



# Annual Report

## 2022-2023

Presented at the NSRAP Annual General Meeting  
May 4, 2023

Reporting on the period from June 2022 - May 2023

# Introduction

---

Introduction, Membership/Staff & Vision Summaries prepared by Danielle Cable

The Nova Scotia Rainbow Action Project (NSRAP) seeks equity, justice, and human rights for 2SLGBTQIA+ people in Nova Scotia. NSRAP seeks to create change in our communities and our society at large so that all 2SLGBTQIA+ people are included, valued, and celebrated. We will achieve this through building community and developing strong networks outside of the community in addition to public outreach, education, and political action.

The Annual General Meeting of NSRAP is held within 3 months of the end of our fiscal year (March 31) or by the end of June each year. The 2022-2023 AGM is being held on May 4, 2023 this year. This report covers the period from June 2022 - May 2023.

Though the effects of the pandemic continue to impact our organization, NSRAP has continued monthly Board meetings virtually and has made efforts to increase in-person events and meetings in order to facilitate a deeper connection between members and our communities. We have canvassed multiple new venues for our in-person gatherings and look forward to meeting in regions beyond just the HRM in the coming year.

Since our last AGM, NSRAP has continued to prioritize our internal growth and capacity-building, both through the implementation of the Strategic Planning process that took place in November - December 2021 and through arduous grant-writing and project proposal development.

We continued our efforts to recruit new board members and volunteers, to unveil our new website, to launch our Seniors' Report, and to advocate for members of the 2SLGBTQIA+ communities, promoting law reform and seeking societal change through public awareness and educational programming.

NSRAP wishes to thank all the volunteers, collaborators, board members and our Provincial Coordinators (both past and present) who have given their time and energy since our last AGM.

In particular, we wish to give our heartfelt thanks to Susanne Litke, our Past Chair and Treasurer who has been with our Board for nearly a decade and who has committed countless hours and invaluable passion, wisdom, and leadership to the organization and to our communities.



## BOARD OF DIRECTORS NSRAP During the 2022-2023 Year

NSRAP has continued our work to recruit, train, and retain a complete Board and Executive Committee, which is a key target set out in our strategic plan. In particular, we have struggled to fill the position of Treasurer and spent time specifically planning how to attract candidates with the required skills and experience. Fortunately, we do have a board member who seeks to return for a consecutive year and who is qualified and interested in the role. In the meantime, Susanne has continued to act as our Treasurer and will continue to do so until after the AGM, at which point she will assist the incoming Treasurer with orientation and then she will step down.

We remain committed to advocating for historically marginalized communities by addressing the lack of QTBIPOC in our Board membership, as well as seeking board members with experiences and identities that are historically excluded within the 2SLGBTQIA+ Communities. To this end, we established an Anti-O committee in June 2022 which is now active under the direction of QTBIPOC committee members.

As a result of the turnover in our Board membership since our last AGM in June 2022, we have not needed to hold a Special General Meeting to create new board positions but have simply accepted new members as others stepped down.

The following are the names of people (and positions) who have volunteered and served as board members during the 2022-2023 year:

<u>Elected at AGM June 2022</u>	<u>Elected October 20, 2022</u>	<u>Elected March 16, 2023</u>
Sean Septon	Sejal Adya	Helen Stephenson
Patrick Hickey	Alanna MacNevin	Tynan Bramberger
Kristina Wakfer	Rachel George	
Susanne Litke		
Craig Besaw		
Danielle Cable		
Tam Pham		
Jesse Hatch	(resigned January 19, 2023)	
Daniel McGregor	(resigned December 15, 2022)	
Terri Coolen	(resigned October 20, 2022)	
Jennifer Schwartz	(resigned September 15th, 2022)	
Aubrie McGibbon	(resigned September 15th, 2022)	
Maddi MacDonald	(resigned August 18, 2022)	

### Executive Positions:

<u>Chair or Co-Chair:</u>	Susanne	(continued as Chair June 2022)
<u>Chair or Co-Chair:</u>	Tam	(elected September 15th, 2022 - as Co-Chair with SL)
<u>Vice-Chair:</u>	Patrick	(elected of August 18, 2022)
<u>Secretary:</u>	Danielle	(elected of August 18, 2022)
<u>Treasurer:</u>	Susanne	(Acting Treasurer)
<u>Member At Large:</u>	Tam	(elected August 18, 2022, resigned Sept. 15th, 2022)
	Jesse	(elected Sept. 15th, 2022, resigned January 19, 2023)

## STAFF of NSRAP During The 2022-2023 Year

Riley Reign served as our Provincial Coordinator from February 2022 until February 2023. At an in-person Board Meeting on February 12, 2023 we welcomed Anise McKay as the new Provincial Coordinator for NSRAP. Our ad-hoc hiring committee consisted of Patrick, Susanne, Tam, Danielle, and Rachel.

