

APPENDICES (BACKGROUND)

Appendix 1 – Community Advisory Panel Members

Brent HAWKES (panel chair, non-voting) is the senior pastor at Toronto's Metropolitan Community Church and a longtime activist in the gay community. Hawkes was part of the group of community leaders that facilitated the compromise around the participation of Queers Against Israeli Apartheid (QuAIA) in the 2010 Parade, and he is very committed to helping Pride find a long term solution. The panel chair is a non-voting position and only has casting vote in the event of an impasse.

Douglas ELLIOTT is a human rights lawyer and an activist in favour of same-sex marriage. He has served as a director of the AIDS Committee of Toronto (ACT) and was founding president of the International Lesbian and Gay Law Association (ILGLaw). Doug serves on several other boards, including EGALE's Human Rights Trust Advisory Board.

André GOH is the manager of the Diversity Management Unit for Toronto Police Service. He has worked with the Ontario Human Rights Commission and has a long history of involvement with Toronto's Queer communities. He has played a role in addressing issues of inequality, discrimination, and accessibility with organizations such as the 519 Church Street Community Centre, the AIDS Committee of Toronto, the Lesbian Gay Community Appeal, the Black Coalition for AIDS Prevention, and other groups.

Kavita JOSHI was the inaugural chair of RBC Royal Bank's LGBT employee resource group and responsible for the bank's LGBT and Gen Y strategies. She was a board member of the Inside Out Film Festival, Queer Press, and Desh Pradesh. Kavita is very proud to be a mother.

Raja KHOURI is the Past President of the Canadian Arab Federation and co-founder of the Canadian Arab Jewish Leadership Dialogue Group. He is currently a member of the Ontario Human Rights Commission.

Angela ROBERTSON is the Director of Equity and Community Engagement at Women's College Hospital and former Executive Director at Sistering, an organization for low-income and homeless women. Angela is an activist in the Black Women's and LGBT communities. She is the current Board Chair at the Black Coalition for AIDS Prevention and a member of the Canadian Women's Foundation Board and past member of the University of Toronto's Mark Bonham Centre for Sexual Diversity studies. She is also a founding member of Blockorama.

Nichola (Nicki) WARD is a word-artist and performance poet whose work has a reputation for being fearless in its artistic and political commitment. She is the founder of TransRights.ca, as well as a member of the Sherbourne Health Centre, the TransAccess

Project at the 519 Church Street Community Centre, and various Queer recovery groups.

Professor Lorraine WEINRIB is currently appointed to the University of Toronto's Faculty of Law, and has taught comparative Constitutional Law since 1993. She has published extensively on the *Canadian Charter of Rights and Freedoms*, and on rights protection generally.

Michael WENT is a municipal financial advisor for the provincial government and a co-founder of the Ontario Public Service Pride Network. His volunteer board work includes the Black Coalition for Aids Prevention, the Out on Bay Street business conference, and the 519 Church Street Community Centre. Michael has participated in Pride for many years, as part of FunkAsia; in the Parade with Pelau, a Caribbean Carnival group; with Pride Toronto's Human Rights Contingent; and in 2010, with the Pride Coalition for Free Speech.



Appendix 2 – City of Toronto Grants Policy

City of Toronto Grants Policy - Appendix 2 Anti-Racism, Access and Equity Policy and Guidelines Applicable to Recipients of Grants from the City of Toronto and its agencies, boards and commissions.

**Approved by City Council, December 16 & 17, 1998
(Strategic Policies & Priorities Committee Report 6,
Clause 5)**

CITY OF TORONTO GRANTS POLICY – Appendix 2 ANTI-RACISM, ACCESS AND EQUITY POLICY & GUIDELINES APPLICABLE TO RECIPIENTS OF GRANTS FROM THE CITY OF TORONTO AND ITS AGENCIES, BOARDS AND COMMISSIONS.

I. Policy Statement:

The population of the City of Toronto is made up of people from diverse communities and equity-seeking groups, e.g., women, people with disabilities, ethno-cultural and racial minorities, immigrants and refugees, faiths, the socio-economically disadvantaged, Aboriginal peoples, lesbian, gay, bisexual, transgendered persons. In recognition and support of this diversity, the City as a funder will ensure that:

- (1) it provides access for organizations representing these communities to the grants programs provided by the City of Toronto. This includes access to grants information, applications, staff resources, decision-making and funding; and
- (2) the services, programs and decision-making provided by organizations receiving grants are accessible to all residents of Toronto and that organizations receiving City grants are free from discrimination.

This policy recognizes that the changing nature of the population has implications for the operation of the City's grants programs as well as the delivery of services supported by City grants. In this context, the City recognizes that:

- (1) barriers to services exist for members of the City's diverse communities, particularly for equity-seeking groups;
- (2) organizations representing equity-seeking groups (e.g., women's organizations, Aboriginal organizations, ethno-specific and disability organizations) must continue to play a critical role in service delivery; and
- (3) the City of Toronto, as a funder, must act as a positive force in assisting the elimination of these barriers by providing support to both mainstream and equity-seeking organizations through the change process.

Access to services is the ability or extent to which communities or residents can attain needed services and achieve full participation in the planning, development, administration and delivery of those services. Access includes consumer/client access and organizational access.

To achieve this:

- (1) The City of Toronto will ensure its diverse communities, particularly those facing barriers and other forms of discrimination and disadvantage, have equitable access to its own services, resources and decision-making in order that all communities can fully participate in the City's social, economic, cultural and political life.

- (2) The City of Toronto will also require organizations receiving City grants to undertake planned and coordinated activities aimed at enabling diverse communities, particularly those facing barriers and other forms of discrimination and disadvantage, to participate fully in their services, programs and decision-making.
- (3) The City of Toronto undertakes this because it believes that when every individual makes a conscious effort to bring about equality and to engage in egalitarian practices, the City will be able to effect the systemic and social changes needed to create a community where all people live with dignity and peace. The City of Toronto also believes that its diverse communities need to partner with and assist each other in developing actions to eradicate discrimination and attain equality in our society and that the City can play a proactive and supportive role in this process.

II. Implementation

To implement these principles, the City of Toronto's grants programs will ensure that:

- (1) all organizations receiving City grants are non-discriminatory and promote the goals of anti-racism, access and equity;
- (2) all organizations receiving City grants take reasonable steps to ensure their services, programs and decision-making reflect the community they serve;
- (3) the City of Toronto's grants programs are accessible to organizations from Toronto's diverse communities, including organizations representing equity-seeking communities; and
- (4) all required documentation and conditions will be reasonable and grants will not be withheld if the applicant is taking reasonable steps to comply with City policy.

Actions required to do this are described below.

- (1) Declaration of Non-Discrimination:

Every person has the right to live, work and serve in an environment free of individual as well as systemic harassment and discrimination. Regarding the operation of the City's grants programs, the City of Toronto requires that all individuals and organizations adopt a policy of access and non-discrimination based on the City's Human Rights Policy as a condition of receiving a grant or other support from the City's grants programs. Discrimination means someone is being treated unfairly because of her/his status. In some cases, discrimination also means someone is being treated unfairly because he or she receives welfare, or if the person has been pardoned for a criminal offence. The Declaration of Non-Discrimination Form must be completed by individuals and organizations applying for grants or other supports.

Discrimination is prohibited on the grounds of Age, Ancestry, Citizenship, Creed (religion), Colour, Disability, Ethnic Origin, Family Status, Gender Identity, Level of Literacy, Marital Status, Membership in a union or staff association, Place of

Origin, Political Affiliation, Race, Receipt of Public Assistance, Record of Offences, Sex, Sexual Orientation or any other personal characteristic. (The City of Toronto's Human Rights & Harassment policy protects grounds which are in addition to those protected under the Ontario Human Rights Code. These grounds are: gender identity, level of literacy, political affiliation. The Human Rights & Harassment policy has been approved by City of Toronto Council at its meeting on December 16-17, 1998 as embodied in Clause 2 in Report No. 19 of the Corporate Services Committee).

Discrimination could occur on the basis of employment, services, contractual arrangements, or membership in unions. It is essential to develop complaint/mediation policies for incidents that could occur between employees, employees and management, employees and volunteers, employees and consumers, as well as between agencies.

(2) Anti-Racism, Access and Equity Components:

The following components are provided as guidelines to assist organizations receiving City grants in their efforts to integrate anti-racism, access and equity throughout their operations. The components address anti-racism, access and equity in the following areas: (a) Governance; (b) Employment; (c) Services; (d) Choice; (e) Training and Education; and (f) Information and Communications.

(a) Access to Governance - Organizations receiving City grants will ensure that members of the City's diverse communities have equitable access to the organization's decision-making process. This includes decision-making, policymaking, budgeting and allocations. The Board of Directors, its volunteer committees and staff need to be representative of the diversity of the community it serves, as well as be responsive to the changing demographics. New board members should be educated and trained to effectively govern the organization. The Board has to be accountable to its members and communities.

(b) Access to Employment - Organizations receiving City grants will ensure that members of the City's diverse communities have equitable access to employment. This includes recruitment, selection, staff development, performance evaluation, retention, promotion, termination. It also requires the identification and removal of systemic barriers so that the organization's staff are representative of diverse communities and are able to serve the needs of the changing population.

(c) Access to Services - Organizations receiving City grants will ensure that they undertake planned and co-ordinated activities aimed at making their services and programs accessible to diverse communities. This includes examining and making appropriate changes to those who provide the organization's services, those who are receiving services and the way in which services are provided to ensure they are non-discriminatory and promote the goals of anti-racism, access and equity. In this context, the organization's outreach, communications, and structures for intake, referral, needs assessment, program planning, monitoring and evaluation must be examined and appropriately changed.

In addition, organizations receiving City grants must take into consideration provision of services to disadvantaged individuals, low-income persons, families in poverty, and equity-seeking communities.

(d) Access to Choice - Organizations receiving City grants will ensure that their services, programs and decision-making provide a range of service options that enable the consumer or the community to make their own decisions about their lives and their community issues.

(e) Access to Training and Education - Organizations receiving City grants will ensure that those involved in the delivery of services and programs are able to participate in appropriate education and training aimed at improving their knowledge, understanding and skills in order to work with and provide services to members of diverse communities, particularly equity-seeking communities.

Such training and education may involve Board members, staff and volunteers and include orientation and development in the areas of anti-racism, human rights, accommodation for people with disabilities, sexual orientation in the workplace and the community, etc.

(f) Information and Communications - Organizations receiving City grants will ensure that information on its services, programs and decision-making and how they can be accessed as well as all of the organization's communications appropriately portray and are accessible to diverse communities. This includes external and internal communication and must address multilingual requirements as well as accommodate those who are sight and hearing impaired.

It is essential that the components listed above are implemented with an anti-racist approach. In this context, organizations receiving City grants will be involved in the development and promotion of unbiased attitudes, beliefs, policies and procedures as well as the identification and elimination of derogatory behaviours, actions, and practices of Board members, staff, volunteers, community members, residents and the organization's policies and procedures that have a direct or adverse impact on Aboriginal, ethno-racial and linguistic minority communities.

III. Access To City Grants Programs:

In terms of the City's responsibilities, each City grant program will include the following into the operations of their grants programs:

(1) Environmental Scanning and Priority Setting:

This will require all grants programs to identify demographic, community and service trends, priorities of other funders, gaps in service and program delivery. This is done to enable grants programs to establish priorities for funding on a regular basis and, thereby, to encourage grants applicants to establish programs and services which meet community issues and needs.

(2) Allocation of Funds:

This will require all grants programs to undertake to provide funding based on

both indicators of community need and community demographics. The issue of need as well as community demographics are determined in the environmental scanning process. In considering the allocation of funds, each grants program will need to determine the demographic make-up of the organizations seeking and receiving funding and undertake to ensure an equitable distribution of funds. Particular consideration will be given to organizations representative of equity-seeking communities.

Outreach and Community Development:

This will require all grants programs to determine the most appropriate strategies to provide community outreach and development. Each grants program will ensure a planned and coordinated approach to these activities in order to increase the capacity of diverse communities and their organizations, particularly those representing equity-seeking groups.

(3) Setting Performance Standards and Monitoring Results:

This will require all grants programs to establish performance measures to guide the administration of grants programs and to set ways in which the grants administration process can be reviewed, assessed and improved. Monitoring results of grants administration is also essential to ensuring such programs are achieving their objectives, particularly respecting equity-seeking groups.

(4) Assessment of Organizations:

This will require each grants program to ensure that its funded organizations or recipients of other supports fulfill the anti-racism, access and equity policy outlined above. The policy is designed to ensure full civic participation of all communities and specifically to engage in efforts to achieve equality for all of Toronto's communities. In addition, each grants program will require organizations receiving funds to develop access and equity action plans and to submit a report on this annually along with the grants application form. This information will be used in the grants assessment as well as become part of the information which will be analysed and submitted to Council.

IV. Policy Implementation:

All of the City's grants programs are required to integrate the above policy and principles within their operations. This will be done in ways that are appropriate to the operations of each grants program and their capacity to undertake the activities identified above. To ensure this is being done, all grants programs will report annually on actions being taken to implement this policy. In addition to reporting out annually, all grants programs will work together to streamline requests from organizations receiving grants from more than one City grant program.

In terms of organizations receiving grants:

- (1) all organizations will be required to file a Declaration of Non-Discrimination;

- (2) organizations with total annual operating budgets greater than \$25,000.00 will be required to submit documentation regarding their anti-racism, access and equity policies.
- (3) organizations receiving one-time grants will be required to include in their grant request how they intend to address the City's policy principles.

The City of Toronto recognizes that inequities, discrimination and disadvantage are generated and maintained through various means, including individual and systemic practices. To address this, the City recognizes that it, as well as organizations seeking and receiving City grants, needs to support the creation of an equitable society. Failure or unwillingness to engage in such activities could result in negative consequences and result in the withholding of City funding or the rejection of an application for funding.

Clause # 5, Report # 6 of the Strategic Policies and Priorities Committee Adopted by Toronto City Council December 16 & 17, 1998.

Appendix 3 – Community Consultations Context Statement



Community Advisory Panel Community Consultation Context Statement

Pride Toronto:

Mission Statement:

“Pride exists to celebrate the history, courage, diversity and future of Toronto’s LGBTTIQQ2SA* communities.”

*Lesbian, Gay, Bisexual, Transsexual, Transgender, Intersex, Queer/Questioning, 2 Spirited, Allies

Our Vision

Pride Toronto will:

- Run a not-for-profit organization, committed to volunteers and staff.
- Create a safe space to engage communities in the celebration of their sexuality.
- Coordinate a series of pre-eminent arts & cultural events, including the annual Pride celebration, that empower and support our communities.
- Connect with and help develop our communities, fostering essential partnerships.
- Capture and build upon our organization's and our communities' history.
- Provide a platform for education through a significant public presence.

Our Values

Pride Toronto will:

- Honour – our past by remembering our history.
- Protect – our future by reaching out, educating and defending our right to celebrate.
- Value Diversity – by accepting and respecting differences and working to understand the diverse cultural complexities that influence identity, assumptions, behaviours, expectations, and beliefs.
- Celebrate – with provocative, racy, and outrageous events
- Engage – the diversity of our communities to participate in events and facilitate community development.

- Recognize – and acknowledge, the involvement and contributions of volunteers, staff and stakeholders.
- Respect – volunteers, staff and stakeholders by creating and sustaining an environment where we treat each other with respect and dignity.
- Sustain – the organization by ensuring transparency in our actions and accountability with, and to, our communities.
- Manage – with fiscal responsibility and foresight, ensuring the viability of the organization and the fulfillment of its mission.

Why Are We Here?

In order to try and resolve some of the issues that arose during its 2010 festival, Pride Toronto announced that community consultations would be held in the Fall to determine the way forward for the organization on several pressing issues. The consultations will be led by the Community Advisory Panel (CAP), an independent autonomous panel comprised of ‘community leaders and friends’, and would attempt to build bridges with the community.

The consultation sessions are critical venues to hear from LGBTTIQQ2SA community, and provide opportunities for the community to give input and share perspectives around the future direction of Pride Toronto, and to reflect on how well Pride Toronto is fulfilling its mission. Particularly to respond to questions about:

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| • purpose of Toronto Pride | entertainment and cultural programming |
| • parade participation | community relations, and |
| • corporate involvement | governance structure |

The CAP’s two key roles are to 1) listen to what the community has to say, and 2) provide the Board of Pride Toronto with independent strategic recommendations to protect and advance the overall objectives of “Pride”, and to ensure that those objectives are reflective of the community’s priorities.

The CAP is committed to working in a manner that is transparent, inclusive, professional and accountable to the voices from the LGBTTIQQ2SA community.

Pride in Historical Context

Pride Toronto’s genesis is rooted in political activism for equality, human rights, and just change. In North America, this began on June 28, 1969, in Greenwich Village, New York City with the Stonewall riots against government-sponsored police repression of “sexual minorities”. This resistance movement began with the community: drag queens, black and latino queers, and representatives of the transgender community, sex trade workers, and homeless youth. This became the defining event that marked the start of the gay rights movement in the United States and around the world.

In 1981, the Toronto Pride march grew out of our community resistance to the massive bath house raids of that year. Two of the initiating groups for Pride in 1981 – Gays and Lesbians Against the Right Everywhere (GLARE) and Lesbians Against the Right (LAR) – organized Pride as part of more general organizing against the moral conservative right-wing politics of the day.

Pride only became officially recognized by the City in 1991, when Toronto City Council proclaimed Pride an official City event. Today, over 1 million people attend the 10 day event, including workshops, live music celebrations, Global Human Rights for Queers, Family Pride, a Gala, and concluding with three parades/marches, (Dyke, Trans, and the Pride Parade). In addition, Pride brings significant economic value to Toronto, and has become a valued asset for the City. Pride Toronto has earned the honour of hosting one of the largest and oldest Pride parades globally; Pride Toronto is entering its 31st year of existence.

