

2021/22

**ANNUAL
REPORT**

**RAINBOW
RESOURCE
CENTRE**



CHAIR OF THE BOARD

In my last report I reflected on 2020, a year defined by the pandemic, changes in leadership, and resilience in the face of unprecedented programming and organizational challenges. In contrast, 2021 at Rainbow Resource Centre was a year of clarity, discussion, big leaps, and preparation for exciting opportunities to come.

Meeting remotely and informed by stakeholder feedback, our Board and staff engaged in hours of dialogue over the past year about who we are and how we work. This culminated in a new mission statement and 'ways of working'—a by-product of the deeper understanding we now share about our values and why we are so proud to work and volunteer together in this organization. I am grateful for the passion, candour, and time our team invested in this process.

This year we also took a major step forward in our long-term goal of building Canada's first 2SLGBTQ+ seniors housing facility, and the first permanent home for Rainbow Resource Centre. In partnership with Westminster Housing Society and the West Broadway Community Organization, we proudly announced 21 units of deeply affordable housing at 545 Broadway and a new, larger centre for the communities we serve. We know that queer and trans community centres across North America are most successful when they have a recognizable address to call home. Wilson House will soon be that home for Canada's longest-serving community centre—a welcoming and inclusive space in the heart of West Broadway for generations to come.

This progress fills my heart, and has energized our staff and board to grow and improve in support of our new mission. Over the coming months we will be seeking the feedback of our funders, donors, and communities on the design of the new centre, the programming that will fill its spaces, and how we can advance reconciliation, accessibility, and inclusion through space, services, and advocacy.

I want to extend the organization's appreciation to Tim Reddecopp, Robert Fairbairn, Elliot Leven, and Veronica Gingles who left the board over the past year, and I want to thank all our supporters for everything you did to nurture inclusive spaces for 2SLGBTQ+ communities to thrive this year. After 50 years of steadfast community leadership and investment, I know we can count on our communities to help make our vision for the future of Rainbow a reality.

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CHAIR OF THE BOARD

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EXECUTIVE DIRECTOR

2021/22 was a year of visioning and accomplishment. Despite the uncertainty of what a second pandemic year might bring, we started it off with an intensive virtual strategic planning process that led to a renewed sense of optimism, the driving force behind several significant accomplishments this past year:

RAINBOW RESOURCE CENTRE DOCUMENTARY

In September, we debuted a 29-minute documentary about the history and evolution of Rainbow Resource Centre. In partnership with RBC and Wookey Films we researched and interviewed key folks who helped build the Centre over five decades and included moving testimonials from clients and Board members. The documentary debuted at Reel Pride and marked our first official in-person event since 2020.

RAINBOW COMMUNITY HUB

In September 2021, staff and board made a collaborative decision to enter a partnership with Westminster Housing Society to build Canada's first affordable 2SLGBTQ+ senior's housing. This plan includes a new home for Rainbow in a facility that will house new programming and community space. Located in the heart of West Broadway at an iconic Winnipeg intersection, Rainbow Resource Centre has taken the first step to creating a campus of services and offering a welcoming and safer space for the 2SLGBTQ+ community to gather.

STRATEGIC PLAN

After engaging stakeholders, community, staff, and Board we emerged from a six-month strategic planning process with a three-year plan, new ways of working, and an updated mission that will support our vision of the Rainbow Community Hub as well as ongoing excellence in services, space, and advocacy.

EDUCATION & TRAINING BUSINESS PLAN

Over the summer, we were part of an RBC Social Impact Learning project and worked with a team of international RBC employee volunteers who developed a comprehensive business plan for our education and training department. The plan included a market analysis and corporate strategy and will help us reach local and national corporate audiences.

TRANS ID CLINIC

After eighteen months of behind-the-scenes work we officially launched Manitoba's first Trans ID Clinic in August. Since that time, volunteers have met with over 50 trans, non-binary, and gender diverse individuals to provide support with the process of legally changing their names and/or gender markers.

As we return to in-person programming and events, it is apparent that many of our accomplishments take place in the day-to-day interactions between one another. These accomplishments often cannot be measured. I would like to thank each of the staff team at Rainbow Resource Centre who show up every day and work hard to support both the 2SLGBTQ+ and wider community. A sincere thank you to the Board for your ongoing dedication and very hard work over the past year. Together, we are truly nurturing inclusive spaces for the 2SLGBTQ+ community to thrive.

NOREEN MIAN
EXECUTIVE DIRECTOR



COUNSELLING

Counselling continues to be one of the most requested services that we provide at Rainbow, as we strive to meet the mental health needs of the 2SLGBTQ+ community. With the support of New Horizons for Seniors, we welcomed Chrystal Neault-Lount to a term counselling position supporting older adults who take part in the Over the Rainbow program.

We continue to offer virtual and telephone counselling sessions to clients outside of the city including rural and Northern communities supported Greg Costen, our term counsellor in Winkler, Manitoba. Those located nearby Brandon can book an in-person session with our counsellor, Amanda Trelford. We know that there has been an increase in Brandon and rural community members who have chosen to continue accessing services by phone/virtually, feeling this was a better fit for them personally. Our counselling program is collaborative and we partner with other agencies to ensure best practice and continuity of service for community members.

