



NSRAP AGM Report 2015-2016

Board of Directors

Rebecca Rose (Chair)
Emily Davidson (Vice-Chair)
Vivian Bezanson (Treasurer)
Adam Myatt (Secretary/Past Chair)
Susanne Litke (Member at Large)
Craig Besaw (appointed in December)
Joel Diamond
Áine Morse (appointed in December)
Dori Palmiere
Allison Smith
Ardath Whynacht
Blair Wilson (appointed in December)

Resignations:

Hugo Dann
Kolten MacDonell
Owen Johnstone
Laura Shepherd

Halifax Pride 2015

NSRAP had a presence throughout Halifax Pride in 2015.

For the first time in recent memory, NSRAP had a letter in the front of the Pride Guide. NSRAP Chair, Rebecca Rose, gave a speech at the flag raising and spoke from the main stage after the Parade.

We also had (as per usual) a contingent in the Parade and marched with staff and residents from Adsum House as well as representatives from Friends of Khyber. Approximately 25 people marched with NSRAP in the Parade. We also had a booth at the community fair at the Garrison Grounds after the Parade, alongside Friends of the Khyber.



NSRAP also held the ever-popular TimeOUT Lecture Series at the Halifax Central Library. Topics included:

Making Space for LGTBQ Patients in Healthcare co-sponsored by prideHealth
A panel of healthcare professionals discussed what they are doing to be more inclusive of LGBTQ folk in their healthcare practice.

A Fabulous History of Drag – Part 1

Historian and researcher Dr. Chris Frazer shared preliminary observations and materials he had collected in his research on the history of drag in Nova Scotia.

Two-Spirit Identity in the Atlantic Region with Tuma Young and John Sylliboy from the Wabanaki Two-Spirit Alliance.

Tuma and John explored the unique challenges of Aboriginal youth coming out, but also celebrated the strength and resiliences that come from learnings passed on by those who have already tread down that path.

Exploring the “B” ... in LGBTQ with Tia Larkin, Collie McNeil, Alix Todd and Sheena Jamieson.

A panel on bisexual* experience, both within LGBTQ communities, and larger society. Co-sponsored by the Bisexual Women Support Network and the Halifax Bi, Pan, and Multisexual Connection.

The Case of the Anti-Gay Law School with Kevin Kindred

Lawyer and activist Kevin Kindred explored how queer activists lost the case against Trinity Western's law school – and why that's a good thing!

During Pride NSRAP also collected membership forms and (some) donations, but unfortunately did not have a wider membership development strategy and did not have the capacity to follow up with new members or prospective members. We apologize for this.

Working Towards Stability

The NSRAP Board spent the first part of the year trying to steady ourselves.

Over the past two years, NSRAP has experienced enormous turnover with several long-standing Board members (several of whom had also previously been staff) leaving the Board. With them went a great deal of institutional memory.

Additionally NSRAP had a large dip in revenue in 2014-15, due to an decrease in revenue from the Gala. This led to the situation where in summer of 2015 the organizations' expenses out numbered what we had/were bringing in.

As such, in the summer/fall of 2015 NSRAP made the decision to get rid of our (overpriced) flip phone. We were also no longer able to continue to pay our (very part time) contract staff person. As such, NSRAP was completely volunteer run for the majority of the 2015-16 year.

The Board also commenced fact-finding expeditions into two outstanding grants with the Department of Seniors (restricted funds, \$10, 000 each), the Youth and Elders project and the LGBTQIA+ Seniors Cultural Competency project.



NSRAP Gala and Community Heroes Awards

For the past 11 years (since 2005) the NSRAP Gala has been the main source of funding for the organization. The Gala traditionally included: a meal, performances, a keynote speaker, a community hero awards presentation and a silent auction. Gala revenue peaked in 2011 (at \$15,975.23) and dropped steadily in subsequent years.

Due to the intense amount of work required to organize the Gala (including and especially the silent auction) and high cost of holding a Gala event, the NSRAP Board made a concerted decision this year not to hold a Gala. This decision was made with the intention of developing a solid membership development strategy, holding a membership drive and collecting donations during Pride season, and then organizing a yearly funding (not membership) drive. (The Board and the Policy and Bylaw Committee both recommend a lifetime membership with year funding asks, but missed the deadline to serve notice for a Bylaw change this year).

The Board had planned to hold the Community Heroes Awards in conjunction with this Annual General Meeting but did not have the time or capacity. We hope that the incoming Board considers holding the awards in Fall of 2016.

Youth and Elders Project

NSRAP's Youth and Elders project sought to bridge the generational divide within the LGBTQ* community by sparking and documenting intergenerational LGBTQ* dialogues. The project was funded by the Department of Seniors' positive aging fund.