Al Cusack and Georgia Saleski, our summer staff hired through the Canada Summer Jobs through Employment and Social Development Canada 2022, were employed for 8 and 9 weeks respectively during the summer of 2022.

We were and we remain grateful for the past and continued involvement of our volunteers. New volunteers who engaged with us this year have included Finn McCartan, Jess Wilton, Joey Fahd, Darren Surrette, Peter Leblanc, Katie Clark, and Juniper Penney.

## Revised Vision and Mission Statements

During the strategic planning process in the early winter of 2021, NSRAP developed a vision statement to take us through the next 3-5 years. An infographic outlining our mission, vision, values and goals is included to the right.

## Events & Key Activities

June 2022 - May 2023

Submitted by Kristina Wakfer  
Edited by Danielle Cable

**Board Member On-boarding and Orientation - August & September 2022:** The new Board of NSRAP met in August for an orientation session to begin the process of on-boarding. This session was led by our then-Provincial Coordinator, Riley Reign. An introductory presentation was shown and key documents pertaining to the fundamentals of board governance and board decision and voting procedures were reviewed.

We continued the on-boarding process during our September 2022 meeting, where we discussed further action items, identified policies that needed to be developed (such as our work-from-home policy) and reviewed a series of documents to complete the on-boarding. We also voted in our executive members and committee chairs for the 2022-2023 term.

The infographic is a vertical flow diagram. At the top is the NSRAP logo with the tagline 'Equality for All'. Below the logo is a section titled 'Strategic Plan Overview' with a sub-section 'Vision 2024'. The 'Vision 2024' section contains text about the board, staff, and membership, followed by a call to action about funding and engagement. Below this is a section titled 'Mission 2024' with text about advocacy and education for diverse communities. To the right of the 'Mission 2024' text is a circular icon with three stylized human figures and a heart. Below this icon is a section titled 'Values' with a list of five values: Accountable, Responsive, Committed, Respectful, and Progressive. At the bottom of the infographic are three boxes labeled 'Strategic Priority 1', 'Strategic Priority 2', and 'Strategic Priority 3'. Each priority has an associated icon: a group of people for Priority 1, a piggy bank for Priority 2, and a speech bubble for Priority 3. Below each icon is a brief description of the priority: 'Board Recruitment & Development' for Priority 1, 'Funding to Increase Operational Capacity' for Priority 2, and 'Communication With Our Communities (2-Way)' for Priority 3.

**NSRAP**  
NOVA SCOTIA RAINBOW ACTION PROJECT  
Equality for All

**Strategic Plan Overview**

**Vision 2024**

NSRAP has a full and engaged board, core staff members, and a healthy membership. Committed to diversity and equity, NSRAP's board and staff members capture a wide range of diversity across the communities we serve, including those who have been historically excluded. We have core funding to work with programming and securing grants, and we are soliciting the needs of our community and actively engaging with our stakeholders so that we can address important and impactful issues

**Mission 2024**

NSRAP is supportive, inclusive, and active in the 2SLGBTQIA+ communities in Nova Scotia. Through advocacy and education, we raise awareness and seek to improve acceptance and equity for those with diverse, intersectional identities from 2SLGBTQIA+ communities, as well as underrepresented individuals. Additionally, we identify and respond to issues that are important and impactful to our communities

**Values**

- Accountable
- Responsive
- Committed
- Respectful
- Progressive

**Strategic Priority 1**

Board Recruitment & Development

**Strategic Priority 2**

Funding to Increase Operational Capacity

**Strategic Priority 3**

Communication With Our Communities (2-Way)

**Strategic Planning - Continuous/Ongoing:** Throughout November 2022, December 2022 and February 2023, the Board focused on our strategic plan. We reaffirmed our commitments and alignment with the strategic plan as we moved toward deadlines and goals. We focused our attention on areas needing development, and continued to work towards the milestones in the current plan. In February 2023, this aligned with an in-person board meeting held at the Africville Museum where board members were able to meet, bond and develop our relationship as a cohesive team.

