



2020- 2021

Annual Report

www.agirmontreal.org

Message from AGIR's Team

The year 2020-2021 was both full of challenges and opportunities at AGIR. As a we moved into a full year of COVID-19 reality, we saw the issues our member's were facing continue to worsen, with increasingly high levels of social isolation, marginalisation and economic precarity. Nonetheless, through some challenging times as a team, we were able to pull together for our first ever food basket drop offs to over 50 households across the Greater Montreal area in May 2020 to support our members. We were then able to continue with direct support through grocery store gift cards and care packages in Fall 2020. We had to radically adapt all of our programming from the previous year to become safe in the COVID reality and move to the online world. Due to the complications of online facilitation in multiple languages, we adapted from having specific support groups for different groups of folks (women, youth, trans folks) to dividing each support group into breakout rooms by language. This year we hope to offer support work in person and online to meet the needs of our members. Thank you for continuing to support us into this next year!

Land Acknowledgement

We are here in Tio'tia:ke (colonially known as Montreal) on the unceded territory of the Kanien'kehá:ka. The Kanien'kehá:ka, also known as the Keepers of the Eastern Door, are one of the nations that make up the Haudenosaunee Confederacy here on Turtle Island (North America). The two closest Indigenous communities to us are Kahnawake and Kanésatá:ke. As refugees and migrants, we are settlers to this land. We commit to continue learning and unlearning about Indigenous history and present realities, educating ourselves, and supporting Indigenous thrival. We encourage you to continue educating yourselves too on this learning journey and learn how to better act in solidarity with the Indigenous communities close to you. We continue to work on what it means for us to be striving to decolonisation as an organisation and as individuals. Learn more about the land you are on and have been on here: <http://native-land.ca/>.

AGIR CODE OF ETHICS

This code of ethics is intended for AGIR personnel (board members, employees, interns, volunteers, etc.) with respect to relationships with each other and those accessing AGIR services/programs.



I adhere to and promote AGIR's mission, objectives, basis of unity and this code of ethics.



I will participate in building an inclusive and welcoming environment within AGIR



I will adhere to all AGIR policies, procedures and guidelines



I will endeavour to be anti-oppressive and non-judgemental towards others



I will follow through on my responsibilities to AGIR and fulfill my duties to the best of my ability



I will strive to represent AGIR in an accurate and responsible manner



I will communicate with AGIR as soon as I notice that I cannot fulfil my duties



I will maintain confidentiality by not divulging personal information that I have access to from my affiliation with AGIR (refer to AGIR policies)



I will respect all AGIR personnel in addition to AGIR members and anyone accessing our services/programs



I will not engage in sexual relations with individuals that AGIR is supporting



I will participate in building an inclusive and welcoming environment within AGIR



I will not use my role at AGIR as a means of intimidation, coercion or any other abuse of power over others



I will not harass (physically, sexual, psychological) or discriminate on the grounds of race, gender, class, religion, age, ethnic origin, sexual orientation or gender identity.

AGIR HEARTBEAT

WHO ARE WE?