Funding Model – Pride Toronto

Pride Toronto Financial Facts, as at July 31st, 2010

Total Income \$2.3 million. Major income sources included:

- Government grants - \$723K (31% of total income)
- Corporate sponsorships - \$578K (25% of total income)
- Beverage sales and Advertising - \$357K (16% of total income)
- Permits and fees - \$263K (12% of total income)
- Fundraising (individual contributors) - \$50K (2% of total income)

Implications of Funding

The growth of Pride and its ability to support various voices in the community has been afforded through this ongoing and increased support Pride receives, both from government, corporate and in-kind sponsorship. This increase in funding represents a “double edged sword” for Pride Toronto. While increased and more predictable funding has changed the way Pride Toronto can bring events and awareness to the community, in the form of more diverse and interesting programming, it also poses a challenge and surfaces contentions around the purpose of Pride. Namely, is it to be a political movement promoting equality within all the communities Pride Toronto serves (e.g. trans, racialized, women, etc.) versus being viewed as a “mainstream” cultural festival, or both, with disagreements on where the emphasis should be placed.

An Open Invitation

In relations to serving you, we invite you today, to share your thoughts and creative ideas around how you would like to see Pride evolve to better represent you, your community and deliver on Pride Toronto’s Mission to celebrate the history, courage, diversity, and future of Toronto’s LGBTTIQQ2SA communities.

Appendix 4 – Targeted Group and Individual Consultations

Targeted Group Consultations & Written Submissions

The Community Advisory Panel to Pride Toronto (CAP) extended invitations to community organizations and other organizations having a stake in our mandate to contact us to request a meeting. These meetings have largely been private, open only to members of the respective group. Some groups, however, have chosen to open their targeted consultation to members of the public. The CAP also received some written submissions. We met with, and may have received submissions from, the following:

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| Amnesty International | Ontario Federation of Labour |
| Black Coalition for AIDS Prevention | Ontario Rainbow Alliance of the Deaf |
| Blackness Yes | Out and Out Club |
| Canadian Arab Federation | Pride at Work Canada |
| Canadian Jewish Congress with UJAFED GTA | Pride Coalition for Free Speech |
| Church Wellesley Business Improvement Area | Pride and Remembrance Association |
| City of Toronto staff | Pride Toronto Board (current members) |
| Community One Foundation | Pride Toronto Board (former members) |
| CUPE Ontario | Pride Toronto Staff |
| Dykes and Trans People for Palestine | Pride Toronto Human Rights Committee |
| EGALE | Pride Toronto Volunteers |
| Friends of Simon Wiesenthal Centre for Holocaust Studies | Pride Uganda |
| Independent Jewish Voices | Proud FM |
| Jewish Lesbian/Bi/Queer/Trans Women | Queers Against Israeli Apartheid (QuAIA) |
| Kristyn Wong-Tam, City Councillor, Ward 27, City of Toronto | Queers for Israel |
| Kulanu | Trans Inclusion Group |
| LGBTTIQQ2SA Community Members Over 40 Years | Salaam Toronto |
| Metropolitan Community Church of Toronto | Sherbourne Health Centre |
| | TD Bank |
| | Women For Recreation Information and Business (WRIB) |

Written Submissions

In addition to the above, we received submissions from the following:

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| Asexual Visibility and Education (AVEN) | Martin Gladstone |
| Robert Besner | OutSport Toronto |
| Mathieu Chantelois | OutWrites |
| Joe Clark | Reena Katz |
| Elle Flanders | |

Appendix 5 – Public Consultation Questionnaire Responses

The analysis described in this appendix consisted of a review of qualitative responses to the four (4) questions posed at each public consultation session. This analysis is designed to provide the reader with a summary of the overall themes and key issues contained within the participants' submissions.

QUESTION ONE

Question Asked: Why is Pride important to you?

A total of eighty-eight (88) questionnaires were submitted to the Panel through the various consultation sessions. Nine (9) questionnaires did not contain a response to Question One and three responses were illegible for an actual sample size of seventy-six (76).

Overview

The celebratory aspect of Pride was by far the most important factor valued by survey respondents. Almost 60% stated that the event was a time of “fun” and “celebration” for them, and 45% mentioned the importance of “community”. Approximately 35% of the respondents identified political expression as an important aspect of the festival, although some of the respondents referred to politics as an unwelcome feature of the Parade. Certain respondents felt alienated by the QuAIA controversy, the increased presence of corporate and political sponsors, and generally commented that the event lacked the authenticity and social cohesion of the past. Other significant factors and themes included visibility, the importance of a public space/recognition, equality, sexuality, protest, diversity, solidarity, safety, education, and history. Overall, participants viewed the event positively, considering it an occasion of great social, political, and personal significance.

For the purpose of this report, issues raised within the responses to Question One have been summarized in the following categories: celebration, community, visibility/expression, politics, sexuality, commercialization, funding, and consistency of message.

Analysis

1. Celebration– a majority of the respondents (59%) commented that Pride is important because it is a celebration – of community, of political and/or social inclusion, and of personal milestones, such as coming out or celebrating friendships, families, and relationships.
2. Community - nearly 50% of respondents noted that Pride is important because it affirms their sense of community. Membership, social inclusion, solidarity, and acceptance of diversity were emphasized. Some participants described the Pride festival as an opportunity to celebrate the LGBT community, while others emphasized the event's history and noted its important educational purpose for both the LGBT community and the community at large. Safety was also a common theme. Approximately 20% of respondents stated that Pride made them feel comfortable and secure in their identities, describing Pride as a safe place where “being Queer is normal.”

3. Visibility/Expression - roughly a third of respondents associated Pride with the public expression of political, social, or personal views/issues. As such, the visibility of the Pride festival was considered significant. Again, the notion of a safe public venue in which to assert and celebrate sexual identity was considered important. That said, not all respondents felt comfortable when attending Pride events. Others expressed concern that Pride was being negatively influenced by corporate funding and feared the event being overtaken by the interests of corporate and political sponsors.
4. Politics - at least a third of the respondents commented on the political nature of Pride. Within this group, nearly 90% argued that Pride *is* political and that the political aspect is a positive feature of the event. Within these comments, protest and resistance were also common themes, particularly as a vehicle for the political recognition of Queer rights. Protest was also associated with flamboyancy and visibility. However, the responses also revealed a significant tension between focusing on the local Queer community and highlighting global human rights. Some saw Pride as an occasion to speak out against oppression on a wider scale, i.e., racial issues, poverty, immigration, or human rights violations worldwide. The controversy between Israel and Palestine was alluded to within a small subset of responses to this question.
5. Sexuality - a number of respondents commented that Pride was an important occasion for sexual expression. The results were divided between those emphasizing sexual freedom, i.e., kinkiness, fun, and flamboyancy, and those who referred to sexuality as an issue of identity and social recognition. Some saw the event as an opportunity for personal expression of sexuality, while others argued that the event had become too lewd. Many commented that Pride affirmed that being Queer was not an expression of difference or abnormality, but rather something to be proud of and to celebrate.
6. Commercialization - approximately 5% of respondents commented on what they perceived as the increasingly commercial and corporate atmosphere of the event. Some respondents felt that increased corporate interests had a detrimental effect on inclusivity and diluted the core values associated with the event.
7. Funding - two respondents addressed the “precarious” state of Pride funding, commenting that the City’s decisions felt “arbitrary”. Another individual noted “that the funding allows the LGBT community to be visible this one time during the year” and that such funding was important in keeping the event alive.
8. Consistency of Message - responsibility and accountability of Pride organizers to the community was a significant concern among those questioned. While respondents expressed personal feelings of responsibility for the community’s image, they also noted that Pride organizers needed to be sensitive to the overall message the event conveyed, as well as to its inclusiveness. Some felt that Pride’s event planning did not speak to the them, while others were satisfied and saw it as a positive event where they felt welcome and included.

QUESTION TWO

Question Asked: What values would you like to see guide Pride?”

Of the eighty-eight (88) questionnaires submitted to the Panel, nine questionnaires did not contain a response to Question Two and three (3) responses were illegible for an actual

sample size of seventy-six (76).

Overview

Eleven (11) values emerged as being frequent within the responses to Question Two. By frequent, these values were mentioned a minimum of three (3) times by survey respondents. These values are described in the first list. It is important to note that while these values were mentioned repeatedly, they were not absolute, and many responses contained sub-distinctions within the broader category of the value. The second listing contains values that were also mentioned, but at a lower frequency.

Frequently Mentioned Values

1. Inclusiveness was mentioned in 28% of the responses. However, this value was qualified with phrases such as “but should not extend to hate speech or hate promotion” (2); “of allies” (1); “of minority groups” (1); “of all ages” (1); “of all Queer communities” (1).
2. Transparency was mentioned in 25% of the responses. However, this value was qualified with phrases such as “in actions and decision making” (4); “in finances” (4); “around sponsorships” (2); “to membership” (1).
3. Politics/Political Nature was mentioned in 22% of responses. This value was qualified with phrases such as “inherent to Pride” (5); “engagement” (3); “history” (1); “expression” (1); “content” (1).
4. Diversity was mentioned in 22% of the responses. However, this value was qualified with phrases such as “celebration of” (1); “of communities” (1); “of Queerness” (1); “of families” (1).
5. Community was mentioned in 20% of the responses. However, this value was qualified with phrases such as “engagement” (5); “focus/prioritization” (4); “development/capacity building” (3); “involvement” (1).
6. Celebration was mentioned in 18% of the responses. However, this value was qualified with phrases such as “of diversity” (1); “of LGBT rights” (1); “of gay achievements” (1); “of community” (1); “of human rights” (1); “of sexuality” (1).
7. Accountability was mentioned in 17% of the responses. However, this value was qualified with phrases such as “to the community” (2); “organizationally” (1); “to the membership” (1); “of the Board” (1); “of corporations” (1).
8. Freedom of Speech/Expression was mentioned in 14% of the responses. The description of this value did not refer to any sub-categories.
9. Safety was mentioned in 12% of the responses. However, this value was qualified with phrases such as “creating a ‘safe space’” (3); “importance of feeling safe” (3).
10. Corporate Influence Concerns was mentioned in 12% of the responses. However, this value was qualified with phrases such as “importance of limiting corporate influence”

(5); “better policy making around corporate participation” (3); “need to reflect on Queer issues” (1); “need more accountability” (1).

11. Focus on LGBT Issues was mentioned in 11% of the responses. However, this value was qualified with phrases such as “exclusive focus on LGBT issues” (2).

Other Values

The following list contains values that were mentioned in the responses to Question Two, albeit at a frequency lower than those mentioned in the above list.

1. The term Allies was mentioned in 8% of responses. However, this value was qualified with phrases such as “should be included less (i.e. should be cut from mission statement)” (4); “should be included more” (2).
2. Internationalism was mentioned in 7% of responses. The description of this value did not refer to any sub-categories.
3. Tolerance was mentioned in 7% of responses. The description of this value did not refer to any sub-categories.
4. Volunteers/Volunteerism was mentioned in 7% of responses. The description of this value did not refer to any sub-categories.
5. Against Hate was mentioned in 7% of responses. However, this value was qualified with phrases such as “against hate speech” (3).
6. Human Rights was mentioned in 5% of responses. The description of this value did not refer to any sub-categories.
7. Love was mentioned in 5% of responses. The description of this value did not refer to any sub-categories.
8. Information/Education was mentioned in 4% of responses. The description of this value did not refer to any sub-categories.
9. Accessibility was mentioned in 4% of responses. The description of this value did not refer to any sub-categories.
10. Openness was mentioned in 4% of responses. The description of this value did not refer to any sub-categories.
11. Fiscal Responsibility was mentioned in 4% of responses. The description of this value did not refer to any sub-categories.

QUESTION THREE

Question Asked: What issues raised in the context statement are important to you?

A total of eighty-eight (88) questionnaires were submitted to the Panel through the various consultation sessions. Twenty (20) questionnaires did not contain a response to Question Three and three (3) responses were illegible for an actual sample size of sixty-five (65).

Overview

The responses from participants addressed themes that included sources of funding, transparency, safety, history, diversity, celebration, politics, respect, and QuAIA-related comments. Other less frequently mentioned themes included community relations, financial issues, the promotion of solely gay (LGBT) issues, the size of the Pride festival, freedom of speech, and governance structure. Some comments regarding the Community Advisory Panel and its process were also included in responses to this question.

Analysis

The following themes were discussed by participant responses to Question Three. These themes and the frequency of their appearance within the responses were as follows:

1. Influence of Corporate and Government Funders (19%) - individuals expressed concern that Pride Toronto's actions may be limited by corporate/government involvement. These respondents favored decision making by the Pride community, not its sponsors.
2. Transparency (19%) - respondents expressed a desire for more transparency from leadership, Board members, and Pride staff.
3. Desire for a Safe Environment (17%) - respondents expressed concern over the safety of those attending Pride events and identified the creation of a safe community event as a key issue for Pride Toronto.
4. History (14%) – respondents valued the importance of remembering the history of the LGBT community. Some respondents favored moving the date of the Parade back to its original date (last week in June).
5. Diversity (14%) – respondents valued honouring, developing, and respecting the LGBT community's diversity. Outreach work to marginalized groups, e.g. elderly, youth, visible minorities, and Transgender community members was considered an important issue for festival organizers.
6. Celebration (13%) -the right to celebrate and the importance of celebration as a part of Pride's mission was considered a key issue for Pride Toronto.
7. Politics (13%) – as described earlier, many respondents equate the Pride festival with political activism. Many consider this activism to be a key component that can never be separated from the festival.
8. Respect (13%) – demonstrated respect for individuals and community was identified as a key issue, and an aspect that respondents felt had been lacking in recent years.
9. QuAIA and Related Comments (11%) – responses discussed the inclusion or exclusion of QuAIA, human rights in the Middle East, fears from members of the Jewish community, and backlash violence from Kulanu, Zionists and [Martin] Gladstone supporters. 5% of

respondents were in favour of QuAIA involvement in the parade, while 9% voiced opposition to its participation.

The following contains a list of less frequently discussed issues and themes within the responses to Question Three. **NOTE:** Comments mentioned by only one or two respondents were not included, with the exception of the last comment regarding the Panel.

1. Community relations (6%)
2. Financial issues (6%)
3. Promotion of solely “gay” [LGBT] issues (6%)
4. Size of the Pride Festival - is a bigger Pride celebration really better? (5%)
5. Need for the Pride Toronto Board to follow its mission, vision, and values (5%)
6. The allowance of total freedom of speech (5%)
7. Governance structure – a lack of clarity and a need for improvement (5%)
8. Community Advisory Panel – several respondents felt that the Panel’s process should be “transparent, inclusive, and accountable”, while others questioned how the recommendations would be communicated and acted upon (3%).

QUESTION FOUR

Question Asked: What are your suggestions/creative ideas for moving Pride forward in a healthy way?

A total of eighty-eight (88) questionnaires were submitted to the Panel through the various consultation sessions. Seven (7) questionnaires did not contain a response to Question Four and three responses were illegible for an actual sample size of seventy-eight (78).

Overview

Themes of increased and improved accountability, communication, and transparency on the part of the Pride Toronto Board emerged within the responses to Question Four. Respondents expressed confusion about the mandate and function of the Board, as well as its processes. Some respondents proposed an exclusive focus on LGBT issues as criteria for parade participation, while others suggested that a separate march for QuAIA be created. Respondents called for increased accountability from corporate sponsors to the LGBT community in return for festival participation. The need for the festival to focus on and highlight community arts and artists was also an important theme.

Analysis

1. Increased Accountability was mentioned in 30% of the responses. Respondents felt that there was little accountability by the Pride Toronto Board to the LGBT community. Many asserted that the Pride festival belonged to the community, and suggested more community advisory panels and more community participation within the Board’s decision making. Respondents felt a more ‘bottom-up’ structure was necessary to achieve this accountability and that the creation of a non-voting/non-executive role for stakeholders to allow them to attend executive meetings would also assist with accountability.
2. Increased Communication was mentioned in 26% of the responses. Respondents asked for regular consultation and meetings between Pride Toronto and community members

and groups. Communication and mediation were suggested to address conflicting groups within the community. Other suggestions included hiring a third party mediator to resolve the QuAIA issue. Some respondents proposed publishing the results of this survey, along with other surveys and assessments on the Pride Toronto website. Respondents felt that this action would facilitate community outreach, as well as keep the community informed.

3. Increased Transparency was mentioned in 17% of the responses. Transparency concerns focused on the decision-making process within the Pride Toronto organization. Many survey respondents felt that they were unaware of the guidelines and processes used by Pride Toronto. More transparency within major decision-making (for example, QuAIA exclusion) was suggested as a means of facilitating understanding among community members.
4. Focus on LGBT Issues was mentioned in 16% of the responses. Many respondents felt that the Parade and Pride should be restricted to groups that are specifically LGBT-related. Comments addressed issues specific to the local LGBT community, while some respondents preferred a national and international spotlight on these issues. With regard to QuAIA participation, some respondents suggested an alternate venue for political demonstrations at the beginning or the end of the Parade, or in a separate venue entirely. Others favoured the exclusion of QuAIA entirely.
5. Corporate Sponsorship was mentioned in 13% of the responses. Real or perceived, respondents felt that there was no accountability for corporate sponsors to the Pride festival or the LGBT community. Many felt that corporate sponsors had attained too much influence and control over Pride activities. Several respondents voiced concern about this direction and suggested less corporate influence, a smaller festival, and the use of alternate funding sources as options for Pride Toronto's consideration.
6. Increased focus on Community Arts/Artists was mentioned in 8% of the responses. A 'Nuit Blanche'-style LGBT arts night was suggested as a way of highlighting the talent of local artists.

