Driving Transformational Change: A Funder's Guide to Supporting 2SLGBTQ+ Organizations

The Enchanté Network

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About this Report

This project represents a partnership between the Enchanté Network and the Social Innovation Lab on Gender and Sexuality at the University of Saskatchewan.

The Enchanté Network connects and supports over 160 pride centres and 2SLGBTQ+-serving organizations across Canada.

The Social Innovation Lab on Gender and Sexuality is housed in the College of Law at the University of Saskatchewan. The lab mobilizes interdisciplinary, community-led projects focused on 2SLGBTQ+ communities and their related social, cultural, legal, and political environments.

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Executive Summary

Community-based and nonprofit organizations country-wide rely on grants, donations, and funding in order to be able to provide expert services to their communities. In the case of 2SLGBTQ+ organizations, access to core, project, and capacity building funding — and thus the ability to provide essential services — is limited due to significant barriers around funding eligibility, criteria, and availability.[1] This lack of funding negatively affects the ability to protect and promote the human rights of 2SLGBTQ+ people. The Enchanté Network strives to fill the funding related shortfalls experienced by 2SLGBTQ+ organizations by coherently identifying gaps and substantively filling them.

One related initiative is the companion document to this report: 2SLGBTQ+ Funding Opportunities: A Scan of Governmental and Foundation Grants. This funding scan analyzes key funding opportunities that explicitly state how their eligibility criteria is open to 2SLGBTQ+ community organizations.

It is statistically proven that 2SLGBTQ+ communities experience increased vulnerabilities related to mental and physical health, employment, housing, and social connection. There is also evidence that 2SLGBTQ+ people are less inclined to access services aimed at the general population due to latent and overt oppression, homophobia,

transphobia, and cisnormativity. Conversely, there is both better reception and improved outcomes when 2SLGBTQ+ people are able to access 2SLGBTQ+ organizations and service providers (at times further tailored to racialized and Indigenous 2SLGBTQ+ people), demonstrating that 2SLGBTQ+ organizations fill an important gap in Canada's service landscape. Chronic underfunding of 2SLGBTQ+ organizations hurts gender and sexually diverse people and demonstrates a missed opportunity for funders to drive equitable, intersectional, and sustainable change in order of everyone within the country, especially those who are the most marginalized, to exact their full potential.

The funding landscape only changes at the hands of grantmakers and so this report is primarily directed at government funders, including federal, provincial, and municipal bodies. At the same time, the recommendations identified here are applicable to a broader audience, aiming to improve the funding processes and procedures of all grantmakers.

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[1] Here and throughout the report, the terms "funder" and "grantor" are used to refer to those entities that provide designated grants to nonprofit and charitable organizations. These entities may be federal departments, municipal or provincial governments, local community foundations, United Way Agencies, or corporate entities.

In order to create a funding landscape that is accessible and available to 2SLGBTQ+ organizations, this report relies on statistical data and the lived experiences of the Enchanté Network's 160 member organizations. This report proposes the following recommendations for confronting and overcoming the myriad of funding barriers faced by 2SLGBTQ+ organizations:

1. Engage 2SLGBTQ+ organizations in the development of funding criteria and in the evaluation of grant programs;

2. Work collaboratively with existing 2SLGBTQ+ networks to disseminate information and opportunities to frontline 2SLGBTQ+ organizations;

3. Prioritize funding for Black, Indigenous, and racialized 2SLGBTQ+;

4. Collect and publicly share disaggregated demographic data;

5. Include unincorporated organizations as eligible applicants;

6. Create inclusive eligibility criteria that doesn't entrench the gender binary or colonial notions of gender;

7. Offer low barrier and accessible grants;

8. Ensure that all salary allocations conform to living wage standards;

9. Reduce siloed funding opportunities and portfolios;

10. Place increased emphasis on projects that directly support 2SLGBTQ+ people;

11. Include flexible timelines; and

12. Determine reasonable reporting requirements in consultation with 2SLGBTQ+ organizations.

On a larger scale, the Enchanté Network calls for federal leadership — in partnership with municipalities, provinces, and territories — to work towards providing core operational funding to 2SLGBTQ+ service providers.

Introduction

The network has three main goals: (1) supporting members in their organizational growth and impact; (2) enabling members to connect, learn from each other, and network; and (3) advocating for members through engaging with key stakeholders including governments at all levels and third-party funders. Current members of the network span every province and territory and include many 2SLGBTQ+ organizations, such as community pride centres, HIV/AIDS organizations, 2 Spirit societies, and trans organizations. Their members range from large, established organizations to smaller, grassroots collectives that are typically unincorporated.

The Enchanté Network's success lies in its member organizations, as they provide programs and services for the 2SLGBTQ+ community country-wide. Pride centres and other 2SLGBTQ+ organizations are hubs in their communities; they seek to improve health outcomes by offering mental health support, providing community education, referring people to accessible housing options, breaking isolation, and providing other crucial services related to gender identity and sexuality. Our member organizations of all sizes deliver crucial support to their communities. Without these organizations, we would see very few

programs and services tailored to meet the needs of the 2SLGBTQ+ community. The dedication of these organizations makes a considerable impact on the health and well-being of 2SLGBTQ+ people while supporting the country on its journey towards equity, justice, and inclusion.

The Landscape of 2SLGBTQ+ Community Organizations and their Needs

Despite offering essential services, 2SLGBTQ+ communities and organizations are systematically and historically underfunded. This is due to legacies of homophobia and transphobia, as well as to latent discrimination that plagues funding opportunities that were established within our society before homosexuality was decriminalized — effectively building modern day barriers rather than bridges.[2] This lack of financial support contributes to increased health disparities within the 2SLGBTQ+ community in comparison to their cisgender/heterosexual peers. In particular, 2SLGBTQ+ people are 2-3 times more likely to attempt suicide than their cisgender/heterosexual counterparts[3], and in Ontario, 47% of transgender people aged 16-24 had contemplated suicide[4]. Further, Black gay men face an 8.5 times greater burden of HIV diagnosis when compared to the estimated proportion of Black gay men in the Black population[5] and racialized members of the 2SLGBTQ+ community are 16% more likely to experience mental health issues than cisgender/heterosexual individuals.[6]

[2] Miriam Smith, "Homophobia and Homonationalism: LGBTQ Law Reform in Canada," Social & Legal Studies 29, no. 1 (2019): 65-84.

[3] "Health Equity Impact Assessment: LGBT2SQ Populations Supplement," Rainbow Health Ontario, 2019, https://www.rainbowhealthontario.ca/wp-content/uploads/2020/04/HEIA-RHO-EN.pdf.

[4] "Homophobia and Homonationalism: LGBTQ Law Reform in Canada," 7.

[5] James, L.L. & Coleman, T (2019, May). Unintended Consequences? Issues in HIVAIDS Epidemiologic Data for Black Cisgender, Same Gender Loving (SGL), Bisexual Men and Trans (BCSGLBT) Populations. Presented at the 28th Annual Canadian Conference on HIV/AIDS Research, Saskatoon, SK.

