

**TRAINING BO
RESOUR
CENTRE**

ANNUAL REPORT

2019/20

2019-20

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**RAINBOW
RESOURCE
CENTRE**

**MESSAGE FROM THE
PRESIDENT OF THE BOARD**

It has certainly been an eventful year that has challenged Rainbow Resource Centre to grow and adapt in innovative ways.

In November we said goodbye to our Board Chair, Cynthia Fortlage. Cynthia chaired the Board from 2017 to 2019 and led us in building our fundraising capacity as well as encouraging more diversity in programming.

At the same time, we said goodbye to Executive Director, Mike Tuthill, who served the Centre from 2013 to 2019. We are very grateful to Mike for his immense contribution to the Centre over the years. Mike worked locally to expand and diversify programming, helping to shape the Two-Spirit initiative, and expanded the older adult and youth programs. He was also instrumental in the development of Enchanté, a national network of 2SLGBTQ+ centres. We wish him all the best in the next phase of his career!

After undertaking a National search, the Board was excited to welcome Noreen Mian as our new Executive Director at the beginning of March. Noreen has worked in Winnipeg's not-for-profit sector for over a decade and has jumped in with both feet—working remotely in partnership with staff as we began to navigate the COVID-19 crisis. Welcome, Noreen—we are glad you're here!

Of course, it is hard to ignore the effects that the COVID-19 shutdown is having on Rainbow Resource Centre and the wider 2SLGBTQ+ community. After closing our doors to the public in mid-March, the Centre team quickly mobilized to find new ways to deliver programming and ensure that we can continue to care for our community. It has been a time of challenge but also great innovation as we took the first steps implementing technology to stay connected to one another and connecting with community in all areas of the province.

In closing, as a member of the 2SLGBTQ+ community for many years, I have been encouraged at how well the Centre has pivoted to meet the needs of our clients. Our community has always faced challenges head on and we continue to respond in creative ways, demonstrating our strength and resilience. I am proud to be a member of the Rainbow Resource Centre Board of Directors and the 2SLGBTQ+ community.

KATHY JONES, *President*

MESSAGE FROM THE EXECUTIVE DIRECTOR

I am thrilled to be the new Executive Director of Rainbow Resource Centre. The Centre played a pivotal role in my coming out process as a teenager—I joined the Youth Group, which was self-directed at the time, and quickly found my community. These days, the Youth Program is led by a team of Centre staff and it is gratifying to see how far it has come over the past twenty years. Even more gratifying is the evolution of the Centre’s programming to encompass gender creative children and older adults. Our education team provides consultation and workshops in schools and workplaces across the province, ensuring advocacy and support for the 2SLGBTQ+ community at every life stage.

It is hard not to acknowledge that as I write this, we are still in the middle of a pandemic. Two weeks into my new role, the COVID-19 crisis hit Manitoba and Rainbow Resource Centre shut its doors to the public. Staff mobilized quickly to respond with innovative online programming. We have ensured a continuum of care for our counselling clients and interest groups are meeting virtually. It has been an unconventional introduction to my new role, however, the Centre staff and Board of Directors have been trusting and engaged.

Although we are living with uncertainty, I know that our community is strong. Our community is resilient. Our community is vibrant. On behalf of Rainbow Resource Centre, I am committed to ensuring that this remains true.

I look forward to the future.

NOREEN MIAN, *Executive Director*



CAMP AURORA

Camp Aurora is a summer camp for 2SLGBTQ+ and allied youth ages 13 to 19. Camp offers a positive space for 2SLGBTQ+ youth to enjoy a summer camp experience unique to their needs, and provides a safe, positive, and affirming place for youth to be themselves, connect with their peers, and have positive role models through Cabin Leaders, camp volunteers, as well as Rainbow Resource Centre counsellors and youth programming staff.

"I learned that I don't have to change for the respect of others, I just need to keep/ meet the people who respect me"

Camp Aurora took place August 26th to 29th at Variety's Camp Brereton in Whiteshell Provincial Park. There were 50 campers, 13 Cabin Leaders, and numerous support and programming staff.

Workshops focused on 2SLGBTQ+ identities, anti-oppression, sexual health, cross-stitching, comedy, as well as drag and gender expression. Programming centered Black, Indigenous, People of Color (BIPOC) voices, experiences, and history. This included a queer history lesson on the Stonewall Riots facilitated by QPOC Winnipeg, a Comedy Workshop with Woke Comedy, and a Two-Spirit Teaching Lodge for campers to access throughout the week. These activities encouraged youth to expand their comfort zone and grow, increase capacity, as well as strengthen connection with one another and community leaders.

"People can grow more in a place where they feel free to," and "I learned that there are other people like me."

The Two-Spirit Lodge was an invaluable resource and support at Camp this year. After a challenging workshop, nearly 50 campers and leaders gathered to learn teachings around healing and growth, smudge sage, and listen to song and drum guided by Two-Spirit leaders. This time with Indigenous

and non-Indigenous community was powerful and impactful. Youth expressed feeling more grounded and connected to community and the land following the opportunity to smudge and reflect.

