

Q MUNITY

BC'S QUEER, TRANS, AND TWO-SPIRIT RESOURCE CENTRE

ANNUAL REPORT

Unceded Territories of the Coast Salish Peoples

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MESSAGE FROM THE BOARD OF DIRECTORS

2020 was a year of change that strengthened QMUNITY's programs and engagements. QMUNITY worked hard to tackle the challenges brought on by the global pandemic, and we managed to come out of it better. As a Board, we are proud of the achievements of QMUNITY's staff and volunteers.

The word of the year for QMUNITY in 2020 was resilience. You might have thought we would say pandemic, but QMUNITY found much more than that in 2020. Our resilience, and that of our community, extended beyond a pandemic, and we have much to be grateful for.

In 2020, we pivoted quickly to providing on-line services and networks. Our peer groups survived and even flourished, and some parts of our community experienced greater access than before. For example, we were able to reach and connect with underserved rural communities by moving services online. Some seniors who had difficulty getting to our building were able to quickly adapt to the online model, and we supported other seniors with limited computer access through regular phone calls and check-ins. We would like to take a moment to appreciate the kindness that our seniors have offered to QMUNITY. We are grateful for their trust and willingness to return back to services after a short pause in services. The fact that our services continued, and in some areas even expanded, despite the shutdowns of 2020, is a testament to the strength and flexibility of our staff, volunteers, and communities as a whole.



Our donors and supporters were also resilient and stood by us in 2020, ensuring the continuity of operations and a strong financial year end. We established our first fund at the Vancouver Foundation, thanks to the generosity of David Ross Moorhouse - QMUNITY Endowment Fund, and began to look towards financing the new building now approved by the City of Vancouver, scheduled to become our home in 2024. We are grateful to every individual and corporate donor this year for staying connected to QMUNITY and allowing us to stay connected to you.

Tim Agg joined us as Interim Executive Director and led us through 2020 with style and a steady hand. The board is enormously grateful to him for his guidance and wisdom through this difficult year. Among his accomplishments during the year was the establishment of a Co-Executive Director model for QMUNITY, leading to hiring our two current Co-EDs: Engagement and Operations, and Programs and Services. This stronger and more stable model will support the long-term continuity and ongoing resilience of QMUNITY in 2021 and beyond.

In 2020, the Board also focussed on its own resilience, ensuring that new board members represented greater diversity and greater breadth of lived experience as well as skills needed to support QMUNITY. This work is carrying forward into 2021 with a focus on reconciliation and stronger bonds with our Indigenous and two-spirit communities. Board and staff partnered together at the end of 2020 to define a one-year strategic plan to set the foundation for our future growth. We are excited to embark on a longer term visioning process this winter to define the next goals for QMUNITY.

So with enormous thanks to our staff, volunteers, donors, and members, we wish you continued resilience in 2021.

CHRISTOPHER VOLLAN | HE, HIM
Chair of the Board

QMUNITY Gab Youth



“Working with youth means being trusted with the privileged position to watch queer young people do the important work of growing into themselves, and QMUNITY is honoured to assist in any way that we can.”



HAN HUGESSEN | THEY, THEM, HE
Specialist, Youth Programming

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2020 has been a year that has brought a lot of unique challenges for everyone, and these challenges have been felt more than most by many young people. Youth lack the autonomy and the choices that their adult counterparts have access to, and need community and peers at this stage in life more than ever. Queer youth are a uniquely at-risk group due to unsupportive families of origin and barriers to accessing peers and communities that develop and affirm their sexual and gender identity.

We saw youth accessing QMUNITY's services for 1:1 support in greatly increased numbers, and a continued interest in meeting and engaging with our programming on a virtual basis.

We started a Virtual Youth Drop-In on a weekly basis; the transition to a virtual medium has enabled youth across BC to attend our Drop-Ins. Youth in Nanaimo, Kelowna and Langley are able to connect with peers in a way that they previously couldn't. We noticed that for the first time youth from our Interior felt included in service engagement alongside their peers in metropolitan cities like Vancouver. The virtual drop in space created a safe environment for youth in our trans, two spirit and queer communities to share stories and create new relationships of support with each other.



Two physically-distanced youth BBQs were held in the summer and Pride months. The first gathered 36 youth to Nelson Park in colourful Pride outfits and plenty of enthusiasm for charades and hotdogs. The second BBQ ran a month later and was equally successful, with 25 youth attending. Our staff, volunteers and attendees took extra precautions in following COVID safety protocols. The in-person events reminded us how powerful community connection can be for healing from the isolation and loneliness.

