



COALITION DES  
FAMILLES LGBT+  
LGBT+ Family Coalition

# REPRESENTING AND SUPPORTING FAMILY DIVERSITY

Strategic Plan  
2024-2029



# A WORD FROM THE CO-PRESIDENTS

Today, more than 25 years after it was founded, the LGBT+ Family Coalition is a key organization working to improve the lives of 2SLGBTQ+ families—which fills us with immense pride. However, we must also acknowledge that the Coalition has arrived at a crossroads, and it's imperative that we find new strategies to pursue our work and ensure our future.

We're still facing a number of challenges when it comes to the legal and social recognition of our families and the inclusion of our youth. Our members know how often institutions (schools, social services, hospitals and more) lack awareness about our lives and fail to consider our particular needs. People who work in social services, healthcare and schools must be made aware of our specific issues. The myths and stereotypes about 2SLGBTQ+ people still persist in our society.

In recent years, we have seen a change in social attitudes toward our families and our young people, in particular toward trans and nonbinary youth. These young people have become the scapegoats in a much broader clash of values, and are more than ever subjected to bullying, exclusion and even physical violence. This “moral panic” has disastrous consequences for all our communities, including disinformation about care for trans youth, parents who don't want 2SLGBTQ+ realities to be discussed in their children's schools, and more. This is why the Coalition must increase our capacity to get ahead of anti-2SLGBTQ+ discourse in Québec.

Unfortunately, due to historic discrimination against 2SLGBTQ+ communities, our funding is grossly insufficient and our grants are usually for ad hoc projects. **We have an urgent need to find new sources of funding**, not only to meet the training and education needs of schools and medical institutions, but also to continue defending the rights of 2SLGBTQ+ families across Québec.



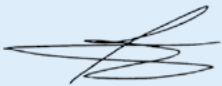
We would like to raise greater awareness among elected officials and influence public policy to gain more concrete recognition for 2SLGBTQ+ families and youth (ex.: mandatory training for professionals who work with youth and families, the legal recognition of all families, the adaptation of administrative forms in all institutions, and more). Each of these issues requires major mobilization, and we can't do that without major financial resources!

Lastly, our founder and a pillar of the Coalition, Mona Greenbaum, is planning to retire in the medium term. So, it's important that we plan to train the next generation to ensure that our organization's mission, vision and values carry on. After all, transferring the knowledge accumulated over 25 years represents a major task—a demanding process that has yet to be undertaken.

All these considerations underscore the importance of having a clear, well-structured vision for the coming years. For this reason, in this document, we're thrilled to introduce the fruit of our thought process: a plan for the next five years that aims to guarantee the strength and relevance of our work, as always in collaboration with our members.

After all, you—families of the heart, families under the rainbow—are the reason we exist!

In solidarity,

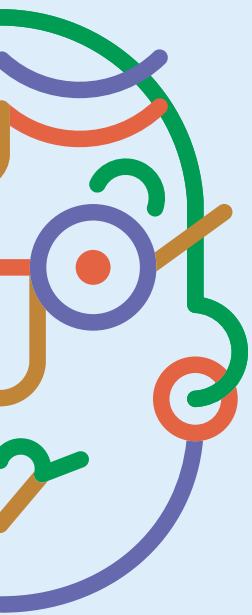


**Bianca Nugent**

Co-presidents, LGBT+ Family Coalition



**Philippe Nadon**



## WHO ARE WE?

The LGBT+ Family Coalition is the only bilingual community organization in Canada that represents 2SLGBTQ+ families. We improve the lives of 2SLGBTQ+ families by supporting them, defending their rights, raising awareness and providing popular education about them. Our work advances progressive thinking about sexual and gender diversity.



