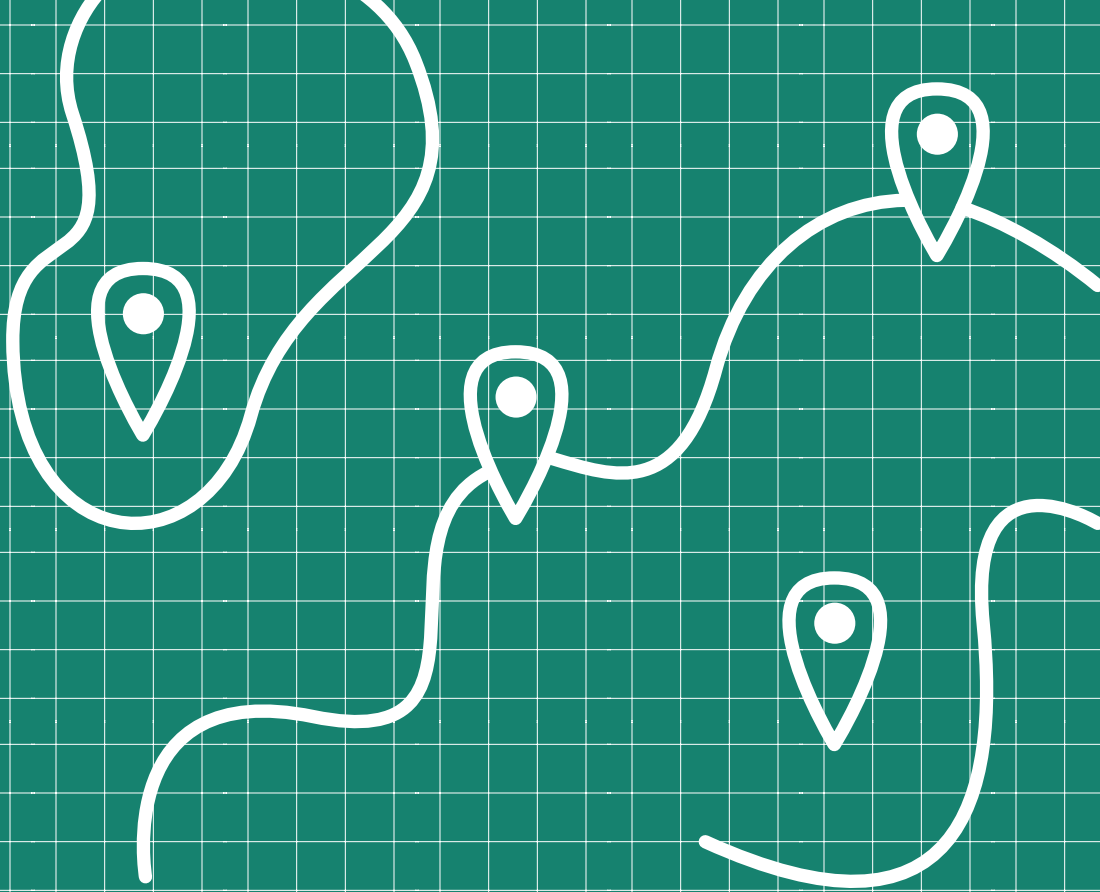


FEBRUARY 2021



# REPORT ON PARTNERSHIPS WITH LGBTQ2+ GROUPS OUTSIDE MONTRÉAL

As part of the project “Family diversity: Creating a regional and intersectional network”  
**LGBTQ2 Community Capacity Fund Women and Gender Equality Canada**



Femmes et Égalité  
des genres Canada

Women and Gender  
Equality Canada

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# TABLE OF CONTENTS

- 1. Introduction** **5**
  - 1.1. Introduction to the LGBT+ Family Coalition (LGBT+FC) ..... 5
  - 1.2. Introduction to phase 2 of the project:  
Partnerships with LGBTQ+ groups outside Montréal ..... 5
  
- 2. Partner organizations** **7**
  
- 3. Methodology**..... **8**
  - 3.1. Inventory..... 8
  - 3.2. Questionnaire ..... 8
  - 3.3. Interviews ..... 8
  
- 4. Specific analyses and recommendations (grouped by region)** **9**
  - 4.1. Abitibi-Témiscamingue ..... 9
    - Data ..... 9
    - Recommendations for organizations..... 9
  - 4.2. Estrie ..... 10
    - Data ..... 10
    - Recommendations for organizations..... 11
  - 4.3. Gaspésie-Îles-de-la-Madeleine ..... 12
    - Data ..... 12
    - Recommendations for organizations..... 12
  - 4.4. Mauricie-Centre-du-Québec ..... 12
    - Data ..... 12
    - Recommendations for organizations..... 13
  - 4.5. Montérégie ..... 14
    - Data ..... 14
    - Recommendations for organizations..... 14
  - 4.6. Outaouais ..... 14
    - Data ..... 14
    - Recommendations for organizations..... 15

4.7. Québec.....	15
Data .....	15
Recommendations for organizations.....	15
4.8. Saguenay–Lac-Saint-Jean .....	16
Data .....	16
Recommendations for organizations.....	16
<b>5. Analysis and general recommendations for all our partnerships</b>	<b>17</b>
5.1. Data by category (when it recurs among all partners).....	17
5.2. Recommendations .....	18
<b>6. Conclusion</b>	<b>20</b>
<b>7. Appendix</b>	<b>21</b>
7.1 Descriptions of partner organizations .....	21
7.2 Questionnaire .....	24
<b>8. Bibliography</b>	<b>26</b>



Jeunesse Idem

# INTRODUCTION

## 1.1. Introduction to the LGBT+ Family Coalition (LGBT+FC)

Founded in 1998, the LGBT+ Family Coalition (LGBT+FC) is a community rights organization that advocates for the social and legal recognition of families that come under the umbrella of sexual and gender diversity.