BBB Program


Our Bras, Binders and Breast Forms Exchange distributed

66 garments across the province, from Prince George, to Kelowna, and throughout Vancouver Island.

The program continues to serve as an access point for youth to engage with QMUNITY, and fosters many ongoing relationships with gender diverse young people across BC. We are hoping to extend our provincial partnerships across the province in the years to come, and to continue to provide gender affirming and life saving care and garments to youth in metropolitan and urban areas.

In perhaps the most exciting expansion of our programming, we held a virtual event in December for youth aged 10-14 years old, co-hosted by our Youth and Peer Support Groups programs. The event was a huge success, with the youths' initial hesitations giving way quickly to ease and excitement, and a keen engagement in the activities of the event. In the greatest indicator of success, youth stayed on the call to socialise with each other for an hour after the event officially ended, with youth swapping contact information and parents requesting to connect with one another afterwards.

The youth program at QMUNITY has served as a platform to connect caregivers, youth and service providers to virtual resources and unique opportunities for engagement. Our youth specialist has contributed over 500 hours to 1:1 youth interactions and over 260 hours of support for caregivers.



“Thank you so much for putting on tonight’s youth event, [youth] loved it so much and honestly couldn’t be happier right now. Also a big THANK YOU for the very generous gift card to skip the dishes! We ordered in and all enjoyed a wonderful dinner. I truly appreciate all you and your organization has done for my daughter this evening, our hearts (and stomach) are full!”

“I’m writing because I want to thank you for hosting last night. [Youth] had such an amazing time and really came out of her shell quickly. She said “these are my people.”

"[Youth] had an absolute blast. I watched him show up tentatively at first, and then come out of his shell when he realized he was with a safe (and fun) group... Bizarrely -and brilliantly - the very first break out room we were in was with [another youth] who just happens to go to the same school as [youth] and live in the neighborhood !!"

"I can't tell you how awesome this was for [youth]. It has been so hard for them to be out in elementary school. Finding queer peers for them is amazing. Hopefully there will be more of these events in the future."

221 hrs of
one-to-one youth support

195 hrs of
care provider support

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Q MUNITY Seniors



COURTNEY DIECKBRADER | SHE, HER
Specialist, Seniors Programming

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The QMUNITY Older Adults and Seniors Program saw challenges but also growth in 2020. With the mandate being to decrease social isolation and increase inclusion and connection to the Two-Spirit, queer and trans communities around BC we were able to do just that. Not only were there staffing changes but the Pandemic forced a much needed shift in the way we deliver services. Going virtual had it's benefits. We realized just how important it is to change our in person events to include those who are not able to get to us physically.

We are very grateful for our seniors for bringing, resiliency, skill, and leading the charge of making virtual spaces, safe and accessible. Our seniors taught us about the power of learning and relearning in a pandemic.

Over Zoom two new groups were created which connected seniors from Richmond and the North Shore with those in greater Vancouver who would never have made it to an in-person gathering. First we opened up a Zoom Social which let people process what was going on in the world with their peers. Second, we developed the writing group, QMUNITY Quills, which served members in much the same way. This group gave members an opportunity to express themselves creatively, while also giving opportunities for friendships to grow and peers to support each other.



For those who could not join us on Zoom, our Friendly Visitors program stepped up. With staff transitions, a lot of those connections had been lost, but we were able to re-connect folks, accept new participants and train a new cohort of volunteers.

Bringing on new volunteers meant that we were able to deliver packages all over the lower mainland, giving us access to those we were not able to connect with before. Over 120 Pride and Holiday packages were delivered to seniors in Vancouver, across the Fraser Valley, up the Sunshine Coast and into the Okanogan. Including people in events that would normally only include those in the West End of Vancouver showed us again the need for provincial engagement.

With help from new volunteers in Surrey and Burnaby we were able to feed long term care workers at Haro Park Centre. In New Westminster we collaborated with a queer owned business, neighbourhood house, and seniors in the area to create an online cooking show called Quarantine Kitchen. Over 70 deliveries of food went out to seniors and fostered this online community to share recipes, support each other through the hard times and reunite friends from decades past.