Other Suggestions

The following list includes suggestions in addition to the categories mentioned above:

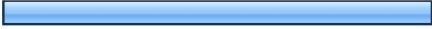




- Change the Grand Marshall and Honoured Group selection process to avoid a popularity contest;
- Include Pride floats in other parades such as the Santa Clause and St. Patrick's Day parades;
- Increased involvement of Franco-Pride;
- Increased focus on youth and family programming;
- More outreach to people coming out;
- Initiate dialogue with Take Back the Dyke organizers to reintegrate a united Dyke March into Pride;
- Less restrictive liquor licensing;
- A longer block party; and
- Increased programming and fundraising throughout the year.

Appendix 6 – Online Survey Questions and Response Summary

The following twenty-two (22) pages contain a copy of the report generated by SurveyMonkey.com. These pages collate the results of the community's responses to the online survey questions.

1. *Pride Toronto* (the organization) hosts various activities through Pride Week. Which of the following *Pride Toronto* official activities did you attend in 2010?

| | Yes | No | Response Count |
|--|-------------|------------------------|----------------|
| Pride Week 2011 Official Launch Party | 12.2% (166) | 87.8% (1,196) | 1,362 |
| Flag Raising Ceremony at City Hall | 15.3% (210) | 84.7% (1,166) | 1,376 |
| Global Human Rights for Queers program | 14.9% (202) | 85.1% (1,152) | 1,354 |
| Pride Gala & Awards Dinner | 6.2% (82) | 93.8% (1,245) | 1,327 |
| Community Fair & Marketplace | 56.7% (815) | 43.3% (623) | 1,438 |
| Entertainment Stages | 60.5% (884) | 39.5% (576) | 1,460 |
| Family Pride | 19.3% (257) | 80.7% (1,074) | 1,331 |
| Trans March | 32.9% (454) | 67.1% (926) | 1,380 |
| Dyke March | 33.8% (463) | 66.4% (917) | 1,380 |
| Pride Parade | 63.7% (961) | 36.3% (547) | 1,508 |
| Other | 24.3% (231) | 75.7% (718) | 949 |
| | | Other (please specify) | 286 |
| | | answered question | 1,599 |
| | | skipped question | 24 |

| 2. Please indicate whether you attended <i>Pride Toronto</i> events as (please check all that apply) | | | |
|--|---|-------------------|----------------|
| | | Response Percent | Response Count |
| Spectator - someone who watches an event |  | 76.5% | 1,075 |
| Participant - someone who has an active, front role in an event such as a performer or marcher |  | 41.9% | 589 |
| Volunteer - someone who helps organize an event |  | 14.9% | 209 |
| Staff - someone who is paid by <i>Pride Toronto</i> to participate in or organize an event |  | 1.0% | 14 |
| Other (please specify) |  | 9.2% | 130 |
| | | answered question | 1,406 |
| | | skipped question | 217 |

| 3. Please indicate your level of agreement with each of the following sentences as follows: | | | | | | |
|---|----------------|--------------------|-------------|--------------------|-----------------------------|----------------|
| | Strongly Agree | Agree | Disagree | Strongly Disagree | Don't Know / Not Applicable | Response Count |
| For the most part, <i>Pride Toronto</i> addresses my interests well. | 9.8% (140) | 42.0% (598) | 23.0% (327) | 19.0% (271) | 6.2% (88) | 1,424 |
| Generally speaking, I feel <i>Pride Toronto</i> is responsive to my specific community. | 10.4% (147) | 35.4% (503) | 21.8% (309) | 25.1% (356) | 7.3% (104) | 1,419 |
| <i>Pride Toronto</i> treats my specific community with sensitivity and respect. | 11.9% (169) | 33.8% (480) | 20.9% (297) | 24.7% (351) | 8.7% (124) | 1,421 |
| <i>Pride Toronto</i> sufficiently consults with my specific community. | 8.4% (118) | 24.3% (343) | 24.2% (342) | 26.2% (369) | 16.9% (239) | 1,411 |
| The activities of Pride Week are generally inclusive of my specific community/culture. | 11.4% (157) | 37.7% (517) | 21.8% (299) | 21.0% (288) | 8.1% (111) | 1,372 |
| Please tell us more about the reasons for your selections | | | | | | 672 |
| answered question | | | | | | 1,429 |
| skipped question | | | | | | 194 |

| 4. Please indicate your level of agreement with each of the following sentences as follows: | | | | | | |
|--|--------------------|--------------------|--------------------|-------------------|-----------------------------|----------------|
| | Strongly Agree | Agree | Disagree | Strongly Disagree | Don't Know / Not Applicable | Response Count |
| I feel the visibility of corporations during Pride Week activities is reasonable. | 13.7% (175) | 40.7% (519) | 20.1% (256) | 21.1% (269) | 4.3% (55) | 1,274 |
| It is reasonable that corporations have expectations of <i>Pride Toronto</i> given the funds they contribute. | 17.2% (219) | 40.6% (517) | 19.9% (253) | 18.5% (235) | 3.8% (49) | 1,273 |
| It is reasonable that governments have expectations of <i>Pride Toronto</i> given the funds they contribute. | 20.6% (262) | 40.4% (514) | 20.3% (259) | 15.2% (194) | 3.5% (44) | 1,273 |
| I fully expect that Pride Week activities should abide by applicable City of Toronto policies, given the extent of the City's financial support. | 26.0% (330) | 43.4% (550) | 15.9% (202) | 8.9% (113) | 5.7% (72) | 1,267 |
| I believe <i>Pride Toronto</i> should be financially independent from government and corporations even if it meant considerably reducing its activities. | 24.9% (316) | 18.9% (240) | 31.0% (393) | 16.2% (206) | 8.9% (113) | 1,268 |
| I support government funding for <i>Pride Toronto</i> . | 34.4% (437) | 47.7% (606) | 6.2% (79) | 7.7% (98) | 3.9% (50) | 1,270 |
| I support corporate funding for <i>Pride Toronto</i> . | 26.0% (330) | 42.7% (542) | 12.1% (154) | 13.4% (170) | 5.7% (72) | 1,268 |
| The economic impact of Pride Week on Toronto's economy means that the City of Toronto (municipal government) should support <i>Pride Toronto</i> . | 54.5% (690) | 31.3% (397) | 4.2% (53) | 6.6% (84) | 3.4% (43) | 1,267 |
| It is important that <i>Pride Toronto</i> activities are free (with a request for a donation) | 50.4% (634) | 36.0% (453) | 6.1% (77) | 2.1% (26) | 5.5% (69) | 1,259 |
| Please tell us more about the reasons for your selections | | | | | | 516 |
| answered question | | | | | | 1,282 |

skipped question

341

5. If government or corporate funding were reduced, which activities of *Pride Toronto* would be important to maintain, and which activities of *Pride Toronto* would be acceptable to reduce or remove?

| | Very Important to maintain | Important to maintain | Somewhat Important to maintain / Acceptable to Reduce | Not Important to maintain / Acceptable to Remove | Response Count |
|---|----------------------------|-----------------------|---|--|----------------|
| Pride Week 2011 Official Launch Party | 15.8% (192) | 22.5% (273) | 36.9% (447) | 24.8% (301) | 1,213 |
| Flag Raising Ceremony at City Hall | 36.6% (450) | 27.9% (343) | 20.2% (248) | 15.3% (188) | 1,229 |
| Global Human Rights for Queers program | 44.4% (546) | 32.1% (394) | 13.3% (163) | 10.3% (126) | 1,229 |
| Pride Gala & Awards Dinner | 8.0% (97) | 18.1% (218) | 41.6% (502) | 32.3% (390) | 1,207 |
| Community Fair & Marketplace | 37.8% (461) | 35.7% (436) | 18.0% (220) | 8.5% (104) | 1,221 |
| Entertainment Stages | 33.5% (407) | 33.4% (406) | 24.4% (296) | 8.7% (106) | 1,215 |
| Family Pride | 44.0% (540) | 33.3% (408) | 12.8% (157) | 9.9% (121) | 1,226 |
| Trans March | 50.8% (629) | 24.1% (298) | 12.0% (149) | 13.0% (161) | 1,237 |
| Dyke March | 51.5% (638) | 24.8% (307) | 11.3% (140) | 12.4% (153) | 1,238 |
| Pride Parade | 67.0% (838) | 19.6% (245) | 7.8% (97) | 5.7% (71) | 1,251 |
| Other | 27.3% (74) | 12.5% (34) | 14.4% (39) | 45.8% (124) | 271 |
| Other (please specify); Please tell us more about the reasons for your selections | | | | | 332 |
| answered question | | | | | 1,265 |
| skipped question | | | | | 358 |

6. Please indicate your level of agreement with each of the following sentences as follows

| | Strongly Agree | Agree | Disagree | Strongly Disagree | Don't Know / Not Applicable | Response Count |
|--|----------------|--------------------|--------------------|-------------------|-----------------------------|----------------|
| The entertainment and cultural activities that <i>Pride Toronto</i> organizes adequately reflect my specific community | 9.0% (110) | 41.1% (503) | 27.2% (333) | 13.9% (170) | 8.7% (107) | 1,223 |
| It is important to include famous artists in the events organized by <i>Pride Toronto</i> . | 15.6% (191) | 36.4% (447) | 29.2% (358) | 13.3% (163) | 5.5% (68) | 1,227 |
| My interests are mostly met by the cultural activities organized by <i>Pride Toronto</i> . | 7.7% (94) | 42.1% (515) | 27.5% (336) | 14.1% (172) | 8.7% (106) | 1,223 |
| Entertainment activities during Pride Week are mostly accessible to me. | 16.5% (202) | 59.1% (722) | 10.7% (131) | 7.1% (87) | 6.5% (79) | 1,221 |
| I would be willing to pay an entry fee or cover charge to enter <i>Pride Toronto</i> entertainment stages. | 7.6% (93) | 33.1% (406) | 28.7% (352) | 24.3% (298) | 6.2% (76) | 1,225 |
| All artists at <i>Pride Toronto</i> entertainment stages should be queer (LGBTTIQQ2S). | 13.2% (162) | 16.0% (197) | 39.5% (485) | 26.5% (326) | 4.7% (58) | 1,228 |
| All artists at <i>Pride Toronto</i> entertainment stages should be from the Toronto area. | 3.6% (44) | 8.6% (105) | 48.9% (596) | 33.4% (407) | 5.4% (66) | 1,218 |
| Please tell us more about the reasons for your selections | | | | | | 404 |
| answered question | | | | | | 1,234 |
| skipped question | | | | | | 389 |

7. For each of the three marches and parades that *Pride Toronto* organizes, please indicate your level of agreement with each of the following sentences as follows:

| | Strongly Agree | Agree | Disagree | Strongly Disagree | Don't Know / Not Applicable | Response Count |
|--|----------------|-------------|-------------|-------------------|-----------------------------|----------------|
| The <i>Trans March</i> is important for expressing and celebrating identity | 55.2% (647) | 24.7% (289) | 6.8% (80) | 9.0% (106) | 4.3% (50) | 1,172 |
| The <i>Dyke March</i> is important for expressing and celebrating identity | 53.4% (626) | 26.4% (309) | 7.3% (85) | 9.2% (108) | 3.8% (44) | 1,172 |
| The <i>Pride Parade</i> is important for expressing and celebrating identity | 62.0% (725) | 27.7% (324) | 4.3% (50) | 4.7% (55) | 1.3% (15) | 1,169 |
| The <i>Trans March</i> is important to raise visibility in the larger (Toronto, Canadian) community | 54.6% (638) | 24.2% (283) | 9.1% (106) | 8.4% (98) | 3.7% (43) | 1,168 |
| The <i>Dyke March</i> is important to raise visibility in the larger (Toronto, Canadian) community | 49.1% (573) | 28.7% (335) | 9.9% (116) | 8.6% (101) | 3.7% (43) | 1,168 |
| The <i>Pride Parade</i> is important to raise visibility in the larger (Toronto, Canadian) community | 55.3% (645) | 30.1% (351) | 7.5% (87) | 5.3% (62) | 1.8% (21) | 1,166 |
| The <i>Trans March</i> helps me feel pride (a feeling of self-respect and personal worth). | 36.4% (421) | 20.0% (231) | 11.2% (130) | 10.3% (119) | 22.1% (255) | 1,156 |
| The <i>Dyke March</i> helps me feel pride (a feeling of self-respect and personal worth). | 35.8% (416) | 22.8% (265) | 11.5% (133) | 10.5% (122) | 19.4% (225) | 1,161 |
| The <i>Pride Parade</i> helps me feel pride (a feeling of self-respect and personal worth) | 40.8% (473) | 30.9% (359) | 13.3% (154) | 9.1% (105) | 5.9% (69) | 1,160 |
| I prefer that the participation in the <i>Trans March</i> be limited to trans-identified people | 8.7% (100) | 14.9% (171) | 35.1% (403) | 22.0% (252) | 19.3% (222) | 1,148 |
| I prefer that participation in the <i>Dyke March</i> be limited to lesbian-identified people | 9.2% (106) | 17.4% (200) | 34.1% (393) | 22.8% (262) | 16.5% (190) | 1,151 |
| I prefer that participation in the <i>Pride Parade</i> be limited to queer | 13.0% (147) | 13.7% (155) | 37.6% (425) | 28.3% (320) | 7.4% (84) | 1,131 |

(LGBTTIQQ2S) identified people.

Please tell us more about the reasons for your selections

433

answered question

1,175

skipped question

448

8. The following questions apply equally to all three marches and parades that *Pride Toronto* organizes. Please indicate your level of agreement with each of the following sentences as follows:

| | Strongly Agree | Agree | Disagree | Strongly Disagree | Don't Know / Not Applicable | Response Count |
|--|--------------------|--------------------|-------------|-------------------|-----------------------------|----------------|
| Lawful participation in the <i>Trans March, Dyke March and Pride Parade</i> should be open to all. | 44.2% (512) | 29.7% (344) | 13.6% (158) | 6.3% (73) | 6.1% (71) | 1,158 |
| Advocacy during the <i>Trans March, Dyke March and Pride Parade</i> should be limited to queer (LGBTTIQQ2S) rights only. | 27.9% (324) | 19.8% (230) | 24.0% (278) | 22.5% (261) | 5.8% (67) | 1,160 |
| The <i>Trans March, Dyke March and Pride Parade</i> should inclusive of all human rights (not just queer rights). | 39.6% (459) | 23.4% (272) | 18.5% (215) | 13.6% (158) | 4.8% (56) | 1,160 |
| It is <i>Pride Toronto's</i> responsibility to regulate and enforce participant behaviour during a march or parade. | 30.2% (351) | 33.2% (385) | 17.7% (205) | 13.0% (151) | 5.9% (69) | 1,161 |
| I feel safe at <i>Pride Toronto's</i> marches and parade. | 44.4% (517) | 34.1% (397) | 9.5% (111) | 5.8% (68) | 6.1% (71) | 1,164 |
| Please tell us more about the reasons for your selections. | | | | | | 432 |

| 9. The following questions apply to the <i>Pride Parade</i> only. Please indicate your level of agreement with each of the following sentences as follows: | | | | | | |
|--|----------------|-------------|-------------|-------------------|------------------------------|----------------|
| | Strongly Agree | Agree | Disagree | Strongly Disagree | Don't Know or Not Applicable | Response Count |
| Any member of the queer (LGBTTIQQ2S) community should be able to express their political views in the <i>Pride Parade</i> without restriction (even if it results in lost funding to <i>Pride Toronto</i>). | 35.5% (417) | 15.7% (184) | 19.1% (225) | 24.8% (291) | 4.9% (58) | 1,175 |
| Queers Against Israeli Apartheid should be allowed to participate in the <i>Pride Parade</i> . | 37.9% (447) | 14.4% (170) | 10.5% (124) | 29.5% (348) | 7.7% (91) | 1,180 |
| There should be a parade that is free of political messaging, that is a fun chance for queer (LGBTTIQQ2S) and straight allies to just celebrate while walking down a street. | 29.1% (341) | 15.3% (179) | 18.5% (216) | 32.5% (380) | 4.6% (54) | 1,170 |
| Please tell us more about the reasons for your selections. | | | | | | 541 |
| answered question | | | | | | 1,185 |
| skipped question | | | | | | 438 |

| 10. Please provide one word that describes what Pride means to you. | |
|---|----------------|
| | Response Count |
| | 1,059 |
| answered question | 1,059 |
| skipped question | 564 |






11. List the single-most important reason you participate in *Pride Toronto's* activities.

| | Response Count |
|-------------------|----------------|
| | 1,052 |
| answered question | 1,052 |
| skipped question | 571 |

12. List the single-most important value that *Pride Toronto* must live up to.

| | Response Count |
|-------------------|----------------|
| | 1,057 |
| answered question | 1,057 |
| skipped question | 566 |






13. On a scale from Very Well to Very Poorly, in your view how well is *Pride Toronto* currently living up to this value?

| | | Response Percent | Response Count |
|------------------------------|---|------------------|----------------|
| Very Well |  | 9.6% | 106 |
| Well |  | 35.6% | 394 |
| Poorly |  | 27.2% | 301 |
| Very Poorly |  | 23.3% | 258 |
| Don't Know or Not Applicable |  | 4.4% | 49 |
| | answered question | | 1,108 |
| | skipped question | | 515 |

14. List the single-most important purpose for *Pride Toronto* activities.

| | Response Count |
|-------------------|----------------|
| | 1,010 |
| answered question | 1,010 |
| skipped question | 613 |

