant-funded ongoing projects, we're continuing our role as a leader in evidence-informed change. At the same time, our education programming equipped workplaces, schools, healthcare providers, and community organizations with practical tools to build safer, more inclusive environments.

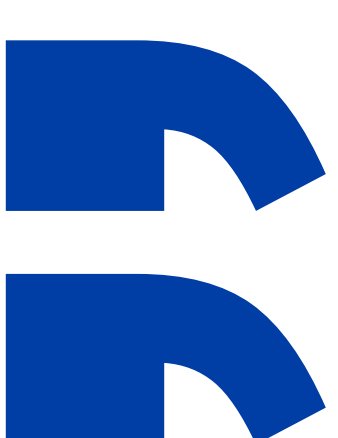
Legal advocacy remained a cornerstone of our work this year. In 2025, Egale initiated a second constitutional challenge responding to Alberta’s harmful and discriminatory laws targeting trans and gender diverse young people, won precedent-setting decisions in [Saskatchewan](#) and [Alberta](#), and intervened in cases in Quebec and Ontario to defend the rights of our communities. With two cases heading to the Supreme Court of Canada in 2026, our commitment to protecting 2SLGBTQI rights remains unwavering.

None of the progress we achieved in 2025 would have been possible without the dedication of our staff, partners, supporters, board, and community members. In a year marked by both uncertainty and momentum, your belief in our mission allowed Egale to continue defending human rights, uplifting voices, and advancing meaningful change. Together, we remain steadfast in our vision of a Canada, and ultimately a world, free from homophobia, biphobia, transphobia, and all forms of oppression. Thank you for standing alongside us. Our work continues, and with your support, we will face 2026 with strengthened determination and hope.

Sincerely,



Helen Kennedy (she/her)
Executive Director



2025 was a year of extraordinary challenges and extraordinary resilience. Thanks to your support, Egale continued to lead with purpose, expand our impact, and drive forward the work needed to protect and uplift 2SLGBTQI communities everywhere.



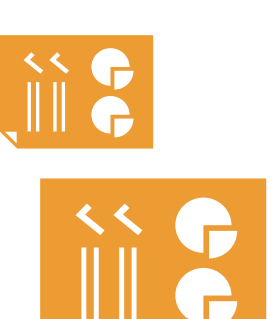
Research

In 2025, we expanded our research across a wide range of priority issues affecting 2SLGBTQI communities, developed in collaboration with academic and community partners. This year, we advanced our understanding of the upcoming legalization of **Medical Assistance in Dying (MAiD)** for mental illness and the perspectives of 2SLGBTQI people in Atlantic Canada; released **Aging with Affirmation**, a national study examining the experiences of transgender and gender diverse older adults navigating health care and social services; produced a **literature review** on the experiences of affirming caregivers for sexual and gender minority youth; and expanded our **Working for Change** employment study through a series of provincial fact sheets that highlight the realities facing Two Spirit, trans, and nonbinary workers across Canada.

Alongside these completed projects, we continue to drive four major research initiatives: **Against the Current** (anti-hate research), studies on 2SLGBTQI **veterans' needs and housing experiences**, and a project focused on understanding housing challenges and barriers among 2SLGBTQI people. Our efforts in research create high-quality, evidence-based insights to inform our policy, services, and advocacy in the years ahead.

10

Research reports,
literature reviews, and
fact sheets published



1

Academic paper
published

22

Academic partners
collaborated with



12

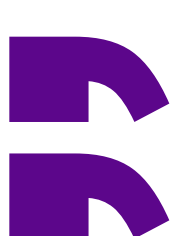
Conference presentations
and research webinars

4

Ongoing research projects in the
next year and beyond



Egale plays a critically important role in facilitating community-based research by and for 2SLGBTQ+ communities in Canada. Particularly in this moment when our communities' rights are under increasing threat, having a national organization that is deeply grounded in community needs and voices is essential.



- Dr. Lori Ross, Associate Professor and MPH Program Director,
Dalla Lana School of Public Health, University of Toronto

Education

Workplace Inclusion

We've expanded our [workplace inclusion programming](#), engaging organizations across the private, public, and non-profit sectors through training workshops and consulting engagements. This year, we launched two new learning solutions: *Combating Anti-2SLGBTQI Bias in the Workplace*, and *Practical Tools for 2SLGBTQI-Inclusive Workplaces*. We released two new eCourses, [Inclusive Washrooms](#) and [Pronoun Practices and Policies](#), to help employers strengthen 2SLGBTQI inclusion and create safer, more affirming environments for their teams.