QMUNITY's Friendly Visitor Program aims to build connection and decrease isolation among LGBTQ2SAI+ Older Adults and Seniors by pairing folks with volunteers for regular phone calls. This social connection benefits both participant and volunteer:

"Connecting with QMUNITY, and my calls with [the Friendly Visitors senior], have been an incredible experience that I am so grateful for. QMUNITY has inspired me to seek out and understand parts of Vancouver's LGBTQ2SAI+ history that have connected me to my own cultural and individual identity. Thank you!"

- Luke Forrester, Friendly Visitor volunteer.

Thank you to all the program participants and volunteers who gave their time and expertise to us and showed our younger members what it means to live through and survive unimaginable circumstances.

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QMUNITYVolunteers



KRIS MEIER (BOOTS) | THEY, THEM
Volunteer Coordinator

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Volunteers are the “lifeblood” of QMUNITY; their big hearts, generosity, and commitment have kept community lifelines going during this unprecedented time.

LGBTQ2SAI+ folks from all over British Columbia have turned to QMUNITY’s volunteer-run programming for help, resources, information, support, and connection.

The safe spaces and lived experiences our volunteers offer to our programs, engagements, and services are unmeasurable. There is power in seeing diversity reflected in our volunteers’ engagement.

Our dedicated volunteer Ian Handy has been integral in sustaining our Information & Referrals program through this pandemic. In early 2020, before the pandemic hit, Ian went above and beyond to recruit a volunteer team to re-invigorate Information & Referral Services (IRS). The IRS connects people to queer-competent resources within QMUNITY and BC. Once QMUNITY’s doors were closed, Ian continued to manage the IRS from home. Ian’s wealth of knowledge, experience, kindness and time shared with QMUNITY was immeasurably valuable. Thank you, Ian; we wouldn’t be here without you!



QMUNITY's Peer Groups Program empowers peer volunteers to create support or social groups based on their community's self-identified needs. Due to space closures and restrictions, groups moved to an online format in March 2020. Online Peer Groups have provided a new way for the LGBTQ2SAI+ community to safely support each other during the pandemic. Our peer groups share resources, lived experience and create spaces for healing. Transgathering, under the leadership of Volunteer Facilitators Tristyn and Smita, was one of the first groups to move online and saw huge growth in their numbers. In partnership with Trans + Loved Ones, they have expanded to weekly meetings including a cohort under the title TransMedical. Being online has opened the virtual doors to folks across BC. Now, our peer groups envision a future where they offer both online and in-person options to maximize

QMUNITY Peer Group Facilitators are volunteer superstars in a demanding role that requires great interpersonal, facilitation, organization and administration skills. These folks are passionate about the power of community and peer-led support. Peer group engagement has been integral in keeping people connected to community and QMUNITY in pandemic. We are grateful for our facilitators and our members in continuing their engagement.

In particular, we would like to acknowledge and express gratitude to the work of a few of our Peer Group Facilitator Alumni. Maureen Orman has been running Dear John, I love Jane— a Peer Group for women who are questioning their sexuality after - or during - heterosexual relationships or marriages— for the past 10 years as of May. Maureen is an inspiring role model; so much so, that (at least) two current Peer Groups were formed by past participants of Dear John. Recently, Maureen stepped back from her role as lead facilitator, and is now bringing her experience and mentorship to the Peer Group Advisory Committee.

Zoe Green and Mil Reyes González have been running BiFocus our Peer Group for folks who identify and are questioning their identity as bisexual, pansexual, or non-monosexual for the last 3 years. Their skill, voices and experience has been a crucial part of our Peer Group Landscape. We are looking forward to seeing BiFocus grow to include chapters in other parts of BC in the future as a result of their fantastic community-building work.

Thank you to all the volunteers who contributed their time, their skills, and their hearts to QMUNITY's mission to improve queer, trans, and Two-Spirit lives!

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COMMUNITY Education & Training

“Allies motivate others and establish the urgent need for education and accountability towards one another.”



RANA NU | SHE, HER
Specialist, Education & Training

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QMUNITY's Education & Training program works to build diverse and inclusive environments. We strive to create brave spaces where colleagues and community members learn, deliberate, and put into action practices that centre justice and equity. The program presents comprehensive education covering sensitive and respectful discussions to deeply understand the systems and barriers. Here, the facilitations support underrepresented groups who are unable to have full access to health and social services, employment opportunities or even feeling secure and included in their work environment. Opening up this discussion allows stakeholders to share their experiences and insight, building strong networks of informed allies and collaboration to bring forward positive change.