Over the past year, our work has included counselling, collaboration, and consultation with:

- Children, youth, adults, and seniors seeking to better understand their gender identity and sexual orientation,
- Families, including grandparents, parents, children, and teens who are seeking to better understand and support their 2SLGBTQ+ loved ones,
- Members of our volunteer-run support groups needing additional support,
- Rural Manitobans and those from Northwestern Ontario,
- Community members coping with the impacts of the COVID-19 pandemic on their mental health, employment, and relationships,
- Service providers, clinicians, and organizations to ensure 2SLGBTQ+ identities, experiences, and relationships are respected, valued, and understood outside of Rainbow,
- Bell Let's Talk awareness initiatives.

"I am sending this email to let you know we did it!! I got granted as a refugee and I will not be leaving to (country). Words can't explain how happy I am. I have been in tears and reflecting my journey till this day...I can finally start this new chapter of my life without fear and with endless possibilities and get the help I need."

In January 2022, we changed our intake process and stopped offering same-week appointments. This move was intended to better manage staff caseloads, prioritize folks who have barriers to access and ensure that we can meet clients' needs on a short-term counselling basis (6-12 sessions). All applicants are triaged during a designated intake period and those who we cannot serve are referred to partners. To better facilitate these connections, we consult and collaborate with other service providers to ensure that 2SLGBTQ+ identities, experiences, and relationships are seen, understood, and respected in systems and agencies outside of Rainbow. Our counselling team has had a positive impact on members of the 2SLGBTQ+ community and has played an important role in supporting community members moving forward in their healing journeys.

AMANDA TRELFOED

COUNSELLOR (BRANDON)

CHRISTAL NEAULT-LOUNT

COUNSELLOR

MATEO LLANILLOS

COUNSELLOR

KAYLEN LAMB

COUNSELLOR

"AS A OLDER GAY MAN 59 YEARS OLD, i have had a lot of mental health issues dealing with childhood trauma and living in fear of being found out about my sexuality. Over the years as I grew and lived my gay life i have struggled. I have had a hard time talking about my feelings and I have had real difficulty in relationships and I am full of anger, anxiety and depression. I felt lonely and needed someone to talk with. I called up the Rainbow resource center and got involved with my community and met with the older adult counselor, at Rainbow Resource Center. Meeting with the therapist helped me understand my feelings. I have started the path to being mindful, patient, empathetic and compassionate. Learning to live to make my life and those around me thrive. I am grateful to be able to access therapy and look after my mental health. The therapy provided by Rainbow Resource Center for the 2SLGBTQ seniors who are struggling as a marginalized and often traumatized group is very valuable and needed. Accessing therapy is very important so many of us are really wounded needing mental health care. For me it started me on the path of understanding my feelings and how to communicate to others."

VOLUNTEERS

In 2021, we maintained our connections to the community through our social support groups with a number of steadfast volunteer facilitators at the helm. They continued to meet at least once a month to share in a variety of activities and discussions, and most importantly, connect members of the community through a time of increasing adversity. As folks adjusted to connecting in a virtual world, and with the few opportunities we had for them to meet back at the Centre in-person, we saw more than 1400 individuals attend our groups, an increase of more than 450 folks over last year, and almost back to pre-pandemic levels. Our 22 dedicated group facilitators volunteered almost 1300 hours of their time to help strengthen Manitoba's 2SLGBTQ+ community.

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 once 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.

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: 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.

WONDERFUL OUTSTANDING WOMEN OF WINNIPEG (WOW): a social group for all individuals who identify as women, meets once a month to socialize over games and other activities in a safe and respectful environment.

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.

NEW THIS YEAR! THE DEN (DIVERSIFYING THE ENBY NETWORK): a social group for non-binary, gender diverse, and gender-questioning folks that offers a safe space to explore gender through community connection during group discussions, gender-affirming clothing swaps, and restaurant outings.

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 cataloging thousands of books and hundreds of DVDs to ensure they have 2SLGBTQ+ content.

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 outgoing people who went above and beyond to support the 2SLGBTQ+ community:

- Wonderful Outstanding Women of Winnipeg (WOW): Andrea Vincent and Marilyn Bosc
- New Pride of Winnipeg: Lucia Rios
- Rainbow Alliance for Men: John Rymon and Kevin Lees
- Winnipeg Transgender Support Group: Kerrie Kole and Henry Montgomery
- Library: Max Stravaigan

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

- Rainbow Alliance for Men: Matt McCormick and Ten Koriyama
- The DEN: Bre Giesbrecht, Kai Solomon, and Leyla Shabsavar

- Transmasculine Manitoba: Jay Cormack
- Library: Brenda Boulet

As an organization that was started fifty years ago by volunteers, Rainbow Resource Centre acknowledges that we would not be here without all 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

ASSINIBOINE CREDIT UNION IS EXTREMELY GRATEFUL FOR Rainbow Resource Centre and their knowledgeable, engaging facilitators. ACU's vision of a sustainable future for all requires communities where diverse identities, orientations and expressions are included, valued, and celebrated. The learning series provided ACU employees with an opportunity to deepen our understanding of building belonging in our workplace and in our communities. The initial series was so valuable to ACU that we followed up with a second this summer, and look forward to working with them further in the future.