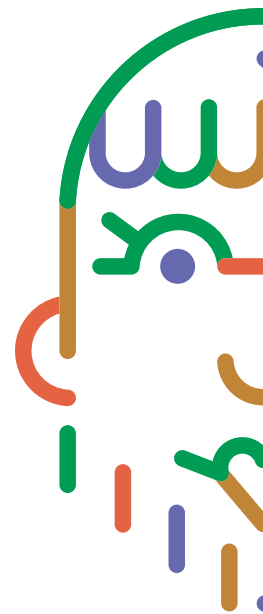


## Our mission

For 25 years now, the LGBT+ Family Coalition has been advocating for the legal and social recognition of families with 2SLGBTQ+ parents as well as for the wellbeing of sexually and gender-diverse youth, in collaboration with governmental and para-governmental organizations, the media, public institutions and other associations. We represent a network of more than 2,000 member families across all regions of Québec. Our aim is to foster the acceptance and social inclusion of 2SLGBTQ+ families and youth and to improve the public's knowledge about the lives of 2SLGBTQ+ people and the issues we face.

## Our vision

We are working to build a world free of homophobia, transphobia, heteronormativity and cisnormativity, where all families are celebrated and valued without regard for their makeup or the ethnic origin or nationality of their members. We are united in our commitment to decolonization. Our actions are inspired by our values of equity, inclusion, kindness and solidarity. Through ongoing reflection, action and collaboration, together we are forging a better and more inclusive future.



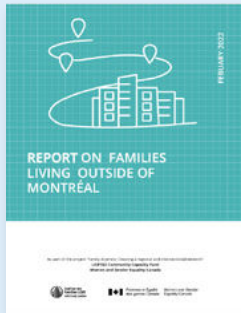
# THE 2024—2029 STRATEGIC PLAN

From 2020 to 2022 we undertook a pilot project that aimed to better support our rural members and those outside major urban centres and to tailor our work to the needs of members experiencing specific challenges. This project received support from Women and Gender Equality Canada (WAGE), the federal organization tasked with advancing equality with respect to sex, sexual orientation, gender identity or expression through the inclusion of people of all genders, including women, all over Canada.

Through a major consultation process, we solidified our members' trust in our work and secured stronger support from families who wanted the Coalition to better represent them and showcase their lives. These families also expressed a strong interest in becoming agents for social change. The project clearly showed us the importance of putting into place anticolonial and antiracist practices, including actions, attitudes and approaches aiming to dismantle the oppressive power structures and systems that represent the legacy of colonialism and racism in order to better include our most marginalized members.

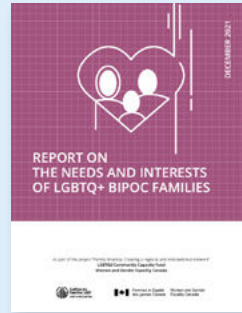


The reports produced following this consultation process include:



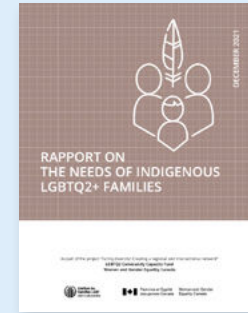
Report on Families Living Outside of Montréal

<https://familieslgbt.org/wp-content/uploads/2022/03/rapport05-EN-final-web.pdf>



Report on the Needs and Interests of LGBTQ+ BIPOC Families

<https://familieslgbt.org/wp-content/uploads/2022/03/rapport06-EN-final-web.pdf>



Report on the Needs of Indigenous LGBTQ2+ Families

<https://familieslgbt.org/wp-content/uploads/2022/03/rapport07-EN-final-web1.pdf>

As a continuation of this work, in 2023—2024, thanks to the support of the *Lucie and André Chagnon Foundation*, we were able to carry out two enriching strategic planning sessions and several sessions for an implementation committee in the aim of developing a five-year plan. This plan was developed thanks to the participation of our board of directors, all the members of our permanent team and members of our training team!





Our work led to a plan framed  
by four major priorities:

1

Better represent and defend 2SLGBTQ+ families.

2

Educate and equip people who work with 2SLGBTQ+ families and youth.

