



2021- 2022

Annual Report

www.agirmontreal.org

Highlights from 2021-2022

2021-2022 was a landmark year for AGIR. As we celebrated 10 years of LGBTQ+ refugee and migrant resilience, strength and organizing, AGIR also became the strongest we have been. After many years of struggling for funding, we finally have some solid ground beneath us, leading to a team of 5 full time employees for the first time ever. This has been absolutely game changing for us as we were able to provide better support to more people in 4 languages. We started an Instagram page that now has nearly 800 followers, with posts in 4 languages to be more accessible to members. We opened up a phone line to be more easily reachable since we were still working in hybrid mode. We also had some space to make better systems for knowledge transferring and onboarding to ensure that whoever joins our team will be well equipped! We hope to see even more stability and sustainable growth into this next year, while maintaining our participation in national and regional networks, and advocating for the rights of LGBTQ+ migrants and refugees everywhere we go. We are very proud of the work we have accomplished this year, and are very grateful to everyone who has supported us in big ways and small!

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 thriving. 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 adhere to all AGIR policies, procedures and guidelines



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



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



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



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



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.



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



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



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



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 not engage in sexual relations with individuals that AGIR is supporting



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

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?

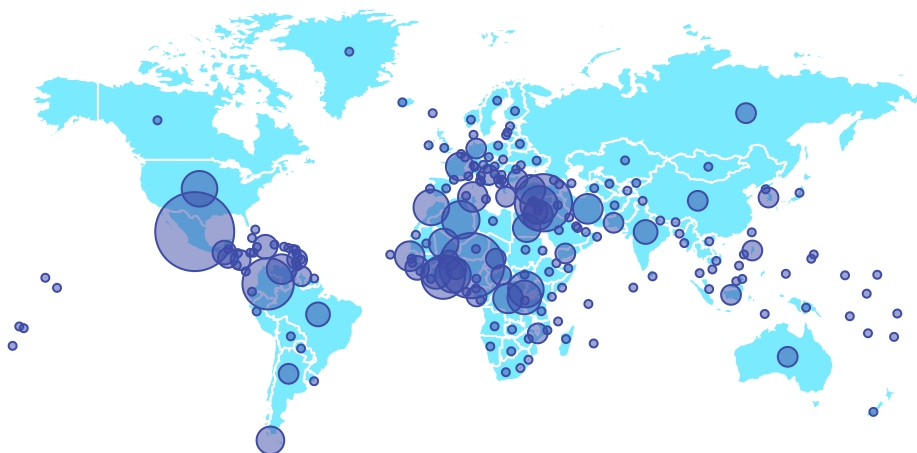
We apply an anti-oppressive, non-judgmental and person-centered approach. We cultivate a respectful, inclusive, and welcoming environment where everyone feels safe(r) and secure. We build community with the participation of LGBTQ+ migrants. Our decision-making process informed and guided by the experiences 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)