FUND DEVELOPMENT

This past year was a year of “firsts”: We produced our first fundraising calendar and highlighted present and former staff, participants, volunteers, and Board members who shared testimony of their experience with the Centre. It is a valuable tool to mark important dates in the queer year and to showcase diversity, and featured coupons from two local 2SLGBTQ+-owned businesses, Black Market Provisions and Oh Doughnuts.

A very exciting and successful GoFundMe Campaign by a former Winnipeg Blue Bomber, John Rush, brought awareness to our Centre. His pre-Pride fundraiser raised almost \$12,000.

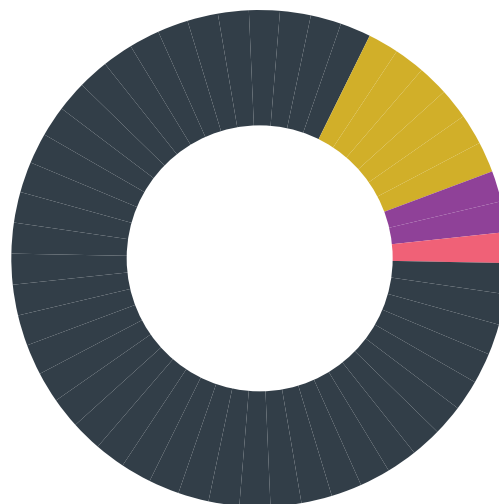
Wawanesa Insurance became our first matching sponsor for our Giving Tuesday campaign. This was our most successful campaign to date; not only raising \$27,904 but also adding thirty new first-time donors to our Centre.

During Pride month, we typically see an increase of donations, this year was no exception. Over 53 local small businesses donated a portion of their sales of pride themed items totaling over \$21,700! Creative ideas ranged from baked items to jewelry, beer sales to coffee. Special thanks to Thom Bargaen Coffee & Tea, Lake of the Woods Brewery, Jenna Rae Cakes, and Cranked Energy who all made donations of \$1,000 or more.

We continue to have so many incredible donors—many of whom increased their donations in 2021. Rainbow Resource Centre relies on the generous support from funders, corporate partners, and, most importantly, community.

Thank you for investing in us, and for helping us to nurture inclusive spaces for the 2SLGBTQ+ community to thrive!

SONYA BERTONCELLO-MAY
FUND DEVELOPER



FISCAL YEAR 2021*



*RECEIVED ON A CASH BASIS

SMALL BUSINESSES & COMPANIES

Amity Jewelry	Prairie Sky Books
baddiebead	Plantgem_Clover
Bark And Honey	RBC Royal Bank Of Canada
Bark Lodge	Riverton Collegiate
Black Market Provisions	Rogers Sports & Media
Bronuts	Roughage Eatery
C'est La Beans	Samantha James Hair Design
C'est Ta Vie Jewellery	Savi Rose
CN Rail	Service Mask Supply Canada
Cranked Energy Inc.	Shop Take Care
Daddy D's Ice Creamery	Sparrowj. designs
Dawn & Dove Co.	stephboykocloset
Decadent Sanity	Sunflower Knit
Drop In Dance Winnipeg	Superstore
Época Haus	Szpagel
Fab Slab	Tim Hortons, Stonewall Manitoba
Farmer Jane Cannabis	Tara Davis Studio
Hudson Bagels Inc.	TD Bank
J'em Bistro	The Fit Girl Gang
Jenna Rae Cakes	The Mighty Kiwi
Johnston Group	thirteen.co.wpg
Knits N Knots	Thom Bergen Coffee
L.D.B. Designs	TikTok
Lake Of The Woods Brewery	Tiny Bliss Cafe
Margo & Maude	True North Sports & Entertainment
Oh Doughnuts	Valencia Jean Clothing
Once Upon A Chid Winnipeg	Westworth United Church
Pampered Puptography	Wolseley Wool
Pancho & Lefty's	Worth A Wink
Patches and Crochet	ZenFri Inc.
Planet Pantry	
PottedWPG	
Prairie Crocus Polish	