Workshop facilitators continued to be an important resource of Camp this year. Facilitators remained available to campers outside of workshops and had a positive presence throughout Camp. Campers indicated that these community building opportunities were meaningful to their overall Camp experience this year.

"When asked what advice they would give to their future selves, one camper shared that "life may feel different after camp, but we can try to take what we learned here and felt here and bring it into our own lives."

Inviting the oldest campers to raise the pride flags on the final morning has become a tradition at Camp Aurora. This year, one of the campers who had attended camp for the past five years prepared a heartfelt speech about the positive impact that Camp Aurora has had in her life. She spoke to the importance of forming lasting friendships with her peers and meaningful relationships with mentors within the community. At the heart of her speech was a message to younger 2SLGBTQ+ youth to stay connected, hold onto a sense of hope, and to remember that they have a place of belonging at Camp Aurora and Rainbow Resource Centre. She expressed her intent to remain involved with Camp Aurora and return in a leadership capacity in future years. Camp Aurora 2019 was a huge success!

SAMARA LUPRYPA, *Camp Aurora Coordinator*



COUNSELLING

The counselling program continues to provide free short-term services to individuals, couples, and families, as well as providing support to rural and northern community members through in-person counselling, phone sessions, and consultation.

In the past year we have worked with:

- Diverse clients of all ages seeking to better understand themselves, including their gender identity and sexual orientation
- Families, including parents, grandparents, children, and teens
- Rural Manitobans who commute to the Centre or access counselling over the phone
- Community members healing from various forms of trauma
- Members of our volunteer-run support groups looking for additional support

Rainbow Resource Centre's counselling team is comprised of clinicians with diverse backgrounds, such as Social Work and Marriage and Family Therapy. Sarah Dack is the Client Services Manager and provides clinical support management to the Counselling and Youth Programs. Dianna Grywinski and Kaylen Lamb work with individuals, couples, and families, providing single-session and short-term counselling. Amanda Trelford provides counselling services in Brandon, at Manitoba Sexuality Education Resource Centre.

"I felt welcome and the counsellor was very patient, kind, and empathetic. I found it easy to be open about my feelings as a young trans person since I was in an LGBTQ+-specific space. Also I appreciated the immediacy of my access to counselling."

Over the past year we have continued to consult and collaborate with other service-providers in order to ensure that 2SLGBTQ+ identities, experiences, and relationships are seen, understood, and respected in systems and agencies outside of Rainbow.

In February, 2020, Kaylen began co-facilitating AFFIRM, a group for 2SLGBTQ+ youth aged 14-18, which moved to an online platform in March 2020. AFFIRM is an intervention developed by faculty at the University of Toronto's social work program that uses cognitive behavioural techniques along with the creation of an identity-affirming community to improve health outcomes for 2SLGBTQ+ youth. During the program, ten youth meet weekly for nine weeks to learn coping skills designed to reduce stress, anxiety, and depression, affirm their identities, and receive social support. Although the first group has yet to wrap up, youth are reporting that they enjoy learning about how to cope with stress from other youth, meeting other queer youth in a safe space, and that techniques they are learning are reducing their stress.

"They got it. In all the years of therapy I've done, I've typically had to hand hold my therapist in explaining basic terms I need to use to get the most out of it (ie cis, dysphoria, passing, etc) but the counsellor I worked with was obviously on much more of the same page as me. Maybe this is standard in the world of queer counselling, but it was a stark difference."

On March 14, 2020, Rainbow began providing counselling services remotely due to COVID-19 and our counsellors have continued to be an unwavering and consistent support to the community. We have worked to adapt our services to provide the same standard of care over the phone and via Zoom. Our hope is that this change in service provision increases the accessibility of our services moving forward, particularly for community members in rural and northern locations.

SARAH DACK, *Client Services Manager*

FUNDRAISING

We have been fortunate to see an increase in donors and corporate sponsors who made the decision to support Rainbow Resource Centre's important work.

We were pleased that five new corporate sponsors supported our annual Gala, "Night in Neverland". Five hundred folks enjoyed the festivities, and this year's event raised **\$85,000**.

IKEA and Lehigh Hanson raised **\$5,000** and **\$500** respectively to support the BLiNK program.

During Pride Week, eighteen businesses fundraised and made donations toward Camp Aurora totaling **\$21,634**. We greatly appreciate the contribution; all monies raised covered the registration fees for campers who would not have otherwise had the opportunity to attend Camp.

Our ongoing donors and business who give to us throughout the year has grown to **250** contributors! Thank you for your generosity.

I look forward to continuing fundraising efforts, strengthening partnerships, and creating new ones as we continue growing our programs and services!