Our mission is to work to build a world free of homophobia, transphobia, heteronormativity<sup>1</sup> and cisnormativity<sup>2</sup> where all families are celebrated and valued, regardless of their composition or the ethnic origin or nationality of their members.

Our actions are inspired by our values of equity, inclusion, kindness and solidarity.

As the only organization defending the rights of LGBTQ2+<sup>3</sup> families in Québec, the LGBT+FC aims to represent all families, particularly families that are under-represented.

## 1.2. Introduction to phase 2 of the project: Partnerships with LGBTQ+ groups outside Montréal

In 2015, the Ministère de la Famille du Québec stated that most families with same-sex parents (64%) live outside major urban centres. These families have urgent needs for support, information and networking. However, in cities, for many families, ironically the situation is the same: First Nations families living off reserve and racialized families may be isolated and lack resources and support. Although the LGBT+FC has some 1700 member families throughout Québec, the organization has a difficult time reaching these families and serving them sufficiently.

This main objective of this project, funded by Women and Gender Equality Canada, is to put new measures in place to try and fill these gaps.

This report contains analyses and recommendations for the second phase of the project, in which we aimed to meet with and establish partnerships with LGBTQ2+ organizations operating outside Montréal.

In recent years, we can note an uptick in the number of services that have been developed for people who fall under the umbrella of sexual and gender diversity and who live outside major urban centres. An increasing number of LGBTQ2+ organizations outside Montréal have sprung up to provide support and activities for LGBTQ2+ people living in their areas. It's now no longer necessary to move to Montréal in order to transition or to live as an openly gay person, for example.

1. A school of thought that takes heterosexuality as the norm and favours people with this sexual orientation.

2. A school of thought that takes cisgender people (people whose gender matches the one they were assigned at birth) as the norm and favours cis people to the detriment of trans people

3. Lesbian, gay, bisexual, trans, queer, two-spirit. Two-spirit is a First Nations concept that refers to both an Indigenous identity and sexual and gender diversity.

As well, more and more sexually- and gender-diverse people are making the choice to leave major urban centres in order to live and start families further afield. For this reason, it's even more important to collaborate with organizations that have expertise on their own territories if we want to succeed in reaching LGBTQ2+ families living outside Montréal.

Following our discussions with the various LGBTQ2+ organizations we met with, we analyzed the resulting data, took note of significant elements, and made related recommendations. For this report, we have grouped LGBTQ2+ organizations together by region. First, we conducted an individual analysis and made recommendations for each organization. Second, we analyzed the data that apply to all the organizations we met with, and we conclude with general recommendations for healthy and lasting partnerships.



Divers-Gens

# PARTNER ORGANIZATIONS

(See the appendix for a description of the organizations)

## **Abitibi-Témiscamingue**

[Coalition d'aide à la diversité sexuelle de l'Abitibi](#)

[Fierté Val-d'Or](#)

## **Estrie**

[Divers-Gens](#)

[GRIS Estrie](#)

[TransEstrie](#)

[Fierté Sherbrooke Pride](#)

[Regroupement estrien pour la diversité sexuelle et de genre \(REDSG\)](#)

## **Gaspésie-Îles-de-la-Madeleine**

[LGBT+ Baie-des-Chaleurs](#)

## **Mauricie-Centre-du-Québec**

[GRIS-Mauricie](#)

[Trans MCDQ](#)

## **Montérégie**

[JAG](#)

## **Outaouais**

[Trans Outaouais](#)

[Jeunesse Idem](#)

## **Québec**

[GRIS-Québec](#)

[Divergenres](#)

## **Saguenay-Lac-Saint-Jean**

[Diversité 02](#)



# METHODOLOGY

## 3.1. Inventory

- 16 organizations contacted
- 16 interviews completed

## 3.2. Questionnaire

Our questionnaire for organizations was made up of six sections.

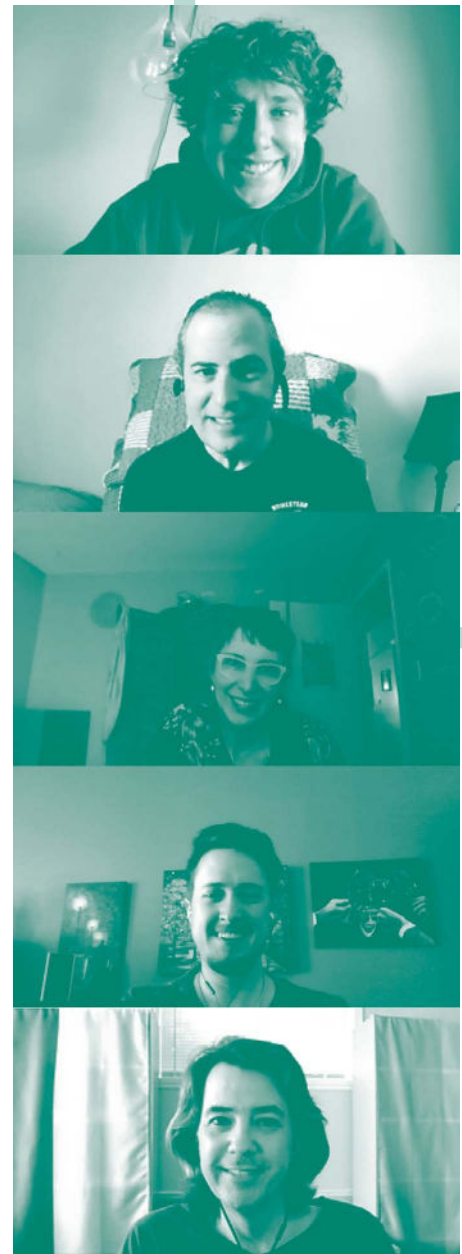
The topics addressed in the questionnaire were as follows:

- **Organizational structure** (employees, general meeting, offices, etc.)
- **The organization in its region** (cities served, language of services, collaboration with other organizations, etc.)
- **Member services** (services for families, types of services, issues for future parents, etc.)
- **Activities and events** (type, logistics, recurrence, sponsorships, etc.)
- **Organizational communications** (methods of communication)
- **Partnership with the LGBT+FC** (type, implementation, exchange, etc.)

With minor variations on one or two questions, the questionnaire remained the same for all 16 interviews.

## 3.3. Interviews

We used the Zoom platform for all the meetings in order to respect COVID-19 distancing measures. We asked each contact for permission to record and use or quote certain elements. We also requested the organizations' logos and photos (with their consent for publication). The interviews took place between January 6 and February 12, 2021.





# SPECIFIC ANALYSES AND RECOMMENDATIONS

## (GROUPED BY REGION)

In this section, we list the data pertinent to our research. The elements we encountered mainly come under five major areas:

- The needs and specificities of LGBTQ2+ families outside Montréal
- The organization's tools or activities
- Local event partners
- Collaborators for individual services
- Major events organized

### 4.1. Abitibi-Témiscamingue

#### Data

##### Coalition d'aide à la diversité sexuelle de l'Abitibi

- Member of the regional coalition of community organizations.
- Close collaboration with the Centre Intégré de Santé et Services Sociaux (CISSS).
- Organization of regional conferences and the Salon santé, bien-être, diversité (health, wellness and diversity trade show).
- Discussion groups for people age 25 and up.
- Awareness-raising on discrimination with the book *Être unique, c'est génial!* ("it's great to be unique!") for six- to nine-year-olds.

#### Fierté Val d'Or

- Large pool of families, but the organization doesn't reach out to them very much and has no information about their needs.
- Individuals are reluctant to present themselves in public as LGBTQ2+ (including families).
- Festival: a march and community day in the month of May; many families attend because the events are held in the daytime.
- Pamphlet for all services for trans people in the region (apart from parenting).

#### Recommendations with regard to organizations

##### Coalition d'aide à la diversité sexuelle de l'Abitibi

- Use the Coalition d'aide's association and community network to increase visibility with the Maisons des Familles or other relevant organizations.
- Take advantage of their collaboration with CISSS to provide referrals to the LGBT+FC when an LGBTQ2+ family, or people who want to start one, come in. Also leave information about the LGBT+FC there.
- Be present at their next conference and at their trade show.
- Give a joint workshop for the 25+ group on access to parenting.

- Organize an activity for LGBT+ families in the region around the book *Être unique, c'est génial!*, followed by a discussion with parents about the issues it addresses, tailored to them.

### Fierté Val d'Or

- Take part in their May festival as a first step to boost the visibility of the LGBT+FC and enroll families (take down names and email addresses).
- As a second step, offer a daytime activity for these families (with babysitting services provided) while avoiding an LGBTQ2+-specific emphasis.
- Mention the pamphlet on services for trans people on our Facebook page and offer a workshop on trans parenting access to provide further information to meet this need.

## 4.2. Estrie

### Data

#### Fierté Sherbrooke Pride

- Leads the Estrie Pride festival, *Fière la fête*<sup>4</sup>, every year. Strong presence of LGBTQ2+ families during the festival and at the march.
- Need for information on the legal aspects of creating LGBTQ2+ families.
- The families are easy to reach at *Fière la fête*, but less so the rest of the year.
- Because the organization is working on consolidation, there is a desire to get help from the LGBT+FC on this (document templates, advice, etc.).

4. The organization's website states: "Founded in 2013, *Fière la fête* is a festive, family-friendly and inclusive event celebrating sexual and gender diversity in the Eastern Townships. It brings together families, students, community organizations and the general public. The purpose of the event is to bring greater visibility to sexual and gender diversity, and to create a space for sharing and social networking."

5. The *Démystik* night is an annual benefit night for GRIS Estrie.

6. The organization's website states: "This huge, colourful event takes place downtown. Tons of hugs, rhythmic dance with giant stuffed animals and fun games await kids young and old. The street becomes a pedestrian avenue for the occasion and welcomes a smorgasbord of people and attractions! The program features plenty of shows to entertain the whole family." [Translated from the French.]

### TransEstrie

- There are a number of trans parents and future parents in their community.
- Need for information about trans parenting.
- Interest in having more family activities to mix families with trans kids and families with trans parents, in a place that's not labeled as LGBTQ2+.
- Trans parents who transitioned after their kids were born don't always know that our discussion group is for them too.
- Take part in *Fière la fête*.

### GRIS Estrie

- Demystification for adults and youth.
- Contact with families at *Fière la fête*. Some of their LGBTQ2+ workers have kids themselves.
- The *Démystik* gala<sup>5</sup> reaches a lot of people, including parents.