**THANK YOU
FOR ALL OF THIS
INCREDIBLE
SUPPORT!**

INDIVIDUAL DONORS

\$1-\$99 RED

Justin Kennedy	Susan De Winton Blissett	Chelsea Sanderson	Sandi Fraser	Yi-Lin (Erin) Lou	Jonas Desrosiers	Glen Horst	Lenore Rose Patrick	Regan Wolfrom	Christina Kroeker
Joseph (Stuart) Maddocks	Donna Dowie	Andrea Vincent	Lauren Hope	Jim Agar	Melanie Ducroix	Kendra Howard	Laura Pinchen	Jessica Woolford	Kitson (Alana) LaCroix
Kaylon Mullen	Robert Driedger	Rochana Yuthasastrakosol	Marielle Leyva	Jennifer Arjoon	Drew Dudeck	Mikayla Hunter	Debra Radi	Scott Young	Cameron Patrick
Eliana Sorensen	Barbara Graham North	Jef Bray	Ian Livingstone	Ajay Bagwe	Lori Ebbitt	Thomas Jones	Chantal Ramraj	Tim Yuen	Eric Wahl
Nathan Blades	Charlene Ilas	Ashley Chubey	Lauren Martin	Caroline Boyd	Courtney Edworthy	Adam Kalechyn	Sara Raymond	Charla Hum	The Compass Project Therapy
Sofia Cornelison	Kim Jarmuske	Katherine Cribbs	Matt Milkowski	Nikki Brett	Leanne Fran	Sharon Kyrzyk	Tarina Ready	Jackie Avent	Richard Thomas
Mariko Hamade	Tamara Krasnova	Janice Dack	Rena Nayar	Azure Broek	Brenda Gibson	Rielle Landry	Gord Richardson	Mikayla Carter	Carrie-Lynn Collard-Vivier
Katherine MacLaren	Jacqueline Muenchow	Ainsley Houndle	Jannelle Van Den Bosch	Meghan Burns	Gio Guzzi	Angelica Marie	Allison Russell	John Gordon	Cameron Armstrong
Madi Mork	Chrystal Neault	Kelsi McGonigal	Chiee Tae	Christine Caligiuri	Sharon Halderson	Sam Marriott	Liam Saito	Jamil Mian	
Jaydin Peters	Tannis Nishibata-Chan	Adriana Mingo	Daniel Bohemier	Nathalie Carstens	Helen Hesse	Annette Massey	Aileen Matwyshyn	Asha Balkissoon	
Peyton Clark	Adree Penner	Valerie Parker	Karina Cardona Claros	Cory Costanzo	Dawn Hillstrom	Shelby McNish	Rick Sawyer	Tanya Kehler	
Roberta Bishop	Jada Pantel	Bryan Robertson	Lisa Franz	Emily Cox	Kimberly Hodgson Kenyon	Judy Morton	Karen Shaw	Maggie Careless	
Dawson Cox	Andee Penner	Joey Robertson	Paula Kreitz	Nicholas (Nick) Dale	Marissa Hoff	Terri Nordman	Sara Tarrant	Max Cameron-Maxwell	
Jade Cuthbert	Janice Quennelle	Georgette Rochon	Aidan Power	Andrea Delisle	Marissa Hoff	Donald Otto	Brittany Toews	Christine Chilton	
		Deidra Wallace	Lindsay Ridgley	Colin Desmarais	Jacqueline Hope		Melissa Wall	Nancy Fetterman	

\$100-\$249 ORANGE

Katherine Balagus	Eise Epp	Kameron Hilroy	Elona McGifford	Gary Robson	Cassandra Wiebe	Garry Markham	Legacy Cheerleading Inc.	Ronald Desmarais	Donald Teel
Donelda Basler	Sandra Epp	Pam Homenick	Jillian McIntosh	Albert Seymour	Ron Wiebe	Margaret Temple	Tracy Sandmoen	Edgar Governo	Robert Urano
Brenda Boulet	Justine Fontaine	Amanda Kinden	Graham L McMillan	Ashley Smith	Ayn Wilcox	Kathy Penner	Kayla Sinclair	Paul Grower	David Viggars
Rhonda Chorney	Four Crowns Inn & Event Ctr	Maria Cristina Laureano	Elizabeth Morton	Jesse Snyder	Ken Segal	Myrna Donald	Kayla Sinclair	John Koop Harder	Jennifer Campbell
Chantal Daly	Katelyn Friesen	Lisa Lee	Shawn Munro	Darlene Stevens	Michelle Cartier	Brittany Kessler	Terry Sykes	Graham	Andrea Gordon
Robert Delaney	Clark Gawletz	Elliot Leven	Shawn Munro	Margo Storey	Vaughn Pridmore	Heather Antenbring	Patricia Trottier	Noseworthy	Nichole Matheson
Jacqueline Dheere	Barbara Goldman	Sharon Loewen	Kate Paterson	Ian Sweetland	Valentina Briceno	Gilles Beaudry	Jonah Wilde	Jonna Peters	Nadia Tamilia
DOHENY SECURITIES LIMITED	Katherine Hache	Robert Macklin	Payworks	UMFM Campus Radio Inc	Stacey McReura	Gay Boese	Scott Piggott	Samantha James Hair Design	Kinsey Toews
Bev Drobot	Maddy Harms	Lukas Maitland	Dexter Peters	Jared Webber	Kevin Reid	Lauren Crampton	Melissa Novecosky	Leslie Sarchuk	
	Scott Henderson	Kelly Malcolmson	Jamie Quirante	Mary Agnes Welch	David (Ace) Burpee		Douglas Tkach	Ayla Slessor-Lutz	

\$250-\$499 YELLOW

Tania DaCosta Martins	Thomas Janzen	Veronique Reynolds	Trevor Doner	Beverly Friesen	Mark Struck	Darron Field	Kaylen (Kay) Lamb	Ian MacIntyre
Brian Demski	Amy Mohr	John R (Dick) Smith	Philip Giles	Manitoba Canola Growers Association	Erin Thomas	Brian J Puls	Talia Klassen	James (Jim) Kane
Melissa Dumontier	Sarah Murray		Serge Balcaen		Chelsea Wardrope	Eugene Boychuk	Andrew Krahn	Patti Page-Maza
			Owen Campbell		Anna Weier	Maureen Coulter	Richard Hansen	

