

FIERTÉ

SUDBURY

PRIDE

ANNUAL

REPORT

2021



LAND ACKNOWLEDGEMENT

We acknowledge that we are in the Robinson-Huron Treaty territory and the land on which we gather is the traditional territory of the Atikameksheng Anishnawbek. As settlers and to recognize the privilege of living, working, creating, and celebrating on these lands, we pledge to stand with the Indigenous communities and nations of N'Swakamok and across Turtle Island, as well as with our Two-Spirit siblings, to continue on the long road ahead to truth, reconciliation, equity, and justice.

We invite the community to read and learn from the final report of the National Inquiry into Missing and Murdered Indigenous Women and Girls and the reports from the Truth and Reconciliation Commission, including its 94 Calls to Action.

OUR 2021 TEAM

Alex Tétreault – Chair
Laur O'Gorman – Vice-Chair
Kathleen Zinn – Treasurer
Ryan Wildgoose – Secretary
Mélodie Bérubé – Activism Lead

Katlyn Kotila – Communications Lead
Kyle Boychuk – Sponsorship Lead
Dana Carbone – Volunteer Coordinator
Emily Maville – Youth Representative

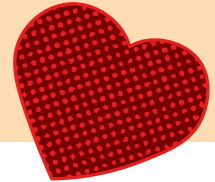
Active since 1997 and incorporated in 2012, Fierté Sudbury Pride (FSP) is a not-for-profit community-based organization dedicated to supporting and celebrating the Queer community in the City of Greater Sudbury. Entirely volunteer-run, we aim to foster understanding and diversity by showcasing Queer culture through a variety of artistic and educational events. We aim to provide spaces free of stigma and discrimination for everyone, regardless of religion, creed, race, gender, or sexual orientation (including non-queer people).

For more information on Fierté Sudbury Pride, visit **sudburypride.com**

For general or media inquiries, email us at **info@sudburypride.com**

To reach us by mail: **Fierté Sudbury Pride
PO Box 51082, Elm PO
Sudbury, ON P3C 1T0**

A WORD FROM THE CHAIR



Welp, it's been another weird year for Fierté Sudbury Pride.

For us, 2021 was marked by exhaustion and fatigue. Our dedicated team of volunteers was forced to juggle their obligations to the organization and to the community with those to their families, their studies, and/or their jobs. While we all would have to do that in a normal year, the weight that the ongoing COVID-19 pandemic has had on our mental health and the uncertainty it has caused in all aspects of our lives couldn't be ignored. Relegated to working, organizing, and collaborating virtually, our human connection to one another and to the community that we all love suffered.

That's not to say that the past year was all negative. Last year's campaign of harassment has largely subsided, our loudest "critics" having since been wrapped up in the anti-lockdown and anti-vaccination movement. We were also able to build on our experiences during last year's virtual Pride Week and were able to throw together a successful week of festivities this summer, we made new and hopefully lasting partnerships with community groups, and we reached a record number of queer youth in our region through our Care Packages. FSP is finishing 2021 in a comfortable financial position, with a fresh team about to take over and a brand new Strategic Plan to guide it into the future, through its 25th anniversary and beyond.

As my tenure as Chair comes to a close, I can't help but reflect on everything that we've been able to accomplish as a community in the past two years: the bridges we've built, the paths we've laid, the friendships we've fostered, and the hate we've pushed back against. While they certainly didn't go as I'd planned when I was elected in 2019, I'm beyond glad that during the past two years we were able to create opportunities to keep our community connected, at a time when we needed it the most. Did we do everything right? Nope. Could we have done more? Definitely. But to have done nothing and succumb to the uncertainty of the virus would've been inconceivable and, for that, we can be incredibly proud.

I want to thank everyone I've had the chance and the privilege to work with at Fierté Sudbury Pride, folks that I now count as forever friends and loved ones. And to the community that trusted me in this role, I express my utmost gratitude and my deepest love. Catch y'all on the flip side.