### Divers-Gens

- Participation in the Mascoto<sup>6</sup> family celebration.
- They want information on access to parenting and the realities of LGBTQ2+ families for their users.
- LGBTQ2+ families living in areas outside urban centres don't know each other and often experience isolation.

## Regroupement estrien pour la diversité sexuelle et de genre (REDSG)

- Coalition that brings together the LGBTQ2+ organizations and committees of the Eastern Townships and collaborates with many non-LGBTQ2+ organizations.
- New project for the organization in collaboration with TransEstrie: going to meet with family organizations in the region, such as the Rassemblement des familles monoparentales Estrie (a group for single parents in the Eastern Townships).
- There are many parents and future parents in their network, including their own workers, so REDSG often refers to the LGBT+FC's tools when necessary, and they say a "future parents" workshop would be greatly appreciated.

## Recommendations with regard to organizations

### Fierté Sherbrooke Pride

- Organize a lecture or workshops in collaboration with the organization on all aspects of access to LGBTQ2+ parenting, outside the festival, in order to reach families at other times.
- Lend a hand to the organization as it consolidates by sharing our expertise.

## TransEstrie

- Prepare a workshop on trans parenting to present at one of their discussion groups.
- Collaborate in organizing a family social activity for trans-parented families and families with trans children in the Eastern Townships in a public place that is not labeled as LGBTQ2+.
- In our communications, make it clearer that trans parents who transitioned after their kids were born are welcome to attend our discussion group for parents and future parents who are trans and non-binary.
- Using the TransEstrie communication network, put out a call to families living outside Sherbrooke to gather data and learn about their needs.

## GRIS Estrie

- Ask them to display materials introducing the LGBT+FC at their demystification day and at trainings for adults.
- Take part in the Démystik benefit night as partners and to provide support for their mission.

## Divers-Gens

- Joint participation in the Mascoto family celebration. For example, set up a booth or organize a family activity.
- Offer parents and future parents the opportunity to break their isolation by meeting them at workshops on access to parenting or on their LGBTQ2+ parenting realities outside an urban centre. At the same time, they can meet the LGBT+FC.

### Regroupement estrien pour la diversité sexuelle et de genre (REDSG)

- Through the REDSG, introduce the LGBT+FC to allied organizations that deal with families and future parents.
- Continue to give the workshop for future parents in the region during the *Fière la fête* event.

### 4.3. Gaspésie-Îles-de-la-Madeleine

#### Data

#### LGBT+ Baie-des-Chaleurs

- Request for other workshops for future parents.
- Family activities with a babysitting area once per year.
- Booth at festivals.
- Their priority is to create spaces for LGBTQ2+ communities to gather.
- Members are reluctant to come out publicly as LGBTQ2+.
- Of the target population, 18% is anglophone, including several families.
- Presence of illiteracy in the region.
- Lack of information on LGBTQ2+ parenting in fertility clinics.

### Recommendations with regard to the organization

- Continue to give the workshop for future parents on the territory.
- Collaboration at their family activities and at the Acadian festival to present the LGBT+FC while remaining low-key when it comes to visual supports (small promotional objects).
- For activities, bring bilingual supports and use a vocabulary that's accessible to everyone (to take into account the realities of the region).
- Through LGBT+ Baie-des-Chaleurs, become an automatic reference for fertility clinics as a resource for future LGBTQ2+ parents.

### 4.4. Mauricie-Centre-du-Québec

#### Data

#### Trans MCDQ

- Request from users to learn more about trans parenting.
- They want to create a tab leading to the LGBT+FC website for parents and future parents.
- Trans people are reluctant to come out publicly.
- Good partnership with GRIS-MCDQ.
- Creation of a day centre for the trans community, which will give them a place to gather.

## GRIS-Mauricie

- “Ensemble contre l’homophobie et la transphobie”<sup>7</sup> event during family week (May 10–17).
- Partnership with the Fédération des familles d’accueil du Québec.<sup>8</sup>
- Partnership with Fierté agricole.<sup>9</sup>
- Coffee chats in Trois-Rivières and Shawinigan.
- Activities to promote belonging organized for members (picnics, sugar shack, etc.).

## Recommendations with regard to the organizations

### Trans Mauricie-Centre-du-Québec

- Joint creation of a workshop on access to trans parenting.
- Create a text introducing the LGBT+FC that could be added to the “trans parents” tab on their website as a reference and resource.
- Remain discreet when it comes to visual supports at our activities for future trans parents and families.
- Attend the day centre inauguration to introduce ourselves to their trans users and trans-parented families.

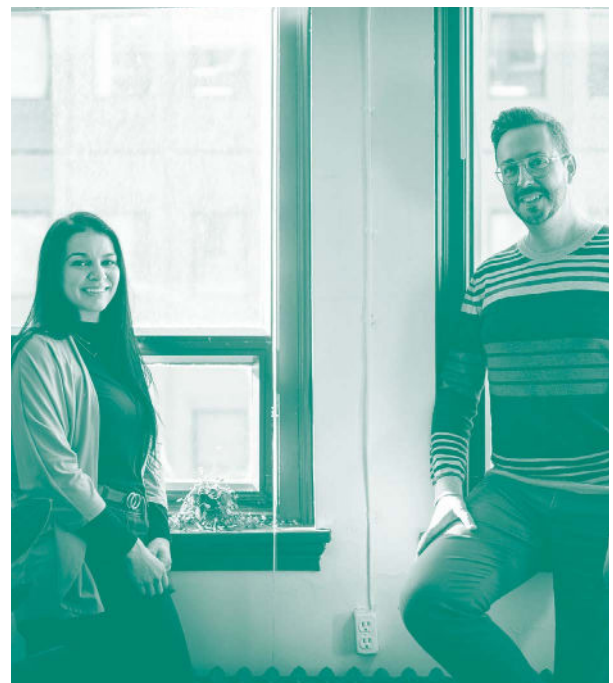
7. Awareness-raising event about LGBTQ2+ communities organized by GRIS-Mauricie.