\$500-\$999 GREEN

Liz Adkins	Cailey Clarke	Kristie Pearson	Robert Visser	Rebecca Raddatz	Kim Thiessen	Samantha Sawazki	Gail Purcell	Peter Wohlgemut	Mike Tutthill
Kerry Bertoncello-Dale	Ken Nawolsky	Jason Unrau	Robert Ferguson	Joni Sawatzky	Catherine Hembroff	Allyson Schneider	David Neufeld	Stephen Brodovsky	

\$1000-\$2499 BLUE

Joanne Bertoncello	Ruth Krindle	Sonya Bertoncello-May	Robert Daudet	Noreen Mian	John Millward	Matthew Cutler	Julie Enyingi	Kelvin Shepherd
Dina Juras	Justin Schinkel		Michael Diehl	Tim Reddecoff				

\$5000+ VIOLET

Sophia Joy	Jocelyne Poirier	Thomas Munro	Anonymous
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CAMP AURORA

Camp Aurora 2021 was one for the books! 49 campers aged 13 to 20 from across the province joined online to participate in our second virtual Camp Aurora August 13–15, 2021. Campers were from Winnipeg, Brandon, Cooks Creek, Fort Frances, Gilbert Plains, Gillam, Ile De Chenes, Narol, Neepawa, St. Andrews, Teulon, and Thompson.

Campers received a camp package filled with all required workshop supplies and headphones for discreet participation, as well as some additional treats including a graphic novel, positive affirmations, a USB filled with resources, pride stickers, and the infamous sprinkle cookies made by Ange and Alana from Black Market Provisions.

The Camp Aurora team brought together an all-star cast of facilitators for the campers to experience a wide variety of programming that included education, support, hands-on activities, and self-care practices targeted at 2SLGBTQ+ youth. Ange and Alana even divulged their secret sprinkle cookie recipe and guided the campers through making cookies in a workshop. Other workshops included Queer History, Conversations about Gender, Queer Sex-Ed, Affirming Yoga, and Serving Looks with Make-Up. Camp Aurora brought in special guests Karen Sharma and Shanese Anne to discuss anti-oppression and decolonizing queerness and allyship.

"I loved meeting new people and learning about queer history, I loved learning about ally-ship and anti-oppression and I loved learning about how to bake cookies and having fun with that along with the other courses y'all have provided us!"

Camp Aurora maintained the integral cultural spaces for Indigenous LGBTQ+ and Two-Spirit youth as well as BIPOC youth. Campers that signed up for the Two-Spirit Sharing Circle were gifted sacred medicines and smudge bowls. Two Spirit and Indigenous LGBTQ+ Knowledge Keepers, Elders, and mentors were able to connect with youth through virtual platforms and share teachings, knowledge, lived experiences, make medicine pouches, and smudge sage. Youth expressed that the workshops connected them to their Indigenous roots and was helpful in discovering their identity, which highlights how

truly impactful creating Two Spirit & Indigenous LGBTQ+ spaces are for campers.

We also hosted a BIPOC Circle of Support which was used to facilitate programming and goal setting with BIPOC youth in a dedicated culturally affirming space. With the help of the BIPOC Advisory Committee, we were able to create a zine with the intention to highlight and celebrate the experiences and identities of Queer, Trans, Black, Indigenous, and People of Colour (QTBIPOC). The Zine connected the youth to local members of the community, shared podcasts, art, artists, books, music, and movies. The virtual sharing space allowed QTBIPOC youth to share stories and experiences and ask questions. The youth that attended were validated, supported, and reported feeling connected, energized, and thankful for the space.

At the end of Camp, campers enjoyed a virtual drag show featuring Ruby Chopstix, Feather Talia, Slaytana, Smokey Trixx Star, Olivia Limehart, and Miss Assuma Gender.

Campers formed meaningful connections and made friends during scheduled breaks. Conversation flourished in the Camp's Discord chat, even after Camp's dedicated hours. It was wonderful to see so many campers engaged so wholly in a digital space.

"I made so many new friends and connections, I feel more safe and happy than I have ever felt! I can't even imagine how connected I will feel when I go to the actual camp next year!!!!"

Camp Aurora was so much fun and an amazing experience to be submerged virtually and we look forward to doing it all again in-person for 2022!

ALICE CHARLES
CAMP AURORA COORDINATOR

YOUTH PROGRAM

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, whether it be in-person or online. 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.

The BIPOC Youth Program is an extended branch of Youth Program intended for 2SLGBTQ+ youth who identify as Black, Indigenous and/or people of colour. Within the BIPOC Youth Program, youth learned life skills and teachings that focused on the intersecting identities of being both 2SLGBTQ+ and BIPOC, met with facilitators to learn about sacred medicines and ceremony, joined our BIPOC book club, and participated in creative programming such as identity rock painting, and more! The BIPOC youth program is continuing to grow, to take up space and allow youth to exist and be themselves in an environment dedicated for them.