**Pride - July 2022:** Once again, NSRAP participated in Halifax's Pride Parade and marched alongside our fellow members of the 2SLGBTQIA+ communities and allies. Prior to the parade, members of the Board met to socialize and create signs to carry as we marched. NSRAP planned to host a panel discussion during Pride which was supported with funding from TD Pride. Difficulties with logistics arose and we postponed the panel to coincide with our Annual Awards Ceremony in November.



the importance of the care and treatment for 2SLGBTQIA+ seniors in long-term facilities, and featured panelists Jacqueline Gahagan, Kim Aker, Ronda Moulton, and Anita Martinez. NSRAP was honoured to celebrate our award winners and host such a vital panel discussion during this highly successful event. We thank local artists James Neish and Lee Cripps for contributions of artwork to the event.

### **Annual Awards Ceremony and Panel Discussion - November 17, 2022:**

In November 2022 we resumed our Annual Community Awards Ceremony and held a panel discussion (postponed from Pride) at The Bus Stop Theatre. This year's awards honoured SaltWire, Vincent Mousseau, Robert Wright, Veronica Merryfield, Felix Vandergrift, and PFLAG Halifax for being incredible community leaders and championing the values and mission of NSRAP. Our panel discussion for 2022 focused on

## Other Networking and Community Events:

On **January 13, 2023**, members of the Board attended a meeting with the US Consulate General. During this event, we were able to network with politicians, community members and corporate leaders to bring awareness to the training that we offer and to our activism. This invitation was pursuant to a round table discussion that the US Consulate General held earlier in the year for members of the 2SLGBTQIA+ community and the relationship of consultation with us that formed following this round table event.

We were invited to participate in the Annual Conference of the NS Fitness Association on **April 22, 2023**. Tynan Rhea Bramberger and Danielle Cable presented a session on “Queering Fitness Spaces”.



On **February 8, 2023**, the Dalhousie Tigers Women's Basketball Team invited NSRAP to be featured at their Pride game against the Saint Mary's Huskies. We were provided with a table where we distributed literature about our organization. Our free Pride stickers were a huge hit with NS youth basketball players in attendance, who were eager to share their connections to the 2SLGBTQIA+ community.

In **March 2023** Susanne Litke attended a public meeting related to the upcoming release of the Mass Casualty Report regarding the massacre that occurred in Nova Scotia in April 2020. NSRAP was invited to attend as stakeholders and we offered a media guide on sensitive reporting to help media outlets use more gender-neutral language and be more inclusive in their language and reporting.

## Provincial Coordinator's Report

---

**June 2022 - January 2023**

Submitted by Provincial Coordinator: Anise McKay  
(on behalf of Riley Reign, former PC)

From June 2022 to January 2023 Riley Reign was the NSRAP Provincial Coordinator. Throughout this period, Riley carried out duties including onboarding new Board Members and new volunteers, handling internal and external communications via Slack, email, and social media, delegating tasks alongside appropriate NSRAP Committees and Committee Chairs, event planning, monthly BOD meeting coordination and Committee meeting

coordination as needed, BOD time management and accountability support, and more. They acted as a point of contact for the two Canada Summer Jobs employees and provided support as needed. Riley made the Board aware of the significant volume of emails flowing through the NSRAP email account and initiated Board efforts to keep on top of fielding and forwarding community requests for education, law reform, advocacy needs and other inquiries as needed. They provided numerous letters of support to 2SLGBTQIA+ refugees and asylum seekers, highlighting a need to create a process for responding to these requests. Moving forward, NSRAP hopes to liaise with local newcomer support organizations to ensure that 2SLGBTQIA+ refugees and asylum seekers reach appropriate supports.

Riley supported the Board in planning our 2022 Annual Awards Ceremony and Panel alongside the Events committee and other volunteers within the Board. They also worked with members of the Communications Committee to create a Sponsorship Package; however, this is still in need of attention. Finally, they provided onboarding and training for the incoming Provincial Coordinator. Thank you, Riley, for the deep care and passion that you brought to NSRAP!

### **February 2023 - May 2023**

Submitted by Provincial Coordinator: Anise McKay

Anise was hired as the Provincial Coordinator at the beginning of February 2023 and took over from the previous Provincial Coordinator Riley Reign as of February 12, 2023.

### **General overview of PC activities from February 2023 - April 2023**

Extensive day-day reports are available upon request (or see Monthly PC Reports).

#### **February - March**

- PC Onboarding with Riley Reign.
- Getting acquainted with Gmail, computer, Google Drive, etc.
- Review of all emails from the three (3) months prior to hiring (follow up as needed).
- Gmail and Google Drive organization (reducing visual clutter for ease of navigation and retrieval)
- Email correspondence (community requests, community partners, sharing resources/events with network and to BOD Slack).
- Administration (following up with BOD as needed, reminding BOD of deadlines, consultation with Exec as needed, etc).
- Transcend Impact Challenge Grant writing and submission.
- Confirming NSRAP as Tier 3 partner in 2SLGBTQIA+ Poverty in Canada Research Project.
- Coordinating and scheduling meetings for subcommittees or other purposes as needed.
- Onboarding two (2) new BOD members.
- Updated NSRAP's Pink UK & 211 NS listings.