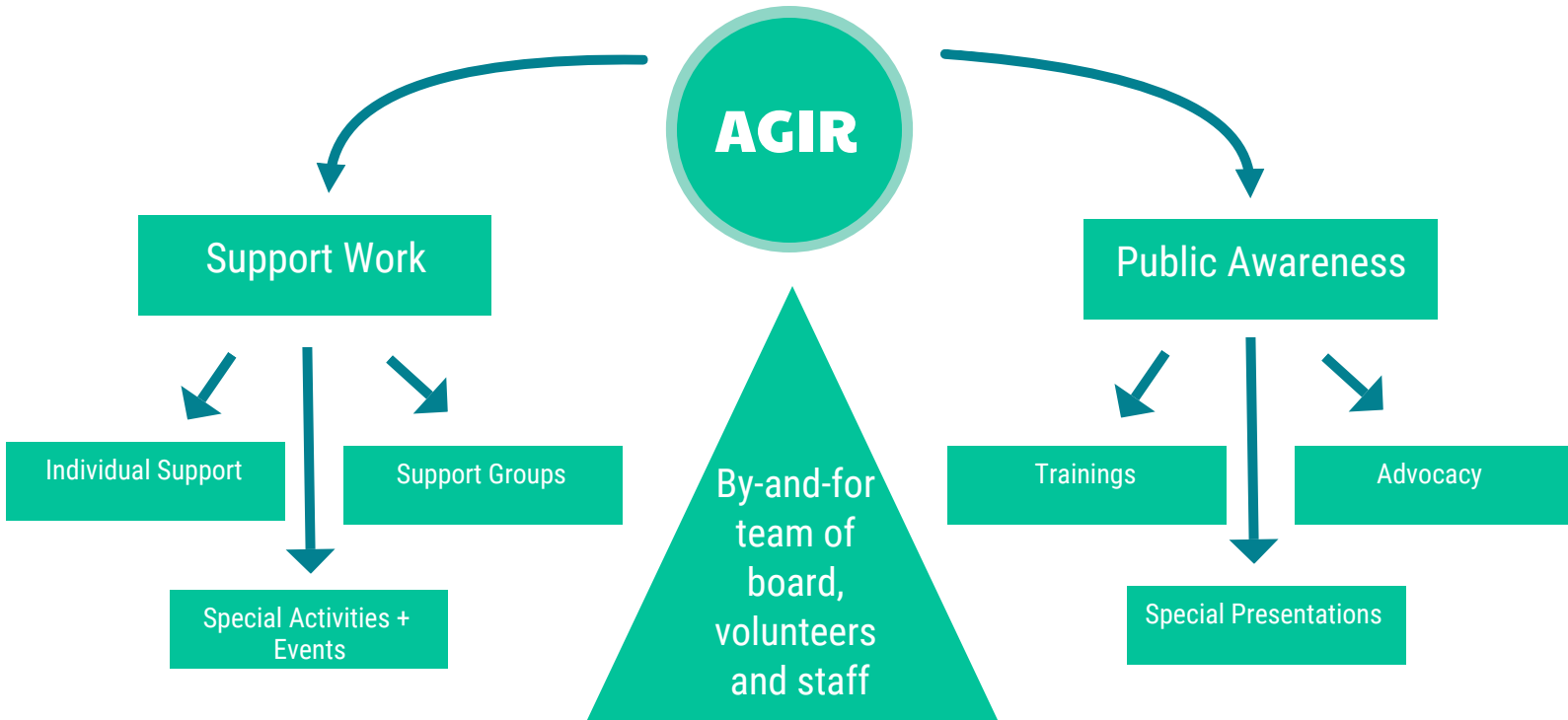
We believe everyone deserves to live a life free of violence, threat, fear and coercion. We believe that everyone is equal regardless of their migrant status. We believe in social, political and economic rights for all migrants. We believe all types of families have the right to stay together. We are aware of and working against systems of intersecting oppressions including, but not limited to, patriarchy, misogyny, racism, colonialism, xenophobia, ableism, classism, heterosexism, cissexism, transphobia, homophobia, etc.

HOW DO WE OPERATE?

We apply an anti-oppressive, non-judgmental and person-centered approach. We cultivate a respectful, inclusive, and welcoming environment where everyone feels safe(r) and secure. We build community with the participation of LGBTQ+ migrants. Our decision-making process informed and guided by the experiences and needs of LGBTQ+ migrants. We apply the principles of consensus-based decision-making and community organizing. We respect and value all individuals' journeys, skills, knowledge and contributions. We are committed to working in solidarity with organizations and groups that can help us achieve our vision. We are accountable to our members, collaborators and allies.

OUR WORK

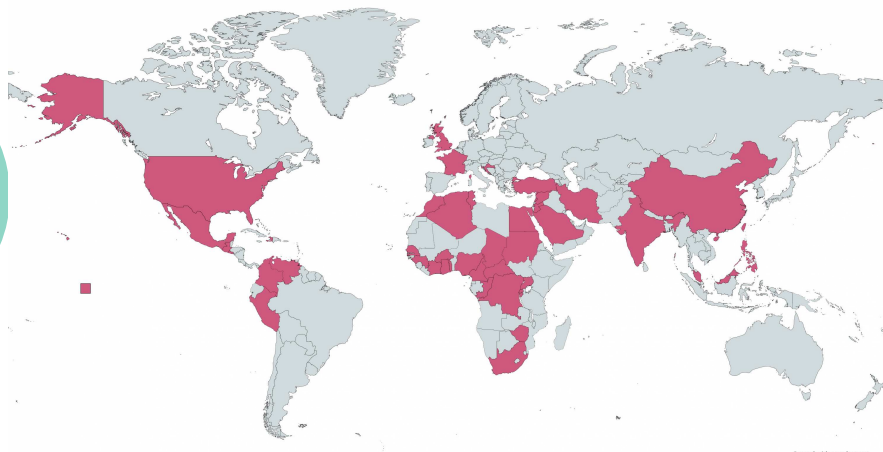
Basics of how we work:



Who we work with (our members)

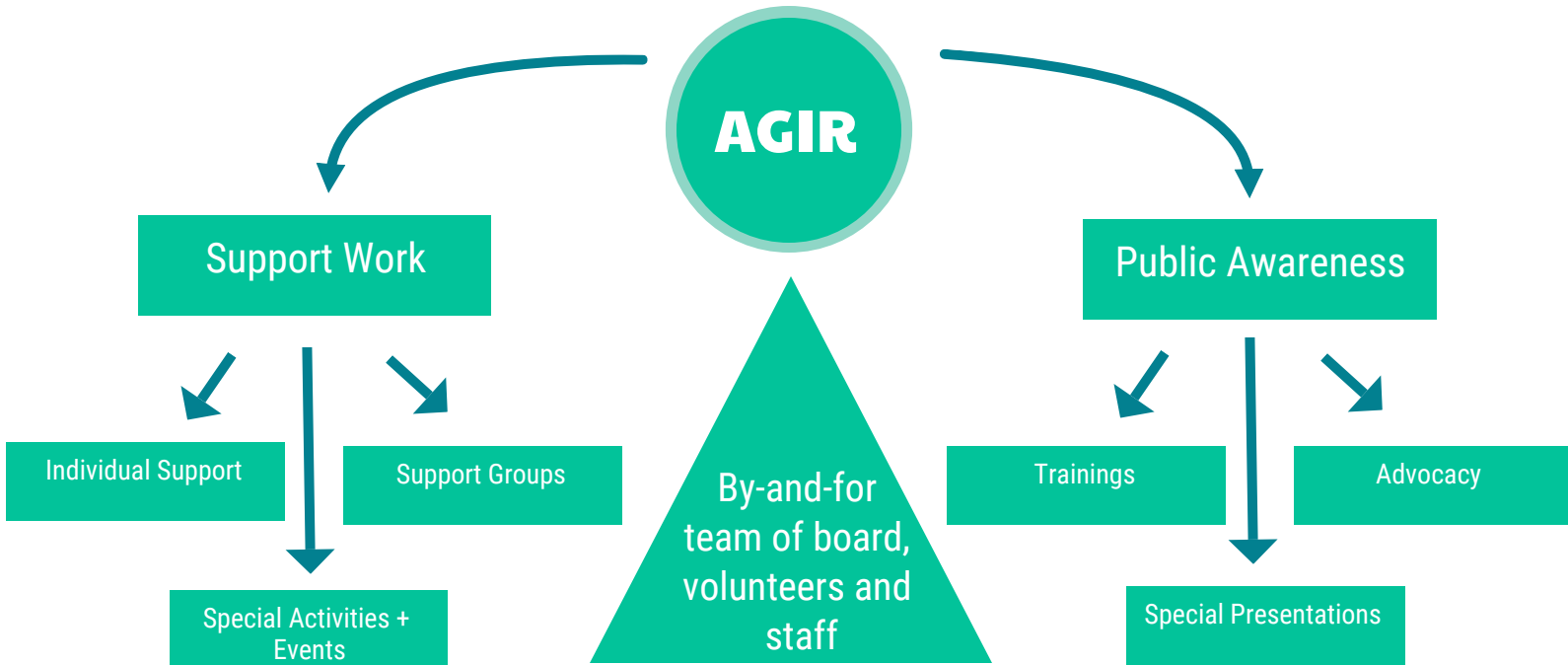
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45 countries



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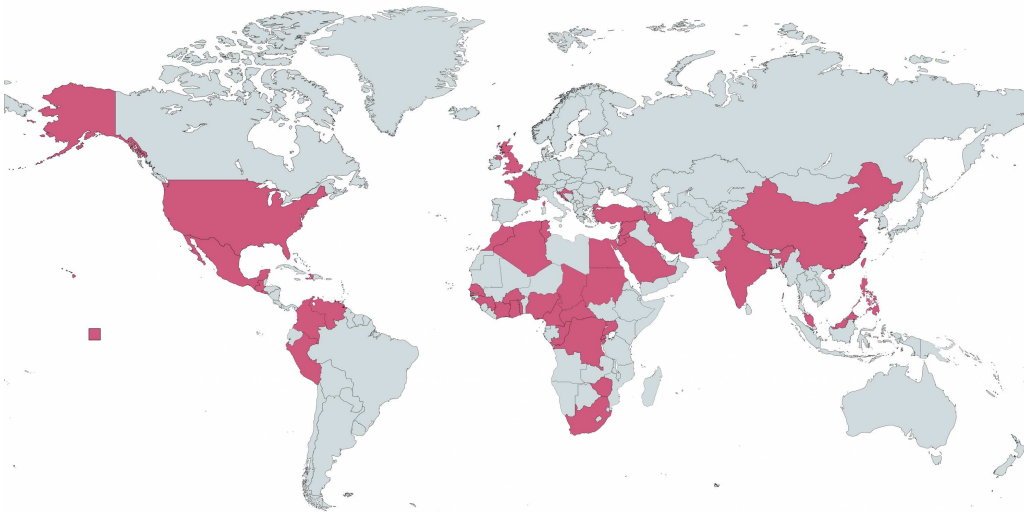