37

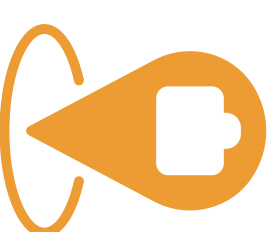
Workplaces engaged

52

Workplace inclusion trainings delivered

12

Consulting engagements



2407

Workplace inclusion participants



I really appreciated the mood and tone of the session. As a person who is working to improve their allyship, often sessions like this make me feel like a bad person if I am not spending every minute of every day righting the wrongs of other cis/straight people. This session felt like I was welcomed in as a member of a community of people who are recognizing the challenges/impacts/harms and wants to work towards change. Conversations like this always renew my commitment to being better.



- Ontario Association of Children's Aid Societies Workshop Participant,
Inclusive Workplaces - Anti-2SLGBTQI Hate in Canada



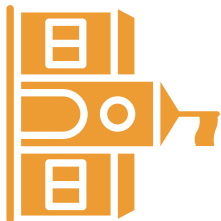
Education

Inclusive Schools

This year, we have continued to support safer, more inclusive school environments by engaging more than a thousand schools across Canada, an overall **430% increase** from the previous year, through training, workshops, and student-focused programming. With **dozens of new resources** for educators and students, school communities can create affirming spaces and respond to emerging challenges with confidence and care.

78

Inclusive schools trainings delivered



1151

Number of schools engaged



3261

Total number of inclusive schools participants

22

School board senior leadership summits

13

New classroom resources created



15,400+

Views/downloads of classroom resources



4

‘Student Change Agents’ Sessions

Multiple educators came up to me [as they were leaving] to let me know how powerful and impactful the day was and how much they appreciated all that [Egale does].



It was so great to meet adults that I would actually want to be like when I grow up.



- Workshop Participant, Anglophone South District School Board, New Brunswick



- Student Participant, GSA Summit, New Brunswick

Education



Rainbow Action Hub

Our [*Rainbow Action Hub*](#) has continued to grow as a critical resource for individuals and organizations working to counter rising anti-2SLGBTQI hate. Thanks to initiatives like our [*Hate Isn't History*](#) campaign the Hub's usage **increased by 71%** from the previous year, underscoring the urgent need for accessible, evidence-based tools that combat mis-, dis-, and malinformation. From resources like [*Decoding the News*](#) and [*Ready to Respond*](#), along with several additions to our Egale Explains series, this Hub empowers folks across all communities to respond effectively and proactively in the face of growing misinformation, and have the knowledge and confidence to push back.

12

[*Egale Explains*](#) - accessible explainers to help people have informed conversations about complex 2SLGBTQI topics often affected by mis-, dis-, and malinformation



Guidebooks and toolkits to understand and combat mis-, dis-, and malinformation.

250+

2SLGBTQI organizations listed on an [*interactive map*](#) of Canada



14 Deliveries of combatting anti-2SLGBTQI hate education



26,000+

Individuals accessed the Rainbow Action Hub.
From: all 13 provinces and territories – and 65+ other countries



The [*Hate Isn't History*](#) campaign was so needed in this very politically charged time. The general public is unaware of the current challenges the 2SLGBTQIA plus community has been facing and this campaign really shed light on how history is repeating itself in this modern time. Also, the resources provided through the [*Rainbow Action Hub*](#) were so informative and digestible it was the perfect collection!



- Myles Sexton,
Creator and HIV+/AIDS advocate



Awareness



Our national reach grew through

11 awareness campaigns, including ***Hate Isn't History*** during Pride Season and our federal election initiative ***Vote with Pride***. We produced **110+ resources** in English and French, generating **28,000+ downloads**, over **470,000 website page views**, and over **8 million** social media impressions.

This collective effort illustrates that our organization remains a trusted and visible voice advancing inclusion across Canada.

11
Awareness
campaigns



8m+
Social media
impressions



2500+
Mentions in
the news

470k+
Website
pageviews



110+
Resources created
in English and French



28,000+
Resource
downloads

Unifor is proud to support Egale's Trans Awareness project because it is making a real difference. The work is grounded in lived experiences, helping to build understanding and has a meaningful impact in workplaces and communities. Our partnership with Egale is based on shared values and a common goal of building more accepting workplaces and communities.



- Lana Payne,
National President, Unifor

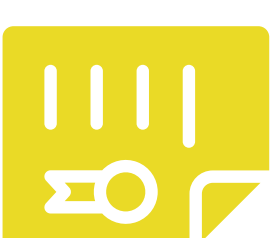
Legal Advocacy

Egale continued to lead national legal advocacy, advancing critical cases on laws and policies impacting 2SLGBTQI communities. This year, we made **seven government submissions**, participated in eight court cases, and saw five case decisions, while developing resources to help communities understand their rights.