SONYA BERTONCELLO-MAY, *Fund Developer*



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Resource Centre

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Ellie Sawatzky

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Manitobah Mukluks

Manitoba Liquor Marts

Moksha Yoga

MTC

Norwood Chiropractic Centre

Oh Doughnuts

Polished Cleaning Services

Prairie Theatre Exchange

Sephora Polo Park

Showtime Productions

Smitten Boutique, Brandon, MB

The Loft Salon Spa

The Winnipeg Fringe Festival

The Winnipeg Symphony Orchestra

Thermea Nordik Spa

True North Sports & Entertainment

WestJet Airlines

Winnipeg Blue Bombers

Winnipeg Folk Festival

Winnipeg Fringe Festival

Winnipeg Goldeyes

Winnipeg Symphony Orchestra

Zen @ Home Massage Therapy

RAINBOW RESOURCE CENTRE

VOLUNTEER PROGRAMMING

The Centre is proud to continue hosting 9 community-initiated social/support groups in addition to the Centre library, which all provide safe, inclusive spaces for participants to meet and share in a variety of activities and discussions. This year, almost 1500 individuals attended our groups, and the 20 dedicated volunteers who facilitate them donated more than 800 hours of their time to help strengthen Manitoba's 2SLGBTQ+ community.

OUR GROUPS:

BLiNK: a playgroup for trans and gender creative children aged 12 and under and their parents, continues to meet twice a month, often welcoming new families and offering a wide variety of dynamic activities for both children and parents to enjoy.

New Pride of Winnipeg: a social and support group for newcomers to Canada, continues to meet twice a month, often serving as a safer space for newcomers to claim their identity and seek support from fellow group members who are similarly navigating what it means to be 2SLGBTQ+ in this new country.

Over the Rainbow: a social group for 2SLGBTQ+ older adults, continues to bring people who are 55+ together by meeting twice weekly for coffee and chat in addition to potlucks, inter-generational events, lunch and learns, and so much more.

Partners in Process: a social and support group for partners and people who love those under the trans* umbrella, continues to build connections within the community and share space monthly, helping couples navigate the questions you wouldn't want to ask around Mom or Dad.

Parents, Family, and Friends of Trans Individuals (PFFOTI): a support group for families and allies of people who have come out as trans, continues to meet twice a month, sharing lived

experiences and fellowship with people who want to best support their loved ones.

Rainbow Alliance for Men (RAM): a social group for community members who identify as male, continues to meet every two weeks, providing thoughtful discussion, fun activities, and meaningful connections for the community.

Society of OUT-Standing Artists (SOSA): a social group for artists who also happen to be 2SLGBTQ+, continues to meet monthly to explore a great variety of artistic expression, from writing, to performing, to painting, and so much more.

Transmasculine Manitoba: a support group for people who identify as transmasculine or are questioning/exploring their gender, continues to meet monthly, offering a safe space for individuals to share their experiences and advice.

Winnipeg Transgender Support Group: a support group for people who identify as trans or are questioning/exploring their gender, continues to meet monthly, offering an important lifeline and source of support and community for those in search of it.

RRC Library: Our library continues to grow and thrive, all under the hard work and dedication of our volunteer library team who has been hard at work reviewing and cataloguing thousands of books and hundreds of DVDs to ensure they have 2SLGBTQ+ content. The scheduling of Library nights changed this year to increase visibility and make it more accessible for individuals who attend our programming in the evening and on weekends.

CHANGES IN LEADERSHIP:

Several of our groups saw changes to their facilitators this year, and we offer our deepest thanks and gratitude to the following people who went above and beyond to support the 2SLGBTQ+ community:

BLiNK: Jackie Swirsky

New Pride of Winnipeg: Mary Basta, Jennifer Stadtmiller, Max Jing, and Ajay Bagwe

RAM: Adam Rout

Additionally, we wish to offer our sincere thanks and welcome to the following individuals who have joined the groups as facilitators:

BLiNK: Jennie MacMillan

New Pride: Renata Machado, Felipe Matoso

RAM: John Rymon

Transmasculine Manitoba: Forrest Gleason

Winnipeg Transgender Support

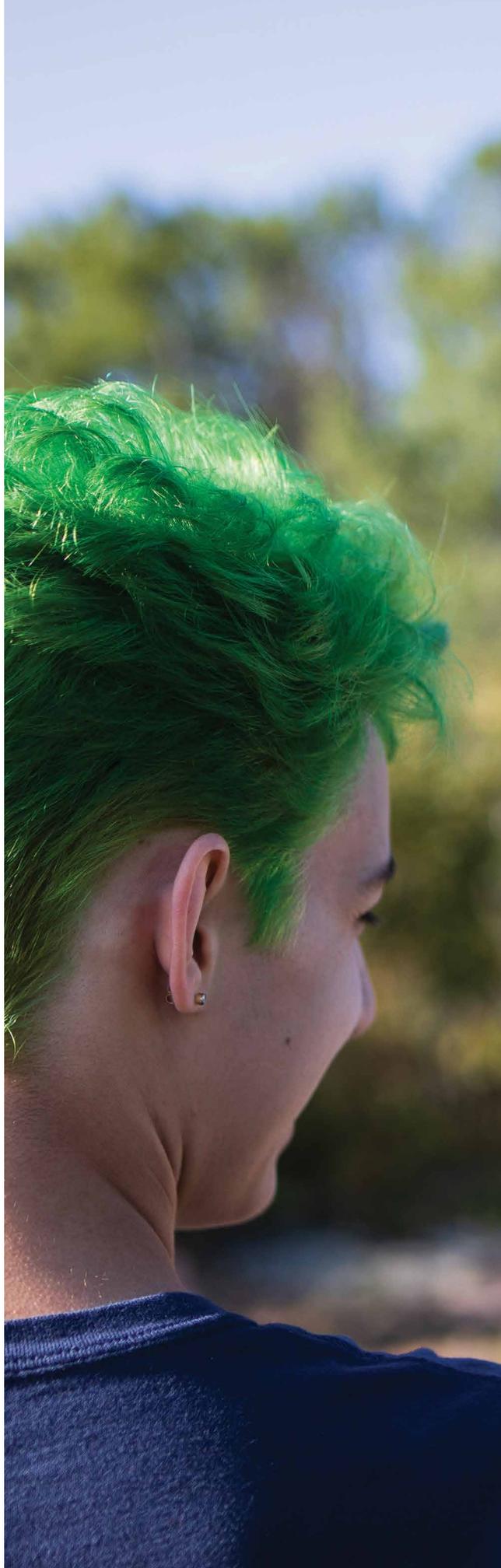
Group: Veronica Gingles

The Centre has **21** volunteers who help out with the social/support groups and education team, in addition to all of those who assist with the weekly Youth Program, Camp Aurora, special events like the Annual Gala, Pride, LGBT Centre Awareness Day Open House, and RBC's Day of Caring. In total, these volunteers donated more than **5500** hours to support the Centre and the people who utilize our services!

With the hiring of volunteer coordinator, Adam Rout in October, the Centre is eager to expand its volunteer pool to **45+** people in order to accommodate new roles within the Centre that will help more people and make us more accessible.

As an organization that was started almost fifty years ago by volunteers, Rainbow Resource Centre acknowledges that we wouldn't be here without all of the time, energy, and hard work our volunteers have donated to us now and over the years. Our deepest and most heartfelt thanks to all of you!

ADAM ROUT, *Volunteer Coordinator*





YOUTH PROGRAMMING

Rainbow Resource Centre's Youth Program offers safe, accessible, and supportive programming and events for youth ages 13-21. The Youth Program is popular among 2SLGBTQ+ and allied youth because we offer a space for youth to connect with their peers. Our goal is to foster resilience, improve mental health and wellbeing, and encourage the development of positive relationships to self, others, and the wider 2SLGBTQ+ community.

We meet twice a week and the second Saturday of every month. We offer a fun, positive space to learn new skills, create projects, and celebrate identity. We host workshops, clothing swaps, art jams, and game nights and include guest facilitators from the community to increase awareness about local events. On average, over **100** youth attend per month.

The Youth Program has continued with its programming staples—RecPlex and Identity Night. RecPlex is an opportunity for youth to participate in physical activity in an inclusive environment. There has been an increase in participants as we diversify our sports programming to include dodgeball and a hip-hop dance class. Identity night is a Youth Program all-ages events where youth split into small groups to have facilitated conversation. Topics include Identities & Perception, and Support & Advocacy.

This past year we partnered with Teen Talk, Genderfest Winnipeg, and Rainbow Resource Centre's Over The Rainbow Older Adult Program. Teen Talk has been an asset to Youth Program as they offer facilitated workshops with subjects such as body image, substance use, healthy relationships, sexuality, and self-care. We also collaborated with Genderfest Winnipeg on the community event "Love Positive Women" and hosted intergenerational dinners with Over the Rainbow. December's intergenerational holiday dinner had over **50** attendees! Some additional highlights from the year include rock-painting, karaoke, and performances from Sarasvati Productions during International Women's Week.

We have greatly increased our social media presence and youth are staying connected and engaging with us through Facebook and Instagram. Social media is an effective way to share resources that are meaningful and resonate with youth. More recently, we started to move some of our programming online to platforms such as Zoom, Kast, and Discord, allowing for greater accessibility for youth living in rural and remote areas.