15. On a scale from very well to very poorly, how well is *Pride Toronto* currently fulfilling this purpose?

| | | Response Percent | Response Count |
|------------------------------|---|------------------|----------------|
| Very Well |  | 12.3% | 132 |
| Well |  | 41.4% | 444 |
| Poorly |  | 25.5% | 273 |
| Very Poorly |  | 16.5% | 177 |
| Don't Know or Not Applicable |  | 4.3% | 46 |
| | answered question | | 1,072 |
| | skipped question | | 551 |

16. Please tell us more about any of your above responses.






| | Response Count |
|-------------------|----------------|
| | 354 |
| answered question | 354 |
| skipped question | 1,269 |

| 17. What is your sexual orientation and/or gender identity (check all that apply)? | | | |
|--|--|------------------|----------------|
| | | Response Percent | Response Count |
| Gay | | 42.2% | 477 |
| Lesbian | | 21.2% | 240 |
| Bisexual | | 13.2% | 149 |
| Transgender | | 9.9% | 112 |
| Transsexual | | 5.6% | 63 |
| Intersex | | 1.1% | 12 |
| Queer | | 27.9% | 316 |
| Questioning | | 2.8% | 32 |
| 2 Spirited | | 4.2% | 47 |
| Straight (Ally) | | 14.5% | 164 |
| answered question | | | 1,131 |
| skipped question | | | 492 |

| 18. How do you gender-identify(check all that apply)? | | | |
|---|--|------------------|----------------|
| | | Response Percent | Response Count |
| Male | | 55.1% | 623 |
| Female | | 43.3% | 489 |
| Transgender | | 10.2% | 115 |
| answered question | | | 1,130 |
| skipped question | | | 493 |

| 19. What is your age group? | | | |
|-----------------------------|--|------------------|----------------|
| | | Response Percent | Response Count |
| 0-19 | | 1.7% | 20 |
| 20-24 | | 9.3% | 106 |
| 25-29 | | 13.5% | 154 |
| 30-34 | | 13.5% | 155 |
| 35-39 | | 11.5% | 131 |
| 40-44 | | 14.6% | 167 |
| 45-49 | | 10.1% | 116 |
| 50-54 | | 11.0% | 126 |
| 55-59 | | 6.2% | 71 |
| 60-64 | | 3.9% | 45 |
| 65-69 | | 3.0% | 34 |
| 70-74 | | 1.0% | 12 |
| 75-79 | | 0.3% | 4 |
| 80-84 | | 0.3% | 3 |
| 85 and over | | 0.0% | 0 |
| answered question | | | 1,144 |












20. Please identify if you belong to any of the following groups (check all that apply):


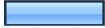





| | | Response Percent | Response Count |
|--|---|---------------------|-------------------|
| Francophone |  | 23.6% | 68 |
| First Nations |  | 10.8% | 31 |
| Metis |  | 10.1% | 29 |
| Inuit |  | 2.1% | 6 |
| Racial minority (persons, other than aboriginal peoples, who are non-Caucasian in race or non-white in colour) |  | 65.3% | 188 |
| answered question | | | 288 |
| skipped question | | | 1,335 |


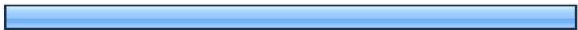
| 21. With which racial group would you most closely identify (check all that apply)? | | | |
|---|-------------------------------------|------------------|----------------|
| | | Response Percent | Response Count |
| Black | <input type="checkbox"/> | 4.8% | 52 |
| East Asian (e.g., Chinese, Japanese, Korean, etc.) | <input type="checkbox"/> | 2.6% | 28 |
| Latin American | <input type="checkbox"/> | 2.6% | 28 |
| South Asian (e.g., Indian, East Indian, Pakistani, Sri Lankan, etc.) | <input type="checkbox"/> | 3.4% | 37 |
| Southeast Asian (e.g., Cambodian, Filipino, Indonesian, Laotian, Vietnamese, etc.) | <input type="checkbox"/> | 1.4% | 15 |
| West Asian (e.g., Afghan, Arab, Iranian, etc.) | <input type="checkbox"/> | 2.7% | 29 |
| White | <input checked="" type="checkbox"/> | 79.9% | 873 |
| Other | <input type="checkbox"/> | 10.4% | 114 |
| | Other (please specify) | | 129 |
| | answered question | | 1,092 |
| | skipped question | | 531 |



| 22. Ethnicity generally refers to a person's affiliation with a particular ethnic group, or to their sharing qualities, characteristics or customs of that ethnic group. Ethnic identity is personal and has many facets. It can be based on geography, nationality, ancestry, family, culture and sub-culture, religion, language, race—or any combination of these. Ethnic identity is therefore how you see and describe yourself. Please indicate the ethnic/cultural group origins that best identifies you? | |
|---|----------------|
| | Response Count |
| | 725 |
| answered question | 725 |
| skipped question | 898 |



23. There have been concerns about how faith-based groups are represented and supported in *Pride Toronto*. In this context, how would you describe your current religious practice (check all that apply)?




| | | Response Percent | Response Count |
|------------------------|---|-------------------|----------------|
| No religion |  | 30.4% | 339 |
| Agnostic |  | 13.1% | 146 |
| Atheist |  | 15.1% | 169 |
| Buddhist |  | 4.9% | 55 |
| Christian |  | 22.3% | 249 |
| Hindu |  | 1.0% | 11 |
| Jewish |  | 14.0% | 156 |
| Muslim |  | 2.1% | 23 |
| Pagan |  | 5.1% | 57 |
| Sikh |  | 0.4% | 4 |
| Other (please specify) |  | 14.4% | 161 |
| | | answered question | 1,116 |
| | | skipped question | 507 |

| 24. Which of the following best describes where you live? | | | |
|--|---|------------------|----------------|
| | | Response Percent | Response Count |
| Central Toronto (between Humber River to the west, Don Valley Parkway to the east, and Eglinton Ave. to the north) |  | 54.9% | 627 |
| Rest of City of Toronto |  | 16.5% | 189 |
| Greater Toronto Area (Durham Region, Halton Region, Peel Region, York Region) |  | 10.7% | 122 |
| Elsewhere in Ontario |  | 9.5% | 109 |
| Province of Quebec |  | 1.1% | 13 |
| New York State |  | 0.2% | 2 |
| Other (please specify) |  | 7.1% | 81 |
| answered question | | | 1,143 |
| skipped question | | | 480 |





| 25. Are you currently staff of <i>Pride Toronto</i> ? | | | |
|---|--|------------------|----------------|
| | | Response Percent | Response Count |
| Yes |  | 0.4% | 4 |
| No |  | 99.6% | 1,138 |
| answered question | | | 1,142 |
| skipped question | | | 481 |

| 26. For the 2010 festival, were you a volunteer with <i>Pride Toronto</i> ? | | | |
|---|--|------------------|----------------|
| | | Response Percent | Response Count |
| Yes |  | 9.5% | 108 |
| No |  | 90.5% | 1,034 |
| answered question | | | 1,142 |
| skipped question | | | 481 |



| 27. Would you like the Community Advisory Panel to be able to contact you for further input? | | | |
|--|---|------------------|----------------|
| | | Response Percent | Response Count |
| Yes |  | 38.0% | 433 |
| No |  | 62.0% | 706 |
| answered question | | | 1,139 |
| skipped question | | | 484 |

| 28. What is your preferred method of contact? | | | |
|---|--|------------------|----------------|
| | | Response Percent | Response Count |
| Email |  | 89.0% | 388 |
| Telephone |  | 1.8% | 8 |
| No preference |  | 9.2% | 40 |
| answered question | | | 436 |
| skipped question | | | 1,187 |

29. Please provide your contact information.

| | | Response Percent | Response Count |
|---|--|-------------------|----------------|
| Name: |  | 98.4% | 420 |
| Group or organizational affiliation (if any): |  | 28.8% | 123 |
| Email Address: |  | 99.3% | 424 |
| Phone Number: |  | 52.0% | 222 |
| | | answered question | 427 |
| | | skipped question | 1,196 |

30. Would you like to continue to Part B of the survey?

| | | Response Percent | Response Count |
|-----|---|-------------------|----------------|
| Yes |  | 52.6% | 594 |
| No |  | 47.4% | 536 |
| | | answered question | 1,130 |
| | | skipped question | 493 |

31. "Pride" can be considered a time of year, a generally agreed upon period for recognition and celebration of diversity of sexual orientation and/or gender identity through a variety of ways including events, promotions, etc. In Toronto, Pride is generally celebrated from mid-June through early July. Many organizations, corporations and individuals acknowledge and celebrate diversity of sexual orientation and/or gender identity/expression through a variety of ways during the season of Pride and throughout the year. Why do you recognize, acknowledge, or celebrate Pride?

| | Response Count |
|-------------------|----------------|
| | 402 |
| answered question | 402 |
| skipped question | 1,221 |

32. Currently, "Pride Toronto" is a non-profit organization that exists to celebrate the history, courage, diversity and future of Toronto's LBGTBIQQ2SA (Lesbian, Gay, Bisexual, Transsexual, Transgender, Intersex, Queer/Questioning, 2 Spirited, Allies) communities. What should the purpose of Pride Toronto be in the future? What should the purpose of Pride Toronto be?

| | Response Count |
|-------------------|----------------|
| | 408 |
| answered question | 408 |
| skipped question | 1,215 |

33. What would you like Pride Toronto to offer in the future that it does not currently?

| | Response Count |
|-------------------|----------------|
| | 374 |
| answered question | 374 |
| skipped question | 1,249 |

34. It is recognized that Pride Toronto serves various communities. Communities can be defined on the basis of gender and gender identity, sexual orientation, disability, religion, age, race, culture, and many other characteristics. Individuals may consider themselves to be part of one or more communities. Please describe your community. How should Pride Toronto improve relations with your specific community?

Response
Count

362

answered question 362

skipped question 1,261

35. What would be your vision for the appropriate role of corporations in participation at Pride Toronto?

Response
Count

407

answered question 407

skipped question 1,216

36. What would be your vision for entertainment at Pride Toronto?

Response
Count

369

answered question 369

skipped question 1,254

| 37. What is your vision for the purpose, structure and message(s) of Pride parades and marches? | |
|---|----------------|
| | Response Count |
| | 366 |
| answered question | 366 |
| skipped question | 1,257 |

| 38. What other recommendations would you provide to Pride Toronto to protect and advance the overall objectives of Pride, and to ensure that those objectives are reflective of the community's priorities, while recognizing and valuing diversity, equity, and respectful expression? | |
|---|----------------|
| | Response Count |
| | 513 |
| answered question | 513 |
| skipped question | 1,110 |

Appendix 7 – Survey Respondents’ Organizational Affiliations

In the online survey, respondents were asked if they wished to list any organizational affiliation. This affiliation could include membership, staff, volunteer, board member, or attendee.

Please note that the views expressed in the survey do not necessarily reflect those of the organization, and that the following list does not imply endorsement of the Community Advisory Panel or its recommendations by any of the organizations.

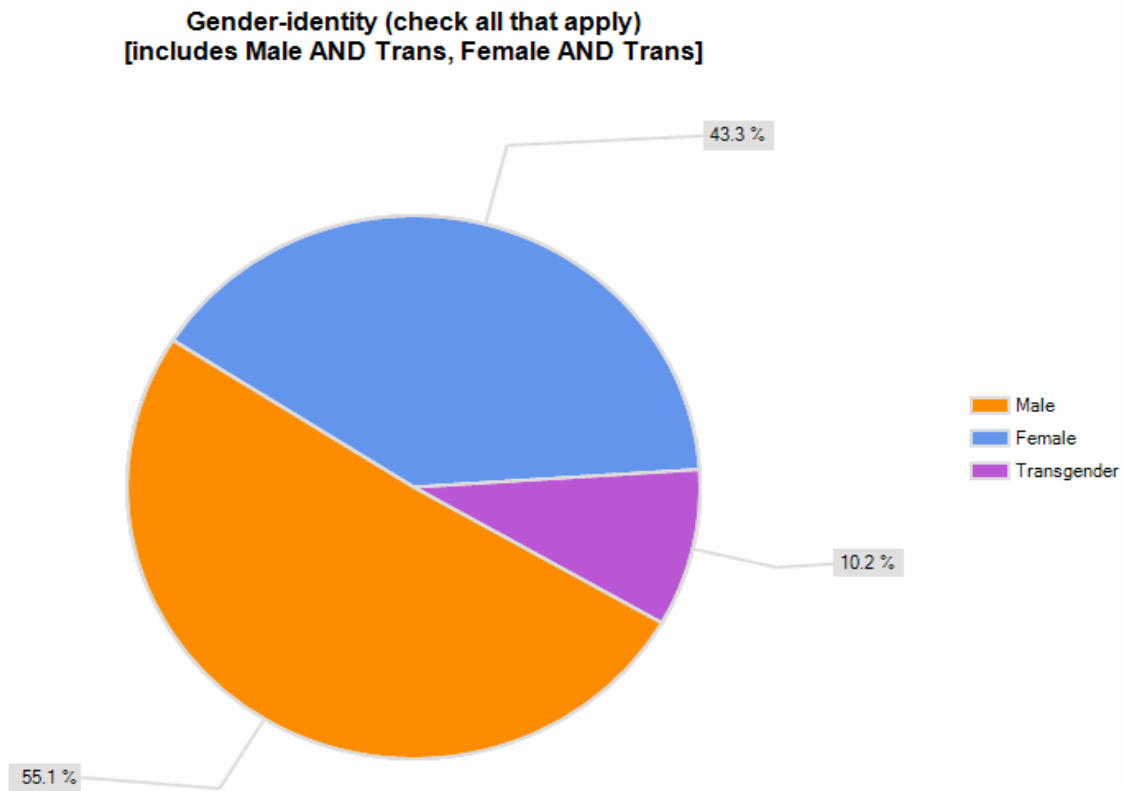
Further, the list does not identify the number of respondents affiliated with any organization. The following list is intended solely to further illustrate the diversity among survey respondents.

| | |
|--|--|
| Action positive VIH-sida | Imperial Court of Toronto |
| Active Jewish Community Member | infernotoronto.com |
| AIDS Committee of Toronto | Inside Out |
| Alcoholics Anonymous | InterPride and Heritage of Pride |
| Alliance for South Asian AIDS Prevention | Jewish Diversity Committee |
| Amnesty International LGBT group | Kulanu Toronto |
| Bisexual Men of Toronto | LGBT community |
| Bisexual Women of Toronto | Leather group |
| Black Queer Youth / Compass | LEGIT - Canadian Immigration for Same-sex Partners |
| Brethren Mennonite Council | LGBT YouthLine |
| Canadian Arab Federation | Liberal |
| Canadian Auto Workers (CAW) | Long time queer rights activist in Toronto |
| Canadian Jewish Congress | Lost Cowrie Productions |
| Canadian Union Of Public Employees (CUPE) | MataDanZe, formerly Toronto Women's Bookstore |
| Capital Pride | Mayfair United Church |
| City Council candidate | MCC Toronto |
| Club 717 | Metropolitan Community Church of Toronto |
| Datse Multimedia Productions | Mr. Leatherman Toronto Inc. |
| Deviant Productions | New Democratic Party |
| Educators for Peace and Justice | New Democratic Party Socialist Caucus |
| FrancoQueer | Ontario Federation of Labour |
| Gay and Lesbian Association of York Region | Ontario Rainbow Alliance for the Deaf |
| Gay Trans Men's Working Group | Out on Bay St |
| Green Party of Ontario | PFLAG Toronto |
| Guelph Gay Equality etc. | PFLAG York |
| Hillel | PFLAG Canada |
| HIV Activist | Planned Parenthood Toronto; University of Toronto |
| HIV/AIDS Regional Services (HARS) | |
| House of Tea | |