8. The organization’s website states: “As the only group exclusively dedicated to defending and supporting foster families in Québec, our mission is clear and precise: the FFA-RIQ is committed to defending the rights and interests of its resources and ensuring they are respected, while working to improve the conditions of their work.” [Translated from the French.]

9. The organization’s website states: “Fierté agricole is a non-profit organization whose mission is to foster a better understanding of LGBTQ+ realities in rural and agricultural settings, and to facilitate the social integration of people under the umbrella of sexual and gender diversity who share an interest in agriculture.” [Translated from the French.]

## GRIS-Mauricie

- In person or via a short video, take part in the event “Ensemble contre l’homophobie et la transphobie” that brings together a good number of families.
- Invite people from the Fédération des familles d’accueil to activities, workshops and lectures on the realities of LGBTQ2+ families.
- Take part in some coffee chats by offering to facilitate something on LGBTQ2+ families.
- When possible, take part in an activity to promote belonging for members in order to strengthen ties with families and future parents.



GRIS-Mauricie — Photo : Raphaël Fortin, Hexarts

## 4.5. Montérégie

### Data

#### JAG

- The organization has a hard time reaching LGBTQ2+ families.
- Partnership with the Fédération de la famille Richelieu-Yamaska.<sup>10</sup>
- Very well known among various non-LGBTQ2+ bodies and organizations.
- An internal newsletter, Le Potineur.

### Recommendations with regard to the organization

- Offer a workshop, activity or lecture in collaboration with JAG to reach families and future parents.
- Through JAG, introduce the LGBT+FC to the Fédération de la famille Richelieu-Yamaska.
- Ask them to relay interesting information for us through their newsletter, Le Potineur, or send them family-related information to include.

## 4.6. Outaouais

### Data

#### Jeunesse Idem

- Family barbecue for the May 17 day<sup>11</sup> (purple theme).
- Support group for LGBTQIA2+ adults (intermittent).
- Prevention and information for elementary schools.
- Booths at various events.
- Participation in the Craies-en-ciel activity run by Fierté d'Ottawa et de l'Outaouais.<sup>12</sup>

#### Trans Outaouais

- Support groups for trans people.
- Strong questioning about trans access to parenting.
- Participation in Craies-en-Ciel.



JAG

10. The organization's website states: "The FFRY has been working to improve families' quality of life since 1971. We have chosen a number of different means to meet the needs of families and of our members, including communication and consultation." [Translated from the French.]

11. International Day Against Homophobia, Transphobia and Biphobia.

12. The organization's website states: "The Craies-en-Ciel event brings together the community's artistic talents, especially those of children from LGBTQIA2S+ families in Outaouais. The objective is to create a virtual exhibition that celebrates chalk art made by children in the region." [Translated from the French.]



## Recommendations with regard to the organization

### Jeunesse Idem

- Take part in their family barbecue on May 17.
- Jointly present a workshop on LGBTQ2+ access to parenting.
- Ask to provide resources from the LGBT+FC for their booths, relating to family issues.

### Trans Outaouais

- Jointly create a workshop on trans access to parenting (parenting before, during and after transition, gamete preservation, talking about gender identity with the kids, etc.) to present at a support group or another appropriate time.



Diversité 02

## 4.7. Québec

### Data

#### Divergenres

- Questions on trans access to parenting.
- Collaborates with the local Centre intégré universitaire de santé et de services sociaux (CIUSSS).
- Partnership with GRIS-Québec and Alliance Arc-en-ciel.<sup>13</sup>

#### GRIS-Québec

- Awareness-raising in various community settings.
- Legal videos with Justice Pro Bono.<sup>14</sup>
- Users of l'Accès (their youth centre) want to learn more about LGBTQ2+ family realities and on access to parenting (methods and legal aspects).
- Partnership with Divergenres and Alliance Arc-en-ciel.

### Recommendations with regard to the organizations

#### Diversgenres

- Collaborate on a workshop to introduce us and talk about trans access to parenting.
- Take advantage of their collaboration with CIUSSS to ensure referrals to the LGBT+FC when an LGBT+ family or people who want to start one show up. Also leave information about LGBT+FC for CIUSSS.

13. The organization's website states: "In addition to organizing the International Day Against Homophobia, Transphobia and Biphobia in Québec City (May 17) and the Fête Arc-en-ciel de Québec, the Alliance is developing a number of popular education and mobilization projects around the issues and realities of people in the DSPG (diversité sexuelle et pluralité des genres)." [Translated from the French.]

14. The organization's website states: "Justice Pro Bono is a non-profit organization, created in 2008 at the initiative of the Barreau du Québec, whose mission is to mobilize the legal community to donate their time and expertise to Québec individuals and non-profit organizations that do not have the necessary resources to access legal services." [Translated from the French.]