[6] "Homophobia and Homonationalism: LGBTQ Law Reform in Canada," 7.

Introduction

Moreover, due to a lack of culturally anchored service delivery, many 2SLGBTQ+ youth remain hesitant to access mainstream supports. Of particular note is the high rates of homelessness and housing precarity amongst 2SLGBTQ+ youth, whereby rates range from 25% to 48% in locations across North America.[7] This means that some 2SLGBTQ+ youth are either denied access because they identify as being non-binary or because they are not allowed to reside in homes with others of a certain gender identity.[8] Of that 20%, 29.5% identified as being part of the 2SLGBTQ+ community, demonstrating the reach of an issue that has historically been insufficiently addressed.[9] In situations where 2SLGBTQ+ youth can access general housing supports, these spaces are often unsafe for queer youth, particularly due to the fact that traditional housing programs rely on cisnormative models, dividing youth up based on biological and binary gender categories.[10] It is also common that youth transitional housing programs rely on a cisnormative foundation — again dividing people up based on biological and binary gender conceptions. This means that some 2SLGBTQ+ youth are either denied access because they identify as being non-binary or because they are not allowed to reside in homes with others of a certain gender identity. The sum of all these issues (and more) lead 2SLGBTQ+ youth to feel unsafe and experience less stability in transitional homes.[11] The positive news is that in those few cases where housing and related programming is tailored to accommodate 2SLGBTQ+ youth, outcomes drastically improve.[12]

These are not stand-alone issues, as 2SLGBTQ+ people continue to face barriers to education, safe employment, and housing. As well, they experience discrimination from family and friends which contributes to high degrees of internalized shame and homophobia/transphobia. While public strides regarding 2SLGBTQ+ human rights take place (i.e. equal marriage and increasing protections for gender identity and expression) the public incorrectly assumes that 2SLGBTQ+ people enjoy a generally improved sense of health and well-being. Unfortunately this is not the case as research demonstrates that 2SLGBTQ+ people continue to experience precarity in employment, housing, and social environments.[13]

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[7] "Finding Home: A Pilot Evaluation of OUTSaskatoon's Pride Home," OUTSaskatoon, 2019: 4,https://d3n8a8pro7vhmx. cloudfront.net/acc/pages/2782/attachments/original/1572539921/Pride_Home_Final_Report_2019.pdf?1572539921.

[8] Stephen Gaetz et al, Without a Home: The National Youth Homelessness Survey (Toronto: Canadian Observatory on Homelessness Press, (2016): 6, https://homelesshub.ca/sites/default/files/WithoutAHome-final.pdf

[9] Stephen Gaetz et al, Without a Home: The National Youth Homelessness Survey, 6.

[10] Alex Abramovich, "Outcomes for Youth Living in Canada's First LGBTQ2S Transitional Housing Program," 2.

[11] Alex Abramovich, "Outcomes for Youth Living in Canada's First LGBTQ2S Transitional Housing Program,"Journal of Homosexuality, (2019): 2.

[12] Alex Abramovich, "Outcomes for Youth Living in Canada's First LGBTQ2S Transitional Housing Program," 16.

[13] "Homophobia and Homonationalism: LGBTQ Law Reform in Canada," 5.

Funding for 2SLGBTQ+ Service Organizations

2SLGBTQ+ people have been historically discriminated against within mainstream service providers, including healthcare agencies, the education system, and other key social service areas. As a result of this legacy of discrimination, 2SLGBTQ+ community centres and other queer organizations have become hubs offering a wide range of services to their communities.

From housing initiatives, to mental health counselling, to food security, the lifesaving services offered by frontline 2SLGBTQ+ organizations have been shaped by the impacts of systemic homophobia and transphobia and have filled country-wide gaps in services and supports.

After the Enchanté Network's first year of operations, it became clear that our member organizations were struggling to receive the funding needed to support 2SLGBTQ+ people. Not only are there very few funds directly allocated to 2SLGBTQ+ organizations and projects, but application processes themselves create significant barriers to applicants. As 2SLGBTQ+ organizations are considerably bogged down by a lack of resources, many organizations are unable to submit comprehensive applications for grants to fund essential services, or to submit to the same standard as other organizations. Not only that, but in cases where there are opportunities directed at 2SLGBTQ+ organizations, they are often developed in such a way that non-2SLGBTQ+ led organizations with greater capacity are better positioned to apply and secure larger funding contracts. All of these

factors result in less funds being directed toward much-needed 2SLGBTQ+ programs and services.

In December of 2020, Statistics Canada recognized that 2SLGBTQ+ communities have been disproportionately disadvantaged throughout the COVID-19 pandemic including through higher risks of financial insecurity, and higher risks of a lack of access to safe and secure housing.[14] Structural barriers to grants and funding mean that an already marginalized group will be further disenfranchised, while on the other hand, accessible and inclusive funding processes have the potential to make a considerable impact on the ability for 2SLGBTQ+ organizations to improve health outcomes for their communities.

In the last few years, federal action has resulted in upwards of $18M invested into capacity building for the 2SLGBTQ+ community. Through the LGBTQ2 Capacity Fund, this historic investment has benefited many of the Enchanté Network's members who have been able to build staff and organizational capacity in their delivery of services to 2SLGBTQ+ people.

Although these funds will go a long way toward increasing overall access to services, 'capacity building' is insufficient without the program and infrastructure funding needed to maintain such capacity, and we will fail to fully see the impact of this investment if this support doesn't continue. We hear repeatedly that the Enchanté Network's member organizations are concerned about the funding cliff that will

[14] Elena Prokopenko et al, "Vulnerabilities related to COVID-19 among LGBTQ2+ Canadians," Statistics Canada, December 15, 2020, https://www150.statcan.gc.ca/n1/pub/45-28-0001/2020001/article/00075-eng.htm.

occur when their LGBTQ2 Capacity Fund grants end, a concern that has long plagued nonprofit organizations operating at the mercy of grantors and external timelines.

In 2010, news coverage reported that Vancouver's Qmunity received funds to extend their services to a number of regions outside of the Vancouver area. Qmunity's work directly serves 2SLGBTQ+ people and this expansion was a positive step to greater impact and support, however, once the grant ran out, access to such services became much more difficult to provide – and the capacity that was built, backslid due to an inconsistent and short-term funding agreement.[15]

Stories such as these demonstrate that both capacity building and 'capacity maintenance' should be a major priority, whether in the national LGBTQ2 Action Plan or within priorities set by government, foundations, and other funding bodies.

Particularly in relation to the LGBTQ2 Capacity Fund, many organizations have been able to make significant strides in setting priorities for the future and building valuable organizational infrastructure. The ethical next step is to leverage this capacity in the provision of core and ongoing funds that will enable the implementation of these priorities and the provision of direct support services to 2SLGBTQ+ communities from coast to coast to coast.

Particularly in relation to the LGBTQ2 Capacity Fund, many organizations have been able to make significant strides in setting priorities for the future and building valuable organizational infrastructure.