In 2020, we concentrated our efforts in revising our QCT curriculum. With the support of our peer advisory groups and strategic consulting we were able to create a more robust and relevant queer competency training platform. We were able to incorporate new language, new resources and new skill building activities for our facilitation. The queer knowledge community has grown significantly in the last couple of years, it was important for us to tie in these changes to our expanding education curriculum.

Within this climate of the last year, riddled with fear and uncertainty, we find an opportunity to reaffirm each other's commitment to social justice principles of equity and inclusion. Last year was marked by calls to action around Truth and Reconciliation with our Indigenous communities. While staff, volunteers and members worked together in having difficult conversations around Black Lives Matter, we found reaching out to our peer advisory groups essential in guiding our advocacy efforts.

QMUNITY holds great respect and appreciation for the work of Black and Indigenous people, especially in Canada. Through our facilitations and community engagement, more of our members have felt empowered to speak out and to fight against racial discrimination and colonialism.

Participants of our Queer Competency Trainings express a greater capacity for responsibility and awareness about their roles as individuals after our facilitations. Partners looking to contract our QCT services are often employers hoping to gain new skill and resources in supporting their LGBTQ2SAI+ workers. This year we noticed that our community partner organizations also reached out in hopes of gaining new education and a new perspective of accountability to their community members through our training.

“We must understand our responsibilities as front-line workers to create safe spaces for all, which includes separating our own beliefs from responsibilities.”

– A workshop participant.



We hosted spaces where knowledge of best practices, experiences, and lessons learned were exchanged. We brought together views and created common spaces that guarantee dignity and appreciation for all.

For 2020, because of the pandemic, we spent months re-invisioning and redesigning our QCTs to be delivered online. This involved learning to teach, facilitate and engage people in new ways and on new platforms. This also allowed us to expand our reach of our QCTs to more remote areas across BC, which demanded adaptations to our standard curriculum.

Over **300 hours** spent
in education materials development

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Q MUNITY Counselling



“To every person we serve and support, past, present and future - thank you for trusting us with your stories. We hold them with honour and respect.”

JENNIE MCPHEE-WOODBURN | SHE, HER
Social Worker, Counselling & Youth Support Services
RSW (#13963)

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Prior to the onset of COVID-19, LGBTQ2SAI+ communities already experienced exponentially higher levels of mental health struggles, due to factors such as homophobia, transphobia, colonization, racism, ableism, and higher rates of poverty and unemployment. The loss of in-person connection and sense of community has been a significant factor in mental health struggles for many LGBTQ2SAI+ people; community is family and a significant source of support.

Lack of in-person connection with our communities can make it harder for some to express themselves authentically, and to come into their identities and sense of belonging in the world.

In response to COVID-19, our counselling services have been provided virtually. This improved access for many people, including those outside of Metro Vancouver who could not physically get to our West End office, and who had little access to care in their physical area. We look forward to being able to provide in-person care again, especially for those who do not have access to privacy where they live. COVID has taught us the need to continue providing virtual care moving forward as it reduces access barriers for many people.



In 2020, we were also able to run a 7-week anxiety support group for youth, offering a mental health service while community members were waiting one-on-one clinical support. We also launched our Counselling Advisory Committee, in order to learn more and better understand the needs of underserved communities and the barriers in place, so that our Counselling Program is iterative and responsive to emerging community needs.

We welcomed our new clinical supervisor to the team, Dr. Lior Ben Avraham, who will be overseeing Master's students and the practicum program. In Summer 2021 we will have two students joining us, who will be providing free counselling services to our community.



1500 hrs of counselling
services delivered

Free Counselling:

32 Counsellors offered
services to **138 clients**

Low-cost Counselling:

29 Counsellors offered
services to **126 clients**

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QMUNITYDonors



JASON HJALMARSON | HE, HIM
Donor Relations & Fundraising

“QMUNITY’s mandate to provide connection and support for LGBTQ2SAI+ people living in BC gained new meaning and importance in light of the pandemic.”

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QMUNITY's mandate to provide connection and support for LGBTQ2SAI+ people living in BC gained new meaning and importance in light of the pandemic. 2020 saw the loss of many vital community gatherings, celebrations and opportunities to be with our peers. It did not take long for it to become clear to us that QMUNITY had a vital role to play by providing COVID safe opportunities for our community to stay connected to peers.