- Participation in seven (7) meetings (excluding PC onboarding).

### **March - April**

- Coordinating and scheduling meetings for subcommittees or other purposes as needed.
- 2023 AGM Planning (location and catering booking, speaker booking, sending out notice to public and NSRAP membership, etc).
- Onboarding four (4) new volunteers.
- Gmail and Google Drive organization (reducing visual clutter for ease of navigation and retrieval) - ongoing.
- Social media
  - Graphic, caption, and Alt Text creation for posting.
  - Engagement with other accounts for relationship building.
- Board nominations and recruitment campaigns (social media and email)
- WAGE Community Capacity Grant writing (in progress)
- Developing and nurturing community partnerships (RRANS).
- Rebuilding social media presence through consistent engagement with public.
- Participation in seven (7) online meetings.
  - Rainbow Refugees Association of NS AGM
  - Queering the Compass Training conference - Hosted by Halifax Sexual Health Centre.
  - 2SLGTBQIA+ Smoking Cessation Research Project - Meeting with Tam & Joanna Nemis White.

### **RECOMMENDATIONS:**

---

- Make use of NSRAP's additional email licenses to reduce email to the PC and allow for streamlined email processes.
- Complete website and update with all relevant information.
- Finalize and release the Sponsorship Package.
- NSRAP Committees to determine consistent dates/times for monthly meetings to ensure continuity and to reduce workload for Chairs/PC to be canvassing committee members for month-month availability.
- Recruit a volunteer, board member, or delegate from the Communications committee to post on all social media accounts including Facebook, Instagram, Twitter, LinkedIn.
- Communicate expectations and responsibilities of being a member of the board to all incoming BOD members.

# Education Committee Report

---

June 2022 to May 2023

Submitted by Chair: Susanne Litke

In the 2022-2023 reporting period the Education Committee continued to offer SOGIESC training to businesses, groups, institutions and governmental departments. The income received from training in the last fiscal year totalled **\$4,050**, slightly down from last year.

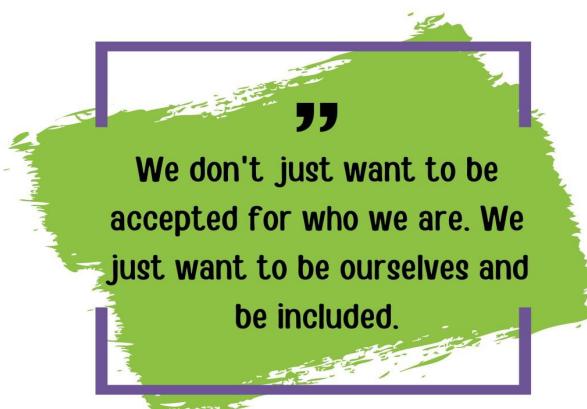
We continued to develop training materials and respond to numerous requests.

The Education Committee members were offered to attend a Course: Online By Design: "Beyond Talk and Text" by Sea Change CoLab (Corrie Melanson) paid for through an HRM grant we received last year to update our methods. Susanne, Terri and Riley completed the 6 week course which has been extremely beneficial in presenting our educational programs online and in person this year.

## **Training Sessions and Speaking Engagements offered in the past 10 months:**

- June 29, 2022 - TeamWork Cooperative - Neighbourhood Conversations - Participated in Podcast: Pride in the Workplace:

[Click here to access the YouTube video!](#)



-Susanne Litke

- October 5, 2022 - Dalhousie Legal Aid Service Training for Law Students (half-day)
- November 14, 2022 - Peopleworx - Training for CCA Class - (half-day)
- December 2, 2022 - Ashanti Leadership - Training for Shannex Staff - (2 x 1 hour)
- December 8, 2022 - Nova Scotia Health Care Human Resource Sector Council - Facilitated World Cafe Experience during DEI Day of Learning (1 day)
- December 20, 2022 - Consultation with the Canadian Association of Social Workers on Amendments to the Code of Conduct for Social Workers (2 hours)
- January 26, 2023 - Dalhousie Legal Aid Service Training for Law Students (½ Day)

- March 6, 2023 - "Calls to Action on Gender Affirming Care" - Presentation and Panellist - Dalhousie Feminist Legal Society and Dalhousie Public Policy and Law Society (1 hour)
- March 23, 2023 - "Advocacy, Action and Social Justice" - Presentation at Graduate Student Conference MSVU Women and Gender Studies (½ hour)
- April 13, 2023 - Interagency Committee of Intimate Partner Violence - Training for committee members (2 hours)
- April 22, 2023 - NS Fitness Association Annual Conference - Presented session on "Queering Fitness Spaces". (1 hour)

Training and education sessions, presentations and consultations are a crucial source of income for NSRAP and we intend to increase advertising and promotion of that service in the coming period.