15 Peter Toppings, "Reducing Barriers: Making services relevant to LGBT clients," Visions 6, no. 2, (2010): 21, https://www.heretohelp.bc.ca/sites/default/files/visions_lgbt.pdf.

The ethical next step is to leverage this capacity in the provision of core and ongoing funds that will enable the implementation of these priorities and the provision of direct support services to 2SLGBTQ+ communities from coast to coast to coast.

A Call for Operational Funding for 2SLGBTQ+ Community Organizations

From the food security programs at the 519, to the housing provided to youth at OUTSaskatoon's Pride Home, to the cultural supports offered by the Edmonton 2 Spirit Society — the Enchanté Network's member organizations are on the frontlines of our 2SLGBTQ+ communities, every single day. Not only are these organizations the places that queer youth turn to when they are bullied, or where trans people go to find help with employment, but they are pillars in their communities, bringing people together, and making 2SLGBTQ+ communities and people stronger, from coast to coast to coast. When 2SLGBTQ+ organizations are underfunded or precariously funded, their ability to deliver these services suffers and likewise, our communities suffer.

After decades of chronic underfunding, 2SLGBTQ+ organizations were optimistic about the $20M invested by the government in the 2019 budget. The creation of the LGBTQ2 Community Capacity Fund was labelled by many activists and leaders as an historic step forward. However, the 2021 federal budget included only $15M for three years, for the entire country. This is a disappointing step backward which will have devastating impacts on the vast potential of 2SLGBTQ+ organizations. We know that we are at a tipping point within Canada's 2SLGBTQ+ sector as we have seen significant and vast investment into capacity building initiatives and consequently, have witnessed unprecedented growth. That said,

ethical investments must be sustained and comprehensive, and in order for Canada's 2SLGBTQ+ sector to thrive, we need to see long-term funding commitments that support capacity building, program delivery, and internal infrastructure.

The recommendations in this report provide guidance for all ranges of funders and grantmakers, including municipal, regional, and provincial governments in addition to foundations, and corporate funders. **While the scope of application of these recommendations is broad, we place increased focus on the federal government and other levels of government.**

We are firm in our belief that after decades of being entirely absent in regard to supporting 2SLGBTQ+ organizations, there is a federal responsibility to ensure that human rights to access lifesaving services related to gender and sexuality are upheld, particularly as our government is in the midst of developing the first-ever national LGBTQ2 Action Plan. This plan will be merely symbolic if it is not accompanied by the funding required to sustain the 2SLGBTQ+ social service infrastructure in this country.

As a result, we make the overarching recommendation to our federal government:

This request includes the following:

- $25M annually in core, multi-year funding for 2SLGBTQ+ organizations that deliver frontline services on the grounds of gender and sexual diversity;
- Dedicated, multi-year program and project funding specific to 2SLGBTQ+ organizations;
- Capacity building funding for 2SLGBTQ+ organizations (including for rural and remote communities without access to services, and organizations that were not able to access the previous round of federal 2SLGBTQ+ specific funding);
- Allocated funding for regional and national networks to support, sustain and grow sector-wide capacity and collaboration across 2SLGBTQ+ community, health and social services;
- And permanent federal funding for the LGBTQ2 Secretariat — the office that gives 2SLGBTQ+ people and organizations a voice in the federal government. Creating the Secretariat was a success of the Liberal government, however permanent funding is required to safeguard the Secretariat's existence and progress in the future.

We are calling for federal leadership — in partnership with municipalities, provinces, and territories — to work towards our country providing core operational funding to 2SLGBTQ+ service providers.

Through core operational funding, ongoing program and project funding, enhanced funding for capacity building, and resources to national networks to support implementation and coordination, 2SLGBTQ+ community organizations will be better equipped to meet the needs of their communities, and address the root causes of systemic inequities. This will contribute to the development and maintenance of a strong civil society sector — promoting the 2SLGBTQ+ population's ability to live healthy and safe lives without the perpetual fear that their rights will backslide in the future. Particularly, leadership on the part of our federal government in response to these recommendations, would yield high and consistent returns for all Canadians, promoting equality and human rights for the entire 2SLGBTQ+ population.

grants for unincorporated organizations continue to impact the capacity of our member organizations to build long-term programs and services. Consequently, alongside a direct call for core funding relationships, meaningful attention to these recommendations will go a long way toward increasing both the capacity of 2SLGBTQ+ organizations and improving the health and well-being of 2SLGBTQ+ people.

Recommendations for Equitable Resource Distribution

The recommendations that follow underscore the fact that stable, long-term, and operational funding for 2SLGBTQ+ community organizations will go a long way toward improving the health and well-being of people across the country. A review of available reports and recommendations, along with communications across our nation-wide membership demonstrate that government, foundation, and other funders still have a long way to go in terms of providing equitable and accessible funding for community-based organizations. We explored barriers that significantly impact 2SLGBTQ+ organizations and found that, among others, onerous application and reporting requirements, limited scope of eligibility requirements, and limited

Recommendation 1: Engage 2SLGBTQ+ organizations in the development of funding criteria requirements and in the evaluation of grant programs.

Receiving input from target communities for funding opportunities is essential, and a process that can be easily accomplished. The creation of advisory committees is one way to ensure that communities have a say in whether a grant is accessible. Other possibilities include: hiring consultants, engaging with umbrella organizations such as the Enchanté Network, or holding public townhall-type events to provide feedback on grant criteria. Active engagement with feedback regarding funding demonstrates a willingness to support impacted communities and can also be done through dialogue, surveys, infographics, and focus groups. Collaborative engagement will enable funders to assess their criteria, ensuring that it is not biased, check any unseen gaps to ensure the scope is providing access to all intended applicants, and to work towards diversifying the applicant base, and therefore reaching an increased number of projects.[16]

In order to remove barriers associated with funding requirements, it is recommended that funders: (1) seek out consultation with individuals, organizations and networks in the 2SLGBTQ+ community to understand barriers that might be present; (2) take the time to include only what is absolutely necessary in application requirements in order to minimize the burden on applicants; and (3) actively seek feedback on the application process before and/or after the process.[17]

This could be done through a survey sent out to past grant recipients. In order to determine gaps in COVID-19 healthcare issues in Canada and the United States, the Tegan and Sara Foundation sent out a survey that included questions on gender and sexuality, opinions about healthcare, opinions about vaccinations, and more. In doing so, they gathered a comprehensive report and were able to make suggestions on how to address the issues identified. If this had also targeted the application requirements and process, this would have been an advantageous step in ensuring that all steps were required for either the grantee or grantor. Suggestions could then have been drawn and applied promptly to the benefit of both parties.

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[16] "Trust-Based Philanthropy: An Overview," Trustbasedphilanthropy, Trust-Based Philanthropy Project, 2021, https://static1.squarespace.com/static/5c12acc8af209676c74c9961/t/603d2dcae06ce403c2cd9b13/1614622154834/TBP-Overview-final.pdf.

