

2022-  
2023



# Annual Report

[www.agirmontreal.org](http://www.agirmontreal.org)

# Highlights

2022-2023 was the year of growth for AGIR! We finally became a Registered Charity under Canada Revenue Agency, which opened new opportunities for funding and services stabilisation. By late Fall 2022, we grew to 10 full and part-time employees.

We had a beautiful growth in the programming we offered to the community this year, with 57 different types of activities overall (that's more than 1 activity per week!). We hope to maintain and stabilize our work over the next year. 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!

A big highlight this year was the creation of a 'Guide for service providers supporting Trans+ non-binary migrants and refugees', created by a team of trans+ and non-binary migrants at AGIR. This guide reflects the lived expertise of many folks over the years, and we are deeply grateful to them for sharing this with us in hopes that it will have a positive impact on the quality of services that trans+ and non-binary migrants and refugees receive here in Quebec.

Art-Stravagnaza Show. July 29th, 2022



# Land Acknowledgement

AGIR works 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 Kanesatá: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 decolonization as an organization and as individuals. Learn more about the land you are on and have been on here: <http://native-land.ca/>.

Jewelry workshop, September 10th, 2022



Art-Stravaganza Show, July 29th, 2022



Ed, July 18th, 2022



# 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-judgmental 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.

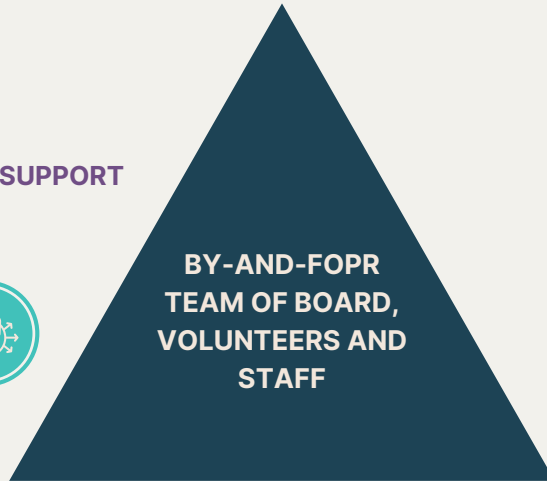
# Our Work



## SUPPORT WORK



## EDUCATION & PUBLIC AWARENESS



BY-AND-FOPR  
TEAM OF BOARD,  
VOLUNTEERS AND  
STAFF

### SUPPORT GROUPS

### INDIVIDUAL SUPPORT

### TRAININGS

### ADVOCACY

### SOCIAL ACTIVITIES + EVENTS

### PRESENTATIONS



## Who we work with (our members)



67

Countries of Origin

4

Languages

# About our members 2022-2023

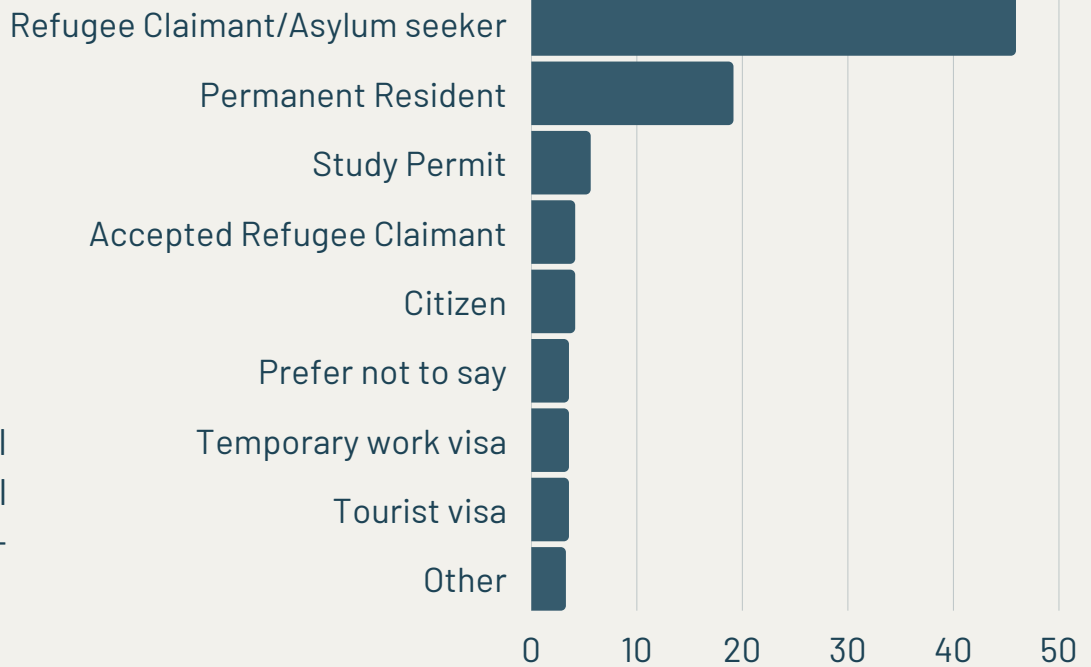


353

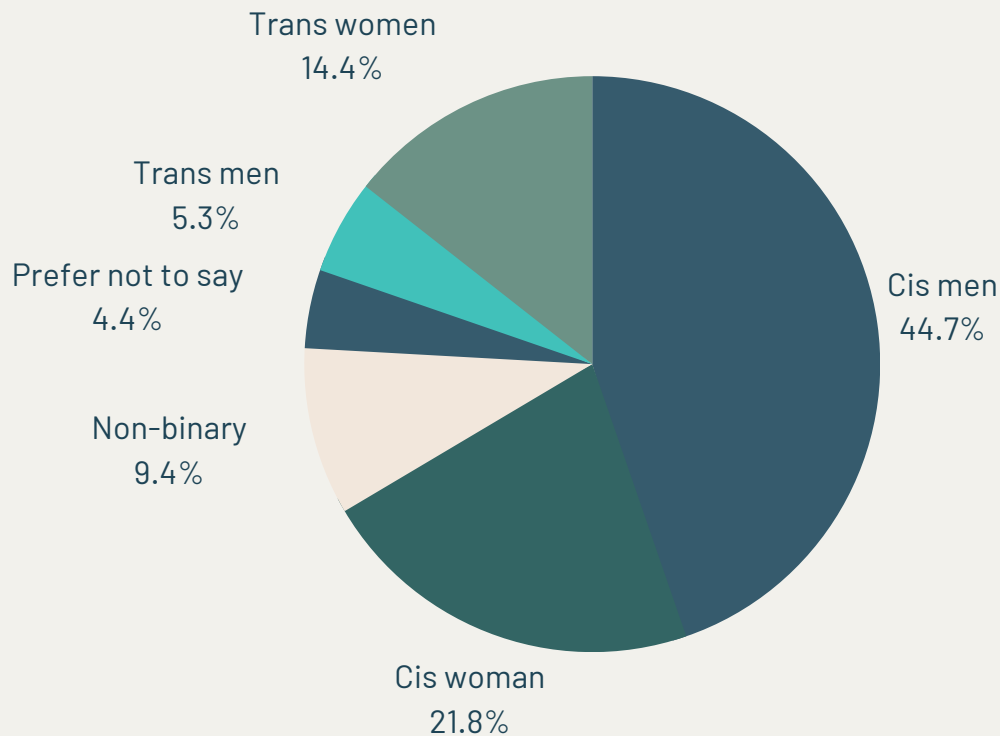
Overall individual  
members supported

AGIR supports members of all migration statuses, and of all identities under the LGBTQ+ umbrella, as self-identified.

## Breakdown by Status in Canada



## Breakdown by Gender Identity



# About our work: Support Services

## Individual Support Work

Our individual support team members work one-on-one with folks to assess their needs and support them to meet those needs. This can be a variety of different needs including referring to legal aid, psychological support, housing support, food banks, francisation courses, addressing crisis issues, etc. The Community Support Worker will then offer the appropriate follow-ups with additional referrals and support, as well as individual accompaniments (for example accompaniment to a meeting with legal aid, medical consultation or appointment (especially for trans+ folks), etc.) according to their level of need, and our capacity.