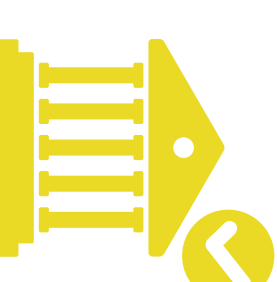
Our work in Alberta remains a core priority. In **Egale Canada v. Alberta (Bill 26)**, launched with Skipping Stone and several families, we **secured an injunction** from the Alberta Court of King’s Bench blocking the denial of gender-affirming care for trans and gender diverse young people. We also initiated legal action against the name and pronoun restrictions in **Bill 27** and continue to challenge the government’s use of the notwithstanding clause in **Bill 9**.

In Saskatchewan, **UR Pride v. Saskatchewan** resulted in a significant win, with the Court of Appeal confirming the notwithstanding clause does not automatically end proceedings, allowing our challenge of the discriminatory school “pronoun policy” to continue. Egale’s intervention in **Rainbow Alliance Dryden et al. v. Webster** supported an Ontario Superior Court ruling that defamatory hate speech against drag performers warranted \$380,000 in damages.

Looking ahead, Egale is preparing to appear before the Supreme Court of Canada in 2026 in two cases, continuing our commitment to protecting rights and confronting anti-2SLGBTQI hate nationwide.



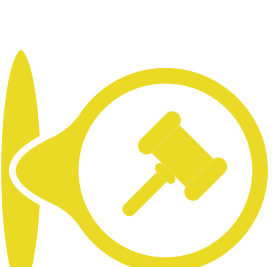
34
Letters and
statements



7
Government
submissions



3
New cases and
interventions



5
Case
decisions

Thank goodness for Egale and your legal team. I am sick to my stomach thinking of trans children in Alberta. Thank you for all you do to protect and advocate on their behalf.



- 2SLGBTQI community member
in response to Alberta’s Bill 9 being introduced

International

In 2025, we expanded our global reach, engaging partners in over **20 countries** and participating in **seven** international convenings. Our international advocacy strengthened significantly through new partnerships and global engagement, building on major milestones such as **ECOSOC consultative status** and the **Pride7 Summit** that Egale hosted in Ottawa.

It has been a great opportunity working with Egale for the past 2 years in the G7 space, as part of Pride 7. I have learned how Egale works with diverse actors both domestically and internationally. No words can explain enough how grateful I feel about a partnership with Egale and I really hope that we can keep working together!

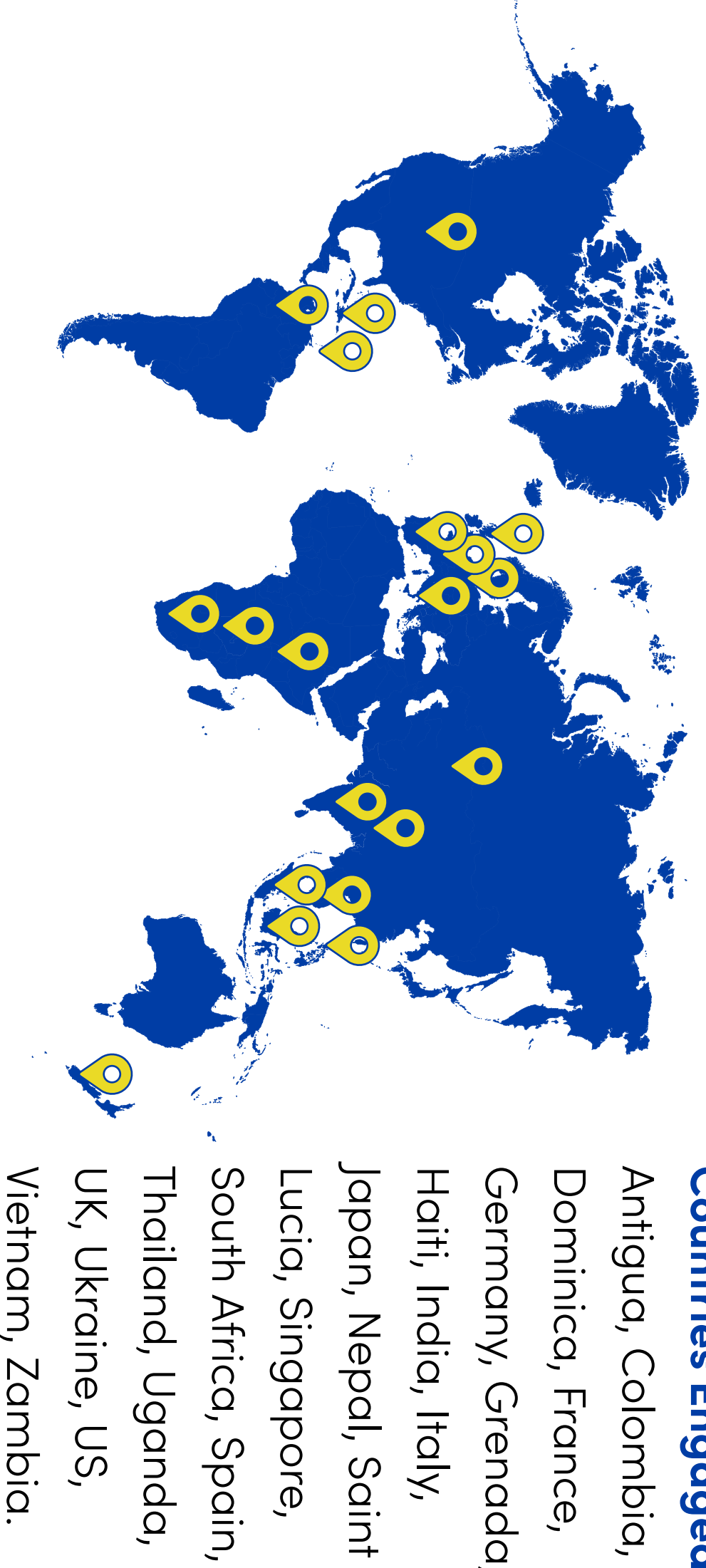
- Akira Nishiyama,
Japan Alliance for LGBT Legislation
(J-ALL)