[17] "Trust-Based Philanthropy: An Overview."

Recommendation 2: Work collaboratively with existing 2SLGBTQ+ networks to disseminate information and opportunities to frontline 2SLGBTQ+ organizations.

Members of the Enchanté Network benefit tremendously from personalized outreach to promote grant opportunities and eligibility. By increasing knowledge uptake in these ways, opportunity costs for those looking for funding are kept more manageable and the burden on overworked and underpaid members is decreased.

Consider, for example, a sample of five 2SLGBTQ+ organizations looking for funding. On their own, each would need to spend designated time locating applicable grants, determining application requirements, and determining funding scope. Many organizations will not have the ability to cover the opportunity cost of a thorough search, thus increasing barriers to access and receipt of funds. **By collaborating with 2SLGBTQ+ networks such as the Enchanté Network, information can be collected through one organization, and then shared with all members, minimizing the costs of the funding search to 1/5 of its original cost.** Furthermore, 2SLGBTQ+ networks can host funding webinars, answer questions on funding calls, and thereby avoid unnecessary confusion and difficulties with the grant writing process. As a result, 2SLGBTQ+ organizations will not expend much opportunity cost, and will be able to identify all funding opportunities for which they are eligible. Benefits to such a model include funders gaining better publicity and awareness of their funding opportunities and 2SLGBTQ+ organizations having fewer barriers to finding funding opportunities.

The Enchanté Network is calling for increased collaboration between networks and funders in order to streamline information for 2SLGBTQ+ organizations. It is recommended that funders take the opportunity costs associated with accessing funding information into consideration, and in so doing that they work to: (1) liaise with 2SLGBTQ+ networks such as the Enchanté Network and others in order to assess funding launches and deadlines, and to develop information sessions; and (2) maximize the spread of information to 2SLGBTQ+ communities through both formal and informal partnerships with 2SLGBTQ+ networks.

Alongside this set of recommendations, the Enchanté Network has completed a scan of funding opportunities for 2SLGBTQ+ organizations and projects. These opportunities included those at federal, provincial, and municipal levels, as well as foundation grants. The companion document can be found here.

Recommendation 3: Prioritize funding for Black, Indigenous, and racialized 2SLGBTQ+ groups.

"Everything in our society is broken up — we don't connect the dots anymore. I hope that one day we have services that see us as whole beings that need support and health and care for all areas of our life and how they interconnect."

— 2 Spirit and gay participant, Pathways Project: Experiences of Racialization and Mental Health Service Access for LGBTQ People[18]

Organizations led by Black, Indigenous, and racialized 2SLGBTQ+ communities have consistently demonstrated a need for increased funding, including through opportunities specifically created for these communities. As a result of racist and colonial factors, Black, Indigenous, and racialized 2SLGBTQ+ people are at increased risk for poor outcomes in areas such as health, housing, and employment. In particular, these groups have mental health support needs that are 5% higher than non-racialized LGBTQ+ people, and 16% higher than non-racialized cisgender/heterosexual individuals.[19] Black and racialized groups are also often likely to avoid accessing medical and mental health care directed toward the general population due to the fact that "historic trauma through colonization in Canada has led to a deeply-held mistrust of service providers, which can cause reluctance to access care when needed".[20] Within Black, Indigenous, and racialized 2SLGBTQ+ communities, this racial and colonial trauma is founded on additional and unique oppressive actions. This includes the use of residential schools as a tool of assimilation to the gender binary

— effectively erasing 2 Spirit traditions.[21] Thus, the mistrust in service providers is multifaceted — stemming from the unique experiences of Black, Indigenous, and racialized 2SLGBTQ+ communities.

Further, the health care system currently does not take into account all possible factors impacting Black, Indigenous, and racialized 2SLGBTQ+ populations. This includes the fact that racism and oppression are not widely recognized as factors that impact mental health and well-being.[22] In cases where service providers tailor their services to account for oppressive factors as well as specific 2SLGBTQ+ needs, these communities will be significantly better served. However, this cannot occur without specific financial support for Black, Indigenous, and racialized 2SLGBTQ+ groups. Thus, funders play a key role in the accessibility of these services.

It is recommended that funders: (1) create additional funding opportunities that specifically, and possibly exclusively, target Black, Indigenous, and racialized 2SLGBTQ+ populations; and (2) take an

[18] "The Pathways Project," LGBTQ Health, accessed August 26, 2021, http://lgbtqhealth.ca/docs/PathwaysProjectRacialized.pdf.

[19] "Homophobia and Homonationalism: LGBTQ Law Reform in Canada," 7.

[20] "Homophobia and Homonationalism: LGBTQ Law Reform in Canada," 7.

[21] Travis Salway et al, "Experiences with sexual orientation and gender identity conversion therapy practices among sexual minority men in Canada," Plos One 16, no. 6 (2021), https://journals.plos.org/plosone/article?id=10.1371/journal.pone.0252539.

[22] "The Pathways Project," 3.

intersectional approach to their funding targets and portfolios in order to ensure that more grants are accessible to this population.

It is encouraged to specifically mention Black, Indigenous, and racialized 2SLGBTQ+ organizations as being eligible for grants and funding opportunities. Further targeted outreach to promote these funding opportunities would also be particularly beneficial in increasing awareness and equitable dissemination of funds.

A fund of note is the Catalyst Grant: Community-Led Research on LGBTQIA/2S Wellness run by the CIHR Institute of Gender and Health.[23] This fund provides financial support for research projects undertaken by community organizations regarding health outcomes of intersecting 2SLGBTQ+ and racialized communities. In doing so, they explicitly state that 2SLGBTQ+ BIPOC communities should be the target audiences of proposed projects. Since its release, two webinars have been held in order to alleviate confusion in the application process — which is advantageous for organizations with climbing administrative burdens. This is a good example of key steps that can be taken to increase accessibility.

[23] "Catalyst Grant: Community-Led Research on LGBTQIA/2S Wellness," Canadian Institute of Health Research Institute of Gender and Health, August 17, 2021, https://cihr-irsc.gc.ca/e/52582.html.
[24] "Data Collection," Funders for LGBTQ Issues, accessed August 26, 2021, best-practices-for-foundations-on-collecting-data-on-sexual-orientation-and-gender-identity.
[25] "Data Collection".

Recommendation 4: Collect disaggregated demographic data and analyse and report on the number of funded projects for 2SLGBTQ-led organizations.

Demographic information plays a key role in identifying the communities and groups that are in need of support, as well as in determining areas for targeted funding. By collecting data on sexuality and gender identity, funders are better able to identify specific needs within the community and to prioritize funds which seek to address those disparities.[24] Reporting on demographic data enables the wider community to review the progress being made within institutions and the philanthropic sector regarding 2SLGBTQ+ initiatives.[25]

Additionally, certain funding opportunities require that a 'need' for funding be proven. Where there is a lack of disaggregated demographic data on these points, 2SLGBTQ+ communities are systematically prevented from accessing these funds.