In 2014-15 the project included several panels and a social:
Youth & Elders Social
COMING OUT: Now VS Then
Stories of The Turret
BlackOUT 2.0
And Four Decades of LGBTQ Activism

Thank-you to Chris Aucoin for his great work on this project.

As part of the project NSRAP then videotaped conversations between three pairs of LGBTQ* youth and elders on the topics of coming out, Queer and Trans spaces, and being a Black and Mi'kmaq member of the LGBTQ* community.

Participants included James MacSwain, Lynn Murphy, Michael Davies-Cole, Rhiannon Makohoniuk, Jade Peek and Oliver Oldfield. All of the participants received an honorarium. Thank-you to the Dalhousie Native Counseling Unit for allowing us to use their space to film.

The videos were filmed and edited by Jake Ivany and first screened at the Halifax Central Library on April 16 in conjunction with the Youth Project and Elderberries. The videos were later screened at the Canadian University Queer Services Conference and at Halifax West High School in conjunction with their GSA. The videos are now available on NSRAP's YouTube channel.

NSRAP also contracted a community member, Jordan Roberts, to create a radio documentary with the audio from the videos and the panels, which will be aired on CKDU and circulated to other campus/community radio stations.

This year's portion of the project was organized entirely by volunteer Board members. Thank-you to Youth and Elders committee members Vivian Bezanson, Hugo Dann, Emily Davidson, Dori Palmiere and Rebecca Rose.

International Day Against Homophobia and Transphobia

Halifax

NSRAP worked with The Youth Project, prideHealth, Halifax Pride, St Andrews United Church, and the AIDS Coalition of Nova Scotia to organize a Living Library event on May 18 for IDAHaT 2016. This year community groups decided not to hold a rally, but to try an different format with an event entitled "Let's Talk About LGBTQIA+ Mental Health".



Speakers included: Frances Dadin Alli (youth mental health), Tia Larkin (bisexuality and biphobia), Gabriel Enxuga (addiction and recovery), Jace Miller (housing and homelessness), Jessica Dempsey (access to health care for Trans people) and JJ Lyon (elder mental health). All of the speakers responded to an open call-out to speak.

We set up three speaker stations in the Paul O'Regan Hall at the Library, and each speaker spoke for about 7+ minutes (per audience group) and the speakers then rotated from group to group.

Sign language interpretation was available and approximately five people from the Deaf community attended.

One-on-one Support

By far, one of the biggest role that NSRAP plays in this province is that of one-on-one support, information and referrals.

Many LGBTQIA+ community members and allies from across Nova Scotia, across Canada and even Internationally got in touch with NSRAP via phone or email regarding:

- Transitioning at work (from employees and employers including Halifax Transit and Nova Scotia Power)
- LGBTQIA+ competency training at work (employer request, including government and law enforcement)
- Supporting a family member who is transitioning
- Questions regarding a medical transition / Gender Confirming Surgery funding
- Counsellors/social workers looking for resources for Trans clients
- Locating a Trans support group
- Funds for gender marker changes on IDs
- Homophobia at school
- Issues with the police
- Legal issues (we do not give legal advice, only referrals)
- Finding community (specifically in rural areas and for elders)
- LGBTQIA+ friendliness of Nova Scotia/certain region

Speaking Engagements

This past year, NSRAP also received quite a few invitations to speak and/or give a workshop. Due to our diminished capacity we could only accept a few of the offers and forwarded the rest of other individuals (including Nolan Pike, LGBTQ Educator and Consultant) or organizations.

Notably, Board member Áine Morse had the opportunity to speak to RCMP staff as well as Victim Services volunteers and staff about gender identity, expression, non-binary identities and the L,G,B,T and Q communities' histories with the police.

Board member Ardath Whynacht also spoke to Medicine Students at Dalhousie University about Intimate Partner Violence within the LGBTQ community.

Media

Another important role that NSRAP plays is holding up issues faced by members of the LGBTQIA+ community in the media. This allows us to reach community members (young and old) from the Highlands of Cape Breton to Yarmouth and further our goal of public education.



This year NSRAP did media in regards to:

- The Canadian Blood Services ban on blood from (who they consider) men who have sex with men (Global x2 and the Coast, Rebecca)
- Andre Denney sentencing (CBC, Rebecca)
- Gender markers and how they exclude people with non-binary identities (CBC, Áine)
- Discrimination and violence against LGBTQIA people, survey (Yahoo News, Rebecca)
- Youth and Elders videos (Metro, Rebecca)
- Trans inclusion in the Federal Human Rights Act (CTV and Global, Rebecca)
- Pulse Orlando Shooting (CBC radio Information Morning and Maritime Connection with Christina Raquel from BIPOCAlypse, The Metro, CTV)

Campaigns

As a result of trying to steady the organization, and being underresourced, NSRAP did not focus much of its energy on campaigns throughout the 2015-16 year.