Egale 2025 Impact Report

Pride7 Summit: In May 2025, along with The Dignity Network, Egale hosted the 2025 Pride7 Summit in Ottawa. With over one hundred LGBTQI+ advocacy leaders in attendance, the summit served as a key international forum to provide LGBTQI+ civil society a unified voice to influence global policies in the lead-up to the G7.

22
Countries/partners
engaged

7
International
convenings
participated in



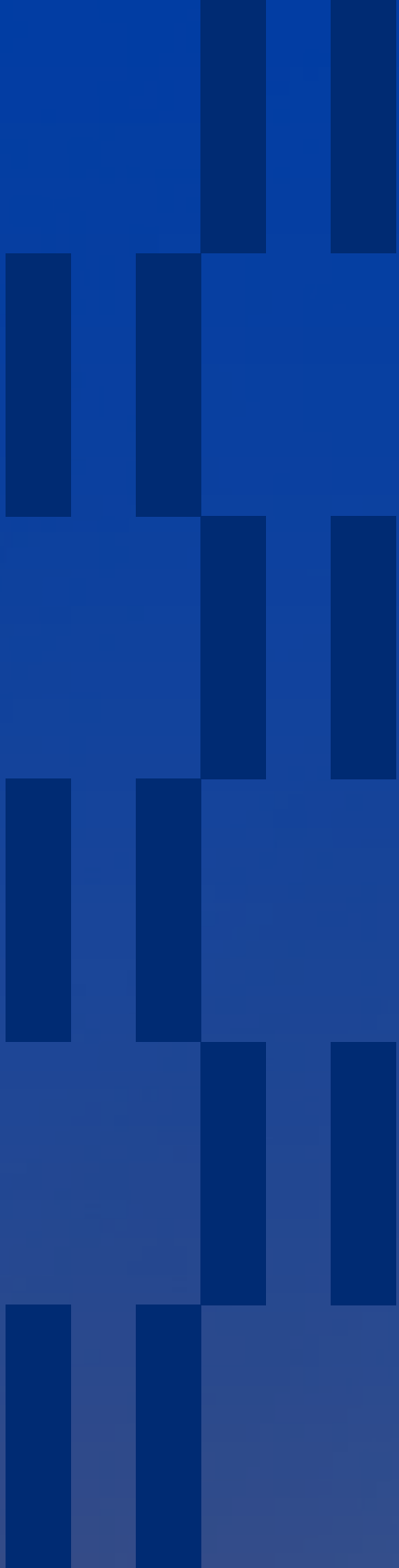
ECOSOC Status: In August 2025, the United Nations Economic and Social Council (ECOSOC) **granted** Egale Canada special consultative status. This allows Egale significantly more opportunity to participate in UN events and engagement with UN agencies, strengthening abilities for global 2SLGBTQI advocacy.

A woman with blonde hair, wearing a teal zip-up hoodie and a silver chain necklace, is holding a large rainbow flag. She is looking upwards and to the right. The background is a solid blue color. The flag has horizontal stripes of red, orange, yellow, green, blue, and purple.

Our work is only possible because of the dedication of our staff, the strength of our partners, and the generous support of our communities. With your help, we can build even greater impact in the year ahead.

Please consider supporting Egale and join us in creating a world where everyone is equal and none is other.

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