New Member Intakes

**208**



Follow-up Calls and emails

**597**



Returning Members who accessed individual follow-up services

**93**



In-person accompaniments

**93**

## Support Groups

Our support groups are opportunities for our members to share their experiences and resources, in a space just for LGBTQ+ migrants. We have a general support group, as well as those dedicated to Spanish-speaking and Arabic-speaking people, ensuring that their experiences and concerns are recognized and taken into account.

**11**

Support groups

**49**

Participants

# Community Building

## Overall Activities

AGIR engages in a variety of programming to build community among our members. Since the increased isolation during and resulting from the COVID-19 pandemic, we also offer Community building and Social Activities that engage members in a way that promotes joy and informal connections between people. We offer general social activities open to all of our members, activities closed to specific communities, intercultural activities open to migrants and non-migrants, as well as multi-disciplinary workshops covering topics such as poetry, photography, writing, drawing, and screen-printing.

## Social Activities

**32** Overall Social Activities

**404** Overall Participants

**57** Overall Activities

**451** Individual Members Participated Overall



Queer language exchange picnic. June 18th, 2022

Our community has been buzzing with activity lately, and we're thrilled to report that many events this year were very well attended. 66 people (not counting staff and volunteers!) participated in our last-minute picnic to replace the Pride Parade that had been cancelled. We are so grateful to all the team who mobilised last minute to ensure our members still had a great Pride! We also held an event to create ID cards, with 29 attendees. Our Winter Party was a hit as well, with 31 folks joining in on the fun. During Ramadan, we hosted 69 people for Iftars. We're grateful for everyone who came out to these events and helped create such a warm and welcoming atmosphere.





# Community Building



Visit to Stan Douglas exhibition. May 22nd, 2022

## Activities for specific communities

AGIR strives to create safer spaces for specific communities to come together, build community and share skills and experiences. Some highlights this year include:



**6** Activities for women



**4** Activities for Black queer women



**6** Activities for youth



**4** Peer groups for trans + community



**92** Overall participants

## Intercultural activities



**20** Intercultural Activities



**156** Participants

This year, we launched a new type of activity: intercultural activities. These activities were carried out in particular thanks to our program with the BINAM. In particular, we offered a series of picnic activities such as language exchanges and multicultural exchanges for the entire LGBTQ+ community. These activities celebrated diversity by fostering bonds and understanding within the Montreal host community.



Artistic picnic. June 5th, 2022



# Community Building



Workshops: Plaisir Project (IX). May 5th, 2023

## Workshops



**24**

Multi-disciplinary Workshops



**72**

Participants

These transformative workshops provided a platform for creative exploration, personal growth, and community building. From poetry to screen printing, drawing to dancing, ceramics to creative jewelry, our diverse range of workshops allowed individuals to immerse themselves in various artistic disciplines. These workshops provided valuable opportunities for self-expression, skill development, and the cultivation of a vibrant and inclusive artistic community.

## Collaborations & Special Activities



**18** Partner organisations



**37** Special activities



**271** Overall participants

This year we collaborated with a record number of partners on our activities, from cultural organisations to LGBTQ+ orgs, to Public Health, all these collaborations allowed us to offer a diverse range of special activities to our members to speak to their various needs and interests. These collaborations have been instrumental in creating meaningful experiences and expanding the reach of the organization's mission.



Visit and Workshop at MAC Museum. February 11th, 2023

# Education & Public Awareness

## Trainings for organizations

AGIR offers trainings to organizations that work with or support LGBTQ+ migrants and refugees in any way. Our trainings support our broader goals of improving the quality of care LGBTQ+ migrants receive throughout society. This year we particularly offered special presentations to students in law and sexology.