## GRIS-Québec

- Through Gris-Québec, introduce the LGBT+FC to community organizations that deal with families and future parents.
- With GRIS-Québec and Justice Pro Bono, create short videos about the law and LGBTQ2+ access to parenting (GPA, PMA, adoption, foster families).

## 4.8. Saguenay-Lac-Saint-Jean

### Data

#### Diversité 02

- Seeking to reach more LGBTQ2+ families in the region.
- Community members don't all want to present themselves publicly as LGBTQ2+ during activities.
- People in the LGBTQ2+ community in Saguenay-Lac-Saint-Jean need to see that it's possible to be an LGBTQ2+ family outside Montréal.
- Activities for the Trans Day of Remembrance (artists, personal stories, etc.).
- Desire to collaborate on video projects or short videos on the realities for families outside Montréal.
- Collaboration with Fierté agricole.

### Recommendations with regards to the organization

- Collaborate to organize a social activity for families, while remaining discreet when it comes to visual supports (cocktail hour, picnic, bowling day, etc.).
- Organize a lecture, workshop or discussion panel on LGBTQ2+ parenting outside Montréal (legal aspects, possibilities for how to become a parent).
- Take part in activities for the Trans Day of Remembrance.
- Collaborate on a video project about the realities of LGBTQ2+ families in Saguenay-Lac-Saint-Jean.
- Collaborate with other LGBTQ2+ organizations to organize activities in the area (for example, Fierté agricole).



Trans Mauricie

# ANALYSIS AND GENERAL RECOMMENDATIONS FOR ALL OUR PARTNERSHIPS

## **5.1. Data by category (when it recurs among all partners)**

### **Users and members**

Over the course of our interviews, it became clear that organizations outside Montréal have great difficulty reaching LGBTQ2+ families in their areas, but they are prepared to help us change the situation. However, according to them, trans people are sometimes reluctant to use the services of organizations not specifically for trans people. As well, LGBTQ2+ people outside Montréal are reluctant to associate with a Montréal organization, having noticed a certain Montréal-centrism. As a result, the observation that the LGBT+FC is not very well known among LGBTQ2+ communities and families outside Montréal is coherent with this data.

### **Activities and logistics**

Most organizations have a staff of three employees or fewer, which means they lack the human resources to manage a family aspect by themselves. But these organizations nonetheless want to be contacted as a first step and to be involved with the LGBT+FC plans to hold an activity on their territory. For the most part, they have ten or so volunteers as well as partnerships with local businesses or accreditations from the city that give them access to discounts and some free resources for events (food, spaces, supplies).

### **Communications**

The organizations we met with lack the time and resources to handle communications about families within our communities; this creates a real desire for partnership with the LGBT+FC when it comes to visibility and sharing information via social media networks.

Along the same lines, we were told to strengthen the message, in our communications, that our people living outside Montréal are welcome at our activities, and same with regard to trans and non-binary people. We were also told to mention that we are organizing a small virtual event to introduce our services and activities to their users.

## Realities outside urban centres

The realities of LGBTQ2+ communities outside urban centres are not always the same as those in Montréal, and they may also be different from one territory to the next. The impression of Montréal-centrism mentioned earlier arises when LGBTQ2+ organizations with a Québec-wide mandate lack goodwill, and so fail to take into account these disparities, or don't take the time to visit other cities, build ties with LGBTQ2+ organizations outside Montréal, or recognize the actions they carry out in their own regions. Throughout the course of our interviews, a number of organizations informed us that some of their trainings are fairly similar to the ones we give on their territory, which creates overlap and restricts their access to grants.



GRIS Estrie

## 5.2. Recommendations

### Users and members

- In collaboration with our partners, offer activities aiming to reach families, for example workshops for parents and future parents and family activities (picnics, apple-picking, bowling, etc.) on their territory to help promote them and break down the idea of Montréal-centrism.
- Encourage our partners to refer parents and future parents from their communities to us, and to tell them that the LGBT+FC has a province-wide scope and includes all LGBTQ2+ families.
- Refer our members and families living outside Montréal to our partners when they live in their respective regions.
- Ensure that our partners have brochures in hand about the LGBT+FC to display them (when relevant) at various events.
- Use regional associations and community networks to boost our visibility (CIUSSS, Maisons de la famille, etc.)



Divergenres

## **Activities and logistics**

- Take part in Pride events in various regions of Québec (Québec City, Abitibi, Eastern Townships, Outaouais and Mauricie) and offer to present a workshop, an activity, a lecture or an information capsule (if online), for example. If there's a march, take part and bring signs with messages demanding rights for LGBTQ2+ families.
- In collaboration with local partners, organize activities with families in the various regions to break isolation.
- When relevant, invite national LGBTQ2+ organizations to activities outside Montréal, such as Fierté agricole.
- Provide human resources support to our partners in organizing joint activities to ensure they don't feel overburdened.
- Organize our visits and activities outside Montréal in collaboration with our partners in the respective regions and contact them ahead of these visits.
- For a visit to a specific region, choose a place that's central to all our partners in the area and that's easily accessible for our families.
- Call on our partners' volunteers for activities in their respective regions, as needed.
- Look into the possibility with our partners of using their local partnerships to reduce the costs when we hold activities in collaboration with them.
- Ensure discretion at the activities. Be visible... but not too visible!

## **Communications**

- Create a monthly or bimonthly newsletter for our partnership containing, among other things, information on our activities and turnkey content for social media that's easy to share in their networks.
- Share our partners' content on our social media to boost their visibility and showcase their expertise to our families.
- In our communications, make it clear that trans and non-binary people are welcome at our activities and that our services are also for them.
- Organize a Facebook live to answer questions from LGBTQ2+ communities and ask our partners to invite their communities to attend.