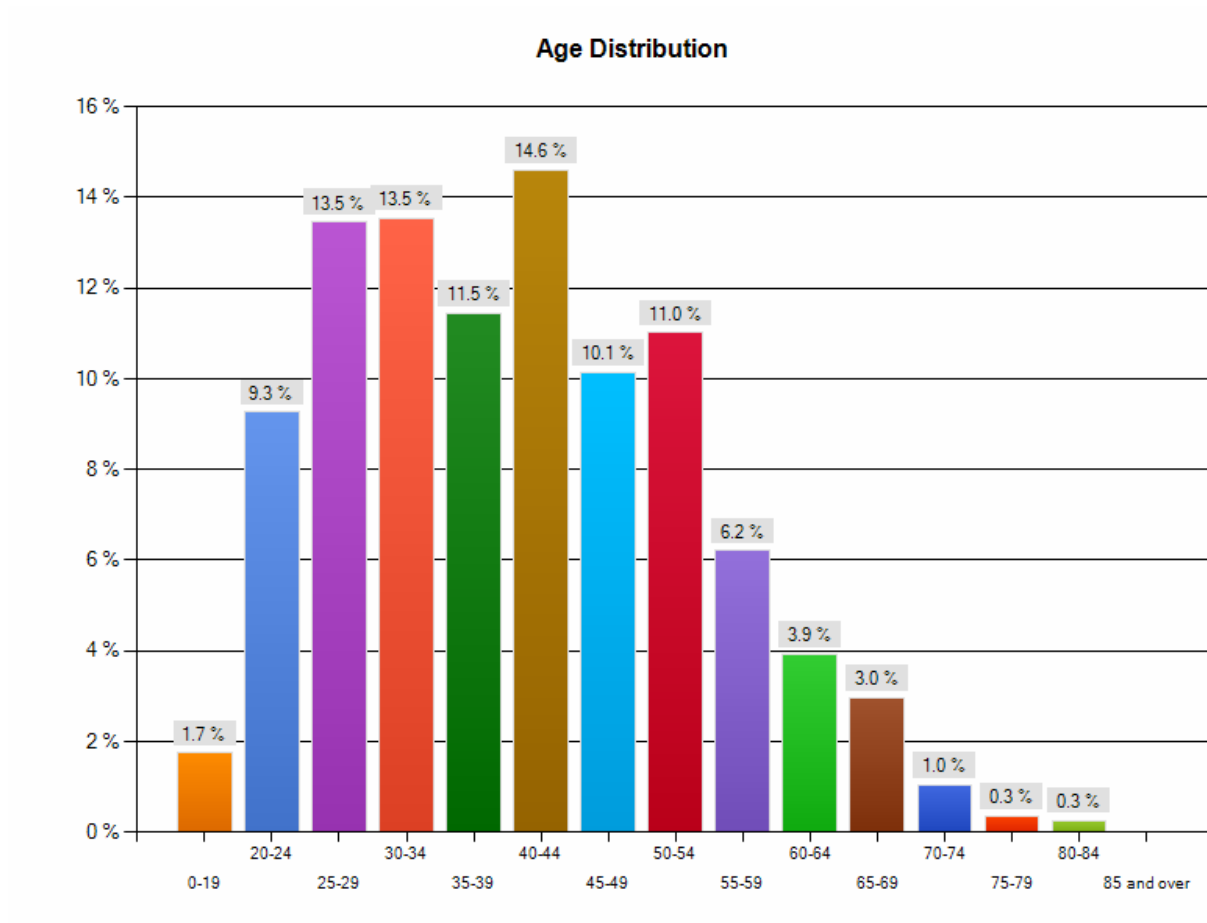
Pride Community Contract
Pride Run
Pride Toronto
Pride York Region
PrimeTimers
Qnation.fm
Queer Against Israeli Apartheid
Queer Idol
Queer Ontario
Queer West Toronto
Rabble.ca
Rainbow Ballroom
Rainbow Health Ontario
Rainbow Link
Registered Holistic Nutritionist (RHN)
Righteously Outrageous Twirling Corps
(ROTC) Toronto
Salaam Queer Muslim Toronto
Samba Elegua
Seneca College
Socialist Action

Spoken word performer
Sudbury and Manitoulin Island regions
Supporting Our Youth
Taking Action Against Homophobia in
Waterloo Region
The Fraternity
Toronto Amazon MC
Toronto Bisexual Network
Toronto Bisexuality Education Project
Toronto People With AIDS Foundation
Trans Health Lobby
Transgender Niagara
TWCC- Camp SIS
University of Toronto
VicPride! at Victoria University at the
University of Toronto
Women for Recreation Information and
Business
Xpressions
York Federation of Students
York University

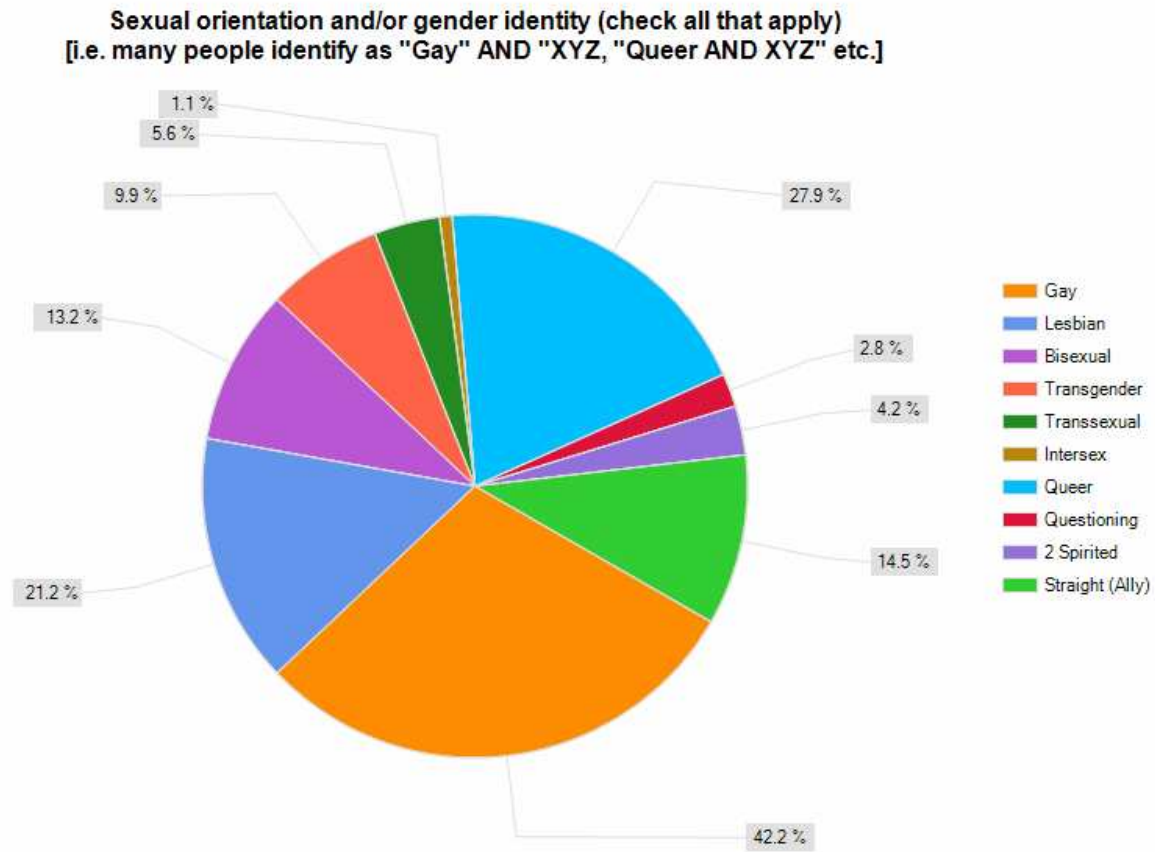
Appendix 8 – Demographics: Gender Identity



Appendix 9 – Demographics: Age Distribution

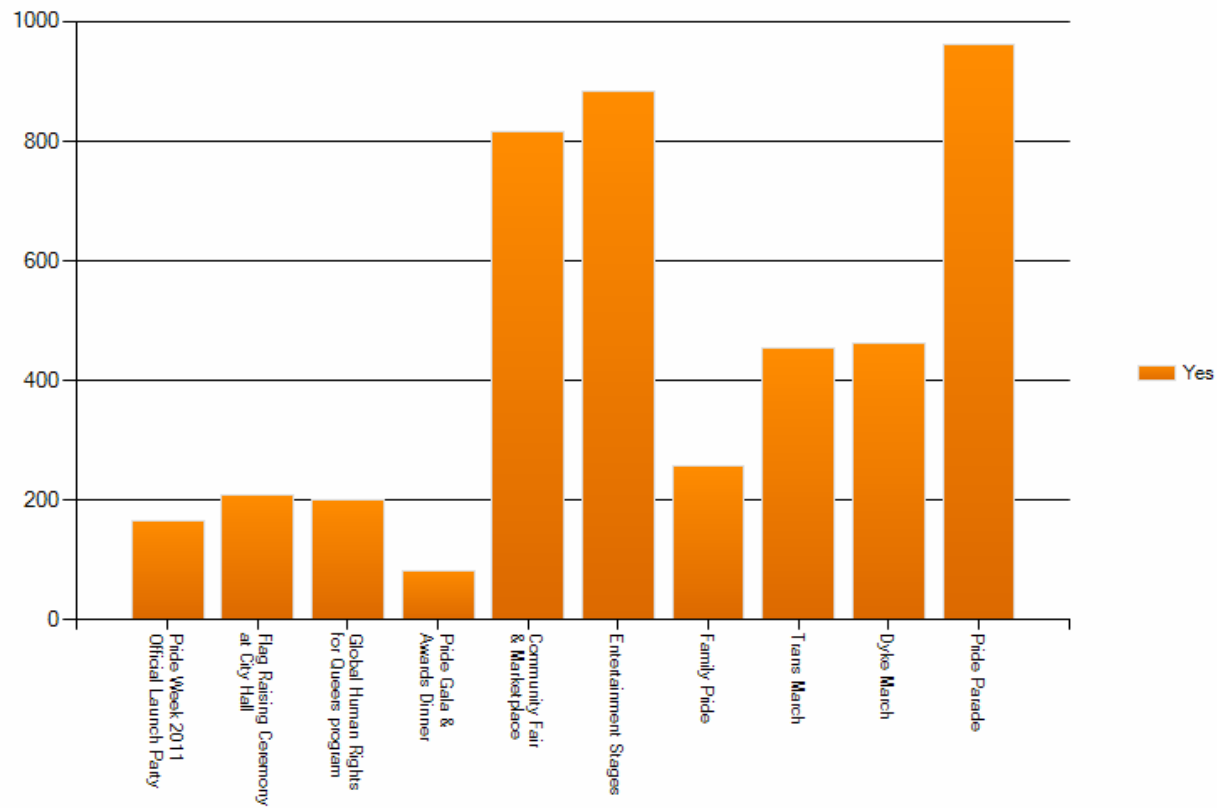


Appendix 10 – Demographics: Sexual Orientation & Gender Identity



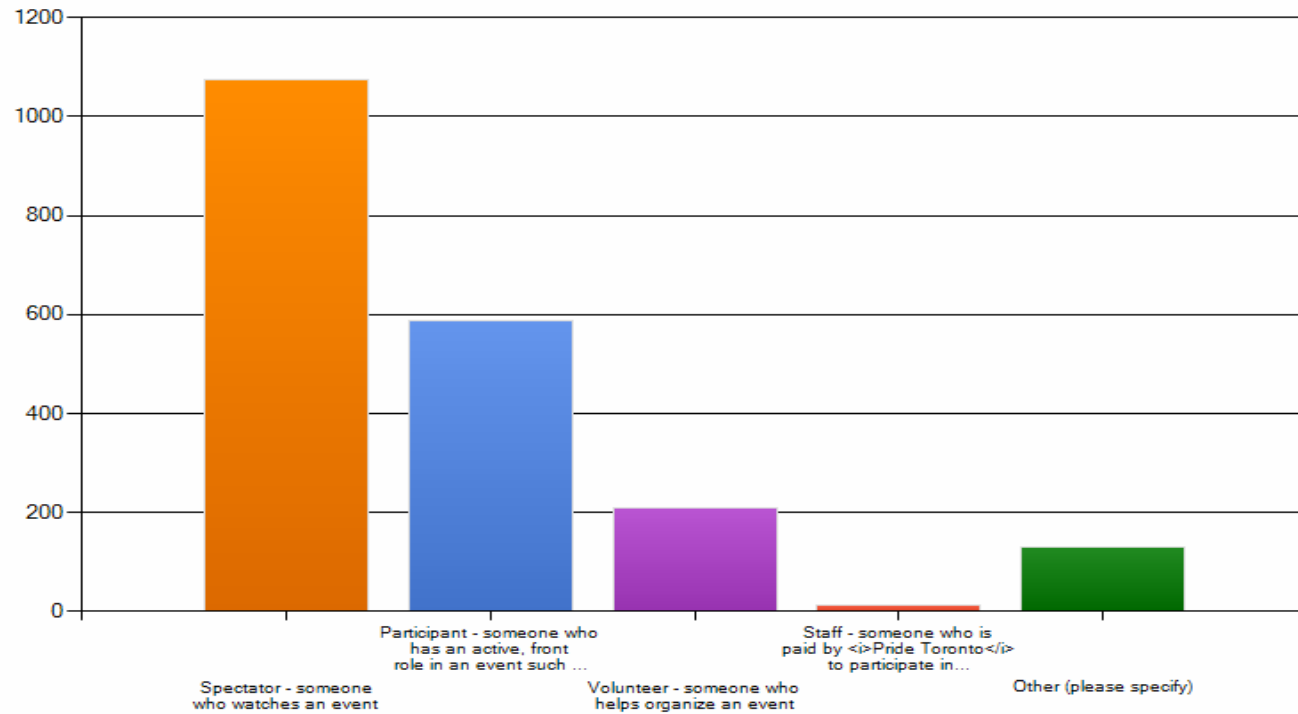
Appendix 11 – Frequency of Pride Event Attendance

Pride Toronto (the organization) hosts various activities through Pride Week. Which of the following *Pride Toronto* official activities did you attend in 2010?



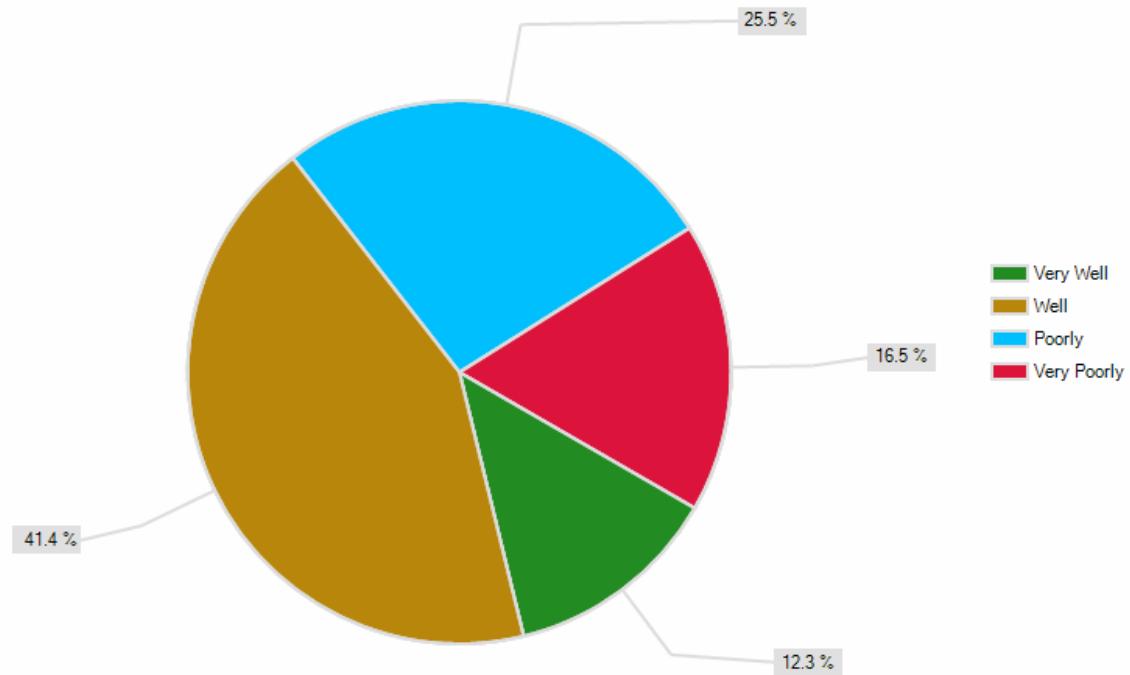
Appendix 12 – Pride Attendee Characteristics

Please indicate whether you attended *Pride Toronto* events as (please check all that apply)

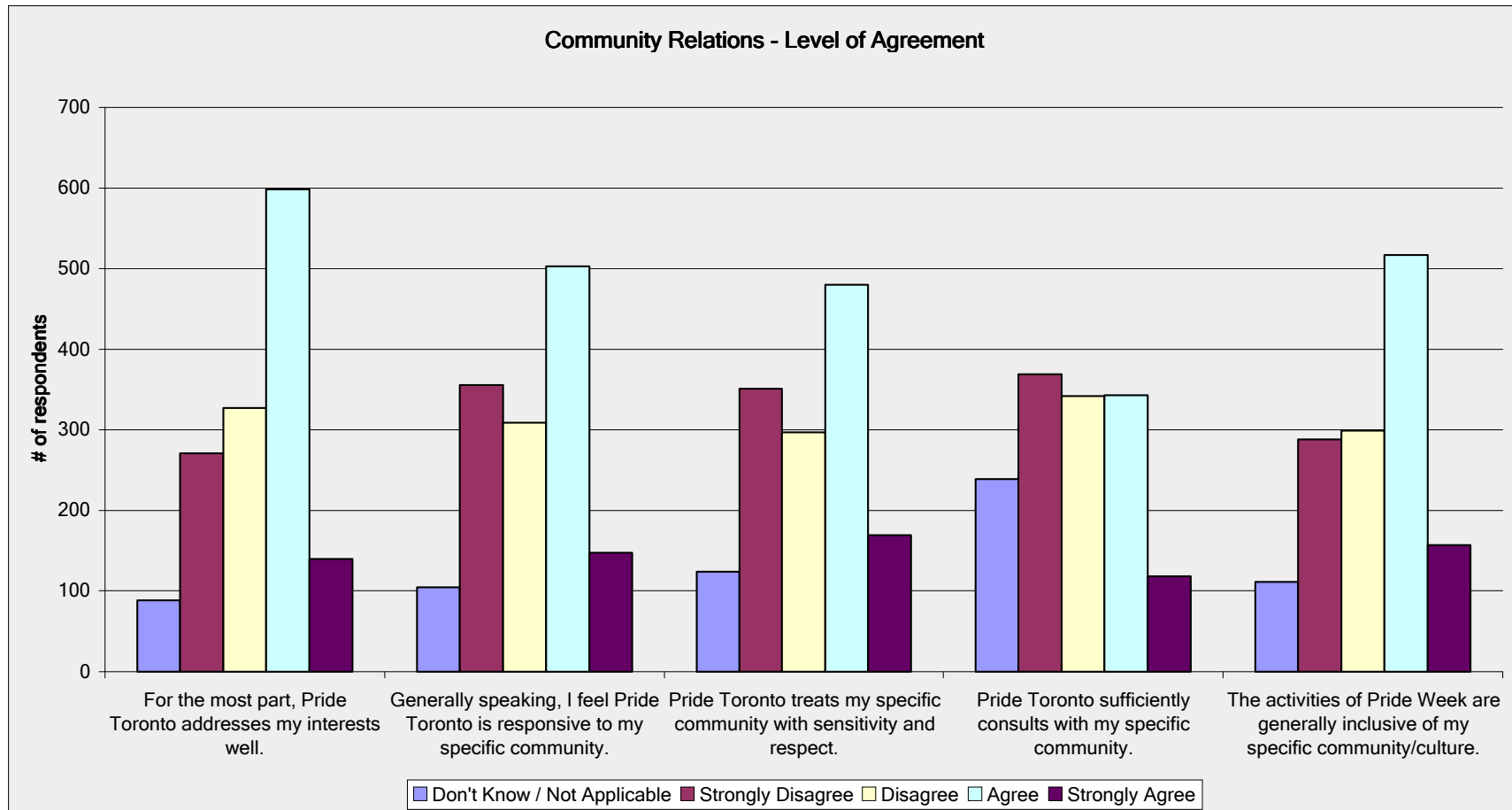


Appendix 13 – Fulfillment of Pride Toronto Core Purpose

On a scale from very well to very poorly, how well is <i>Pride Toronto</i> currently fulfilling its core purpose