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45 countries

Algeria, Bahamas, Burkina Faso, Burundi, Cameroon, Central African Republic, Chad, China, Colombia, Cote d'Ivoire, Croatia, Congo, Democratic Republic of Congo El Salvador, Egypt, France, Ghana, Guatemala, Guinea, Haiti, India, Iran, Jordan, Lebanon, Malaysia, Mexico, Morocco, Nigeria, Palestine, Peru, Phillipines, Rwanda, Saudi Arabia, Senegal, South Africa, Sudan, Syria, Taiwan, Togo, Tunisia, Turkey, Uganda, United Kingdom, United States, Venezuela, Zimbabwe



OUR WORK: Support

Overall individuals supported

This year, we adapted and expanded our services to meet the needs of our members due to COVID-19. We adapted our individual support work from in-person drop-in sessions at our offices, to phone calls with members to be COVID-19 safe. We moved our support groups online, and added special food support as well. The following figures represent the unique number of individuals served through all our services.



COVID-19 Emergency Support

Through specific funding to support our members through COVID-19, we supported our members through direct emergency food support, at first through food baskets, and then through grocery store gift cards. Care packages included materials to support their physical and mental health during COVID-19 including masks and sanitizer, and books, and games.



Food and care packages delivered across
Montréal



Grocery store gift cards distributed



Grocery store gift cards and care packages
distributed (in partnership with Clinique Mauve)

OUR WORK: Support

Support Groups

Due to COVID-19, we adapted all of our activities to the online work, with online support groups for all LGBTQ+ migrants and refugees, with breakout rooms for specific language needs in English, French, Arabic and Spanish. Overall, there were 222 attendances with some members participating on a recurring basis.



Special Activities

In addition to our regular online support groups, we also offered additional special sessions and activities throughout the year. We offered events in partnership with Massimadi, GAP-VIES et Centre Social d'Aide aux immigrants (CSAI), as well as a special outdoor sledding event, a Halloween movie night, and specific info session for Spanish Speakers. Our special activities allow us to respond to interest and needs as they arise and work with our partner organisations. Overall, there were 52 attendances with some members participating on a recurring basis.



Clinique Mauve Partnership

Since August 2020, AGIR has been Clinique Mauve's main partner organization, a new health care and social services clinic specifically dedicated to LGBTQI+ migrants in Montreal. We supported in the visioning, creation and evolution of Clinique Mauve. They are located within the CLSC Côte-des-Neiges and CLSC Parc-Extension and offers medical, psychological and sexual health care using an anti-oppressive, cross-cultural, intersectional, trans-affirmative and trauma-informed approach. Since the beginning of our partnership, nearly 50 of our members have received care at Clinique Mauve. As partners AGIR participated in the planning, creation of the programming and service provision of the organisation.

OUR WORK: Public Awareness

Trainings

This year we adapted our trainings for the online world, which allowed us to reach more organisations than we usually would. Through 4 major trainings, we trained 89 community workers in over 20 different organisations across Montréal, in English and French.



4
Trainings



89
People
Trained



20+
organisations

Special Presentations

AGIR also participates in special presentations upon request when it is within our capacity to support broader public awareness about LGBTQ+ migrant and refugee rights. Though our trainings are mostly focused on frontline community workers, the special presentations allow us to spread awareness to the broader community.

This year we participated in five special presentations with McGill's Desautels Faculty of Management Graduate LGBTQ+ Association, courses at McGill's School of Social Work, CIME Interprofessional Symposium on Migrant Health, and Concordia's Simone de Beauvoir School Summer Institute.