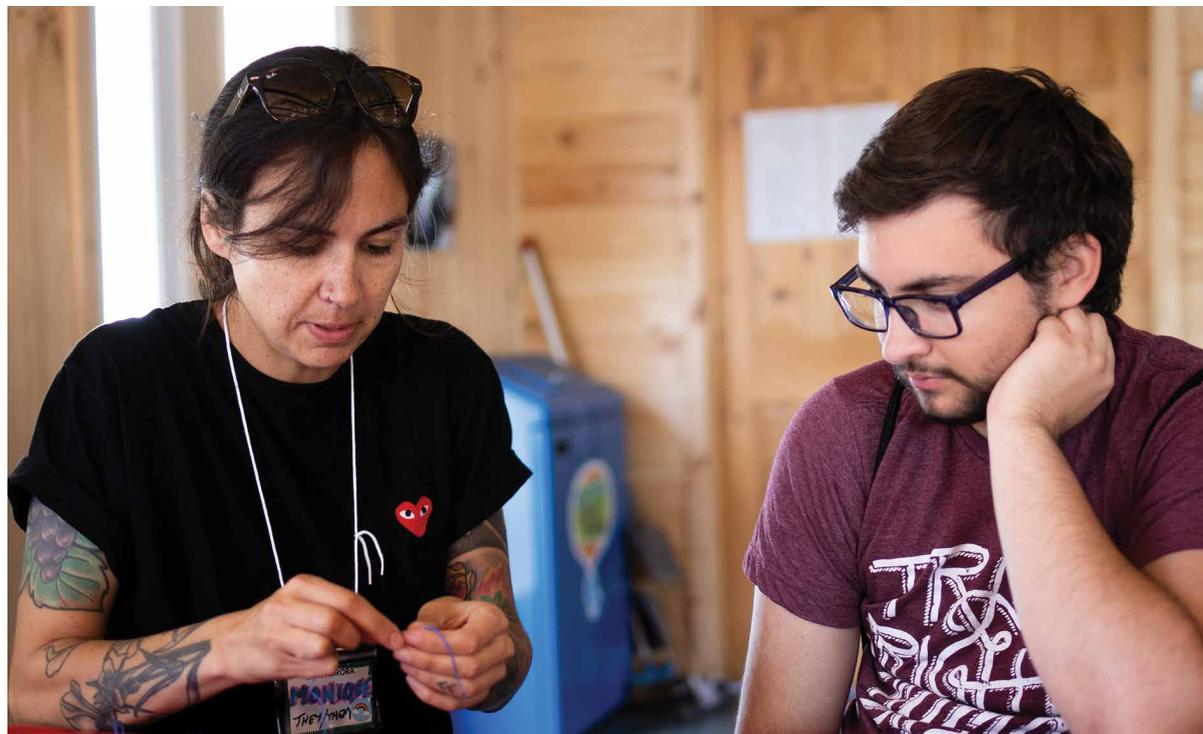
The Participant Support Coordinator took tours of Winnipeg Harvest, Rossbrook House, WE24, RaY, MacDonald Youth Services, Voices, NorWest Youth Hub, Aboriginal Health and Wellness Centre, and Youth Employment Services to better prepare youth for outside referrals and to provide agencies with updated information about the Youth Program. This initiative helped to strengthen relationships between the Centre and other community-serving organizations.

With his participation in the Youth Program, the School Equity and Inclusion Coordinator helps bridge the needs of school-aged youth and the support offered in schools. Having conversations with participants about their experiences and challenges they face and the changes they would like to see in their classrooms and school culture, informs workshop content and consultations provided to schools across the province.

Throughout its history, Rainbow Resource Centre has been a mostly white organization with predominantly white staff members and volunteers. As we acknowledge our history, we accept that we need to create space for inclusivity. Direct feedback from youth participants led to the creation of a Black Indigenous People of Colour (BIPOC) Youth Program. The space is intended to affirm and celebrate 2SLGBTQ+ BIPOC youth and meant for youth to connect with others who share similar life experiences and to feel supported by BIPOC peers and volunteers.

MATEO LLANILLOS, *Youth Program Coordinator*
JOSEPH MOORE, *Participant Support Coordinator*

TWO-SPIRIT OUTREACH



With support from the Winnipeg Foundation Reconciliation Grant, Rainbow Resource Centre began work towards decolonization, reconciliation, and Indigenizing. We established an Advisory Committee of Two-Spirit community leaders and services providers and hired a Two-Spirit Outreach Coordinator.

This past year, the Two-Spirit Outreach Coordinator assisted in the development of culturally appropriate program protocols, outreach materials and training, and provided cultural teachings and programming. More specifically, we supported Rainbow Warriors through cultural teachings and exploring Two-Spirit and Idigiqueer identities. The group participated in ribbon skirt and panel making with the intention of preparing to host the Two-Spirit PowWow at Pride. In addition, Rainbow Warriors teamed

up with a variety of organizations to create more Indigenous programming during the week of pride as a form of Indigenizing, decolonizing, and sharing community and culture at Pride.

Due to COVID-19, we shifted our focus to ensuring that the Two-Spirit community was supported during isolation. Through a partnership with Sunshine House, we ensured that 20 families received food and basic supplies and provided over-the-phone support for families navigating systems and accessing support from Elders.