In May of 2020 we celebrated our first “virtual brunch” for the **International Day Against Homophobia, Transphobia and Biphobia**. The event was hosted by David C Jones and Charmaine de Silva and featured performances from Commercial Drag. We encouraged participants to send photos of what they were having for brunch and photographer extraordinaire Belle Ancell served as a contest judge, awarding prizes to submitted photos for their composition and creativity. The event was sponsored by VanCity and in total, raised more than **\$31,000**.



In June, we participated in CanadaHelps annual “**Great Canadian Giving Contest**” wherein every donation made via a CanadaHelps donation form counts as an entry into a draw for a cash prize of **\$10,000**. While we didn’t win the cash prize, we did raise **\$8300** from **130 donors**. We look forward to participating in the contest again in June 2021.

In September we had virtual **Queer Trivia**, hosted by Brook Lynn Hytes, with performances from DJ Bella and King Fisher. Over 50 teams of players participated in a trivia game about Canadian queer history. The event was sponsored by CUPE BC and SourPuss Liqueur, and raised over **\$8,000**.

In October, along with our friends at LOUD Business Association and Rainbow Refugee, we hosted a townhall debate for the 2020 BC provincial election. The discussion centered around issues that mattered to LGBTQ2SAI+ voters and had over 1500 viewers on the livestream. We’re grateful to each of the major parties’ representatives for having participated in the event.



Our fund development strategies are vitally important in meeting the gaps in our funding. To meet the unique emerging needs of our community we rely heavily on donors and sponsors to support our engagements, programs, and services.

For many charities and non-profit organizations, 2020 was a time of unprecedented uncertainty, but at QMUNITY, our supporters stepped up in big ways to help us make it through the hard times. We received major donations from Rogers Communications (\$60,000), as well as Lululemon Athletica (\$75,000), that helped to fund our ongoing program delivery through the pandemic and kept us in the black.

We are incredibly grateful to our community for stepping up to support us; it's because of our supporters that we made it through such a challenging year. We're especially grateful to our generous sponsors during 2020, VanCity, the Hospital Employees Union, CUPE, SourPuss Liqueur, Absolute Vodka, The Ted Rogers Foundation, Greenrock Charitable Trust, Lululemon, and Hey Y'all.

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JEYLAN BISHOP | SHE, HER
Administrator

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Year ended December 31

	2020 \$	2019 \$
REVENUE		
Grants <i>[note 5]</i>	604,830	567,304
Donations and fundraising	295,045	210,808
Wage subsidy - government assistance <i>[note 13]</i>	55,699	—
Rental	46,561	50,002
Fee for service	12,168	111,780
Events revenue	—	25,839
	1,014,303	965,733
EXPENSES		
Wages, subcontractors and benefits	637,829	609,263
Rent and utilities	116,999	114,322
Program costs	31,680	41,245
Professional fees	28,514	50,580
Repairs and maintenance	27,238	16,969
Office	26,847	30,058
Events and fundraising	14,991	74,637
Bank charges and interest	5,686	5,195
Telephone	4,507	5,185
Insurance	3,497	3,761
Travel	382	17,061
	898,170	968,276
Excess of revenue (expenses) for the year	116,133	(2,543)

See accompanying notes to the financial statements

FINANCIALS

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54,570 website visits
87% new visitors

11,000 unique users
reached per month on
social media platforms

16,680 people
reached via
Newsletters



TAMARA TOUMA | THEY, THEM
Visual Communications Designer

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Thank you!

QMUNITY Donors

• \$10,000 +

Gerald Peter McGovern

• \$5000 - \$9,999

Robyn Diebolt
James Mactier

• \$1000 - \$4999

Caroline Somos
Christopher Marchesi
Colin Dignazio
Lidi Giroux
Robin Kelly Dhaliwal

Lorin Pearce
Timothy D. Agg
Tara Kemes
Tee Kow
James Tod & Matthew Thiesen
Cindy Bryson
Kasey Reese
Jay Pardy

Derek Houg
Edward Lee
Aaron Jonckheere Jonckheere
Christian Co
Lee Carney
Massood Baqi
Ronald A. Dutton

• \$500 - \$999

Megan Moreau
Robin Bacsfalvi
Micki Cole
Alyssa Victoria Ermel
Bill Corbett
Carter Sawatzky
Dirk Ricker
Eugene Wu
Graeme Keirstead