58
Countries of Origin

4
languages

About our members 2021-2022

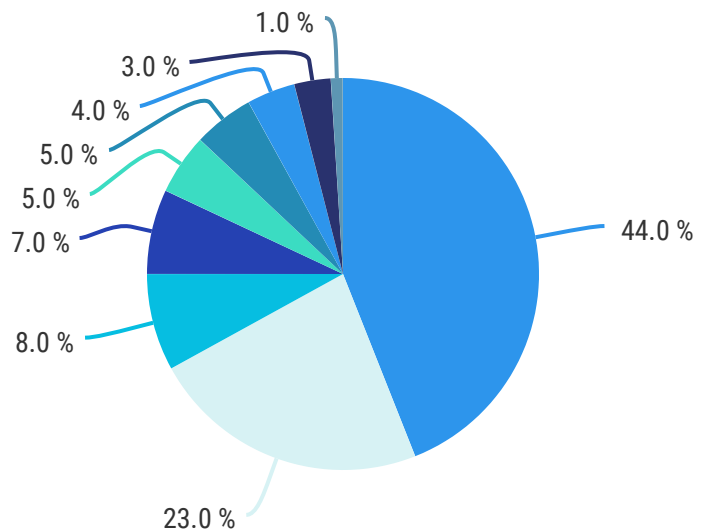


337

Overall individual members supported

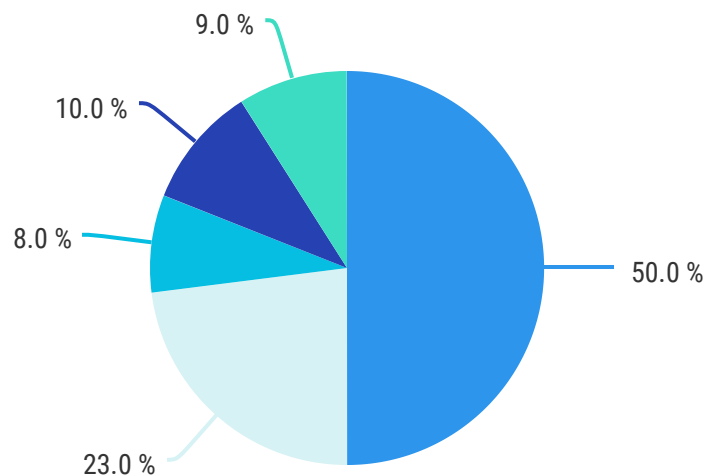
AGIR supports members of all migration statuses and of all identities under the LGBTQ+ umbrella.

Breakdown by Status in Canada



- Asylum Seeker
- International Student
- Tourist Visa
- Permanent Resident
- Temporary Work Visa
- Study Permit
- Accepted Refugee Claimant
- Other
- Citizen

Breakdown by Gender Identity



- Cis men
- Cis woman
- Trans Women
- Trans Men
- Non-Binary

OUR WORK: Support Services

Individual Support Work

With hiring two Community Support Workers for the first time, we were able to expand our support services!



New Member Intakes

162



Follow-up Calls

685



Returning Members who accessed individual follow-up services

50



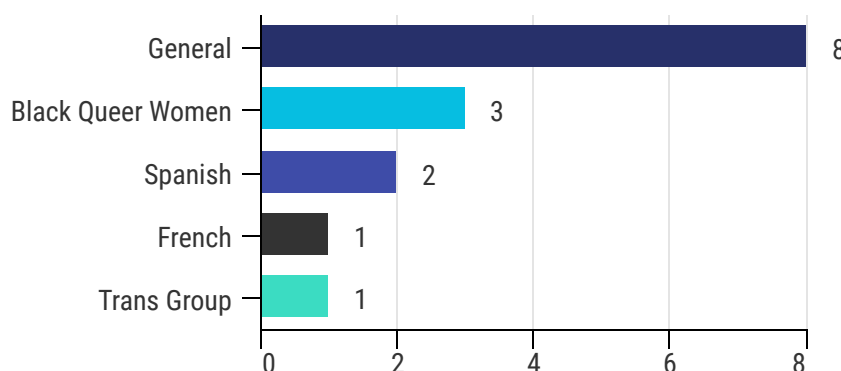
In-person accompaniments

83

Group Support

AGIR offers a variety of support groups to meet the needs of our members, which includes offering 'closed' groups to different members within the community.

Number of different Support Groups



17
Support Groups

89
individual members
participated

OUR WORK: Community Building

Social Activities

AGIR engages in a variety of programming to build community among our members. In addition to individual support, we also offer Support Groups, some for specific communities to help build safer spaces for them. We also offer Social Activities that engage members in a way that promotes joy and informal connections between people.

18

Community building social activities

151

Individual members participated overall

Some Highlights



Eid al-Adha June 2022

32 AGIR members celebrated Eid al-Adha at Parc Lafontaine with food and a guest henna artist!



Latin Party September 2022

36 AGIR members participated in our Latin Party, celebrating the different cultures of Latin America with food and music!

OUR WORK: Community Building

Highlights from our Social Activities



Winter Party

46 AGIR members celebrated with us during the Winter Party at the Frigo Vert where we gave out individualised gifts and food cards to members!

Hiking Trip to Mont Tremblant

22 AGIR members joined our first ever major excursion to Tremblant for a day of hiking and outdoor activities!



Special Activities & Collaborations

79

participants

5

partner organisations

This year we expanded our partnerships and special activities! We collaborated with Clinique Mauve on a series of wellbeing workshops, VSEAL for a series of poetry workshops, Médecins du Monde to support our members to make ID cards, GAP-VIES for a series on sexual health for Black men, and CSAI for outdoor winter activities. We also launched a youth group that met 5 times over the summer



Snowshoeing!



Youth Group fun!