NSRAP does have a representative on the Canadian Blood Services MSM policy advisory committee, which has representatives from LGBTQIA+ organizations and blood use organizations across the country. NSRAP's representative, Adam Myatt, attended a meeting in Ottawa in September. As mentioned above NSRAP has also continued to do media regarding the ban.

In addition to Áine's interview with the CBC regarding gender markers, NSRAP has drafted a letter to government to outline how binary gender markers on IDs exclude and erase non-binary Trans people. The letter also outlines the great expense of changing one's gender markers / IDs in Nova Scotia.

Additional Outreach

NSRAP had a table at the Youth Project Gender and Sexuality Alliance (GSA) conference May 21 at Dalhousie University.

This year NSRAP developed a partnership with OUTEast film festival who invited us to be the community sponsor for MAJOR! the documentary about legendary Trans and prisoners' rights activist Miss Major Griffin-Gracey. This partnership allowed NSRAP to give away 20 tickets to the screening to Queer and Trans BIPOC (Black and Indigenous People of Colour), elder, and low-income community members. This partnership also presented NSRAP with the opportunity to address the audience before the film and distribute NSRAP flyers.



Canada Summer Jobs

This spring NSRAP applied to Canadian Summer Jobs and received funding for a summer student / LGBTQIA+ Campaigns Coordinator.

NSRAP's Campaign Coordinator will work closely with the Board of Directors and relevant committees on NSRAP's community initiatives and campaigns relating to: supporting Transgender workers in the workplace, gender/sex markers on IDs, supporting and celebrating LGBTQ+ youth and elders, improving access to transgender health care in Nova Scotia, and Canadian Blood Services' five-year

ban on donations from (people CBS defines as) men who have sex with men (for example).

The job posting has closed and the hiring committee will be interviewing candidates next week.

We hope that this position will increase NSRAPs capacity, specifically in regards to campaigns.

Pulse Orlando Shooting and Community Reaction



The Pulse Orlando shooting was a tragic reminder of the violence that members of the LGBTQ2SIA+, specifically racialized queer and trans people, and more specifically queer and trans Black and Latinx people, still face today.

NSRAP was looped into the planning for Halifax Pride's vigil for Orlando on the Sunday night before the Monday night vigil. Most of the planning for the vigil was done via email on the Monday. One of NSRAPs goal throughout the planning (and the ensuing vigil and media) was to ensure that the shooting was not used by people with pre-existing Islamophobic, Arabophobic, racist and Xenophobic views to justify those views. As such, NSRAP was able to put Pride Halifax in touch with Queer Arabs of Halifax organizers, two of which (Liane and Ayman) spoke beautifully at the vigil.

NSRAP then helped to promote the vigil and Chair, Rebecca Rose, helped with the set-up of, and spoke at, the vigil. Rebecca also facilitated a moment of screaming to counter act the moment of silence.

There was unfortunately no representation from the Latinx community (the majority of the victims of the Orlando shooting were Latinx and Afro-Latinx) and no attempt to bring members of that community into the planning/have them speak at the vigil (aside from a personal FB post made by Rebecca). Following the vigil, NSRAP was made aware of concerns regarding the above from Queer Latinx and other BIPOC

community members and passed those concerns along to the other organizers of the vigil.

Following the shooting and the vigil NSRAP was approached to comment in the media and (Rebecca) spoke to: CTV, the Metro (quotes taken from Rebecca's speech) CBC Information Morning, and Maritime Connection with BIPOCALypse organizer and Queer Femme Latinx community member Cristina Raquel. The call-in show also featured calls from two additional Queer Latinx community members and two other members of the BIPOC community. Thank-you to Cristina for her willingness to talk about her experience as a Queer Latinx person living in Halifax (specifically following such a difficult/raw week), and also for reaching out/promoting the show to BIPOC community members and asking them to call in. Thank-you to those who called in and added so much the discussion. Lastly, thank-you to Carmella Farahbakhsh for coming to the studio to provide support.

Donations

During the year NSRAP was quite discerning with donations (given our financial situation) but did donate to two important groups: Pride Cape Breton (for Cape Breton IDAHaT) and BIPOCALypse Halifax.

Pride Season

Heading into the Nova Scotia Pride season, NSRAP is focusing on increasing our visibility, having a presence at Pride's across the province, recruiting members and collecting donations.