MONIQUE LAPLANTE, *Two-Spirit Outreach Coordinator*

EDUCATION REPORT

WORKPLACE EDUCATION & TRAINING

The Training and Education Coordinator provides workshops and consultations to not-for-profits, unions, corporate offices, healthcare professionals, service providers, special events staff/volunteers, and post-secondary faculty and students. Most workshops are held in Winnipeg, however, we also visited Selkirk, Beausejour, Steinbach, Peguis, St. Anne, and Lorette.

In 2019-2020, we delivered **40** workshops and **7** consultations, reaching a total of **991** participants throughout the year.

We were thrilled to be invited to speak at a couple of conferences and forums in Manitoba; the University of Winnipeg's Lost Prizes Conference and the Recreation Connections: Building Communities Where You Want to Live Conference. We also attended the University of Manitoba's Community Forum: Rethinking Community Service Learning in Winnipeg, as well as Restoring the Circle: Trans Youth Inclusion in Healthcare, Schools, and Social Services Conference in Toronto and the Advancing Trans Health and Well-Being in Canada Conference in Montréal.

"As a queer person, I learned a lot. Thank you!"

This past year we phased out half-day workshops to encourage full-day workshops only. The full-day extended format allows us to offer more competent workshops that are based in harm-reduction, anti-oppression, and are trauma-informed. The full-day workshops address homophobia and transphobia through a lens that reflects on many systemic issues such as colonization, criminalization, privilege, oppression, and intersectionality. This new format allows for more participant engagement, deeper discussions, self-reflection, and highlights the difference between inclusion versus open-mindedness.

Many informal consultations took place over the phone or by email. Workplaces seek our assistance when it comes to hiring practices, signage, policies,

and inclusive language. These consultations build relationships and often lead to new workshop bookings.

"Until I heard you speak about your life, I never fully understood what the community was going through"

Participant evaluation forms indicate that we exceeded expectations and that participants can apply the knowledge they have gained from our workshops to their workplaces and personal lives. Participants frequently cited our workshops as engaging, the presenter passionate, and the information important.

KELSEY LAMBERT, *Training & Education Coordinator*

SCHOOL OUTREACH

The School Equity and Inclusion Coordinator supports elementary to post-secondary students as well as adult education centres and youth service providers across the province. We provide consultation and workshops for teachers, staff, and administration to enhance the safety and inclusion of all 2SLGBTQ+ students. In addition, we offer support to school guidance counsellors and aid students in the start-up and sustainability of gender and sexuality alliances (GSAs).

This past year, we delivered **30** workshops reaching **1088** students, teachers, school staff, and parents. We moved to a full day workshop format allowing for more content, material, handouts, exercises, hands-on learning, and group discussions. Teachers often connect after workshops to seek further support and understanding as they work towards goals of disrupting heteronormativity and cisnormativity in school curriculum and teaching methods. As a result of hearing our presentations, teachers have consulted us on documents, policies, and training material for their staff.

Visiting rural communities, such as Lorette, St. Anne, Winkler, and Saint-Pierre-Jolys, to deliver workshops



is a priority for Rainbow Resource Centre. For younger students, it is often their first time hearing about gender and sexuality and with careful delivery, it is often, well-received. Older students learn about discrimination, bullying, and identities through discussions and games.

By participating in Rainbow Resource Centre's Youth Program we can bridge the needs of school-aged youth and the support offered in schools more effectively. Face-to-face participation helps inform workshop content and the support provided to schools across the province. This past year we hosted workshops for the youth, helped facilitate Camp Aurora, connected the youth with educational panels, and joined in team building activities.

This past year, we visited **24** GSAs supporting **285** students. In these visits, we offer guidance, share experiences, answer questions, or connect using a fun activity such as making buttons. In some cases, we were invited to attend a GSA meeting in order to address a negative experience that occurred. Multiple GSA groups reached out to Rainbow Resource Centre to host fundraisers, provide donations, and volunteer for the organization. These new partnerships enabled us to collaborate with an after-school organization in creating their own GSA.

"I would just like to thank you for your lovely presentation! I know I personally took a lot from it, and from what I've heard from other students, they did too. It was refreshing to hear a life story with a happy ending from the perspective of someone in the 2SLGBTQ+ community, and especially hearing it in the walls of our school. It has not been easy to start this club, and having our first event be such a success was incredibly encouraging and validating. Your words had me in tears more than once!"

This past year we collaborated with various stakeholders to create a database of 2SLGBTQ+ literature for use in schools; we provided an

article on resources and supports to the Manitoba Guidance Counsellors magazine for their Spring 2020 issue; and we also participated in the Winnipeg School Division panel "How Best to Support our Trans and Gender Diverse Students".