### **RECOMMENDATIONS:**

---

- Continue to develop curriculum to meet specific needs of organizations and businesses.
- Conduct a survey with people we have done training with to identify ways to improve, identify ongoing needs and to expand.
- Prepare promotional materials and plan an outreach strategy to raise awareness of our training offerings.
- Focus on the 2SLGBTQIA+ seniors cultural competency grant by developing training materials specific to seniors and long term care workers to coincide with the launch of the NSRAP Senior Report.
- Create a long-term part-time employee position to continue to develop training and educational resources, facilitate training sessions, and to reach out to organizations and businesses requiring training across the province.

## Advocacy & Law Reform Committee Report

---

June 2022 to May 2023

Submitted by Chair: Danielle Cable

NSRAP continued to advocate for change, to identify legal gaps and to seek reform of laws that discriminate on the basis of sexual orientation, gender identity, gender expression and sex characteristics. We remain particularly concerned with the need to expand coverage for gender affirming care and to push new legislation to recognize and protect the rights of diverse family structures and methods of parentage and familial formation that differ from cisgender normative models.

**All Families are Equal Legislation** - We continued our work to advance legislation to recognize and protect the rights of non-cisgender normative and monogamous families and parents-to-be, including addressing issues with birth registration for couples that conceive without the assistance of fertility clinics or surrogates, recognizing

polyamorous and multiple-parent families, and ensuring that parental intent at the time of a child's conception is determinative in establishing who has parental rights to that child. Susanne Litke collaborated extensively on short notice with the Access to Justice & Law Reform Institute of NS after a request was received to review a promising parentage Bill that was to be presented this past April 2023 by NS PC MLA Rafah DiCostanzo. Unfortunately the bill was withdrawn at the last minute after our feedback and recommendations about the Bill and the manner of its presentation were provided to Ms. DisCostanzo's office. [Comments made by Ms. DiCostanzo](#) to the media about this potential Bill were disappointingly binarist and overly-focused on "female couples" and specifically, "lesbian couples" to the exclusion of all others. Our hope is that this Bill or one like it will instead be introduced (using sensitive and accurate language) next autumn. This should leave time for further consultation and revision of the Bill to go further than it currently does to fill the gaps and meet the needs of *all* families in Nova Scotia.

**US Consulate General - Relationship with Lyra S. Carr** - As a result of our meeting in 2022 with the US Consulate General to offer input on their office's human rights programming for 2SLGBTQIA+ people, we were invited to their January 2023 mixer. Susanne, Danielle, Riley and Tam represented NSRAP, networked with politicians, community and corporate leaders etc. to make folks aware of the training we offer and our activities. This recognized their relationship of consultation with us and provided us the opportunity to speak with leaders and politicians, such as Lena Diab and Ian Rankin, about our community's needs.

**Nova Scotia Death Review Committee** - In February 2022, we were invited to express interest in appointments to the Death Review Committees for NS. Recent amendments to the *Fatality Investigations Act* established both a Domestic Violence Death Review Committee and a Child Death Review Committee. Susanne Litke was appointed to both committees and attended first meetings in March 2023. The committees are presently establishing their working protocols to examine the nature and surrounding circumstances of deaths in Nova Scotia with a goal of prevention. The Chief Coroner of NS, as chair of the Committees, welcomed information about the 2SLGBTQIA+ community. We will need to establish ways to gather information within 2SLGBTQIA+ communities to ensure that deaths within the community are "screened-in" to be reviewed. Next steps are to identify those linkages and have that data flow to the Committees. The Board agreed that if NSRAP becomes aware of a death in the Community, we should follow up by passing names (both legal and chosen names) to Susanne so the death will be reviewed with a goal of prevention.

**Collaboration with Halifax Regional Police Hate Crime Unit** - We were saddened and angered by the news that our Past Chair and Acting treasurer,



Susanne Litke, was the victim of a hate crime in early April. After hearing a knock at her door she discovered that the Progressive Pride flag she had hung outside her home had been shredded and strewn on her porch. This led to an in-depth conversation with the Halifax Regional Police's Hate Crime Unit specialist. The officer appeared to be very interested in SOGIESC training for his Unit and for the Police force generally to address acts of hatred. We send our strength and solidarity to Susanne and all members of our community who continue to be targeted by hateful others.