This year in the Youth Program, we were thrilled to have an assortment of participation options for 2SLGBTQ+ youth. This included virtual identity-based discussion groups, including: “Ace and Aro”, “Bi/Pan/Queer”, and “Trans and Gender Non-Conforming” spaces. . Additional programming included pre-recorded workshops on YouTube, virtual craft nights, and a virtual escape room. We continue to connect with 2SLGBTQ+ youth across the province more than ever with our Discord server, which has over 100 youth online! Our most well attended virtual programming was our Intergenerational Programming. This year we again partnered with the Over the Rainbow (OTR) Older Adult group for another Intergenerational Book Club, where we read *Jonny Appleseed* by Joshua Whitehead. We also co-hosted a virtual Pride Tea Party with OTR. Each participant was hand delivered a teacup and coaster with an assortment of teas and dainties as well as tiny sandwiches made by the Youth Program team. Participants joined breakout rooms on Zoom and discussed a variety of Pride-related topics and themes.

“I think having these opportunities, especially as a young queer person, is so important – to speak with older generations for guidance and community, just to hear from people who have lived a different Pride than myself. This event really captured the essence of Pride, connecting LGBTQ+ folks from different walks of life, from the elder generations that have so much knowledge and experience to pass on, to the younger generations that have so many dreams for what this world will be when they’re older. This was a great way to celebrate the queerness that binds us, while also celebrating the different experiences and wisdom that come from each generation.”

When we were unable to host group programming in person, we still found ways to support our youth participants beyond our virtual programming. In June, we put together Pride Care Packages and distributed safer sex supplies, menstrual care items, safer substance use supplies including Naloxone, pride flag stickers, and pronoun pins.

We distributed a record number of chest binders this year, especially within rural communities. Meeting with guidance counsellors helped to expand our reach to ensure students could access this essential gender affirming clothing.

ALICE CHARLES

BIPOC YOUTH PROGRAM COORDINATOR

JOSEPH MOORE

PARTICIPANT SUPPORT COORDINATOR

THIS WAS MY FIRST YEAR WALKING WITH RAINBOW in the parade. The energy from the crowd was amazing and there were a lot of “Thank you Rainbows” that could be heard coming from the crowd. I got emotional a couple of times during the march, one time in particular, when I saw what appeared to be a parent/caregiver, standing in the crowd with a younger child. When they saw us coming the caregiver grabbed their flag, started waving it and yelled “Thank you Rainbow!” while chocking back tears. As an employee of Rainbow, and as a parent, it was very moving to see.

I WISH I COULD TAKE A TIME MACHINE and gift queer intergenerational book club to my younger, closeted lesbian self! When I was in my teens and twenties, I was unaware of any safe queer spaces. They may have existed, but I didn’t know about them. It was very isolating, as my only experiences at the time were of hearing homophobic comments. In the 80s and 90s, I didn’t know any 2SLGBTQ folks. I didn’t come out until my forties. For a long time, I didn’t even let myself consider that I could be a lesbian. It would have been very healing.

WORKPLACE EDUCATION AND TRAINING

In 2021-2022, we delivered 82 workshops and 8 consultations, reaching a total of 3433 participants throughout the year.

The Training and Education Coordinator provides workshops, presentations, and consultations to not-for-profits, unions, corporate offices, healthcare professionals, service providers, special events staff/volunteers, and postsecondary faculty and students.

"I learned so much throughout this workshop! I appreciate the excellent explanations and willingness to answer questions and clarify. I left the workshop feeling better equipped to be a 2SLGBTQ+ ally and advocate. Thank you!"

We continued to offer all our workshops virtually and revised the presentation method to ensure it was engaging for participants. The inclusion of additional interactive activities, reflection opportunities, and group break-out discussions rounded out the virtual learning experience for participants.

"Thank you again for the really wonderful workshop. It felt like it was flying by. What you're doing is really important and I hope more and more people take this workshop."

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.

"Everything was meaningful and the presentation set the stage for some serious personal reflections. It has challenged me, and I think this is a good place to begin. The presentation brought up a ton of questions for me and I plan to explore them."

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.

BRE CALMA

TRAINING AND EDUCATION COORDINATOR

SCHOOL EQUITY + INCLUSION

This past year, we delivered 103 workshops reaching 3019 youth, teachers, staff, and families. Over 167 consultations were done on documents, policies, reference, and training material for staff.

The School Equity and Inclusion Coordinator supports elementary to post-secondary students as well as adult education centres, childcare facilities, families, 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+ youth. In addition, we offer support to school guidance counsellors and aid youth in the start-up and sustainability of Gender and Sexuality Alliances (GSAs).

"This session needs to be made mandatory for all staff. The staff needs to become aware of the needs of these children. I realize I made so many mistakes regarding my children and I need to apologize to each of them. You said, "everyone makes mistakes" and I am trying my best to remember this. Education hopefully will ease some of the difficult times for the 2SLGBTQ+ people. Education for an entire division needs to happen to pave a smoother road for our students. The road will not be without bumps, but hopefully the bumps will be farther apart and not huge potholes!!!!"