Halifax Pride

As we did last year, the NSRAP Board has a letter to the community in the Halifax Pride Guide, which is now available online and in print.

NSRAP will also continue the tradition of holding lunchtime lectures throughout Pride Week at the Halifax Central Library. This year's topics are:

Monday: WORKING 9-5: TRANSITIONING ON THE JOB

Tuesday: ALONG THE ASEXUAL & AROMANTIC SPECTRUM: ACE & ARO EXPERIENCES

Wednesday: WITH PULP, PLEASE: THE SIGNIFICANCE OF LESBIAN PULP FICTION (with Mount Saint Vincent University Librarians and teaching staff)

Thursday: TAKING THE BAIT: QUEER & TRANS REPRESENTATION IN THE MEDIA (Youth Panel with the Youth Project)

The committee had also planned a panel on creating space for BIPOC Queer and Trans performers (featuring folks from BIPOCAlypse) for the Friday lecture, but was made aware of community concerns and has put those plans on hold until they are resolved.

If you are, or know someone who, would like to speak at the lectures on transitioning at work or Asexual and Aromantic identities please approach a member of the Board or email nsrap@nsrap.ca.

NSRAP will also have a contingent in the parade, a booth at the community fair, and be conducting a membership and fundraising drive throughout the festival.

6

Wolfville Area, Truro and Pictou Prides

NSRAP hopes to have a presence at the Wolfville Area (July 16-20), Truro (July 16) and Pictou Prides (July 8-13) this year and would welcome community volunteers/participants (both from those areas and from the Halifax region).

Cape Breton Pride

NSRAP has also been involved directly within Cape Breton this year. This years involvement included working with PRIDE Cape Breton at the International Day Against Homophobia and Transphobia. During the event in May 2016 representatives from NSRAP volunteered their time with set-up as well as operated a booth promoting NSRAP and encouraging local residents to get involved with NSRAP's projects and organization. Future projects include involvement with Cape Breton Pride festival in August 2016, partnering with PRIDE Cape Breton on information and education sessions, and fostering involvement in NSRAP activities within the Cape Breton region.

Treasurer's Report

It has been a somewhat challenging year for NSRAP financially. While overall our position has remained steady, this is largely due to transferring funds from our savings account to cover general expenses. However I am pleased to report that money raised from donations (both personal and from other organizations) has increased significantly from last year.

Though the decision not to hold a gala this year had a significant impact on our fundraising, it was strongly felt by the board that a gala event was not likely to be a successful revenue generator. Given the complexity, cost, and time investment of planning a gala, it was decided that the relatively small return on that investment was not worthwhile. The intention was to replace it with something more

manageable (and hopefully more accessible to a larger portion of our community) but unfortunately that was not possible this year.

We took great effort to minimize our expenses, given that we knew our fundraising would be limited. In this we were quite successful. While this meant a sacrifice of capacity (in not having an admin coordination, making use of personal phones, etc) it did create a significant cost savings. This resulted in the board being able to make donations to organizations doing work that was complementary to ours, and to use more money for running events.

While our current cash reserves are fairly modest, given that our monthly expenses are low, I am confident that it will be sufficient for the new board to continue operations until new fundraising sources can be identified. I would recommend that the oncoming board make fundraising a priority in the coming year.

In closing, I would like to say thank you to all the members for their donations over the past year, without your support the work NSRAP does would not be possible.

Nova Scotia Rainbow Action Project Balance Sheet

Date: Jun 15 2016

Assets	
Current Assets	
Cash	2,110
Accounts receivable	-
Restricted Funds	10,494
Savings	-
Total Assets	12,604
Liabilities	
Current Liabilities	
Jake Ivany PA grant	(600)
Jordan Roberts PA grant	(300)
Cape Breton Pride	(100)
BIPOCalypse	(100)
Total current liabilities	(1,100)

Nova Scotia Rainbow Action Project Statement of Income and Expenditures

	2016	2015	2014
Income			
Gala Revenue	-	7855	17428
Membership and Personal Donations	1969	886	1875
	<u>1969</u>	<u>8741</u>	<u>19303</u>
Expenditures			
Gala Expenses	-	5621	11073
Coordinator Wages/Expenses	1041	3600	7476
Positive Ageing Expenses	1211	6206	1525
Honoraria Postive Ageing Participants	300	-	-
Youth and Elders Project Expenses	-	564	-
Events	330	1270	774
Bank Fees	724	394	537
Phone	575	850	816
Website	167	167	169
	<u>4348</u>	<u>18672</u>	<u>22370</u>
Excess of Income Over Expenditures	<u>(2379)</u>	<u>(9931)</u>	<u>(3067)</u>