OUR WORK: Education & Public Awareness

Trainings for organisations

AGIR offers trainings to organisations that work with or support LGBTQ+ migrants and refugees in any ways. Our trainings support our broader goals of improving the quality of care LGBTQ+ migrants receive throughout society.



10

trainings



9

Organisations



123

Individuals

Presentations

Our presentations are more tailored interventions to a specific group - often including invitations to present at university courses and conferences.

6

Presentations

187

Participants

This year we launched a new workshop entitled "Mobilisation and solidarity by and for the LGBTQ+ migrant community" which explores AGIR's approach and practices that can be incorporated into other organisations to make space for LGBTQ+ migrants

Public Awareness

We also participate in many panels, interviews, videos and other public engagements. Some highlights from this year:

- Égides panel; 'Realités et enjeux de mobilité, de migration et d'asile des personnes LGBTQI dans la francophonie'
- The Refugee Centre's [Virtual Town Hall on Racism & Discrimination in Quebec](#)
- Pride Montreal BIPOC Hour video; '[Scope of LGBTQ+ Refugees](#)'
- Refugees International, article '[Community-based support for Montreal's Displaced LGBTQ+ individuals](#)'

AGIR's Team 2021-2022

AGIR's Staff

Community Support Worker: Hicham Boubidi
Community Support Worker: Noé Ventura Solis
Activities Coordinator: Osvaldo Arias
Co-Director: Iyan Hayadi
Co-Director: Amanda Siino

Support Team

Eric Garcia, Darlie Juma, Fatima Gimba, Jadis Dumas, Laurie Fournier, Myloé Martel-Perry, Sara Ghandour, Rana Kattan

Special Collaborators

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

Board of Directors

Aadam Khan, Ahmed Hamila, Andi Vicente, Arij Riahi, Javier Fuentes Bernal, Jimena Andino Dorato, Meryem Bensilmane, Mervé Tosun

Board Meetings 2021-2022

AGIR's board is very involved in the operations of the organisation and met over 9 times this year:

13 April, 2021
19 May, 2021
22 June, 2021
21 July, 2021
29 September, 2021
15 November, 2021
26 January, 2022
7 February, 2022
22 March, 2022

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)
Brick by Brick
Capital Rainbow Refuge
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
Coalition des familles LGBTQ
Dress for Success
Elna Clinique A (Dr. Gabrielle Landry)

École de travail social, U de Montréal
GAP-VIES
Interligne
Massimadi
Midnight Kitchen
PRAIDA
Pro Bono Students Association of McGill
P10
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
VALLUM

Networks Partners:

Canadian Council for Refugees
Conseil Québécois LGBTQ+
Dignity Network of Canada
Enchanté Network
Égides
CDC Centre-Sud
Rainbow Coalition 4Refuge

AGIR's 10th Anniversary

Celebrating a landmark year!

In 2021, AGIR celebrated 10 years as an organisation! We had a week full of exciting social activities to celebrate and to share the joy with our members and supporters of the last 10 years. We also used this as an opportunity for public awareness sessions during Pride to speak to the unique challenges of being a by-and-for organisation and how to act in solidarity with us!

For most of AGIR's history, the organisation was entirely volunteer run and we would not be here today without the countless hours of work, dedication and solidarity from these people.

We are immensely grateful to everyone who has supported us, and proud that the organisation has been able to grow so much in this time! We look forward to another 10 years!



Anniversary Party!

We invited all of AGIR's supporters over the years to join us for a festive time at Parc Lafontaine with food and music!



By-and-for Community organisations in conversation

Through Pride Montreal we hosted a panel discussion with presenters from AsTTEQ and Massimadi/ Arc-en-ciel d'Afrique to discuss the importance and particular challenges of by-and-for organisations, and share how to act in solidarity with by-and-for organisations, and not take up their space.



QTBIPOC Community Workers: A closed group session

This closed conversation for QTBIPOC community workers was a space to discuss their particular challenges and build community.



LGBTQ+ migrants showcasing their talent show

This exciting show, through the support of Pride Montreal highlighted the amazing talent within our community with dancers, drag artists, spoken word artist and belly dancers! For some it was their first ever performances, or their first performances in Canada!

A big thank you to our 2021-2022 Funders & Donors :

- 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
- Bureau de lutte contre l'homophobie et transphobie
- 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 everyone who supported us
this year!