This work continues to be necessary as 2SLGBTQ+ youth continue to face barriers to inclusion. For example, washrooms and change rooms are an ongoing issue at many schools. Gender diverse students are unintentionally excluded through sex-segregation such as forms, class divisions, dress codes, prom expectations, etc. There can be a lack of accommodation for field trip excursions, the overuse of gendered language, and overall lack of 2SLGBTQ+ representation in content.

"First and foremost, I really want to thank you for your kindness and gentleness. I was so relieved to speak to someone who could truly understand. I was also so thankful to connect with the Rainbow Resource Centre and know that there is a place to find advice and guidance on how best to support my daughter. Many thanks again for your kindness and thank you for all you do to support our lovely children."

It has been a fulfilling year connecting with youth, parents/guardians, teachers, administrators, youth service providers, and school community members to enhance the safety, equity, and inclusion of 2SLGBTQ+ students. It is our hope that we enriched their learning experiences, to ultimately make positive changes in the Manitoba school system.

DENE GUILLAS, School Equity and Inclusion Coordinator

OLDER ADULTS

2019-2020 was another year of growth and development for the Older Adult Program at Rainbow Resource Centre. Over The Rainbow, a social group that forms the hub of our Older Adult Programming, continues to be a popular weekly event for 55+(ish) community members. This year we saw solidification of a dual Coffee & Chat structure. Wednesday is typically the quieter day with a smaller group, while Thursday has grown to be so large and boisterous, it's been dubbed "Coffee & Chaos".

Other Over The Rainbow programming included several lunch and learns on topics directly relevant to older adults including mental health and advance care planning, as well as a presentation from the Winnipeg Police Service on personal safety for older adults. Once again, 30 Over The Rainbow members came together with the Youth Program for an intergenerational dinner that brought older adults and youth to the table for good food and great conversation.

When COVID-19 hit Manitoba in early March, Over The Rainbow very quickly pivoted to an online meeting, becoming one of the first groups at Rainbow Resource Centre to embrace an online format and managed to do so without an interruption or break in programming. There was very little change in attendance between in-person gatherings and online events. Indeed, Online Coffee & Chat is still a weekly must-attend event for at least 7-12 folks.

In other areas of Older Adult Programming, work continued on the Older Adult Resource Guide, a project funded by the federal government's New Horizons for Seniors Project. Nearing completion, this Resource Guide will provide a comprehensive and trusted listing of 2SLGBTQ+ inclusive businesses, service providers, and professionals that our older adult community can access for safe, welcoming, and reliable service.

The Tri-Cities Project connects Rainbow Resource Centre's Older Adult Program with similar programming and groups at OUTSaskatoon and The Pride Centre of Edmonton, with the collective goal of reducing social isolation of 2SLGBTQ+ older adult communities. This project has brought our organizations together in partnership and allowed us to share resources, information, and ideas.

Our goal at Rainbow Resource Centre is to support the 2SLGBTQ+ community at every life stage. From early years at BLiNK (ages 12 and under) to the Youth Program (ages 13-21), through adulthood, and into 55+ years at Over The Rainbow. Nowhere has this been more evident than the partnerships between Over The Rainbow and the Youth Program and the friendships that have been built there. Indeed, our hope is that through this work our younger community members look upon the older adult 2SLGBTQ+ community with interest and excitement as they learn all of what Rainbow Resource Centre offers their community.

CRAIG GIBB, *on behalf of the Older Adult Program*

REPORT FROM THE TREASURER

It has been my honour to serve as Rainbow Resource Centre's Treasurer again this past year. I would like to extend a big thank you to the entire Board of Directors, management, and staff of the Centre for making my time meaningful and enjoyable, with a special thank you to our accountant, Liana Lutz, and Executive Director, Noreen Mian.

FINANCIAL POSITION AT A GLANCE

While much of the Centre's core funding for the year remained flat, we are grateful that we were able to match the increased demand for programs and services that we continue to see grow year over year. Last fiscal year the Centre benefited from an increase in fundraising, including two very successful Galas. The second Gala, held on March 30, 2019, generated a surplus of deferred revenue that flowed through to fund operational costs this year.

This year saw the Centre closing its fiscal year in a deficit position. The deficit was planned for and expected as there was no Gala scheduled during the 2019/2020 fiscal year. The Centre had built up a healthy surplus in prior years, a portion of which was used to ensure the ongoing delivery of services and programs. I wish to extend a heartfelt thanks to all of our business partners that hosted fundraising events or made donations to the Centre throughout the year because with core funding expected to remain flat over the course of the upcoming fiscal period, we continue to rely on donations and fundraising to increase our revenue to maintain our capacity.

STRATEGIC PLAN

The Board of Directors continues to be committed to ensuring that services and programs can be delivered with costs being fully recovered. The Board, Executive Director, and management team last met in 2018/19 to develop a three-year strategic plan for the Centre. The plan involves focusing the Centre's resources on a select number of goals and

benchmarks which will allow the Centre to provide better services and programming to the community.