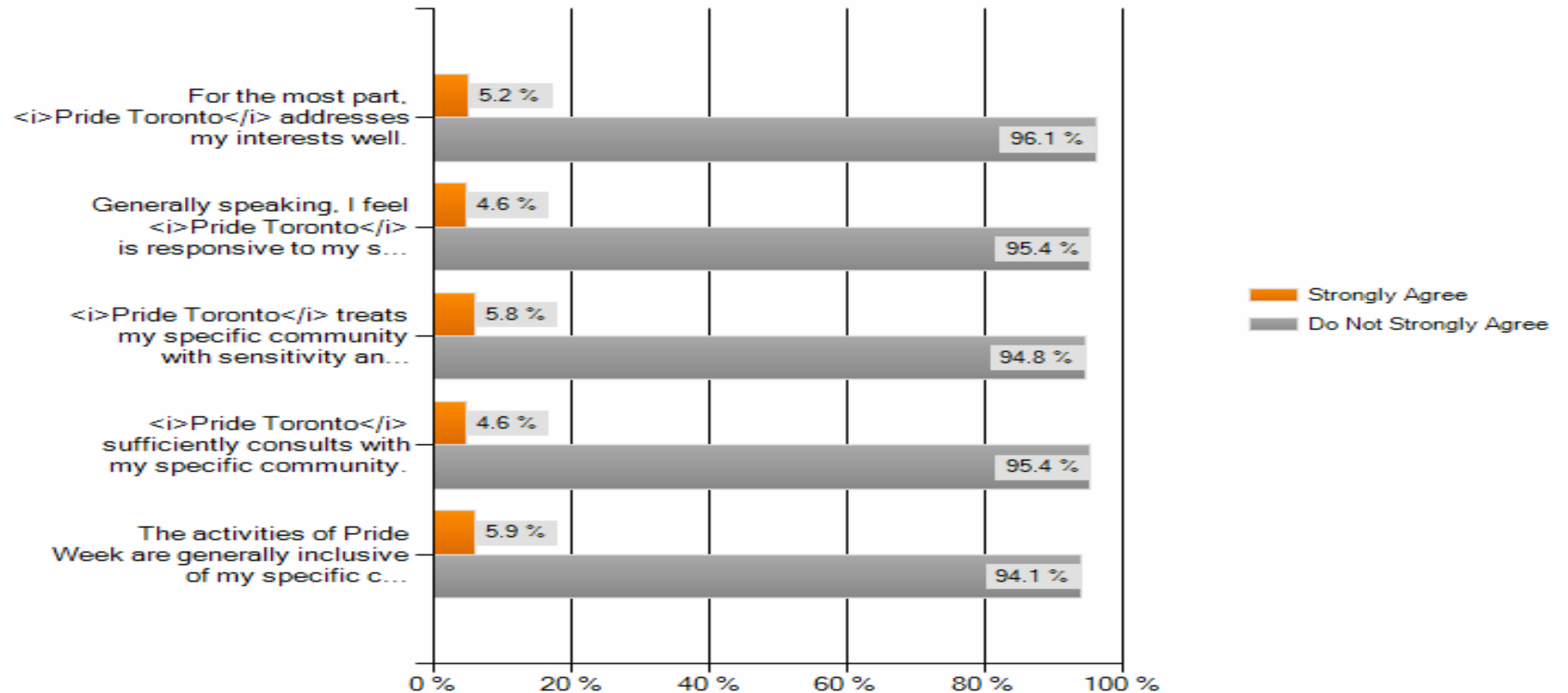


Appendix 14 – Community Relations



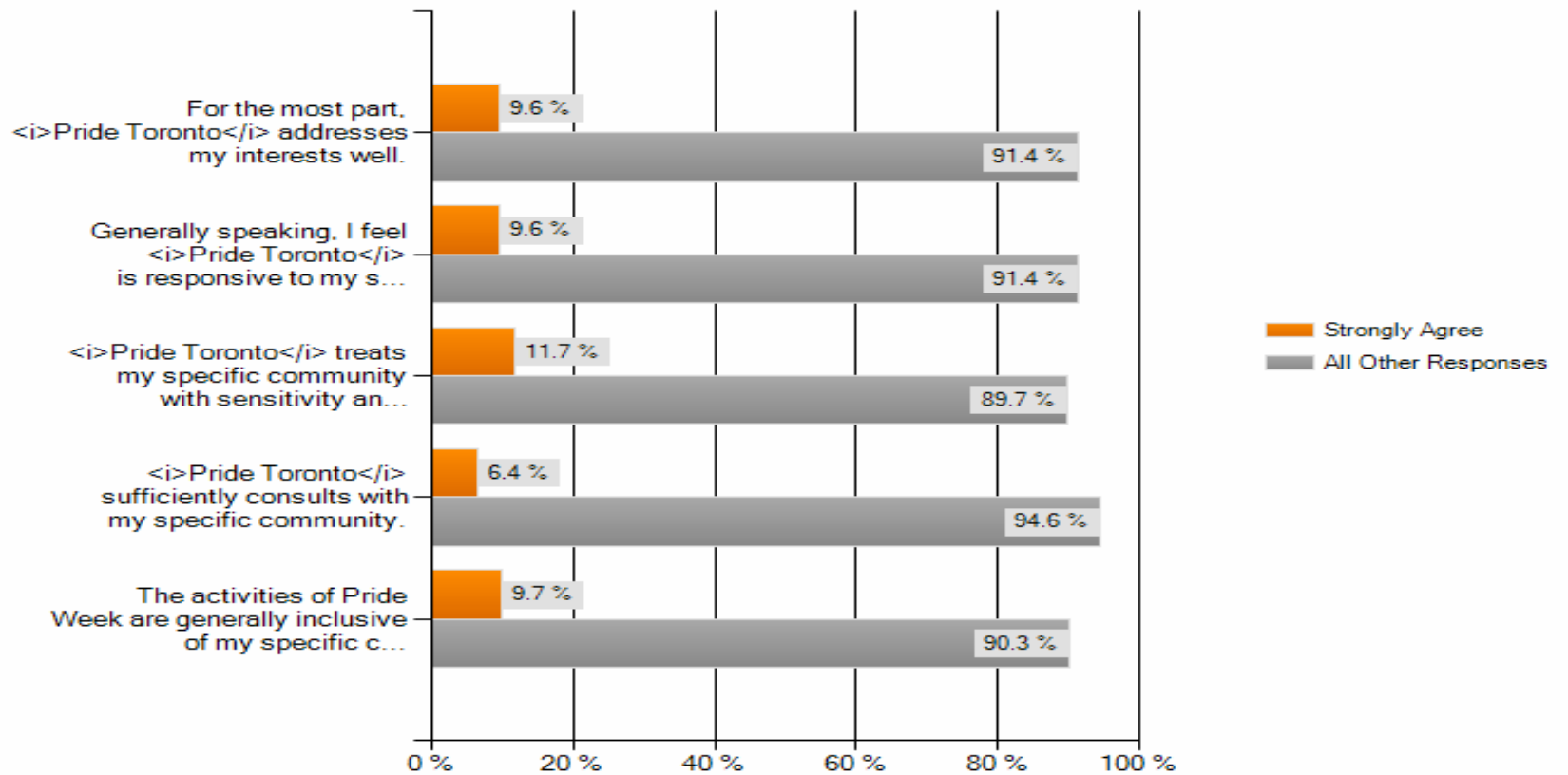
Appendix 15 – Transgender Respondent Satisfaction Statistics

(Trans Identified) Please indicate your level of agreement with each of the following sentences as follows:

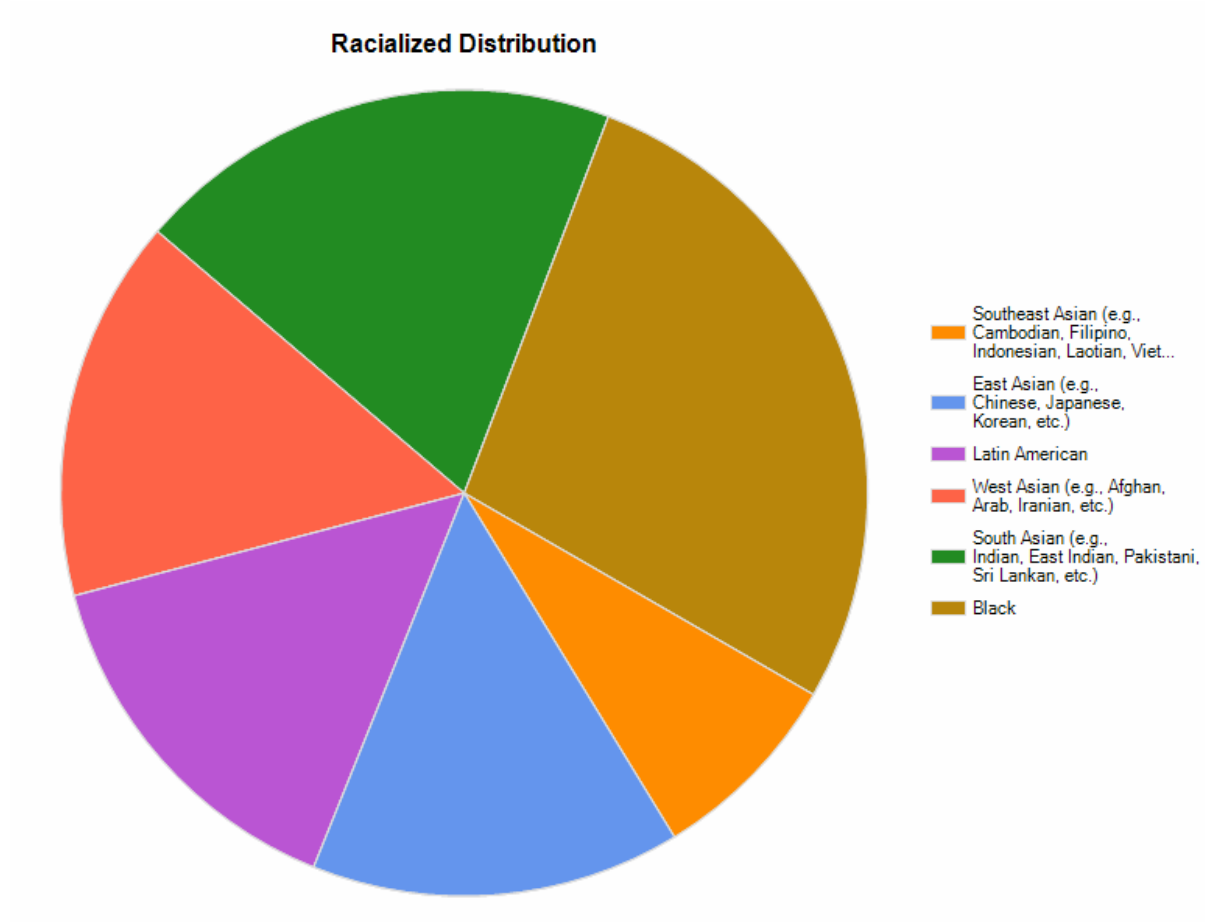


Appendix 16 - Racialized Respondent Satisfaction Statistics

Please indicate your level of agreement with each of the following sentences as follows:

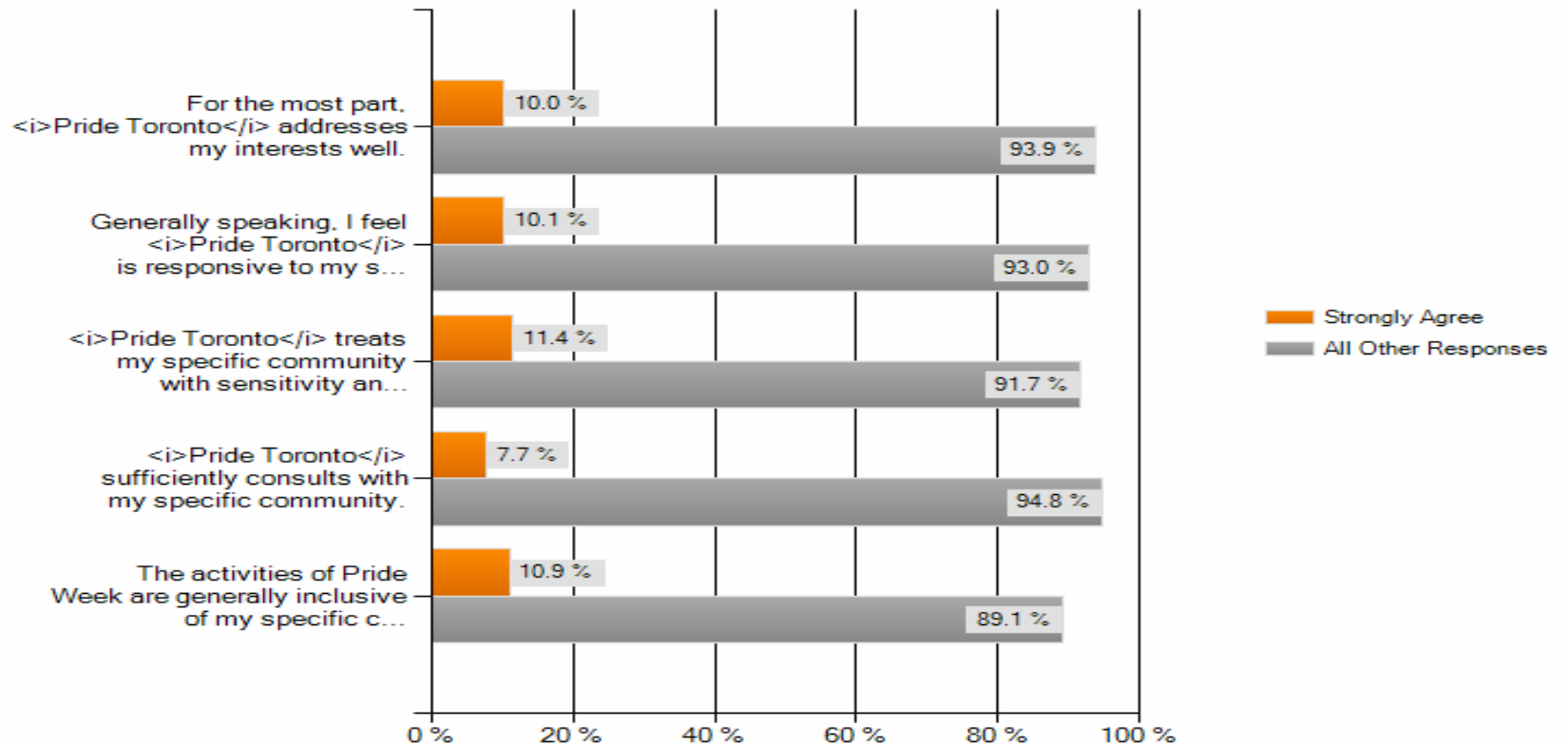


Appendix 17 – Racialized Respondent Distribution

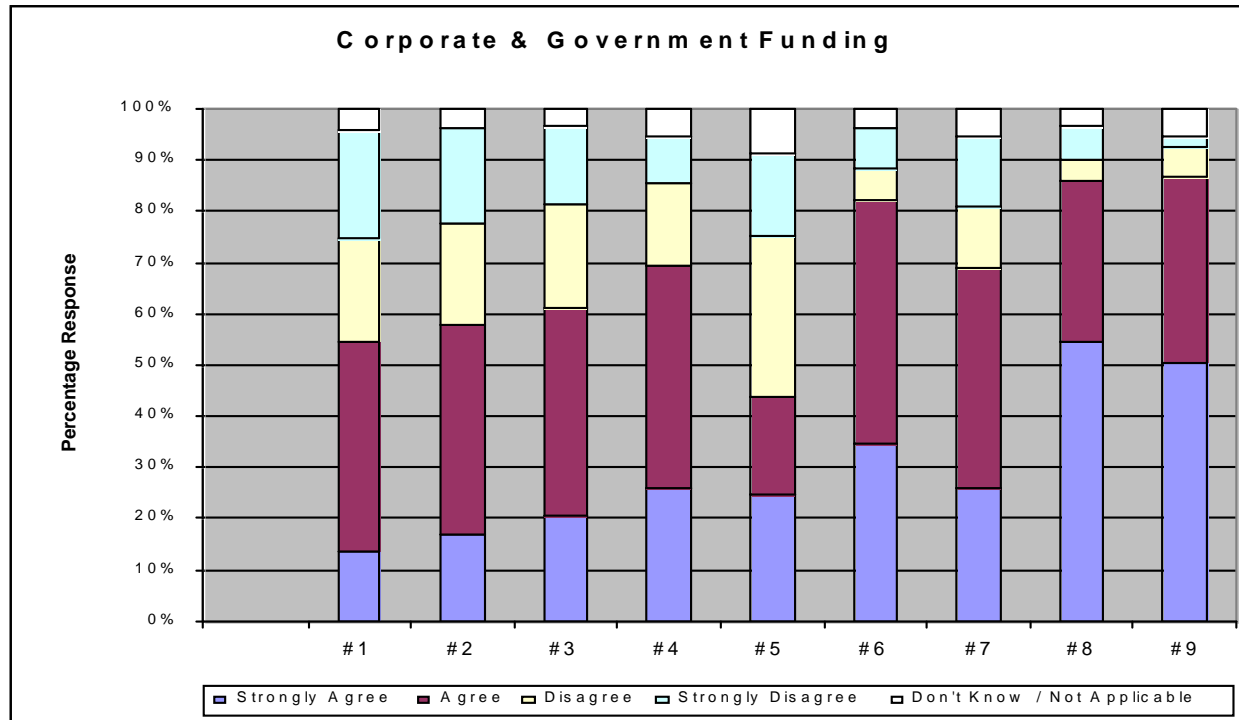


Appendix 18 – Lesbian Respondent Satisfaction Statistics

Please indicate your level of agreement with each of the following sentences as follows:



Appendix 19 – Corporate and Government Funding



Strong consensus

- Pride Toronto should NOT be financially independent from government and corporations if it means considerably reducing its activities (column #5)
- Government funding of Pride Toronto (columns #6 and #8)
- Pride events remain free (with request for donation) (column #9)

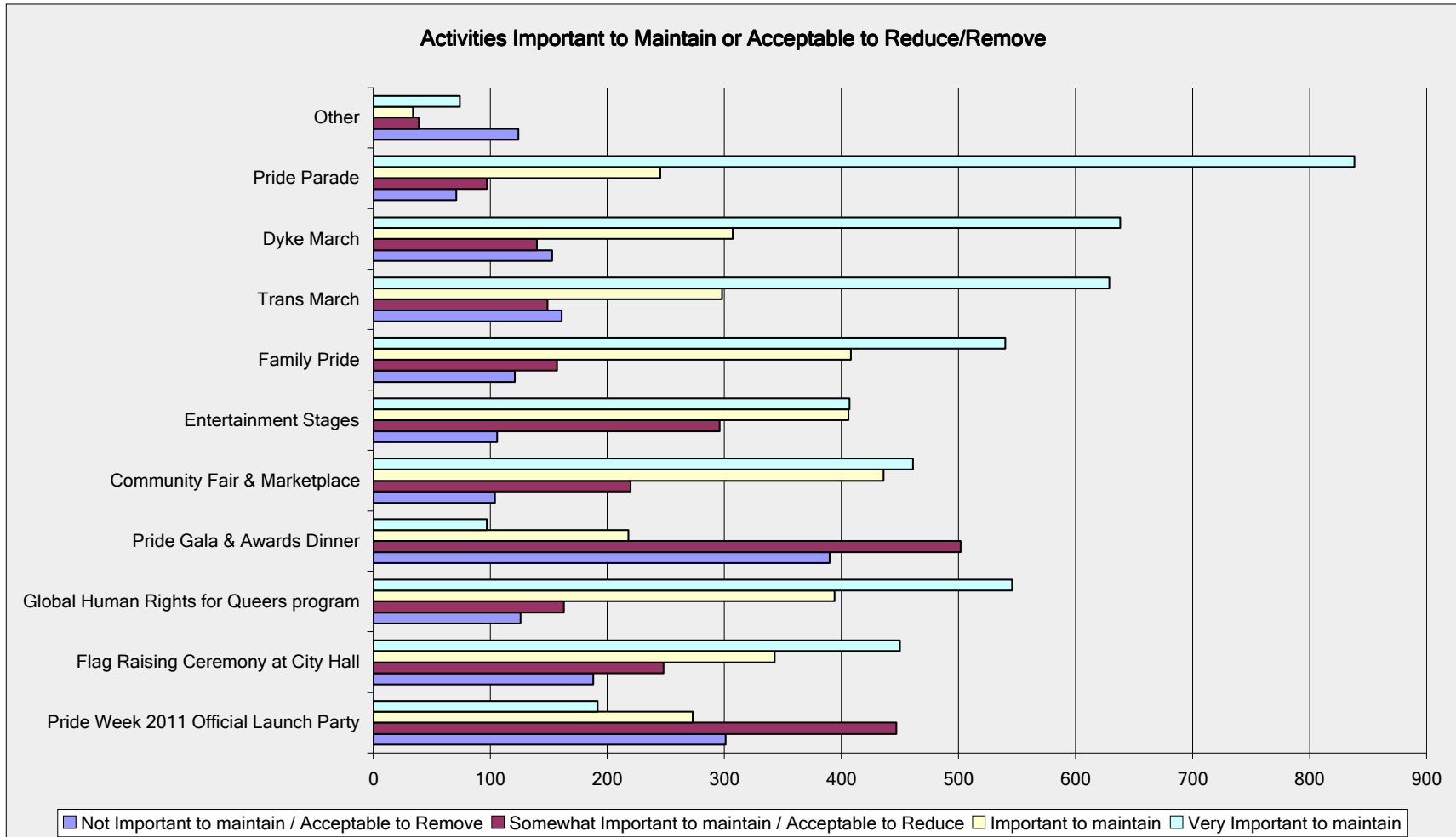
Reasonable consensus

- Pride Week activities should abide by applicable City of Toronto policies, given the extent of the City's financial support. (column #4)
- Corporate funding of Pride Toronto (column #7)

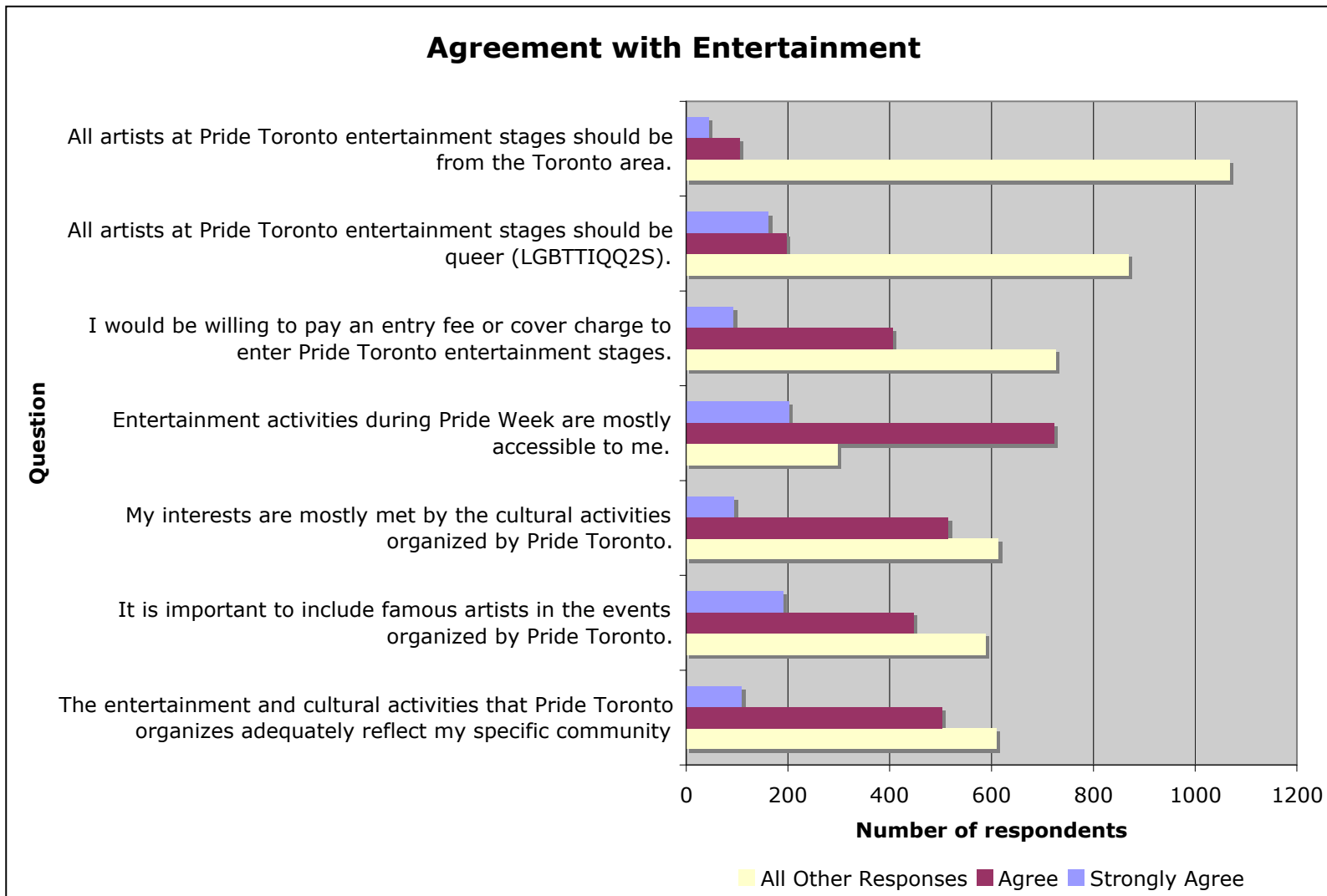
Split opinion

- Visibility of corporations is reasonable (column #1)
- Corporations should have expectations of Pride Toronto (column #2)
- Governments should have expectations of Pride Toronto (column #3)

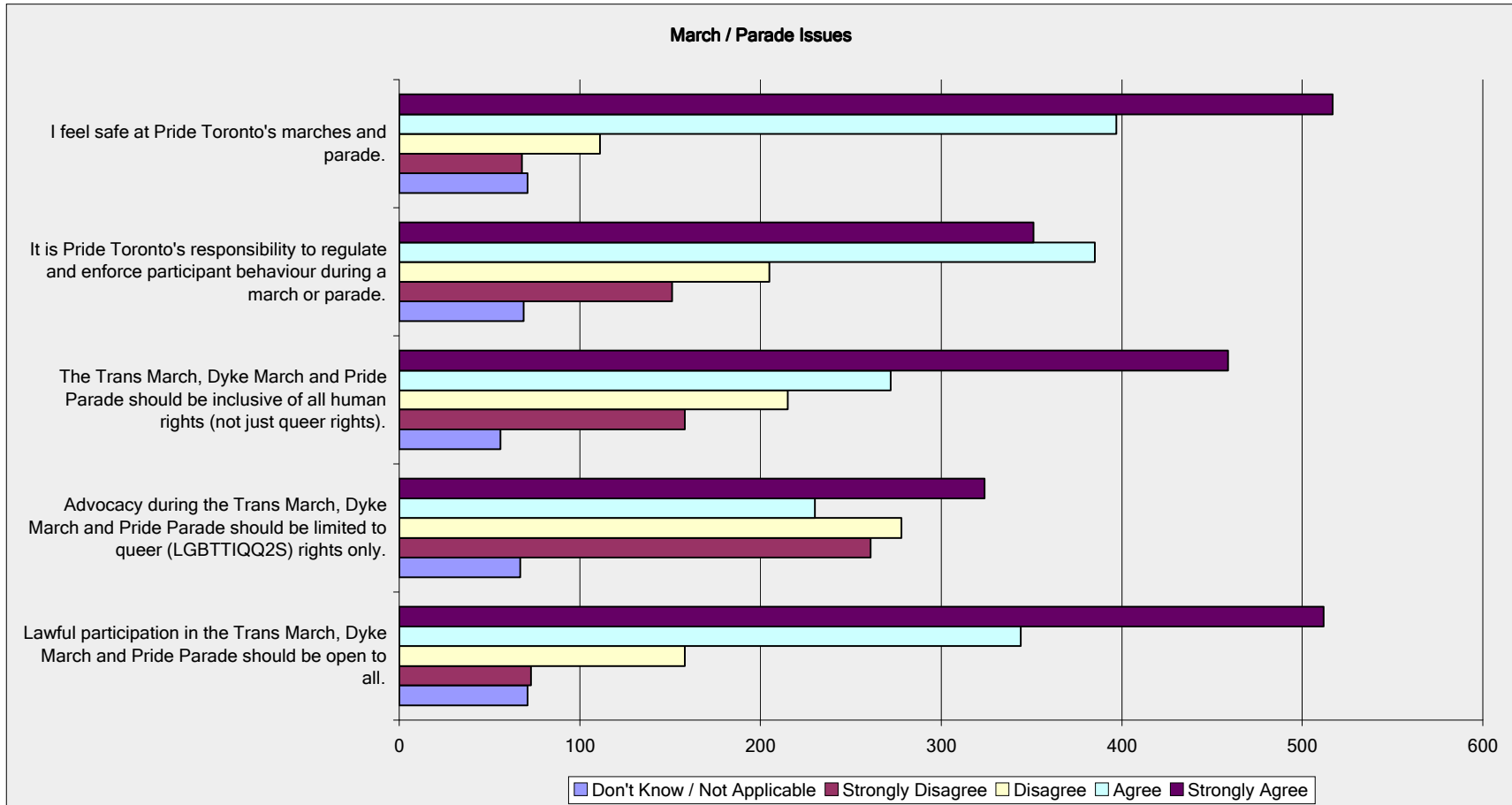
Appendix 20 – Activities to Maintain or Reduce/Remove



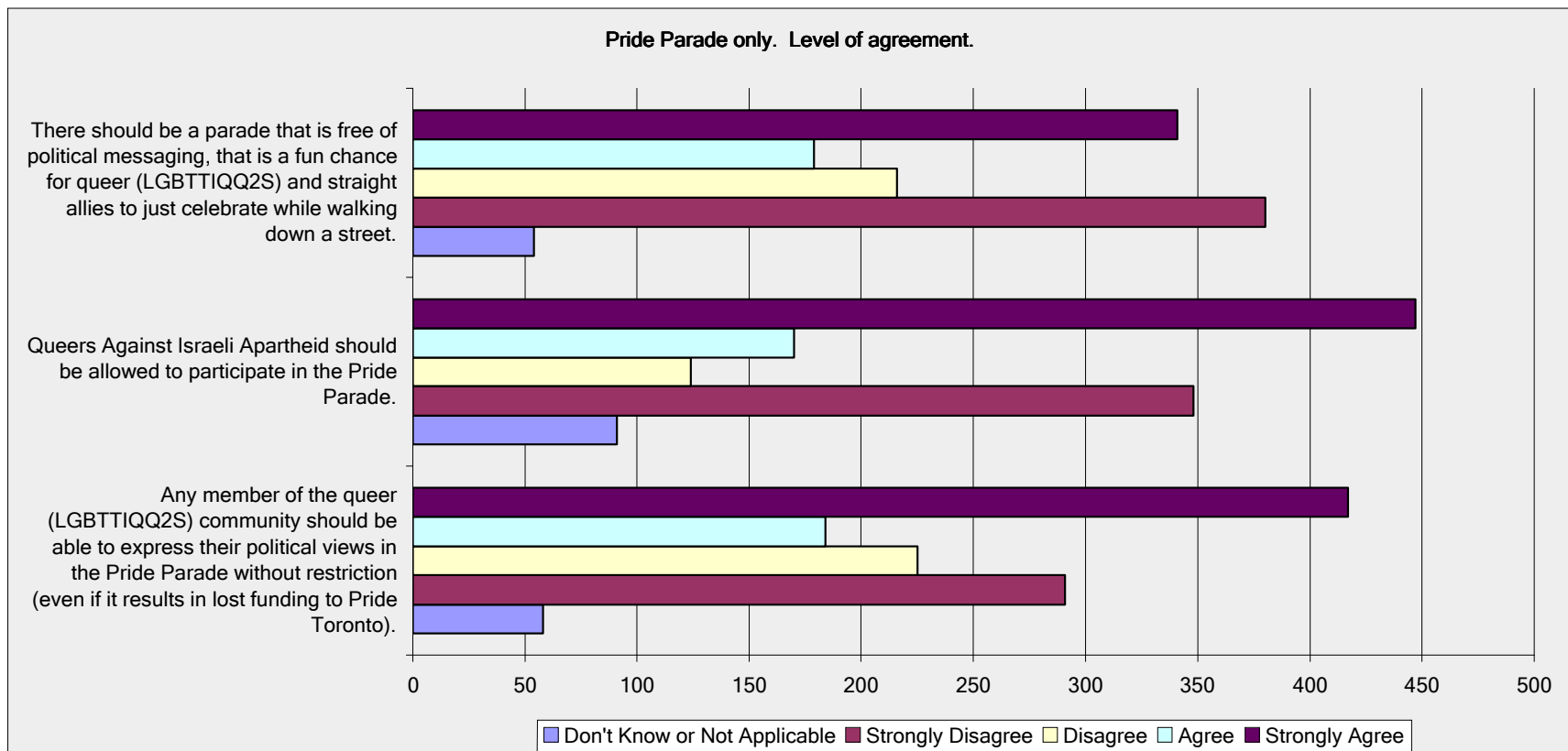
Appendix 21 – Entertainment



Appendix 22 – Parades and Marches (Issues)



Appendix 23 – Parades and Marches Political Messaging



Appendix 24 – Trans Community Grievances

The following list of grievances were compiled from small group discussions at the Trans Community Consultative session held at The 519 Church Street Community Centre on December 9, 2010.