Always in solidarity,

Alex Tétreault
Chair, Fierté Sudbury Pride



2021-2024 STRATEGIC PLAN

During the Spring of 2021, we invited community members and partners to respond to a brief survey to share their thoughts about the organization, express their needs, and provide valuable input about what they imagine are FSP's roles and responsibilities within the community. We received **over 40 responses** from francophones and anglophones within the community, giving us a ton of useful feedback on what they'd like to see from FSP in the coming years in terms of advocacy, events, and services. Our Governance Committee worked hard to comb through them and identify areas of overlap and recurring themes. In turn, the following strategic framework was developed:

MISSION

Fierté Sudbury Pride strives to ensure the wellbeing of the 2SLGBTQIA+ community in Greater Sudbury by advocating on its behalf and by offering social, educational, and artistic events and programs to all.

VISION

Fierté Sudbury Pride is the champion of a strong, vibrant, and intersectional 2SLGBTQIA+ community that exists openly and safely in Greater Sudbury. It is responsive to the needs of the community and is able to meet them.

VALUES

- **ACCESSIBILITY:** Participation is essential to the strength of the community. We strive to demolish systemic barriers both within and without our organization to allow full participation by community members in our programming and in that of our partners.
- **ADVOCACY:** We are proactive in fighting injustice and social inequity. Our advocacy is done with an intersectional lens.
- **COMMUNITY:** We invest in the wellbeing of the local 2SLGBTQIA+ community and remain accountable to it. We create opportunities for community members to come together, to celebrate, and to live authentically in environments that are free of judgement and violence.
- **CREATIVITY:** We strive to innovate in everything we do, from our partnerships to our programming, and want to serve as an inspiration to others.
- **SOLIDARITY:** We support and stand alongside other marginalised and exploited individuals, groups, and populations, even when that means taking a stand against members of our own community. We recognize that true liberation is a collective effort.
- **SUSTAINABILITY:** For future generations, we fight for the health of our organization, our community, and the lands on which we are privileged to operate.

STRATEGIC OBJECTIVES

1) Act as a strong voice and advocate that fights for social justice; 2) Offer programming that fosters a sense of community in the region and that responds to the needs of the community; 3) Ensure the sustainability of the organization and of the community.

QUEERANTINE 2.0

We thought we were being clever last year with what was supposed to be a one-off "Queerantime". Obviously, we were wrong. In response to the ongoing pandemic, our 24th annual Pride celebrations stayed largely online. Nonetheless, we were able to build off of last year's format and kick it up a notch. **Queerantime 2.0**, subtitled "Not this \$#!& again?!", featured **18 events, activities, and community projects**, organized and presented by Fierté Sudbury Pride from **July 12th to 18th, 2021** in collaboration with our **21 community and media partners**. Thanks to a partnership with **Eastlink Community TV**, a number of our events were also re-aired on cable over the course of the week.

LUNCH TIME TALKS

This well-attended series of panels and discussions was made up of **Two-Spirit and Indigiqueer 101 with Teddy Syrette** (Ozhawa Anung Kwe/Yellow Star Woman), an informational introductory course on the history and future of Two-Spirit identity, **two panels on intersectionality** (one in French, one in English) featuring testimonials from a wide array of community members, and a workshop on **2SLGBTQIA+ rights in the workplace**, presented by the Sudbury Community Legal Clinic and the Sudbury Workers Centre.

NIGHTLY ENTERTAINMENT

Evenings were for entertainment! The virtual events, suitable for all ages, included **Speed-Friending**, a **Games Night on Discord**, a **Queer Short Films Programme** and filmmaker Q&A, presented in partnership with the Queer North Film Festival, a bilingual **Queer Trivia**, and the requisite **Online Drag Show Spectacular**, hosted by Zig's Bar. Back this year after a hiatus was also the **(Little) Big Gay Cabaret!** A handful of Greater Sudbury's brightest artists shone in this series of short musical, poetic, drag, and comedic performances. We also once again partnered with **Science North & Dynamic Earth** to light up the **Big Nickel**, one of Sudbury's biggest symbols and attractions, with the colours of the Rainbow Flag.



OTHER EVENTS

Other events presented over the course of the week included a virtual **Pride Worship Service** from St. Peter's United Church and a whole series of parallel events, organized by our friends at Réseau Access Network.

To take advantage of the beautiful July weather and loosening public health measures, we wanted to give the community an opportunity to be present and visible in public by inviting Sudbury's 2SLGBTQIA+ community to **Queer the Beaches**. In one of only two in-person events, folks were asked to gather up their friends and chosen families, select a public beach of their choice in the Greater Sudbury area, and take over that space over the course of one afternoon. For instance, the FSP team set up shop at Moonlight Beach for a few hours, the first time we'd been in the same place together since March 2020.