**2SLGBTQ Community Forums** - We have attended the monthly meetings organized by Lisa LaChance MLA and their office to address issues that 2SLGBTQIA+ constituents face in HRM. Topics of discussion have included: Gender affirming care, Vital Statistics legislation, Bill 141 (An Act to Establish an Advisory Committee Respecting Gender-Affirming Health-Care), Change of Name policies and legislation, and medical care for trans and genderfluid people.

**Nova Scotia Pride Network** - We have attended the meetings of the Pride Network (NSGEU) to maintain a presence and learn about issues that arise for 2SLGBTQIA+ workers in the employment of the government. We have presented during these meetings and have been consulted on workplace issues.

**Gender Affirming Care for Trans and Non-Binary People** - NSRAP continues to advocate for improved health care re gender affirming care for trans and non-binary persons. We commend the work of Gender Affirming Care NS, who has generated great public and political pressure regarding these issues this year.

**The International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA)** - We maintained membership in ILGA this year and remain interested and supportive of their activities.

**Ideas Committee - Elections Nova Scotia** - During the last provincial election, there were numerous incidents of deadnaming on voter cards, misgendering in polls and a clear lack of training of Election NS workers with respect to the 2SLGBTQIA+ community. An Ideas Committee was formed by Elections NS to address these issues and other recommendations made following the last election and to prepare for the next provincial election. NSRAP was invited to participate as a committee member under contract. Susanne Litke has attended on behalf of NSRAP. One full day was held on November 23, 2022 and the next one will be held in June 2023.

**The Federal LGBTQ2 Action Plan** - NSRAP responded to the call for written submissions in 2021 to identify issues facing 2SLGBTQIA+ communities and to offer solutions to the federal government. In 2022, our submissions were released to form part of the body of knowledge for consultation and recommendations in the development of the Federal LGBTQ2 Action Plan.

## RECOMMENDATIONS:

---

- Set regular meetings and identify priority actionables for coming term;
- Immediately renew efforts to meet or speak with local newcomer and refugee/asylum-seeker support organizations (Rainbow Refugees, Halifax Refugee Clinic, ISANS, etc.) and establish referral process to address high volume of requests from claimants seeking our support with entry to Canada and refugee claims (which we are not in a position to assist with directly);
- Review, discuss, and provide public comment and targeted feedback on the [Federal 2SLGBTQI+ Action Plan](#) released February 27, 2023;
- Continue efforts to introduce law reform through a Nova Scotian parentage Bill ("All Families Are Equal"); and
- Continue to attend regular Forum meetings hosted by Lisa LaChance and the Pride Network and to pursue other opportunities to network with provincial leaders and politicians as well as our sibling advocacy groups.

# Anti-Oppression Committee Report

---

June 2022 to May 2023

Submitted by Chair: Tynan Bramberger  
Formatted by Tam Pham

At our recent Board Training in April 2022, we formed a new ad hoc committee to address Anti-Oppression in our organization. The Committee most recently met in May 2022 but due to low capacity, the Committee has re-initiated its suggested purpose. Over the months of March and April, 2023, the Anti-O chair Tâm stepped down and Tynan took over the position to offer labour and support for Anti-O initiatives and activities with the intention of centering BIPOC voices/ideas.

In March 2023, we discussed Anti-O committee objectives, values, and goals reflecting commitments to anti-oppressive practices within the NSRAP organization operations and NSRAP wider community projects. Additionally, it was discussed that in order to deepen NSRAP's commitment to anti-o approaches, continuing to build community relationships across intersecting demographics and social justice projects would provide the necessary collaborative relationships to expand NSRAP's reach and community connections. This outline was presented at the March Board meeting. It was requested that these objectives and goals be prioritized by the anti-o committee as well as discuss the possibility of having NSRAP members read the same anti-o material to discuss as a group at each Board meeting to encourage self-learning for individuals in the organization.

In April 2023, 3 more members were recruited into Anti-O committee. We determined a linktree with suggested learning material across media would be an accessible and audience-conscious alternative. We created a document review protocol to

organize/prioritize document review requests from NSRAP committees. Lastly, the group determined that the next meeting would prioritize the anti-o initiatives/goals with members who have attended meetings with contextual knowledge of the initiatives.

## **RECOMMENDATIONS:**

---

- Develop the linktree with anti-oppression resources via multiple media curated by the Anti-O Committee members; and
- Commence the reviewal process of NSRAP documents, internal statements, public statements, website content brought up to the Committee attention.