3

Provide useful services that are tailored and accessible to all our members, in particular to the most marginalized families.

4

Improve the organization's overall health and manage its growth.



# PRIORITY 1

## Better represent and defend 2SLGBTQ+ families

Social justice advocacy is part of our DNA at the LGBT+ Family Coalition. We will continue to defend the rights of 2SLGBTQ+ families (and future families) and the wellbeing of young people by meeting with government bodies, working with institutions such as schools and hospitals, and launching lawsuits if necessary.

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### Key accomplishments

- Effectively advocated for the coverage of costs related to assisted reproduction (in-clinic insemination, in vitro fertilization, preservation of trans people's gametes), which was incorporated into law in 2021.
- Demanded a clear framework for surrogacy, which led to the adoption of a law in 2023.
- Presented a report to the Québec government's advisory committee on gender identity (the Comité de sages sur l'identité de genre) to promote the rights of trans and nonbinary youth (May 2024).
- Testified at the Superior Court of Québec in favour of the legal recognition of multiparent families (June 2024).



## Actions proposed in our five-year plan

- Analyze how 2SLGBTQ+ families are impacted by the rise of hate.
- Hold consultations with our members about the political issues that affect them.
- Develop our ties with rural 2SLGBTQ+ groups and BIPOC organizations<sup>1</sup>
- Demand that the laws and regulations that affect our families be applied in practice or updated.
- Ensure that the Coalition's new spokespeople have a media presence.
- Develop new communication strategies.

<sup>1</sup> BIPOC: Black, Indigenous, people of colour.

# PRIORITY 2

## Educate and equip people who work with 2SLGBTQ+ families and youth

Still today, our families are underrepresented in the public sphere and are not visible enough to the Québec population, which means that the province's institutions are not always set up to meet our needs. This has a clear impact on our wellbeing: 2SLGBTQ+ youth and families too often encounter the obstacles of exclusion and bullying.

To provide a counterweight against this tendency, the Coalition has been working since 2009 to train professionals and workers in public and private institutions and to equip them to fight discrimination, promote inclusion and better include 2SLGBTQ+ people in their practices. The Coalition also creates tools and resources about 2SLGBTQ+ issues that can be used in elementary and high schools, early childhood education centres ("centres de la petite enfance," or CPEs), community organizations and medical and social services.

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### Key accomplishments

- Delivered more than 1,800 trainings since 2009.
  - Trained more than 60,000 workers and professionals across all regions of Québec.
- Every year:
- We train 5,000 to 7,000 people.
  - 40% of our trainings are given to school staff.
  - 50% of our trainings are provided to health and social services organizations.



## Actions proposed in our five-year plan

- Improve the quality and standardization of our trainings.
- Enhance the tools provided to participants.
- Ensure the wellbeing of our training team.
- Capture the loyalty of our current audiences and seek out new ones.

# PRIORITY 3

Provide useful services that are tailored and accessible to all our members, in particular to the most marginalized families

Every year, the Coalition offers a panoply of activities for 2SLGBTQ+ families. Creating safe spaces to bring together 2SLGBTQ+ youth and families helps break their isolation both through formal support (such as information sessions) and informal support (such as discussion groups, activities for kids, and so on). We encourage 2SLGBTQ+ families to participate in the decisions that affect them and to strengthen their ability to take action and influence public policy with a view to social transformation.

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## Key accomplishments

- Diversified and grew our membership.
- Held some fifty family activities every year.
- Provided activities in various regions of Québec.
- Maintained very popular social media accounts that reach a large number of families.



## Actions proposed in our five-year plan

- Better meet our members' needs by paying particular attention to the intersections of oppressions and to the specific needs of each family.
- Make our activities more attractive and welcoming to people who are more isolated and promote networking among members.
- Deepen our relationships with member families in all regions of Québec.
- Create a provincial members' forum.