By participating in Rainbow Resource Centre's Youth Program, we can bridge the needs of school-aged youth and the support offered more effectively. The Discord app used by Youth Program participants was one way we connected with youth, which helped inform workshop content and the support we provided across the province.

"Children need to feel safe to ask questions, receive answers and explore who they are and who they want to be. Also, that it is important that children understand boundaries when it comes to personal space of themselves and others."

This past year, we visited 22 GSAs, 9 family focused organizations, 5 childcare facilities, and 4 sports organizations. We offered guidance, shared experiences,

answered questions, and provided info on better ways to create safe(r) more inclusive spaces for youth.

"My daughter, who is lesbian, sat in on the presentation with me. She gave commentary throughout the presentation on the things I have well done when she disclosed and some things we can work on. It was so nice to be able to share all the information together."

This work continues to be necessary as 2SLGBTQ+ youth continue to face barriers to inclusion. For example, safe washrooms and change rooms are ongoing issues. Gender diverse students are unintentionally excluded through sex-segregation such as sports/physical activities, forms, class divisions, dress codes, etc. Overuse of gendered language, and the overall lack of 2SLGBTQ+ representation in content leads to continued suppression, aggression, and invalidation. Bullying, violence, discrimination, and harassment are also still prevalent in all aspects of the youths' lives.

"I think the most meaningful impact was the information presented about how my students may be dealing. I knew that 2SLGBTQ+ students were at higher risk of bullying and mental health concerns, but it was very meaningful to see all the struggles they may face, how words can really hurt (the use of "guys" or "ladies and gentlemen") to the impact of how one safe person can make a change."

It is our hope that we enriched their learning and lived experiences and provided tools to those working with youth to ultimately make positive changes in the Manitoba school system and beyond.

DENE GUILLAS

SCHOOL EQUITY AND INCLUSION COORDINATOR

TRANS ID CLINIC

After a year of preparation, we launched Manitoba's first Trans ID Clinic in August 2021. In partnership with Pro Bono Students Canada and the Law Society of Manitoba, the Clinic assists trans, non-binary, and gender diverse individuals with name change and gender marker change applications in a space that strives to be trans-positive, non-judgmental, anti-oppressive, and inclusive. This partnership increases access to justice for trans, non-binary, and gender diverse individuals navigating legal barriers and the complex name change and gender marker change process.

For people who are transgender/non-binary/Two-Spirit/gender diverse, having ID that correctly reflects their name and gender is not simply a matter of accuracy. For trans individuals, having an accurate ID is a matter of dignity. The lack of proper ID can pose barriers and create stigma when accessing medical care, receiving mental health services, applying for social assistance, securing housing and employment, opening bank accounts, voting, and travelling—all services and experiences that require proper government-issued identification.

Rainbow Resource Centre's Trans ID Clinic is held monthly and supported by four student lawyers from the Faculty of Law at the University of Manitoba and three supervising lawyers from the community. It is part of a network of eight other Trans ID Clinics held across Canada. We piloted our first Clinic in August and by January 2022 we established a regular monthly schedule. Clinics have been held in person and virtually and each time have been filled to capacity. Since its inception, the Trans ID Clinic has helped over 50 community members to update their ID documents.

Plans for a bursary fund to support application fees associated with name and gender marker changes has been established thanks to the generous support of the City of Winnipeg and the OUTLaws from the University of Manitoba Faculty of Law.

Thank you to the student volunteers who supported the Trans ID Clinic in 2021/22:

Lou Lamari
Hannah Taylor
Seth Lozinski
Emily

Thank you to the supervising lawyers:

Eli Milner
Miranda Grayson
Morgan Lawrence

OVER THE RAINBOW

Rainbow Resource Centre's Over the Rainbow (OTR) is programming designed to serve Manitoba and Northwestern Ontario's 55+ 2SLGBTQ+ community. We work with some of the best quality content creators, resource developers, thought leaders, and community partners, from here in Winnipeg and across Canada, to deliver virtual and in-person programming that gets our participants engaged in shared learning experiences, creative expression, and socializing opportunities.

OVER THE RAINBOW HAS THREE GOALS:

1. Help participants learn about their physical and mental health, technology, and community in a safe space where they can feel comfortable asking difficult questions.
2. In recognizing that our participants come with many experiences, we create opportunities to share and affirm their experiences.
3. Help participants find and reconnect with the 2SLGBTQ+ community.

PROGRAMMING HAS INCLUDED:

WINNIPEG REGIONAL HEALTH AUTHORITY'S HEALTHY AGEING RESOURCE TEAM (HART):

Twice monthly presentation covering topics related physical health and safety issues relevant to older adults.

CANADIAN MENTAL HEALTH ASSOCIATION'S WELL-BEING LEARNING CENTRE:

Once monthly presentation on a mental health topic. This was programming specifically requested by our participants and often draws a crowd that we don't see at other programming.

CONNECTED CANADIANS: Monthly tech-related presentations designed to engage older adults who often find technology confusing. We were also the recipient of five iPads from Connected Canadians that were distributed to participants, along with a year of dedicated technical support. For one participant, it was the first time being connected to the internet in his life.