## **Regional realities**

- Meet with our partners to evaluate our training programs and see whether we can avoid overlap.
- Remain sensitive to the regional realities of LGBTQ2+ communities by publicly recognizing the value of our partners and always calling upon their respective expertise when we're dealing with their territory.
- For an optimal partnership, it's crucial to decentralize Montréal by physically going to the various regions of Québec and getting local organizations involved in our activities and projects.

# CONCLUSION

This second phase of the project went off smoothly, and the organizations gave us very constructive suggestions about the various ways to reach families outside Montréal. Some requests, similar across almost all the organizations, emerged as ways to start our partnerships off on the right foot and make them solid and lasting. One of the key messages was to decentralize Montréal: to visit the regions in person in order to see and understand the singular realities of each region; to create joint activities there; to give the organizations autonomy on their territory when it comes to trainings that are not about family issues; and to specify in our online activities that people from all regions are welcome. They also asked that when we travel to the regions, we should inform the local organizations in advance or include them when relevant, and particularly to mention them to our audiences as resources and references.

Beyond that, all the organizations agreed that a partnership of this kind can only be beneficial in terms of reaching more people in our communities, and that, since there is a poor understanding about families' needs in these regions, the effort will finally fill that gap. To do this, everyone wants to contribute by helping us collaborate with their various partners, sponsors and collaborators in order to jointly organize appealing family activities, as well as information workshops and other ways to attract families to meet with us.

In conclusion, it seems crucial to note that to establish good partnerships with organizations outside Montréal, we need to take their point of view into consideration along with their knowledge of their areas so they can help us better target the specificities of their respective regions and the issues they encounter. It goes without saying that all the data gathered in our interviews will, in the long term, help us forge solid ties in order to reach a population that's sometimes hard to access, but that, we hope, will respond to our new strategies for action.

Seeking out various partnerships with other LGBTQ2+ organizations would also help establish the LGBTQ+FC not only as an activist organization but as a service provider that contributes to breaking isolation and creating a large community of LGBTQ2+ families across the various regions of Québec. These partnerships will also help the LGBTQ+FC to decentralize and become a collaborator sensitive to the needs and concerns of these partners.





# APPENDIX

## 7.1 Descriptions of partner organizations

### ABITIBI-TÉMISCAMINGUE

#### Coalition d'aide à la diversité sexuelle de l'Abitibi

The organization contributes to improving the health and wellbeing of lesbian, gay, bisexual and trans people in Abitibi-Témiscamingue. Their objectives: to encourage psychosocial, educational and health services to make adaptations to improve their quality and accessibility; to implement actions in the region aiming to reduce homophobia, transphobia and heteronormativity; to break isolation among lesbian, gay, bisexual and trans people (LGBT).



#### Fierté Val d'Or

Fierté Val-d'Or is open to everyone, regardless of gender, sexual orientation or questioning status, and provides the opportunity for exchange and discussion. The organization holds about one activity per month: dinners, outdoor activities, cocktails, topic-based coffee gatherings, and more. A great way to break isolation and make develop friendships.



### ESTRIE

#### Divers-Gens

Divers-Gens is an action-based organization and a peer helper network that provides individual and group support, as well as doing educational, preventative and activist work. It aims to support LGBPTQIA2+ youth (age 14–25) and those questioning, as well as their immediate circles, living on the territory of the RCMs of Haute-Yamaska and Brome-Missisquoi.



#### GRIS Estrie

The Groupe régional d'intervention sociale de l'Estrie aims to foster a better understanding of the realities of sexual minorities and to facilitate their social integration. To do this, the organization provides interactive demystification workshops on homosexuality and bisexuality, mainly in schools. The GRIS Estrie outreach team is made up of a team of gay, lesbian and bisexual volunteers that have undergone rigorous training.



## TransEstrrie

TransEstrrie’s main mission is to support trans and non-binary communities in the Eastern Townships by creating services for them and by representing their interests in dealing with institutions, organizations and establishments in the region to help their services adapt to the needs of trans and non-binary people.



## Fierté Sherbrooke Pride

Since 2013, Fierté Sherbrooke Pride has organized the Fièrre la fête event, which is a celebration of sexual and gender diversity in the Eastern Townships.



## Regroupement estrien pour la diversité sexuelle et de genre (REDSG)

The REDSG is a working table with a mission to work on advancing the struggle against homophobia and transphobia in the Eastern Townships.



## **GASPÉSIE-ÎLES-DE-LA-MADELEINE**

### LGBT+ de la Baie-des-Chaleurs

The association is a community organization that aims to increase the well-being of LGBT+ communities in Baie-des-Chaleurs. It organizes activities and meetings to break isolation, increase visibility and reach as many people as possible in the social, community and professional realms. The organization supports and orients its members toward various social and health services and promotes inclusion and social diversity.



## **MAURICIE-CENTRE-DU-QUÉBEC**

### GRIS-Mauricie

The Groupe régional d’intervention sociale (GRIS) Mauricie/Centre-du-Québec is a non-profit community organization that aims to demystify homosexuality and bisexuality through personal storytelling.



### Trans Mauricie/Centre-du-Québec

The first part of the mission of Trans Mauricie/Centre-du-Québec is to welcome, support and refer trans people and people questioning their gender, as well as their loved ones.