Thus, the collection of relevant demographic data relating to funding provision can both increase awareness of funding gaps, work towards increased accountability, and broaden the spectrum of accessible funding opportunities for 2SLGBTQ+ organizations.

To increase demographic reporting and impact, it is recommended that funders: (1) collect demographic data regarding gender, sexuality, culture, race, disability, and other intersecting factors; (2) analyse collected demographic data in order to assess the reach, impact, and accountability of their individual funding projects; and (3) continue to collect demographic information throughout their funding agreement to determine ways that funding can be utilized to best target those communities in the long term.

For example, many funders collect demographic data relating to gender identity from all grant recipients, but they rarely report on this data in order to demonstrate the impact of their programs on trans and gender diverse people within and outside of 2SLGBTQ+ organizations. By using and sharing data that is already collected, agencies would be able to better hold themselves and others accountable to the 2SLGBTQ+ community and to providing safe and affirming services sector-wide.

[26] William Staubi, "Data Analysis of the 2020 Micro-Grant Applications" in the possession of the Enchanté Network: 9.
[27] See "Homophobia and Homonationalism: LGBTQ Law Reform in Canada," 7.
[28] "Homophobia and Homonationalism: LGBTQ Law Reform in Canada," 7.
[29] "From the Bottom Up: A Growth Strategy for Grassroots Groups in Ontario" Grassroots Growth 50, accessed August 26, 2021, From_The_Bottom_Up_Report_-_.pdf.

Recommendation 5: Include unincorporated organizations as eligible applicants.

In 2020, during the Enchanté Network's first round of our Capacity Building Micro-Grants Program, approximately 27% of applications came from unincorporated groups. This illustrates that there are a large number of organizations who are seeking funding but are limited in cases where unincorporated groups[26] are excluded from eligibility requirements.

Our members have also made it clear that many unincorporated groups are from communities of increased need, including rural communities, Indigenous communities, and other groups that have been historically marginalized.[27] These grassroots 2SLGBTQ+ organizations are offering community support in any way that they can, and in many cases, these groups fill the gaps and provide essential services in circumstances where there would otherwise be none. For example, Indigenous members of the 2SLGBTQ+ community have often experienced significant trauma due to colonization, and may not trust governmental service providers.[28] In these instances, unincorporated organizations may be the only group placed to provide essential services to communities such as these. When grants are closed to unincorporated groups, they are likely disproportionately excluding marginalized communities, such as 2 Spirit and Indigenous communities.

Grassroots organizations are necessary to social change movements. They are disproportionately run by people from within the communities that they serve, and they are primarily run by volunteers.[29] Unincorporated 2SLGBTQ+ communities may seek funding in order to hire staff and consultants both to navigate the

incorporation process and to strategize steps forward that honour the experiences and needs of their members. Nevertheless, not all organizations are interested in incorporation — largely due to the long term financial and administrative burden associated with the maintenance of an incorporated organization. Continued financial support would be required to increase the capacity of these organizations, and until this is solved, there will be reluctance to seek out funding opportunities that only cover the initial incorporation of an organization. Respect for such preferences are reflected in the organization of networks such as the Enchanté Network, where in defining the criteria for membership, nets are cast wide to include incorporated and unincorporated organizations.

While we recommend funding parameters that enable unincorporated groups to access resources, we also understand that funders may, in certain circumstances, require fiscal agents for medium and large-sized grants where the applicant organization is unincorporated. If this is an acceptable mechanism for unincorporated groups to access funds, then we encourage funders to advertise this clearly and to encourage partnerships of this nature.

Commendably, the federal LGBTQ2 Community Capacity Fund provided funds to some organizations in order to incorporate, demonstrating a positive strong step forward, but only within a small scope.[30]

Incorporated groups are prioritized for funding, resulting in queer, trans, and 2 Spirit volunteers shouldering a tremendous unpaid workload, just to establish a service provider, especially in Canada's rural, remote, and northern communities. This results in unpaid community members filling the gaps in Canada's social services infrastructure.

In light of these gaps, we recommend that all funders: (1) include explicit eligibility information for unincorporated, grassroots organizations, including whether or not organizations are eligible to work in partnership with a fiscal agent; (2) ensure that they are not singling out certain communities due to eligibility requirements;[32] and (3) offer start-up grants to communities with increased service needs and increased experiences of marginalization within the larger 2SLGBTQ+ community.

Some independent foundations have increased the scope of eligible applicants in order to include unincorporated organizations. For example, the Tegan and Sara Foundation explicitly targets grassroots organizations for seed funding.[33] In doing so, they explicitly acknowledge the need to fill this gap, thereby working to support a broad scope of eligible grantees, and reaching a wider 2SLGBTQ+ community.

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[30] "LGBTQ2 Community Capacity Fund: Applicant guide" Government of Canada, 14 April, 2021, lgbtq2-community-capacity-fund-applicant-guide.html.

[31] "Backgrounder-Enabling the future of LGBTQ2 Community-led Organizations," Government of Canada, 2021, backgrounderenabling-the-future-of-lgbtq2-community-led-organizations.html.

[32] "Trust-Based Philanthropy: An Overview."

[33] "Community Grants," Tegan and Sara Foundation, accessed August 26, 2021, community-grants.

Recommendation 6: Create inclusive eligibility criteria that doesn't entrench the gender binary or colonial notions of gender.

Where funding requirements and eligibility are ambiguous, 2SLGBTQ+ organizations can spend unnecessary time completing onerous applications which may or may not apply to them. A lack of clarity can occur in relation to funds directed to "women and girls" or other feminist projects as provided by women-focused funders and agencies as it is not always clear whether 2SLGBTQ+ focused projects are eligible. Likewise, many 2SLGBTQ+ organizations, including 2 Spirit organizations, operate under an expansive understanding of gender and so are forced to restrict this focus when grantors require a narrowed scope.

Interestingly, the strict and difficult-to-prove requirements for 2SLGBTQ+ organizations to demonstrate that they are centred around women's issues are often not reciprocated when it comes to non-binary inclusion targets within funding opportunities applied to women's groups. Essentially, the standard for women's organizations to meet requirements for non-binary inclusion and experience is considerably lower than the standard which is set for 2SLGBTQ+ organizations to meet requirements regarding experience with women-focused programming.

Some 2SLGBTQ+ organizations develop programs specifically for women, others do not. For example, a pride centre may offer a program for femme folks, or may run a gender-based violence program that is not focussed exclusively on women. They may also offer a program for the entire transgender community, as opposed to just for trans women. Note that all three of these activities would not qualify under a grant requiring "previous experience delivering women's programs," and so would be ineligible for funding despite demonstrating unique and important programs focused on better supporting individuals affected by gender disparities. The lack of reciprocal consistency in funding opportunities such as these continues to create ambiguity in application standards for 2SLGBTQ+ organizations.

Further, requiring 2 Spirit organizations to conform to western notions on gender is harmful and solidifies colonial discourse.[34]

[34] Judith Butler, Gender Trouble: feminism and the subversion of identity (New York, NY: Routledge, 1990).