Table One

- Pathologizing Trans issues
- Trans booth sucked
- Poor health options/care
- Invisibility
- Concern about legitimacy of PT BD governance
- PT membership is selective
- Trans specific health options = 0
- Mental health/substance abuse services lacking
- Poor financial allocation to Trans issues
- Trans not protected ground ORHC
- Pride no longer serves LGBTTIQ2SA but sells to everyone else
- CAMH are dinosaurs on Trans issues
- Access to Trans medical services have too many barriers
- Insufficient research/awareness of Trans health
- Trans needs exceeding critical mass
- No Trans health care in rural Ontario
- More community agencies aren't Trans aware
- Trans people not represented on PT Bd
- Pride Toronto needs to support us to determine our participation in Pride
- We need to organize ourselves
- PT needs transparent and participatory process for its stakeholders to set priorities for Pride's activities

Table Two

- Health Care
 - A woman seeking a hysterectomy does not need to pay-up out of her pocket prior to receiving surgery. Trans men and Trans women must pay up front and get reimbursed.
- Pride
 1. Pride has never been involved in our Trans communities.
 2. Took on Trans march only after local organizers took it upon ourselves to have a grassroots march. When they finally did (next year) their website and flyers did not include Trans march listed with the other marches.

3. How can we formalize a consistent ongoing relationship between the Trans communities and the board.
4. Trans people on the board and a Trans advisory community.
5. Pride needs to understand the uniqueness of our Trans communities and not view us as one cookie cutter stereotype. We are youth, senior, middle aged, all races, all sexualities, employed but mostly underemployed, housed, but mostly under housed, parents, all ability levels, etc...
6. Give indoor space for Trans people who are afraid to be seen in public at Pride – many of us would like to celebrate Pride but can't be seen, photographed, etc...
7. Need to educate board, staff and volunteers about Trans issues and communities.
8. Would like to see entertainment at the Trans space and other stages not solely drag performances – bring in Trans authors and spoken word artists, Trans musicians, etc...
9. Needs to be Trans-identified people on staff of Pride Inc. – someone on staff who won't ridicule us – someone who will respect us!
10. Include Trans-identified people on other stages and at other events
11. A space for Trans people to change their clothes and do their make-up in the Village

Table Three

- Hands off Trans march
- As allies – promote it – encourage people to go
- Trans march should have bikes
- Credit Trans march founders
- Pride Toronto should be invited
- Trans march needs independence
- Needs some support - \$ for truck – parade permit
- Don't co-opt grassroots movement
- Maybe we want tranny of the year
- No cops near or in Trans march
- Safety for sex workers
- Best practices for sex worker inclusion
- Promote sex work
 - Remember Queer history
- More Trans space outside march
 - Part of a park?
- Relocate Trans space/stage
 - Not at expense of Blackorama
- Remember intersection of identities/lived experience
- We need a sense of strength away from victim rhetoric
- Male/female Pride co-chair problematic symbol for Trans people
- What about genderqueer
- How is Trans leadership supported?
- Paid positions!

- Down with ender binary
- Make the diversity within Trans visible; include genderqueer
- Identify everyone welcomed
 - MTF/FTM
 - TG & TS
 - Genderqueer
 - Fluid
 - 2-spirits/spirited
 - Winkte
 - 3rd gender
 - Transvestite
 - And so much more
- Pride TO needs much discussion, training, self-reflection
- Revisit “coming out” rhetoric and how it rewrite stealth people’s narrative. e.g. in event advert corporate advert. Some of us are disclosing, without a closet. Stealth includes full dignity.
- Change the language around “hiding in plain sight”, “flying under the radar”.
- Don’t homogenize us
- Recognize whose land the march takes place on.
- No hierarchy around
- Passing stealth genderqueer/IS, etc...
- Have Trans refugees start the march and First Nations?
- Can Pride advocate around need for more and better health care services year round
- Let’s have education around our communities, poverty, suicide, employment challenges, hate crimes.
- * Make education a mandate for Pride.
- Need more accessibility – ASL, mobility, safe needle site
- Need safer injection site
- Recognize, support Trans immigrant, refugees around the world.

Table Four

- Safe space for Trans people
- Issues around Israel Apartheid affect the rights of Trans people.
- Broad focus on Trans people needed –
- Feel a belonging to Pride’s festivities.
- More financial support from Pride Toronto and gay community to support the Trans march/for more exposure!! Visibility!
- Corporate sponsorship ok if their policies are Trans-friendly.
- Gain more visibility through a Trans magazine.
- How does Trans community feel about Pride diversity grants program for the Trans march?
- Show unity of all groups in the Pride parade (still should focus on each group – own marches/parades)

Table Five

Grievances

- Sex worker: lack of rights, lack of protections
- Stereotyping: Trans treated as sex workers in error – media portrayal: either jokes, freaks, victims: discrimination
- Discrimination: government workplace, housing, zero disability support, within the LBTTQ2SA community.
- Trans Youth: dropping out of school, bullying, alienation, kicked out of home, homeless, Trans youth lack time to socialize lack of usual supports, family alienation, isolation/alienation
- Mental Health: DSM Issue; CAMH issue, Pathologizing, assumption of insanity. Psychiatrized, marginalization within the psychiatric system
- Labels: Some say helpful, some say un-helpful, access to good mental health supports/counseling, forced to see psychiatrists to get treatment
- Safety: bathrooms, after 1:00 a.m. more danger
- Gender Policing: Trans people have a right to self-identify is “passing” fascist??? What is definition of Transgender hierarchy within the Trans community. Do you “pass” or not? Tendency to perpetuate the myths that come from the dubious authority of psychiatry. Tyranny of medical procedures to be accepted by various authorities as Trans difficulties inherent in changing i.d.’s Permission to attend certain bars and spaces i.e. gender identified spaces.
- Pride: depoliticized. LBTTI2SQQ feel all battles have been won so activists are pushed aside. “Toby’s Bill” got lost last Pride. How many events over the 30 days of Pride deal with Trans issues? Need to educate the LBTT2SQQ community that the struggle continues...especially outside T.O.
- Trans march: visible, loud, rowdy, stopping traffic, not a predefined route, route is still too short, “take back the Trans march?” – on a different day than the official Trans march? Do we need Pride? Suggestion that Trans contingent take over the Pride Dyke march. Trans canoeugut¹⁰ march that become a vigil? Pride co-opted the organic Trans movement that led to first march...less visibility, dilution, patronizing, lack of leadership from within Trans community. Pride involvement means that Trans issues and march are an afterthought. Actual day of Stonewall could be spontaneous Trans march. Trans community needs to make a statement rather than be on display. Trans community wants the respect of the LBTT2SQQ community as well as from the general straight public to overcome the dehumanizing that is alienating, isolating, and hurtful. Where are the people of color? 2 spirited? Higher levels of poverty in First Nations, people of color, language issue – Trans label may not be translatable. Dual discrimination. People of color suffer more Trans phobia in their own and other communities and lack of support.
- Addiction/alcoholism: poverty, disenfranchisement, Pride events are very alcoholic and “party” focused.

¹⁰ Participant’s handwriting illegible.

- Legacy of colonization!!!

The following points were listed on a piece of flip chart paper that was not labeled by table number:

- Homicide
- Suicide
- Shelter
- Poverty
- Medicide
- Employ
- Safety

Appendix 25 – Document Review

In addition to the submissions by individuals and groups, as well as the summaries of the targeted consultations and public sessions, the following documents were available to Panel members during the course of their analysis.

City of Toronto Documents

- City of Toronto Consultation (notes)
- City of Toronto Grants Policy – Appendix Two
- Declaration of a Non-Discrimination Policy
- Developing Your Anti-Racism, Access and Equity Policy
- Member Motion: Revoking Pride Toronto Funding, July 7, 2010
- Memorandum: Status of compliance by Pride Toronto with City of Toronto anti-discrimination requirements, May 27, 2010
- Policy Development Audit Tool
- Program (CPIP) – Checklist for 2008 Progress Report on Access and Equity, Anti-Racism, Anti-Oppression Policy/Plan
- Tracking Status - Pride Toronto Funding – City Council consideration on July 6, 2010
- 2008 Access, Equity and Human Rights (AEHR) – Community Partnership and Investment

Pride Toronto Internal Non-Financial Documents

- Board of Directors Nomination Form
- Lesbian, Gay, Bisexual, Transsexual, and Transgender Pride Toronto By-Law, approved February 11, 2010
- Pride Complaints Process
- Pride Toronto Five Year Strategic Plan Report Card – Winter 2005/2006
- Pride Toronto Letters Patent
- Pride Toronto's Board of Director's Resolution, May 21, 2010
- Purchasing and Procurement Policy, Approved February 8, 2010
- Recent Risk Mitigation
- Statement from Pride Toronto, June 7, 2010
- Statement from the Co-Chairs, no date
- 2010 Annual General Meeting Agenda, September 23, 2010

Pride Committee Documents

- Committee List and Budget
- Affiliate Events Committee Coordinator – Role Description
- Beverage Committee Coordinator - Volunteer Role Description
- Dis/Ability Resources Committee Coordinator - Volunteer Role Description
- Donations Committee Coordinator - Volunteer Role Description
- Dyke March Committee Coordinator – Role Description
- Electronic Music Programming Committee Coordinator – Role Description
- Family Pride Committee Coordinator - Volunteer Role Description

- Free Zone Committee Coordinator - Volunteer Role Description
- Human Rights Committee Coordinator – Volunteer Role Description
- Golf Day Committee Coordinator – Role Description
- Green Committee Coordinator - Volunteer Role Description
- Green Committee Coordinator, Pride Toronto, Volunteer Position – Term: 2 Years
- Live Music and Performance Programming Committee Coordinator – Role Description
- Marketplace Coordinator - Volunteer Role Description
- Media Committee Coordinator - Volunteer Role Description
- Parade Committee Coordinator – Role Description
- Pride Awards Committee Coordinator – Role Description
- Pride Week Partners Coordinator - Volunteer Role Description
- Public Safety Committee Coordinator – Role Description
- Site Committee Coordinator - Volunteer Role Description
- Trans March Committee Coordinator – Role Description
- Weekend Volunteer Coordinator - Volunteer Role Description
- Youth Committee Coordinator - Volunteer Role Description
- 40 Plus Committee Coordinator - Volunteer Role Description

Pride Toronto Financial Documents

- Pride Toronto 2008 Financial Statements, July 31, 2008
- Pride Toronto 2009 Financial Statements, July 31, 2008
- Pride Toronto 2010 Financial Statements, July 31, 2008
- Pride Toronto Balance Sheet as of July 31, 2010
- Pride Toronto Profit and Loss Statement, August 2009 through July 2010
- Purchasing and Procurement Policy, Approved February 8, 2010
- 2010 Interim Financial Report (unaudited)
- 2010 Budget – High Level Approved

Online Survey

- CAP – ALL Summary.pdf
- Survey Monkey User Manual.pdf

Research – Other Prides

- Montreal PerversCité
- Fierté Montreal Pride
- Montreal DiverseCité
- New Mardi Gras Ltd (Sydney, Australia) – Annual Report 2010
- New York City Parade Rules
- New York City Pride Post-Event Survey
- New York City Rally
- San Francisco Community Partners Program
- San Francisco Pride Parade Rules – No Politics
- San Francisco Dyke March
- Sydney Mardi Gras – Financial Breakdown
- Sydney Mardi Gras 2011 Entry Kit

Transgender Community Information

- Affidavit by Michelle LeClaire
- Affidavit by Susan Gapka
- Trans Pulse eBulletin, Volume (1) Issue 1, July 26, 2010
- Trans Pulse eBulletin, Volume (1) Issue 2, November 12, 2010

Other

- INTorontoTV – Mayoral candidates on Pride funding [www.keepvid.com].mp4

Articles/Blogs

- Aeyal, G. (July 2010). Israeli GLBT Politics Between Queerness and Homonationalism, <http://bullybloggers.wordpress.com>.
- Kepler, T. (June 2010). No Pride in Occupation: Tel Aviv Pride Parades Focus on Protest, Progressive Social Change.
- Smith, M. (2004). Rebuilding Our Pride.

Appendix 26 – Pride Toronto Letters Patent

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du consommateur et du
commerce

Ontario Corporation Number
Numéro de la personne morale en Ontario

1157636

NOVEMBER 30 NOVEMBRE, 1995

Minister of Revenue
Ministre des Revenus

Minister of Consumer and Commercial Relations
Ministre des Relations du consommateur et du commerce

Patrol
Général Directeur

**APPLICATION FOR INCORPORATION OF A CORPORATION WITHOUT SHARE CAPITAL
REQUÊTE EN CONSTITUTION D'UNE PERSONNE MORALE SANS CAPITAL ACTIONS**

Form 2
Corporations Act
Formule 2
Loi sur les
personnes
morales

1. The name of the corporation is / Dénomination sociale de la personne morale:

| | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| L | E | S | B | I | A | N | , | G | A | Y | , | B | I | S | E | X | U | A | L | , | T | R | A | N | S |
| E | X | U | A | L | A | N | D | T | R | A | N | S | G | E | N | D | E | R | A | L | P | R | I | D | E |
| T | O | R | O | N | T | O | | | | | | | | | | | | | | | | | | | |

2. The address of the head office of the corporation is / Adresse du siège social:

508 Church Street, 3rd Floor
(Street & No. or R.R. No. or Lot & Concession No. or Lot & Plan No. / Post Office Box No. not acceptable, if Multi-Office Building give Room No.)
 (Rue et numéro ou R.R. et numéro ou numéro de lot et de concession ou numéro de lot et de plan, numéro de boîte postale inacceptable, si il s'agit d'un édifice à bureaux, numéro du bureau)

Toronto, Ontario **M4Y 2C8**
(Postal Code/Code postal)
(Name of Municipality)
(Nom de la municipalité)

3. The applicants who are to be the first directors of the corporation are:
 Requêteurs appelés à devenir les premiers administrateurs de la personne morale:

| Name in full, including all first middle names Nom et prénom au complet | Residence address, giving Street & No., or R.R., No. or Lot & Concession No., or Lot & Plan No., and Postal Code (Post Office Box No. not acceptable) Adresse personnelle y compris la rue et le numéro ou la R.R. et le numéro, ou le numéro de lot et de concession, ou le numéro de lot et de plan, ainsi que le code postal (Numéro de boîte postale inacceptable) |
|--|---|
| Laurie Anne Bryson | 12A Cawthra Square, Toronto, Ontario M4Y 1K8 |
| Richard Thomas Churchill | 52 Havelock Street, Toronto, Ontario M6H 3B5 |
| Ailsa Kinton Craig | 82 Maitland Street, #1, Toronto, Ontario M4Y 1E1 |
| James Roderick Kelly | 100 Maitland Street, #904, Toronto, Ontario M4Y 1E2 |
| Michael William McGaraghty | 216 Seaton Street, #4, Toronto, Ontario M5A 2T4 |
| Eric Moore | 980 Broadview Avenue, #706, Toronto, Ontario M4K 3Y1 |
| James Bryant Nero | 565 Sherbourne Street, #1115, Toronto, Ontario M4X 1W7 |

07109 (04/94)

4. The objects for which the corporation is incorporated are:
Objets pour lesquels la personne morale est constituée:

staging in the Municipality of Metropolitan Toronto an annual celebration and informational, educational and cultural festival by and for lesbian, gay, bisexual, transsexual and transgenderal people of their sexual and gender orientations and identities, and their histories, cultures, communities, organizations, relationships, achievements and lives;

and such other complementary purposes in furtherance of and not inconsistent with the foregoing objects.

5. The special provisions are-Dispositions particulières:

The corporation shall be carried on without the purpose of gain for its members, and any profits or other accretions to the corporation shall be used in promoting its objects.

La personne morale doit exercer ses activités sans rechercher de gain pécuniaire pour ses membres, et tout bénéfice ou tout accroissement de actif de la personne morale doit être utilisé pour promouvoir ses objets.

6. The names and residence addresses of the applicants:








Nom et prénoms et adresse personnelle des requérants :

4

| Name in full, including all first, middle names Nom et prénoms au complet | Residence address, giving Street & No., or R.R., No. or Loc. & Concession No., or Lot & Plan No., and Postal Code (Post Office Box No. not acceptable) Adresse personnelle y compris la rue et le numéro ou la R.R., et le numéro, ou le numéro de lot et le concession ou le numéro de lot et de plan, ainsi que le code postal (Numéro de boîte postale inacceptable) |
|--|--|
| Laurie Anne Bryson | 12A Cavilra Square, Toronto, Ontario M4Y 1K8 |
| Richard Thomas Churchill | 52 Havelock Street, Toronto, Ontario M6H 3B5 |
| Ailsa Kinton Craig | 82 Maitland Street, #1, Toronto, Ontario M4Y 1E1 |
| James Roderick Kelly | 100 Maitland Street, #904, Toronto, Ontario M4Y 1E2 |
| Michael William McGaraghty | 216 Seaton Street, #4, Toronto, Ontario M5A 2T4 |
| Eric Moore | 980 Broadview Avenue, #706, Toronto, Ontario M4K 3Y1 |
| James Bryant Nero | 565 Sherbourne Street, #1115, Toronto, Ontario M4X 1W7 |

This application is executed in duplicate.
La présente requête est faite en double exemplaire.

Signatures of applicants / Signature des requérants

| | |
|---|--|
|  Laurie Anne Bryson |  Richard Thomas Churchill |
|  Ailsa Kinton Craig |  James Roderick Kelly |
|  Michael William McGaraghty |  Eric Moore |
|  James Bryant Nero | |