# PRIORITY 4

## Improve the organization's overall health and manage its growth

The Coalition wants to strengthen our organizational structure to face the challenges ahead: the team is growing, the members' needs are diversifying, and we need to train the next generation of organizational leadership! Employee wellbeing is crucial to putting this whole plan into action. The Coalition needs to modernize our ways of working and learn to be less dependent on ad hoc grants. We now have the opportunity to plan the next generation as we rethink our organizational structure, in particular by hiring a co-director who can learn from the founder and ensure a gradual, in-depth transfer of knowledge.

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### Key accomplishments

- Hired a co-director in 2024.
- Created a health fund.
- Implemented coaching for organizational growth and succession planning.

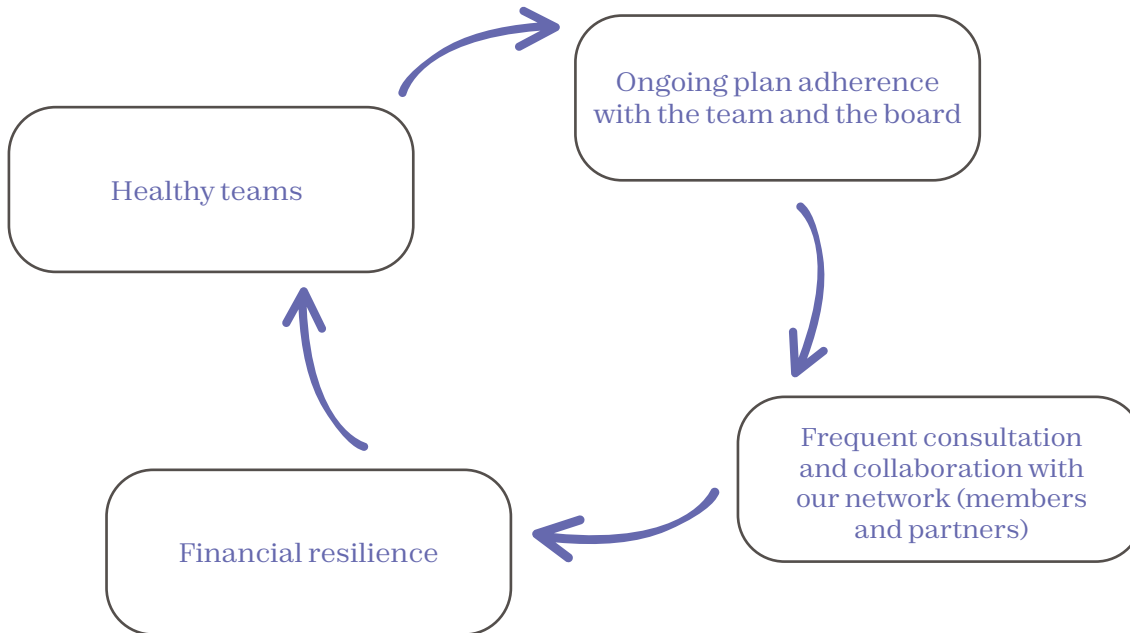





## Actions proposed in our five-year plan

- Create or enhance our governance policies.
- Hire an administrative assistant.
- Strengthen professional development for employees, trainers and board members.
- Launch a philanthropic service.
- Become more financially independent.
- Conduct succession planning.

# FRAMEWORK FOR THE 2024—2029 FIVE-YEAR PLAN





## Frequent consultation and collaboration with our network (members and partners)

Develop and strengthen ties with community members, the regional 2SLGBTQ+ organization, BIPOC groups, researchers, stakeholders and content creators to strengthen our and their capacities and join forces toward common goals.

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## Ongoing plan adherence

Hold biannual meetings with the board and quarterly meetings with the permanent team to review the plan and make adjustments as needed. Hold a strategic planning meeting every year to underscore successes, tackle obstacles and ensure that the plan is put into action.

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## Healthy teams

Prioritize strong, competent and inspired teams by investing in employee care, engagement and professional development.

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## Financial resilience

Improve confidence in our financial situation by diversifying our sources of revenue.



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