By increasing the scope of eligibility to include trans, gender diverse, and 2 Spirit communities, women- or feminist-focused grant opportunities will be better able to promote intersectional projects, a format encouraged by funders, but often not accepted when it comes to 2SLGBTQ+ organizations.[35] In fact, 2SLGBTQ+ organizations often have a lot to teach funders and other organizations about the value of and possibilities for intersectionality as they regularly support individuals with intersecting identities.

In order to reduce the harmful effects of exclusionary funding criteria, we recommend that funders: (1) write clear and precise eligibility requirements, which explicity state whether 2SLGBTQ+ organizations are eligible; (2) identify the gaps in their current funding opportunities, and increase opportunities for the 2SLGBTQ+ community within women- and feminist-focused grants, particularly for trans and non-binary focused projects; and (3) for those offering intersectional women's grants we recommend an expanded scope that identifies trans women, non-binary people, and gender diverse people as priority populations, including the provision of dedicated funds for these groups.

Case Example 1:

During the Enchanté Network's 2021 consultation surrounding gender based violence (GBV) within 2SLGBTQ+ communities, our member organizations requested grants that are open to the unique needs of the community and that are not restrictive. Limiting 2SLGBTQ+ organizations' access to GBV grants results in problematic and limited understandings of gender based violence overall, and moreover, restricts the ability to develop integrated and intersectional modes of addressing GBV in our communities. Likewise, it is valuable for 2SLGBTQ+ communities and organizations to incorporate intersectional feminist programming into their services — as misogyny and patriarchy are endemic within queer communities as they are within general communities.

Case Example 2:

There are a number of institutions which have created opportunities for women's rights and some sub-categories of 2SLGBTQ+ rights to be funded side by side. One of these institutions is Astraea, which, when founded in 1977, was an organization which targeted the promotion of women's rights.[36] Notably, in doing so, Astraea did not preclude BIPOC and 2SLGBTQ+ communities from receiving funding to address the specific needs of both those groups where they intersect. Today, Astraea is styled as "a Lesbian Foundation for Justice", but since its beginnings it has represented an inclusive and diverse funding platform that has implemented an expansive notion of gender.

[35] " Vibrant Yet Under-Resourced: The State of Lesbian, Bisexual, and Queer Movements," Mamacash, accessed August 26, 2021: 74, astraea_mamacash_lbq_report_vdef.pdf.
[36] " International Fund: Apply for Grants," Astraea Foundation, accessed August 26, 2021, https://www.astraeafoundation.org/apply/international-fund/.

Recommendation 7: Offer low barrier and accessible grants.

We often speak to 2SLGBTQ+ community groups that are desperate to build their capacity to deliver services — often while operating in rural areas or while supporting particularly underserved communities such as Indigenous, trans, or newcomer groups. These organizations have expressed that it is very difficult to get started, even when an organization is trying to fill a void where no services exist. We also see increased barriers facing groups led by queer/trans people with disabilities, QTBIPOC people, and intersex communities.

For many of these communities, they are already experiencing heightened workloads and the barriers are so high that government funding is often not worth the burden of the application process.[37]

High-barrier funding opportunities force already strained organizations (such as those in the aforementioned communities) to jump through unnecessary hoops to be considered for funding.[38] For example, a grantor might ask that a comprehensive evaluation strategy be submitted with the grant application. We recognize and support evidence-informed and outcomes-oriented service delivery, however, the requirement for this level of planning at the outset is unnecessary and often requires groups to sub-contract evaluators before receiving any guarantee of funding.

Funding barriers can be decreased through the following recommendations: (1) assess opportunities to remove unnecessary questions and grant requirements; (2) reduce financial and evaluation burdens within the application process, request more detailed descriptions only from those organizations awarded funds; (3) include mentorship and/or coaching resources within the granting process, so organizations can reach out and seek guidance; and (4) enlist staged or tiered application processes (for example, inviting a letter of intent as a first stage and then providing additional supports to those invited to participate in the full grant opportunity).

In 2018 Status of Women Canada (now the Department of Women and Gender Equality), developed a two-stage funding opportunity where potential grant recipients filled out a letter of intent requesting up to 25K in funding support to complete the full grant application (due the following year). The fund provided up to 250K per organization for five years, enabling organizations to carry out long-term, comprehensive strategies surrounding gender-based violence and the development of key prevention efforts. This funding model was extremely effective as it enabled successful organizations to conduct preliminary research, supplement staff time, and hire external evaluators in order to complete the onerous grant application and proved to be very effective for those organizations that were able to participate.

37 "Policy Priority: A Better Funding Relationship with Government," Imagine Canada, accessed August 26, 2021, https://imaginecanada.ca/en/policy-priority-grants-contribution?utm_content=buffer41d79&utm_medium=social&utm_source=linkedin.com&utm_campaign=buffer.
38 "Trust-Based Philanthropy: An Overview."

Recommendation 8: Ensure that all salary allocations conform to living wage standards.

The need for living wages, and the benefits associated with movements toward living wage standards are not unique to the 2SLGBTQ+ community. Among social and economic impacts, the benefits to employers include: (1) a decrease in opportunity costs associated with employee turnover; and (2) an increase in productivity and workplace morale.[39] Both of these would increase the ability of 2SLGBTQ+ organizations to provide services to the community, and foster stability throughout organizations and the larger 2SLGBTQ+ community.

During a consultation with TEN member organizations, one of our members commented that:

"Without stable and consistent core funding, the security of being able to cover your bills is long overdue. We need to be able to pay our staff well to do the work, keep the lights on and keep the support and services going that keep our community alive." [40]

This concern demonstrates systemic problems that can impact both employees and entire organizations. As well, organizations under pressure to receive grants, or those that are impacted by the competitive funding landscape, may feel pressured to lower salaries and benefits in order to appear more administratively "lean" to funders. In such cases, an ethical funding landscape would implore governments, foundations, and other funding bodies to take accountability for salary discrepancies and inequitable wages across regions.

In addition to sufficient salaries and wages, further benefits are needed to offset the vicarious trauma and burnout experienced by the employees. Such equitable and supportive payment structures will inevitably strengthen the sector and improve long term service provision through employee well-being and expertise. These long term benefits would be attainable through the balancing of labour productivity and wages/benefits.[41] Thus, with increased productivity and support, there would be a resulting boost in uptake for sector development.

In order to support improved salaries across the sector and at minimum the provision of living wages to all employees (including students) we recommend that funders: (1) adjust budget criteria to include salary minimums that adhere to regional living wage standards; (2) ensure that overall budget limits do not sacrifice fair salaries in the face of service provision; and (3) ensure that overall budget limits include the allocation of sufficient funds to elements that will strengthen the sector, such as employee training, benefits, staff supports, and professional development.

[39] "What are the Benefits?," Living Wage Canada, 18 December 2014, what-are-benefits.
[40] "The Enchanté Network - NAP Report," in possession of the Enchanté Network, accessed August 26, 2021.
[41] See Jon-Chao Hong et al, "Impact of employee benefits on work motivation and productivity," International Journal of Career Management 7, no. 6 (1995).