# Communications Committee Report

---

June 2022 - May 2023

Submitted by Provincial Coordinator: Anise McKay

In September 2022, shortly after the June 2022 Annual General Meeting, the Communications Committee leadership was transferred from Aubrie McGibbon to NSRAP Vice Chair Patrick Hickey. The Committee worked alongside NSRAP Chair Tam Pham and a community volunteer to compile material to be added to the updated website to prepare for its launch. The Committee drafted a Privacy Policy and carried out a review to ensure that the updated website would be secure and accessible. The Communications Committee has been low on members and thus the responsibility for email communications, social media communications, and social media posting has largely fallen on the Provincial Coordinator and Executive Members.

A huge thank you to Executive Members Tam Pham, Susanne Litke, and Danielle Cable for providing support with managing the high volume of daily emails. Throughout the year the past PC (Riley Reign) and the current PC (Anise McKay) fielded numerous community requests via email and Instagram direct messages asking for support associated with 2SLGBTQIA+ persons seeking asylum and refugee status support.

Forthcoming Communications Committee activities will include:

- Finalizing the re-launch of the website;
- Increasing social media presence by offloading the workload from the PC to the Committee members;
- Developing and expanding relationships and partnerships with 2SLGBTQIA+ members of the public via Facebook, Instagram, Twitter, and LinkedIn engagement;
- Working alongside and supervising the 2023 Canada Summer Jobs Social Media and Website Designer employee; and
- Creating a social media policy.

Though the website's re-launch was delayed due to limited Committee capacity, work is underway to re-launch an updated website in 2023. The new website will include:

- Accessibility compliance;
- Quick exit buttons;
- Easy navigation;
- Re-organized and simplified content;
- Calendar of events; and
- More visible invitations to donate NSRAP

## **RECOMMENDATIONS:**

---

- Develop guidelines for social media posting and sharing;
- Finalize the drafted NSRAP privacy policy for collection of personal information;
- Determine a cohesive strategy to collect and manage media release forms from Board members, volunteers, and the public to allow for timely posting of images to social media platforms;
- Develop a self-service process to update website content; and
- Identify and implement a formal strategy for managing email volume.

# **Health & Seniors Committee Report**

---

June 2022 to May 2023

Submitted by Chair: Tam Pham

Soon after June 2022 AGM, the Health & Seniors Project Committee welcomed the summer job Education Outreach Coordinator Al Cusack to complete the reviewal of the Seniors Project Report which is an important 2SLGBTQIA+ Seniors needs assessment analysis in long-term care titled: "2SLGBTQIA+ Seniors in Nova Scotia: A training needs analysis and practical guide to building respectful and inclusive long-term care".

In the process of completing the format of the Seniors Project Report, Riley Reign and the Committee Chair Tâm have worked to finalize the Seniors Project Report from Sydney and Al work. As mentioned in our General Summary, we have hosted the 2022 NSRAP Awards Ceremony and Panel Discussion on the work on the Seniors Project Report. With the report completed in February 2023, we are at the next phase of working on the roll-out plan to disseminate the important information for this report to different community stakeholders including the government, long-term care facilities staff and management teams, long-term care educational programs, 2SLGBTQIA+ seniors, the entire 2SLGBTQIA+ community and the general public.

## RECOMMENDATIONS:

---

- Develop an educational training document for NSRAP to provide training for long-term care facilities staff and management team.
- Engage with different community stakeholders including the Department of Seniors, health professionals and long-term care facilities.
- Engage with the continuing care assistant educational program with the Report updates and curriculum reviewal process.
- Compile a list of resources for 2SLGBTQIA+ community for awareness of one's rights upon long-term care facilities access.
- Develop infographics for social media dissemination.

## Treasurer's Report

---

2022-2023 Fiscal Year

Submitted by Acting Treasurer: Susanne M. Litke

The attached **Statement of Income and Expenses** and the attached **Balance Sheet** outline the state of financial affairs of NSRAP for the fiscal year ending March 31, 2023.

This past fiscal year has been positive in many ways. We brought in total income of **\$19,191**, an amount lower than last year **but still higher than any fiscal year since 2014**. We received increased income of **\$5,625** from donations at similar amounts we had been receiving before the pandemic. We received Canada Summer Jobs funding in 2022 in the amount of **\$8,241** to hire 2 staff last summer. We brought in \$4,050 from educational training events and presentations. We also received a grant from TD Pride to host a panel during Pride which we incorporated into our Awards Night in November.

NSRAP applied for 2 major grants this year and again were unsuccessful. The Wage grant was submitted in June 2022 and the Transcend Impact Challenge Grant was submitted on March 10, 2023. We were successful in our application to Canada Summer Jobs for funding for two summer employees for this coming year, 2023.