**10**

Trainings



**7**

Organizations



**139**

Individuals

## Presentations

Our presentations are more tailored interventions to groups perhaps less directly involved in supporting LGBTQ+ migrants and refugees – often including invitations to present at university courses and conferences.

**3**

Special Presentations

**137**

Participants

This year we presented to students in political science, sociology and gender studies courses

## Educational Tools

We launched a Guide for service providers supporting trans+ and non-binary immigrants and refugees was developed with input from both individuals with lived experience and service providers who work with this community. It is designed to provide practical information and best practices to better support trans+ and non-binary immigrants and refugees. Throughout the creation process, we were careful to address the unique challenges and barriers faced by this community, ensuring that our Guide is a comprehensive resource for service providers.

# AGIR's Team 2022-2023

## AGIR's Staff

Adam K – **Community Support Worker**  
Babette D. – **Community Support Worker**  
Noe Ventura – **Community Support Worker**  
Hicham Boubidi - **Community Support Worker**  
Cynthia Beaudry - **Support Services Coordinator**  
Leila T. – **Activities Coordinator**  
Douglas Toledo – **Activities and  
Communications Administrator**  
Will J.– **Trans Education & Activities Support  
Worker**  
Dylan M.– **Trans Education & Advocacy  
Coordinator**  
Osvaldo Arias – **Operations Manager**  
Iyan Hayadi – **Co- Executive Director**  
Amanda Siino – **Co-Executive Director**

## Activity team – Volunteers

Fatima Gimba, Aadam Khan, Eric Garcia, Jadis Dumas, Rana Kattan, Bernardo Fernandez, Ro, Maya, Amanda Cabrera, Yasmine, Elizabeth, Sara Ghandour, Gustavo, Kodiak Tabody.

## Our Collaborators/Partners

AIDS Community Care Montréal (ACCM)  
Action Santé Travesti(e)s et Transexuel(le)s du Québec (ASTTeQ)  
Accueille et outille les personnes immigrantes (ALAC)  
Brique par Brique  
Centre Clark  
Centre De Solidarite Lesbienne (CSL)  
Centre for Gender Advocacy  
Centre social d'aide aux immigrants (CSAI)  
Chimbites  
Clinique Justice Migrante  
Clinique Mauve  
Clinique l'Actuel  
Coalition des familles LGBTQ  
Direction régionale de santé publique  
Dress for Success

Exeko  
Fierté Montréal  
Massimadi  
MAC Museum  
McCord Museum  
Medecins du Monde Canada  
Midnight Kitchen  
Mubaadarat  
PRAIDA  
P10  
Réseau des lesbiennes du Québec (RLQ)  
REZO  
Solidarity Across Borders  
Turbine

Sex Worker Advocacy and Support (STELLA)  
The Refugee Center  
Vallum  
Welcome Collective

### Networks:

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

## Board of Directors

Aadam Khan, Ahmed Hamila, Andi Vicente, Arij Riahi, Javier Fuentes Bernal, Jimena Andino Dorato, Meryem Bensilmane, Mariam Manai.

## Board Meetings 2022-2023

- AGIR's board met 11 times this year:
- Apr 20, 2022
- May 25, 2022
- Jun 29, 2022
- Jul 26, 2022
- Aug 30, 2022
- Sep 6, 2021 & Sep 28, 2022
- Nov 30, 2022
- Dec 14, 2022
- Feb 22, 2022
- Mar 13, 2023

## Special Collaborators

Alex Nawotka, Carms Ng, Edward Lee, Jafar, Shams Lotfy



# A big thank you to our 2022-2023 Funders & Donors:

## Contact Us

### AGIR Montreal



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[www.agirmontreal.org](http://www.agirmontreal.org)



635 Av. Beaumont, Montreal

- 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 la transphobie
- Bureau d'intégration des nouveau arrivants de Montréal - Ville de Montréal
  - Centraide
- Bell Canada
- Foundation for Greater Montreal

**Thank you to everyone who has  
donated, every contribution has  
helped us get where we are  
today!**