Effective application of this recommendation may require flexible grant amounts so that the grantor can adjust to the number of employees alongside salary minimums. By taking a leadership role in supporting fair and living wages for nonprofit staff, governments, foundations, and other funders have the opportunity to make a clear difference in a sector whose employees are chronically underpaid.

Recommendation 9: Reduce siloed funding opportunities and portfolios.

"Much housing that's publicly provided, is this — over here we've got the families, over here we've got the seniors, over here we've got this, over here we've got... you know? So for me from that perspective it's kind of — we have a tendency to silo... and that is a barrier... we have these systemic structural barriers to people actually being able to be together in community and not be discriminated. ... What are the potential for intergenerational you know, types of housing rather than siloed by age and demographics?"

— Nanaimo participant, LGBT Housing Matters: Results of the Canadian LGBT Older Adults and Housing Project.[42]

Siloed funding occurs when an organization divides their funding portfolio into distinct sections and awards grants subject to those distinctions. For example, a foundation that provides three categories of funding — youth, adult, and elder — requests applicants to limit proposed projects to a distinct age group, and often disables (whether intentionally or not) possibilities which transcend the indicated categories or which seek interdisciplinary outcomes. Within the

2SLGBTQ+ community, many projects are undertaken in an intersectional manner. Consider, for example, the preference for and establishment of intergenerational housing in 2SLGBTQ+ communities.[43] For some funding opportunities, this would constitute a project impact that is too broad — as both youth and seniors may be served through the same initiative, while for others, such a model represents an innovative opportunity to build intergenerational kinship relationships and support networks. By siloing these projects by demographic, the "bidirectional support networks" and their benefits are sacrificed.[44] In this sense, siloed funding initiatives should be avoided and instead, Funders should provide funding opportunities that are sufficiently broad to better enable the benefits of intersectionality.

In addition to intra-community funding silos, there are also silos which limit the inclusion of 2SLGBTQ+ organizations within other funding demographics. More specifically, quite often 2SLGBTQ+ organizations are limited to funding opportunities which exclusively relate to the 2SLGBTQ+ community.[45] Consider, for example, the intersectional scope of women's rights and gender equality. While 2SLGBTQ+ organizations are crucial to effective change in relation to this area, many funding opportunities unwittingly exclude them from eligibility.[46] Going forward, funders need to embrace the intersectional realities within the 2SLGBTQ+ community, as well as the

[42] Jacqueline Gahgan et al, "LGBT Housing Matters: Results of the Canadian LGBT Older Adults and Housing Project" (Halifax: The Gender and Health Promotion Studies Unit Dalhousie University, 2020): 16-17.

[43] Jacqueline Gahgan et al, "LGBT Housing Matters: Results of the Canadian LGBT Older Adults and Housing Project," 17.

[44] Jacqueline Gahgan et al, "LGBT Housing Matters: Results of the Canadian LGBT Older Adults and Housing Project," 17.

[45] "Vibrant Yet Under-Resourced: The State of Lesbian, Bisexual, and Queer Movements," 74.

[46] "Vibrant Yet Under-Resourced: The State of Lesbian, Bisexual, and Queer Movements," 74.

intersectional nature of other demographics which include (in part or in whole) the 2SLGBTQ+ population.

Our recommendations to reduce siloed funding include: (1) evaluating whether funding pillars, categories, or requirements create unnecessary barriers to accessing funding; (2) encouraging intersectionality and interdisciplinary practices within proposals, thereby dismantling barriers created by silos; and (3) consulting with potential and current grant recipients in order to create greater efficiencies and to assess more effective funding methods.

For example, deconstructing silos may mean that funders will need to look at the purpose of the grant prior to determining the scope of the applicants and projects. Following this, discussions with prospective fund recipients may shed light on the possible intersectional benefits, and allow funders to determine the scope of applicants and projects that will ensure the best community outcomes. In engaging in this process, the default position of funders should be to allow broad and intersectional involvement, rather than restricting the scope of the funding opportunity.

Recommendation 10: Place increased emphasis on projects that directly support 2SLGBTQ+ people.

For some jurisdictions, the funding allocations for the 2SLGBTQ+ community are centred around the needs of educating the cisgender/heterosexual population with anti-homophobia initiatives, rather than to funding the services directly needed by the 2SLGBTQ+ community itself. This results from the allocation of funding to the fight against societal homophobia and transphobia and the impact this has on individuals, rather than on the services and programs that directly serve 2SLGBTQ+ people.

Awareness campaigns and educational initiatives are necessary to change the landscape of discrimination and exclusion. Nevertheless, such initiatives should not be the only 2SLGBTQ+ initiatives funded. At least a portion of available funds should be allocated to frontline services for the 2SLGBTQ+ population. This would ensure that those in need of essential services are receiving the support and programming they need to address the systemic disparities — in physical and mental health, income, etc. — experienced by the community. Thus, financial support should be given to frontline 2SLGBTQ+ services in addition to all other initiatives in order to maximize the benefit of the funds to the 2SLGBTQ+ population.

In order to ensure that funds reach 2SLGBTQ+ communities, we recommend that funders: (1) offer funding that aims to support the 2SLGBTQ+ community directly and holistically (i.e. to provide programs dedicated to housing, employment, mental

health and well-being, etc.); (2) the funding for 2SLGBTQ+ organizations should be displayed publicly alongside information about homophobia and transphobia on governmental or other relevant websites to increase awareness of such programs; and (3) create opportunities which allow for a large scope of applicants in order to disperse funding equitably.

For example, when government funds are being allocated, careful consideration should be given as to the purpose of each project in order to ensure an equitable division. The appropriate ratio may differ by province, territory and region, but sufficient funds should be allocated to 2SLGBTQ+ frontline services. An example of a fund that provided funding to 2SLGBTQ+ frontline services would be the Substance Use and Addiction Program offered by Health Canada.[47] This fund specifically provides funding to projects that support those affected by substance use and addiction that are particularly at-risk or experience barriers to accessing the services that are already in place.[48] This type of funding is illustrative of a focus on the provision of frontline services to 2SLGBTQ+ communities.

[46] "Vibrant Yet Under-Resourced: The State of Lesbian, Bisexual, and Queer Movements," 74.
[47] "Substance Use and Addictions Program," Government of Canada, July 22, 2021, https://www.canada.ca/en/health-canada/services/substance-use/canadian-drugs-substances-strategy/funding/substance-use-addictions-program.html#a8.
[48] "Substance Abuse and Addictions Program."
[49] "Elena Prokopenko et al, "Vulnerabilities related to COVID-19 among LGBTQ2+ Canadians."

Recommendation 11: Include flexible timelines.