WINNIPEG ART GALLERY STUDIO: We hosted virtual art workshops featuring accomplished artist Laura Lewis. These workshops included simple but beautiful watercolour, charcoal, still-life, portraiture, and other exciting projects.

STORYTELLING WORKSHOPS: We held a series of writing workshops hosted by well-established Winnipeg creators, including partnerships with Contemporary Verse 2 Magazine and Prairie Fire Magazine. Participants were excited to tell their stories in positive, affirming ways.

LUNCH & LEARN—INDIGENOUS VOICES SERIES:

A platform for academics, artists, and executives from Manitoba's Indigenous community to share with our group where we've been as a community, where we are now, and where we're going in the future. It's been a well-received with regular speakers from the Treaty Relations Commission of Manitoba and Indigenous artists, such as Jennine Krauchi—whose work is featured at the Canadian Museum for Human Rights.

SERVICE CANADA/CRA: We developed a relationship with Service Canada through their Reaching All Canadians campaign, which aims to reach underserved communities.

OTR GOES TO: Our monthly "field trip", this timeslot is a space where folks can meet like-minded individual out in the community. Destinations have included Assiniboine Zoo, Manitoba Museum, Winnipeg Art Gallery, Canadian Museum for Human Rights, Royal Winnipeg Ballet's Nutcracker, and Park Alleys.

COFFEE & CHAT: Our most popular programming, with 11-15 on average attending each virtual C&C and an average of 5 attending in-person C&Cs when we're able to host them.

While the number of participants who are part of the OTR Private Facebook Group has remained steady at 130-135, OTR's newsletter has become a better indicator of the growth of the program. There was steady growth of subscribers, from 70 in April 2021 to 119 in March 2022 (+58.8%), and the number continues to climb.

According to the final quarterly impact survey:

- While 35% have been with the group for over 2 years, and 24% have been a member for 1-2 years, 29% of respondents joined only in the last six months.

- 50% of responding participants attend programming several times a week and 31% attend at least once a week.
- Before joining, 85% percent of participants felt either very or somewhat isolated, but after joining, 70% now feel either somewhat or not at all isolated.
- When participating in OTR programming, 94% of responding participants either agree or strongly agree that they feel a strong connection and belonging to the local community members.
- When participating in OTR programming, 70% agree or strongly agree they feel as though they are contributing their time/skills to local community efforts.

ASHLEY SMITH
OLDER ADULT COORDINATOR

I HAVE BEEN WITH MY PARTNER FOR MANY years, but Covid made us isolated, and soon I had mental health and relationship issues. I found that once I started attending OTR, I started to feel better. I met with a counsellor and she really helped me. But the programming that OTR puts together for us with Connected Canadians, WRHA's Healthy Ageing Resource Team, and the Canadian Mental Health Association - Well-Being Learning Centre made the experience for me awesome. My relationship with my partner is better. And I have found a community and new friends.

TREASURER

What a year to step into the role of Treasurer with Rainbow Resource Centre! It has been a meaningful experience that would not have been possible without the Centre's amazing staff and management, and the dedicated Board of Directors; thank you to you all. Our accountant, Liana Lutz, and Executive Director, Noreen Mian, have been invaluable resources and supports; I am so excited to continue our work together.

FINANCIAL POSITION AT A GLANCE

The COVID-19 pandemic continued to impact planning and programming throughout the 2021/2022 fiscal year. Most notably was that for the second year in a row the Centre was unable to hold its annual Gala, our most significant fundraising effort as well as an important community event. Despite this, the Centre was able to finish the year with a negligible deficit and is well-positioned for the coming years. These results were made possible with the immense generosity of personal donors; thank you so much to the community that supports the Centre and its work. We are also excited to see the increasing demand for the important work done by our Education team, facilitating workshops for schools, workplaces, and other organizations. This revenue stream has further contributed to the Centre's ability to cover the costs of all its meaningful programming. All these factors have made it possible for us to continue to offer services, a mix of in-person and virtual, at levels consistent with prior years.

STRATEGIC PLAN

As the wider community has started to see a return to normal after the peak of the COVID-19 pandemic, so too has the Centre. While looking to the future, we continue to navigate the impact of the pandemic and how to safely serve members of our community, in addition to the challenges that were present previously. Staff, management, and the Board worked together throughout the year to develop a new strategic plan for the Centre, establishing three pillars that will be used to guide our work.

As a finance team, we are working to align reporting with each of the three pillars to showcase how funding and donations are truly powering all the of the Centre's work. We are committed to maintaining strong financial stewardship that will enable us to continue to recover all costs associated with existing services and programming, while embarking on a new capital campaign.

CONCLUDING COMMENTS

It goes without saying that none of this work happens in isolation. Everything that is on the horizon for the Centre is possible because of the continued generosity of donors and sponsors. I would like to offer a heartfelt thank you to everyone who has contributed and offered support. This of course extends to the staff and management of the Centre, who make it all possible and put such heart into their work.

It is fitting that we will be able to welcome you all back to the Gala in October of this year; it will be an opportunity to celebrate all that Rainbow has accomplished, learning from our challenges, and building upon successes.

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