COMMUNITY PROJECTS

In an effort to reach out to and increase awareness within the francophone community in Greater Sudbury, we partnered with local newspaper **Le Voyageur** during Queerantime for a series of articles touching on a number of issues and subjects relating to Pride, including allyship, neurodivergence in queer spaces, the importance of living your truth, the difficulties faced by non-binary and trans francophones, and a summary of our francophone panel on intersectionality. Our Chair also appeared daily on **Le Loup 98.9 FM**'s afternoon show over the course of the week to talk about queer issues.

Back for a second year and available to any youth 19 and under residing in Greater Sudbury, our **Pride Care Packages** were loaded with gear and treats like a Queerantime 2.0 t-shirt, Pride flag, flag pin, bag of sweet goodies, and a gift certificate for **Papaya Pops**, as well as a supportive, hand-crafted card from **L'Arche Sudbury**. In all, almost 100 packages were hand-delivered to queer youth in the region, from Dowling to St-Charles.

We also developed the **Queeranzine** project, a virtual booklet containing short poems, mini-manifestos, collages, and artistic photography submitted by community members around the theme of "Queer Joy". To get their creative juices flowing, we also offered two writing workshops earlier in the Summer, one in English with **Blaine Thornton** in partnership with Myths & Mirrors Community Arts, and one in French featuring **Lionel Lehouillier and Dillon Orr** sponsored by the Théâtre du Nouvel-Ontario. The zine, edited by our own Emily Maville with support from Expozine Sudbury, is available to view on our website.

ADMINISTRATION & FINANCES

As in previous years, our biggest source of expenses was Pride Week. Since we'd already done it in a virtual format in 2020, we knew what to expect this year in terms of expenses. While many costs associated to holding in-person events were cut when compared to non-pandemic Pride Weeks, the circumstances prevented us from organizing events which traditionally serve as important fundraisers. Expenses from 2021 were fairly similar to those in 2020 but revenues increased, resulting in a small surplus for the year.

A sizeable surplus from the 2019 and 2020 Fiscal Years left us in a healthy enough position to still organize a good number of events and projects, make necessary purchases, and be able to adequately compensate artists, technicians, and panelists.

Going into 2022 and its 25th anniversary, the organization has a comfortable base of funds at its disposal as, we hope, the return to in-person events and projects happens through the next year.

REVENUES \$ 9,788.60

Grants	\$ 4,000.00	CGS Arts & Culture
Sponsorships	\$ 2,800.00	TD, Huntington University, Compass, CCO
Large Donations	\$ 1,763.60	
Individual Donations	\$ 700.00	
Other	\$ 525.00	Pride Week PWYC

EXPENSES \$ 9,329.89

Administration	\$ 2,277.08	Insurance, Website Hosting, Bank Fees
Pride Week	\$ 6,874.91	Honorariums, Artists' Fees, Care Packages
Other Expenses	\$ 177.90	Donations & Gifts

2021 TOTAL \$ 458.71

2020 CARRYOVER \$ 7,357.96

TOTAL \$ 7,816.67

THANK YOU!

We want to thank and acknowledge the contributions from our many community partners, sponsors, and individual donors. Without their vital support, there's no way we would've been able to accomplish what we did this past year.

OUR SPONSORS

City of Greater Sudbury, TD Bank Group, Huntington University, Cooperation Council of Ontario, Compass/Boussole/Akii-lzhinoogan, Centre Victoria pour femmes, and 50 Carleton

OUR PROGRAMMING & COMMUNITY PARTNERS

Centre de santé communautaire du Grand Sudbury, Centre Victoria pour femmes, Consortium national de formation en santé – Volet Université Laurentienne, Eastlink Community TV, Expozine Sudbury, Greater Sudbury Public Library, L'Arche Sudbury, Myths & Mirrors Community Arts, Public Health Sudbury & Districts, Queer North Film Festival, Réseau Access Network, Science North & Dynamic Earth, St. Peter's United Church, Sudbury Community Legal Clinic, Sudbury Workers Centre, Théâtre du Nouvel-Ontario, and Zig's Bar

MEDIA PARTNERS

Eastlink Community TV, Kiss 105.3 FM, Le Loup 98.9 FM, and Journal Le Voyageur