The difference between a rigid deadline and a flexible one can make a tremendous impact on an organization. Tight, inflexible application deadlines are often a method of reducing the scope of applicants, and they limit access to funds for overburdened organizations within the 2SLGBTQ+ community. Additionally, inflexible reporting deadlines can place unnecessary burdens on organizations. This is particularly an issue at the end of the fiscal year, when the demands on frontline staff can become unmanageable.

Flexible timelines are even more important in emergency contexts, such as during the COVID-19 pandemic. In emergency contexts, staff are more likely to be under increased stress, and given that it is understood that the 2SLGBTQ+ community is disproportionately disadvantaged by the COVID-19 pandemic, rigid application and reporting timelines may amount to a systematic exclusion of marginalized communities.[49]

In addition to increasing flexibility around reporting and timelines, it would also best serve 2SLGBTQ+ organizations to receive advance notice of when an opportunity will open and what the application requirements will look like. This is particularly important where there are time-consuming aspects to the application such as when partnerships are necessary or recommended as part of funding applications.

In order to work towards more equitable access to funding through flexible timelines, it is recommended that funders: (1) advertise in advance of funding opportunities

being officially launched in order to allow applicants to adequately prepare; (2) reflect on the scope of their funding applications, and whether certain groups within that scope may face a disproportionate burden related to expected timelines; (3) increase flexibility in all timelines, including both application and reporting deadlines; (4) engage in dialogue with applicants and targeted communities when preparing reporting schedules; and (5) provide advance notice regarding when new funding opportunities will open as well as any particularly time consuming requirements or recommendations for application.

The Urgent Action Fund for Women's Human Rights creates a flexible application timeline. This institution accepts applications every day of the year, and responds within a 24-hour period to ensure that whenever a proposal is submitted, it has the opportunity to receive funding.[50] In addition to the flexible timelines, it is also broad in its acceptance of projects focused on women and transgender issues. In providing a year-round grant to women, with a large scope to include trans people, the institution prevents barriers associated with the COVID-19 pandemic and shortened timelines from submission to receipt of funds.

[50] "Apply for a Grant", Urgent Action Fund, accessed August 26, 2021, apply-for-a-grant.
[51] "Trust-Based Philanthropy: An Overview."
52 "Policy Priority: A Better Funding Relationship with Government".
[53] "Trust-Based Philanthropy: An Overview."
[54] "Trust-Based Philanthropy: An Overview";
"Policy Priority: A Better Funding Relationship with Government."

Recommendation 12: Request reasonable reporting requirements in consultation with 2SLGBTQ+ organizations.

Not unlike recommendation 10, reporting requirements can result in undue barriers for 2SLGBTQ+ organizations, especially smaller, volunteer-run organizations. There is a structural power imbalance between funders and nonprofit organizations,[51] and when funders put forth particularly onerous reporting requirements, they effectively gatekeep access to adequate resources for the community. Funders must be self-aware of these tendencies — or else inequalities will continue to be amplified.

Reporting requirements that take up more time (up to 15 hours for small funding agreements[52]) and resources that are absolutely necessary can prevent organizations from focusing their resources on the objective of the project/capacity building.[53] Relationships between funders and fund recipients which put emphasis on continued dialogue can be particularly useful – holding all parties accountable to their agreements.

It is recommended that when developing reporting requirements, that funders: (1) are clear about what they need to know from the fund recipient; (2) eliminate inaccessible language; (3) put emphasis on oral dialogue rather than documentation; (4) ensure that awarded funds cover the costs of administration and reporting; and (5) particularly in relation to government programs, they should standardize the reporting process to promote simplicity and efficacy.[54]

For example, it may be efficient to schedule verbal check-ins during the application or negotiation process. This would provide for both a known timeline to reduce last-minute stress, and result in less time spent on administrative report writing. Where there is open and predictable communication, less time and funds are expended on aspects unrelated to the project's purpose.

Conclusion

Recent years have seen unprecedented engagement with queer, trans, and 2 Spirit communities. For example, on the part of the federal government, this has been enacted through the creation of the LGBTQ2 Secretariat, the launch of the LGBTQ2 Capacity Fund, and the completion of the first-ever in-depth study of the social and physical health of 2SLGBTQ+ Communities in Canada by the Standing Committee on Health (2019).

In addressing the barriers faced by 2SLGBTQ+ people, our network is keen to express how people living in socially marginalized positions demonstrate tremendous creativity and capacity for growth, community building, intersectional work, and anti-oppressive practices.

2SLGBTQ+ communities have often led the way in terms of progressive and inclusive service delivery, as they are at the the vanguard of improving public accountabilities and the inclusion capacities of institutions and governments, from public health and policing, to education and policy analysis. Likewise, 2SLGBTQ+ community organizations that serve people are well connected to civic, provincial, and national governments and are increasingly able to help set priorities for building a more just society.

In the spring and summer of 2021, the LGBTQ2 Secretariat embarked on the first-ever Canada-wide survey of the 2SLGBTQ+ community (including through engagement with community-led agencies) in order to develop a national LGBTQ2 National Action Plan. We eagerly anticipate the release of this plan as it will provide valuable support for continued growth for 2SLGBTQ+ community centres, and likewise for 2SLGBTQ+ individuals. Both this anticipated plan and the Standing Committee on Health's: The Health of LGBTQIA2 Communities in Canada report will help to lay the foundation for funders and government departments to clearly identify and address the 2SLGBTQ+ population's — and related community organizations' — needs. It would be myopic, however, to address this need without understanding the greater funding context. The clearly identified need for increased funding, alongside the incorporation of recommendations pertaining to the accessibility of funding, are two sides of the same coin. In order to be able to effectively and efficiently respond to the 2SLGBTQ+ population's needs through interventions by community organizations, we need funding strategies that consider the whole context.

As demonstrated throughout this report, a number of improvements can be made to the funding landscape for 2SLGBTQ+ organizations, in order to make a tangible difference in the lives of our communities. Many of these proposed changes can be accomplished swiftly while others require more detailed planning. Issues within the current funding landscape produce unreasonable opportunity costs and barriers to the Enchanté Network's member organizations, therefore impeding their ability to provide essential services to 2SLGBTQ+

Conclusion

communities across the nation. This exacerbates the overall lack of 2SLGBTQ+ services, and propels systemic inequalities and disproportionately poor health outcomes in the 2SLGBTQ+ community. Services tailored to the community are essential to ensuring that 2SLGBTQ+ communities are able to access supports that they need and to take steps toward addressing the health disparities that they face.

By strengthening the relationships between community agencies and funding providers, we will see increased inputs of adequate and accessible funding that reaches the needs of the 2SLGBTQ+ community. Consequently, we will see a stronger and more resilient 2SLGBTQ+ community in all regions across Canada. As all sectors, public, private, and nonprofit, are increasing their efforts around diversity, equity, and inclusion (DEI), the recommendations indicated here will not only align with these initiatives, but will offer funders and grantors the opportunity to lead the way in terms of equitable and accessible funding relationships. Thus, through funding support and accessibility, safety, health, and human rights of all Canadians can be protected — and a united, strong, and supported 2SLGBTQ+ community will emerge.

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