Heather Vause
Laura Kathryn Hogan
Laura Kendel
Mike Walker
Scott Groves
Copper Leaf.
Sara Farquharson Farquharson
Stephen Menon
Georgina Stowell
Abbey of the Long Cedar Canoe
Society
Bruce Edward Southcott

Christopher Vollan
Emily Simpson
George Wu
Jessie Robertson
Kenneth Ernst
Lorie Michelle Agostino
Pam Prior
Simon Rosenman
Trevor Tang
Vincent Wheeler
Yvette & Glenn Howard

• \$5 - \$499

P Meyer Leach
 Heidi Braacx
 Andrew Jameson
 Ian Falconer
 Ian Mitchell
 Michael Peters
 Patrick Francois
 Jonathan Akira Watanabe
 Donald Meen
 Eric Bussieres
 Shira McDermott
 Caitlin Wall
 John Cullen
 Patrick Walker
 Melanie and Eric Semlacher
 Sri Chandrapatla
 Carlos Mendes
 Ken Haycock
 Robert Findlay Alexander
 Sharalyn Renee Jordan
 Alexander Burton
 Arlyn Bantog
 Art Lopes
 Harley Rothstein and Eleanor Boyle
 Heather Hesson
 Heena Kamra
 Mario A Brondani
 Marnie Franklin
 Mary MacLellan
 Melody M Hainsworth
 Peter ter Weeme
 Shannon Maguire
 Tim Robert Stevenson
 Yuki Matsuno
 Alice K Brown
 Hélène Frohard-Dourlent
 Jennifer Brayden
 Jessica Li
 Joseph Tong
 Kylie Ellis
 Patrick Oystryk
 Randall Sutton

Thomas Smith
 Bronwin Parks
 Jamie Mann
 Peter Litherland
 Austin McMahon
 Amedeus Akira Dsouza
 Sarah Spratley
 Aviva Rathbone
 Brooke Bell
 Cassidy Wall
 David Green
 David ManTek Yeung
 Eugenia Oviedo-Joeke
 Faune Johnson
 Haley Martin
 Jeffrey Boone
 Jennifer Danielson
 Ka Yan Crystal To
 Kelsey Dunn
 Lynn Dee Arychuk
 Maureen Reynolds
 Michael Whitaker
 Samantha May Fawcett
 Vasundhara Gautam
 Justin Stitches Inc
 Andrew Hawryluk
 Charmaine de Silva
 Dan Dumsha
 Elin Sigurdson
 Jonathan Hanvelt
 Kelly Tweten
 Kenzie Ann Burniston Woodbridge
 Simone Longpre
 Warren Cox
 Erin Palm
 Ryan Schaap
 Siobhan McElduff
 Wanda Dori Maas
 Alicia Kaiser
 Anthony Azar
 Catherine Louise Stephens
 Dan Johnston
 Jenn McGinn
 John Kostoff
 Julianne Odlum-Horner

Madeline Smith
 Pauline B Leger
 Sean Driscoll
 Stephen Covic
 Taunya Florko
 Ximena Melendez
 Jazzamyn Walker
 Laura Elisabeth Fletcher
 Alyssa McMillan
 Keltie Craig
 Lauren Soubolsky
 Stanley Frank Prescott
 Catherine Ludgate
 Jeffrey Whynot
 Joel Harnest
 Laurel Dougans
 Louisa Lun
 Sunni Nishimura
 Viki Larouche
 Aaron Robinson
 Danni Fitzpatrick
 Devyn Cousineau
 Douglas Thiessen
 Laura Mehes
 Lauren Mayhew
 Michelle J Fortin
 Sherri Maunsell
 Victoria Luxford
 Felipe Grosso
 Allan McGavin
 Deborah Ann Foster
 Evie Mandel
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 Steev Letts
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 Grace Cho
 Justin Barath
 Scott Hunter
 Sonia Fujikawa
 Susan Popma
 Adam Hyslop
 Alexandre Plourde
 Amanda Chaulk-Parrott
 Andrew Boyle
 Anita Braha