On the expenditures side, we had increased operating expenses in wages, meetings, events and equipment costs. We purchased a PA sound system and a computer and software in this fiscal year with money earmarked for these expenses last year. Our expenditures totalled **\$37,229**.

A good portion of the restricted funds from a previous grant related to seniors was used last summer to top up the CSJ wage by \$5 per hour for Al Cusack in their role as Education Outreach Coordinator for 8 weeks and to pay Riley Reign extra to finalize the Senior's Report. NSRAP still holds \$3,958 in restricted funds from the previous grant which is earmarked for expenses related to the launch of the report at a roundtable meeting

and for the development of some additional training materials targeting the issues facing seniors.

As a result of the above, we had a deficit of **\$18,038** and we hold **\$16,042 at present** in our bank and Paypal accounts at year end (March 31, 2023).

## **RECOMMENDATIONS:**

---

- To recruit a new Treasurer for NSRAP and increase the number of members on the Finance committee who have fundraising and grant writing experience;
- To establish a Finance Committee calendar for recurring deadlines for payments, CRA filings and funding opportunities;
- To focus energy on grant writing and funding proposals to establish core funding and maintain fiscal security;
- To maintain a membership list for NSRAP and to develop a system of outreach to members for regular membership fees/donations;
- To develop a plan to thank donors and demonstrate how their funds are being used.
- To arrange a donation link to our FaceBook page via Social Good website;
- To plan and host fundraising events with the Events Committee;
- To complete the Senior's Project and use remaining restricted funds; and
- To focus energy on fundraising via the Education and Training program.



**BALANCE SHEET FOR  
NOVA SCOTIA RAINBOW ACTION PROJECT SOCIETY  
For the fiscal period ending March 31, 2023**

**ASSETS**

Current Assets

Cash less Restricted Funds (Royal Bank Account)	11,392
Cash (PayPal Account)	367
Restricted Funds (Seniors Grant)	3,958
Accounts Receivable (TD Pride Grant)	325
	<hr/>
<b>Total Assets</b>	<b>\$16,042</b>

**LIABILITIES**

Current Liabilities:

Accounts Payable (March Payroll \$953)	(953)
(March MERCs \$155)	(155)
	<hr/>
<b>Total Liabilities</b>	<b>(\$1,108)</b>
	<hr/>
<b>TOTAL EQUITY</b>	<b>\$14,934</b>

**STATEMENT OF INCOME AND EXPENSES**  
**NOVA SCOTIA RAINBOW ACTION PROJECT SOCIETY**  
**For the fiscal period ending March 31, 2023**

	<u>2023</u>	<u>2022</u>	<u>2021</u>
<b>INCOME</b>			
Membership fees and Donations	5,625	3,687	2,375
Canada Summer Jobs Grant	8,241	8,178	-
Education / Training Events	4,050	5,783	1,850
Grants	-	12,838	-
Events (panels, presentations)	300	200	25
Pride Funding (events)	975	1,000	300
<b>A. Total Income</b>	<b>19,191</b>	<b>31,686</b>	<b>4,550</b>
<b>EXPENDITURES</b>			
Coordinator 1 (Wages +MERCs)	14,615	4,595	5,169
Coordinator 2 (Wages +MERCs)	2,216		
Canada Summer Job Wages:			
Events Coordinator (Wages+MERCs)	4,814	2,375	
Education Coordinator (Wages+MERCs)	4,253	5,969	
Seniors Grant (includes portion of CSJ wages)	3,023	2,455	109
Events (Pride \$367, Awards \$547, Panel \$570)	937	1,499	573
Bank Fees (RBC \$48, PayPal \$195)	243	193	155
Website	167	167	167
Post Office Box Fee	235	229	229
Training Expenses	84	364	-
NS Registry of Joint Stocks (2 years)	61	31	31
Platforms (Zoom, Microsoft, Canva)	487	230	249
Stationary (Thank you cards & art design)	-	-	193
Postage	33	85	43
Board Meetings (Food, Room Rental)	966	255	30
Legal and CRA Fees	-	792	
Advertising	-	35	
Computer & PA System Purchase	2,209	1,393	
Strategic Planning/Board Training Fee	2,748	4,725	
Membership Fees (ILGA)	107	40	
Gift for Departing Staff	31		
<b>B. Total Expenditures</b>	<b>37,229</b>	<b>25,432</b>	<b>6,948</b>
<b>Net Surplus or (Deficit)</b>	<b>(18,038)</b>	<b>6,254</b>	<b>(2,398)</b>