AGIR's Team 2020-2021

AGIR Board of Directors 2020-2021

Ahmed Hamila, Meryem Benslimane, Amanda Siino, Brian O'Neill, Mariam Manai, Arij Riahi

AGIR Support Team 2020-2021

Alex Catus, Camille Bergon, Chachou Jean-Francois, Charles-Antoine LeBoeuf, Darlie Juma, Fatima Gimba, Geneviève Trudel, Jadis Dumas, Laurie Fournier, Myloé Martel-Perry, Noe Ventura, Noemi Gaytàn Leos, Osvaldo Arias, Sara Ghandour

AGIR Special Collaborators 2020-2021

Alex Nawotka, Carms Ng, Cynthia Beaudry, Edward Lee, Jafar Salemi, Karine Myrgianie Jean-Francois, Malek Yalaoui, Shams Loffy

AGIR Staff

Training coordinator: Joseph Achille Tiedjou

Support coordinator: Iyan Hayadi

Board Meetings 2020-2021

AGIR's board is very involved in the operations of the organisation and met over 10 times this year, with an additional two day retreat in September 2020.

Meeting Dates:

19 April 2020

17 May 2020

31 May 2020

23 August 2020

25 October 2020

21 November 2020

27 Jan 2021

18 Feb 2021

25 March 2021

OUR COLLABORATORS/PARTNERS

AIDS Community Care Montréal (ACCM)

Accueil Liason pour Arrivants (ALPA)

Action Santé Travesti(e)s et Transsexuel(le)s du Québec (ASTTeQ)

Bureau de lutte contre l'homophobie et la transphobie

Capital Rainbow Refuge

Centre De Solidarité Lesbienne (CSL)

Center for Newcomers

Centre for Gender Advocacy

Centre social d'aide aux immigrants (CSAI)

Chaire de recherche sur la diversité sexuelle et la pluralité des genres, UQAM

Clinique Mauve

Clinique l'Actuel

Coalition des familles LGBTQ

Dress for Success

École de travail social, U de Montréal

GAP-VIES

Massimadi

Midnight Kitchen

Ontario Council of Agencies Serving

Immigrants (OCASI)

PRAIDA

P10

Réseau des lesbiennes du Québec (RLQ)

REZO

Solidarity Across Borders

Service d'Interprète d'Aide et de

Référence aux Immigrants (SIARI)

Sex Worker Advocacy and Support (STELLA)

The Refugee Center

Welcome Collective

Networks Partners:

Canadian Council for Refugees

Conseil Québécois LGBTQ

Dignity Network of Canada

Enchanté Network

Égides

CDC Centre-Sud

Rainbow Coalition for Refuge

Where we're going

Our priorities for 2021-2022

1. Solidify the basis of our organisation: With 2 new full time employees hired as co-coordinators of the organisation, and two more Community Support Workers about to join our team, it is the right time to stabilise our foundations in every way, through our policies, practices, our functionings and taking the time to build a workplace culture that reflects our values.
2. Expand our Support Services with special activities to break social isolation: Due to COVID-19, there has been an increased need to support our members in breaking their social isolation and building more connections in the community. This year, we hope to offer more opportunities to do so in order to meet our member's needs!
3. Solidify and diversify our funding sources: We are in the process of applying for Charity Status in hopes of further expanding our possibilities for long term sustainable funding.
4. Solidify our Support Team: Over the past year, we have worked to expand our volunteer support team to strengthen our by-and-for approach and to have them leading in the support provided to their communities. This year, we want to solidify their capacities by offering them training and meeting their learning needs to build a sustainable team.
5. Better engagement in local, regional, national and international networks and partnerships: Due to our very limited capacity in the past, we were not able to participate in these networks as much as we would hope to in order to meet our public awareness and advocacy goals. This year, we hope that solidifying our foundations enables us to dedicate more time to this involvement and building AGIR's presence at all levels.

Our 10 year Anniversary!

2021 marks our 10 year anniversary! We are very excited to take some time to celebrate and thank the many wonderful people who have supported AGIR over these years and allowed us to be where we are today! Please stay on the lookout for events to come this August 2021!

A big thank you to our 2020-2021 Funders:

- Ministère de l'immigration, de la Francisation et de l'Intégration Québec (MIFI)
- Ministère de la Santé et des services sociaux - Centre intégré universitaire de santé et de services sociaux du Centre-Sud-de-l'Île-de-Montréal
- Canadian Red Cross
- Google Canada/Tides Foundation
- Ville de Montréal - Arrondissement de Ville-Marie
- Center for Gender Advocacy
- Fierté Montréal
- Everyone who has donated their time or their funds! Every contribution has helped us get where we are today and we are very grateful!



Thank you to all our supporters!

Thank you to the many people who may not have been named in this report but who supported us this year by donating their time, particularly with our COVID-19 emergency support work. We are very grateful to you all!