The strategic plan carries forward a major goal of the prior plan, which is to continue to diversify funding to meet the Centre's needs now and in the future. One of the new major goals put forward by the strategic plan is to create and reinforce a culture of compassion and collective care. The Centre will work to achieve this by identifying and pursuing a path to reconciliation and decolonization, engage staff in ongoing learning, reflection, and development of healing-centred engagement, and pursuing new programming opportunities. This is an important next step in the Centre's future as it will ensure that the services we've historically provided as well as new programming developed continue to be revisited and updated to reflect a more comprehensive lens of what care means to the diverse community serviced by the Centre.

CONCLUDING COMMENTS

Despite the deficit this year, the Centre has had a very successful year navigating a change in leadership among uncertain times. Attention to costs, the efforts of all involved with fundraising, and accessing additional funding ensured the Centre was able to meet the needs of the community throughout the year.

The Board of Directors, staff, and management of the Centre are committed to strong financial stewardship, where financial analysis, policy, and planning continue to be built into the decision making process, ensuring that even in tight fiscal times we will be well-positioned to continue smooth and effective operations while providing programs and services to our community.

Thank you all for your unwavering support. You make it all possible.

Respectfully Submitted,
TIM REDDECOPP, CPA, CGA Treasurer

2019-20 CENTRE STAFF

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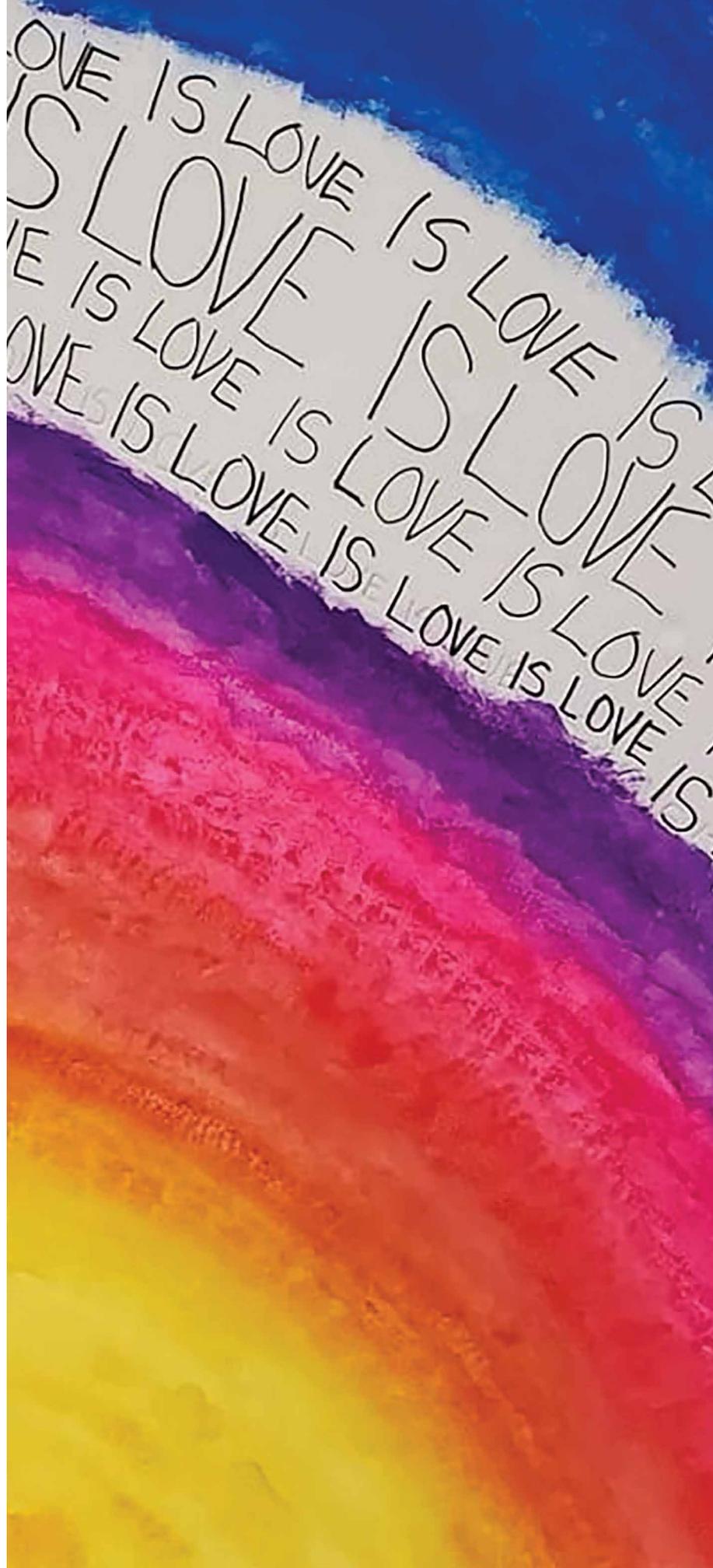
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