The second part aims to demystify gender identity in various settings—schools (elementary schools, high schools, CÉGEPs, universities), youth groups, community organizations and workplaces—in order to raise the population’s awareness of the negative effects of transphobia.





## MONTÉRÉGIE

### JAG

JAG is a community action organization and a peer support network. It's for gay, lesbian, bisexual, trans and questioning youth and adults, as well as their loved ones, and aims to improve their quality of life, provide them with positive models within the LGBT+ communities, and encourage them to take up the space they're entitled to in society.



## OUTAOUAIS

### Trans Outaouais

Trans Outaouais is a non-profit organization whose mission is to promote the development of harmonious relationships within LGBTQIA2S+ communities and the inclusion and flourishing of trans-identified people as well as people from all other identity intersections.



### Jeunesse Idem

Jeunesse Idem is a community organization that aims to improve the quality of life for youth age 14 to 25 who are gay, lesbian, bisexual, trans and questioning, as well as to raise awareness among the Outaouais region's population with regard to the diversity of sexual orientations and gender identities.



## QUÉBEC

### GRIS-Québec

Unique in terms of the versatility and diversity of its services, GRIS-Québec is a non-profit community organization that raises awareness about sexual orientation and gender identity using personal storytelling in schools. It offers lesbian, gay, bisexual, trans, gender-creative and questioning youth a neutral and safe place to be. Through training and accompaniment, it supports people and organizations to become inclusive of sexual and gender diversity.



### Divergenres

Divergenres is an organization representing gender diversity. It provides accompaniment and education in a positive, inclusive environment.



## SAGUENAY-LAC-SAINT-JEAN

### Diversité 02

Diversité 02 is a non-profit organization that aims to raise awareness and to inform and educate the population about the various realities of people who fall under the umbrella of sexual diversity and diversity of gender identity and gender expression.



## 7.2. Questionnaire

### ORGANIZATIONAL STRUCTURE

- 1.1. Please describe your organization in a few words.
- 1.2 At what time of year do you hold your annual general assembly (AGA)?
- 1.3 Who are your members?
- 1.4 What types of committees do you have (social, finance, communications, etc.)?
- 1.5 What is your greatest source of stable revenue?
- 1.6 Do you have offices? Where are you located? Do you have other spaces you use for your everyday work? Do you have a space for team meetings?

### SITUATING THE ORGANIZATION IN ITS REGION

- 2.1. How do you provide your services to LGBTQ+ people in your region?
- 2.3 Do you provide bilingual services?
- 2.4 Are you the only LGBTQ+ organization in your region?
- 2.5 Do you work with other LGBTQ+ organizations in your region or at the provincial level?  
Which ones do you work with most frequently?
- 2.6 Do you work with organizations that are not LGBTQ+? Which ones?
- 2.7 Do you do awareness-raising or training in the region? If yes, on what topics?  
Who carries out this work?

### MEMBER SERVICES (if the organization has members; if not, ask what they call their users)

- 3.1. How do you provide your services to members of the LGBTQ+ community?
- 3.2 Do you have many LGBTQ+ families in your community?
- 3.3 When it comes to issues faced by families within the LGBTQ+ community in your region, what are the areas in which we could help?
- 3.4 How would you like us to work with you on services for families?
- 3.5 For future LGBTQ+ parents connected to you (employees, members, LGBTQ+ community, etc.), do you have in hand all the resources you need, or would you like us to bring you more?
- 3.6 Are there services within your organization where you think the Coalition could contribute in one way or another?

## ACTIVITIES AND EVENTS

- 4.1. What activities or events does your organization offer members of the LGBTQ+ community?
- 4.2 Is your office large enough to host activities? If so, which ones? If not, what space do you use?
- 4.3 Do you have a partnership with the city or with other sponsors or partners that offer you free things (free resources) for your events or at other times?
- 4.4 What are your traditions? What are your most popular activities? Do you always have the same partners (space, donations, food, tech)?
- 4.5 In a post-pandemic context, how could we logistically organize an activity in partnership with you in your space (space, food, volunteers, etc.)?
- 4.6 Would inter-regional activities be beneficial for an organization such as yours?

## ORGANIZATIONAL COMMUNICATIONS

- 5.1 Do you use social media? Do you have a newsletter?
- 5.2 In your view, what's the best way for you to communicate with LGBTQ+ people in your region? Social media, short videos, blog, website, TV, newspapers, bulletin boards, etc.?
- 5.3 Do you have access to mass media (ex.: easy access to newspapers, radio or TV)? If so, how do you proceed if you have something to announce?
- 5.4 Do you work with influencers in your communications?
- 5.5 Is there space in your communications for the LGBT+FC to send you information about LGBTQ+ families to include (frequency to be discussed)?
- 5.6 Can the Coalition play a role in promoting your organization in our own communications?

## PARTNERSHIP WITH THE LGBT+FC

- 6.1. What perceptions do the members of your community hold about the LGBT+FC?
- 6.2 What could draw them to learn more about us?
- 6.3 How could we reach families and future parents in your region?
- 6.4 How could we decentralize from Montréal (i.e. avoid Montréal-centrism)?
- 6.5 How or when would you like to collaborate with us (ex.: activities, communications, social media, special projects, campaigns, services or events)?
- 6.6 How can we become a good partner for you?
- 6.7 Would you be interested in receiving a newsletter from the Coalition made for partners that contains information useful to the families in your community?
- 6.8 Would it be beneficial to you if we came and introduced our organization to your members or to your community?

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Coalition d'aide à la diversité sexuelle