Anne Christine Kassis
 Anton Haberl
 Belle Ancell
 Braeden Caley
 Brett Squirrell
 bridgette clarkston
 Brie Hoffman
 Chelsea Walton
 Clair A Meger
 Conor Levesque
 Cossette Communications Inc
 Cristie Rosling
 D'Alice Marsh
 Dalana Fleming
 Dane B. McFadden
 Daniel W Bahnuke
 David Lynn
 Elisa Scaldaferrri
 Erik Graff
 Erin McDonald
 Forrest L Nelson
 Gillian Calder
 James Aylward Oulton
 James Miller
 Jason Bower
 Jennifer Lemche
 Jesse Perla
 Jody Burrell
 John Sobey
 Jonathan Kitchen
 Jonathan R. Whistler
 Judi Reid
 Julie A Viers
 Julie Spooner
 Kristi Hines
 Lauren Hindley
 Lenore Kennedy
 Marco Chan
 Marie Gosal
 Melanie Adamczewski
 Melissa Daines
 Michael Red
 Michaela Thomas
 Mike O'Toole
 Nadia Alteme

Nicolas Demers
Nicole Lawson
Niklas Radelet
Pierre Soucy
Rachael Vukelic
Richard Baldry
Robert Capar
Roderic Fletcher
Rohan Fernandes
Ryan Clayton
Sarah Newland
Stephen Liddell
Stephen Sandiford Hinds
Stuart McCready
Sue St. Marie
Suzann Zimmering
Tamara Harvey
Tia Williams
Véronique Boulanger
Wayne C. Davis
Wayne Hickey
Gary David Jay Gerbrandt
Sam Snobelen
Coralie Wood
Kyla Dawn Barnes
Laura Appleton
Mark Sutherland
Stephanie Woo
Trina Prince
Vanessa Rae Knight
Caileen Romanov
Lok Yin So
Marissa Dionne
Tiffany Hui
Amber Young
Blaine Lambert
Larissa Melville
Thomas McCarthy
Tiffany Shelswell
Steven Sidi
Belinda Phung
David Carmean
Emanuelle Heikens
Emily von Euw
Erin Robinson

Ilya Parkins
Kate Webster
Morgane Oger
Nigel Chuah
Renee Messere
Robert Birch
Wenxin Ma
William Azaroff
Adam Piercy
Alex Sharp
Alexandra Thorne
Aliez Kay-Kuzik
alix moore
Alyson Brennan
Andrew Hambleton
Anna Brisco
Beverley Lynne Dunphy
Bishnu Bhattacharyya
Brandon Yan
Brenda Fisher
Brian Chow
Carly Markham
Carly Ronquist
Cassidy Mayer
Cathy Sostad
Cheyenne Knight
Chris Skipper
Chris Turo
Christopher Dodge
Christopher John Vanderkooi
Craig Maynard
Damian McCallion
Daniel Usipuik Gee
Danielle Rice
David Ham
Deborah Foster
Deidre Feist
Devin Orion Rowley
Dominik Buconjic
Eamonn Clarke
Elexa McMahon
Elizabeth Barbeau
Elliot Fisher
Emily DiUbaldo
Emily Jane Strang

Emma Wong
Eric Axen
Eric Kowalski
Erica Miles
Fiona Downey
Grace Yang
Hannah Goossen
Harleen Mullhi
Harold B. Brown
Iulia Zgreaban
James Ormston
James Tyler Mccarty
Jamie Mann
Jamie Rusconi
Jason Barth
Jason Young
Jasper Jason Catterson
Jeffrey Allsop
Jefte Sistoza
Jenelle Yonkman
Jennifer Wilson
Jess Wind
Joyce Ng
Judy Ann Fletcher
Karen Fleming
Karen Lirenman
Karl Krahn
Karla L Olson
Katherine Chan
Kelly Horner
Kellyn Horsman
Kelsey Brenna Keller
Kelsey C Smart
Kerry Mullin
Kevin Zakresky
Larissa Hum
Laura Sidi
Lauren Desroches
Lee Godfrey
Lisa Salazar
Lumen5 Technologies Inc.
Madeleine Chan
Madeleine MacLean
Matthew Johnson
Megan Gerryts

Melanie Siermaczeski
Melody Puccini
Michelle Jeffery
Michelle McKenna
Michelle Stephen
Nicole Ling
Nicole Sevigny
Oddball Workshop Inc
Philip Webb
Raffaele Saggio
Randy Scott
Reiko Katayama
Ruby Ba
Ryder Architecture
Samir Bhimji
Sara Courtney Dieckbrader
Sarah Bergstrom
Sarah Corsie
Sarah McCabe
Stacey Gilkinson
Stephanie Chang
Stephanie Kellington
Steven Brine
Steven Waldman
Tammy A Gunn
Thomas Quirk
Trent McLaughlin
Trudy Bruce
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