



Capital Pride Community Consultation Report

July 2019





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Ce document est disponible en français

INTRODUCTION

The mission of Capital Pride / Fierté dans la Capitale is to create opportunities to celebrate, advocate, educate and connect people, respecting the full diversity of the 2SLGBTQ+ community in Canada's capital region, on the unceded and unsundered land of the Algonquin Anishinaabe people. Capital Pride is committed to reflecting the perspectives of the communities we serve.

Following the Capital region's first ever Winter Pride in 2019 and feedback from the community, the Capital Pride Board of Directors committed to initiating a community consultation process to gather input from 2SLGBTQ+ community members and organizations in order to:

- (i) assess how useful, accessible and enjoyable Capital Pride's events and initiatives are to 2SLGBTQ+ people in Ottawa and Gatineau;
- (ii) identify areas needing improvement to better serve the community; and
- (iii) explore new ideas and opportunities that will contribute to its mission.

This report will summarize the input gathered throughout the process and outline the steps that Capital Pride will be taking to incorporate, with its finite resources, the feedback and ideas

from the community and local 2SLGBTQ+ organizations.

In order to ensure full transparency, the first three sections describe the methodology we employed ('What We Did'), the groups who participated ('Who We Heard From'), and the results of the consultation ('What We Heard'). The final section, 'What We Will Be Doing' will outline future commitments Capital Pride is undertaking to improve its events, relationships with communities, organizations and accessibility.

Capital Pride remains committed to community outreach and partnership. Engaging and developing relationships with community members and organizations is an ongoing process. We are immensely grateful to everyone who took the time and energy to offer their insights throughout these consultations. We will continue to reach out to, engage with, and listen to the diverse voices that make up the Capital Region's 2SLGBTQ+ community.

WHAT WE DID

The community consultation process began in Spring 2019. We sought feedback in three main areas: events, organizational structure, and accessibility.

This process included:

- an online survey in both official languages;
- an in-person open consultation with community members;
- in-person closed consultations with community members from specific groups who may experience exclusion from traditional Pride events; and
- meetings with local organizations that serve the 2SLGBTQ+ community in the Capital Region.

Online Survey

The survey was open from May 1, 2019 to May 31, 2019. We received a total of 262 responses (248 in English and 14 in French). Questions (see Appendix A) focused on demographics, events, accessibility, organizational structure, and police participation.

In-Person Consultations

The in-person community consultations were held on Saturday May 25, 2019 at the Ottawa

City Hall, from 9am to 5pm, beginning with an open consultation for everyone to attend. The open consultation was co-facilitated by a community member and a Capital Pride Board Director. A number of Board and Capital Pride Youth Committee members attended as observers.

The closed consultations, facilitated by local community members, were held for trans and non binary people, queer and trans people of colour, Indigenous/Two-Spirit people, and people over 55. All participants were offered a financial contribution of \$10 for their time, and community facilitators were compensated.

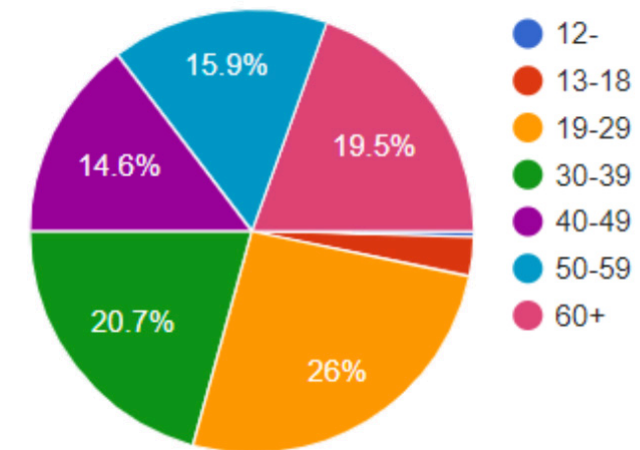
2SLGBTQ+ Organizations Consultations

Meetings were held throughout the month of June between Capital Pride's Chairperson, Community Engagement Officer and/or 2019 Festival Director with the following 2SLGBTQ+ organizations: Ten Oaks Project, Dyke March, the Ottawa Art Gallery, Bureau régional d'action SIDA (BRAS), Ottawa Tourism, the Canadian Centre for Gender and Sexual Diversity, the Ottawa Senior Pride Network, and Kind Space.

WHO WE HEARD FROM

Online Survey

For the online survey, respondents ranged in age from 12 to over 60, with the majority being in their 20s (26%), 30s (21%) and 60+ (20%).



Respondents identified their gender identities in the following ways:

- Androgynous: 2
- Bigender: 3
- Cisgender: 3
- Cis Woman: 10
- Cis Man: 11
- Female: 55

- Femme: 1
- Genderfluid: 1
- Genderqueer: 3
- Male: 99
- Man: 8
- Nonbinary: 12
- Trans man/Trans Male: 9
- Trans woman/Trans Feminine: 6
- Two-spirit: 3
- Woman: 25

On their sexual/romantic orientation, respondents identified in the following ways:

- Asexual: 3
- Bisexual: 39
- Demisexual: 3
- Fluid: 2
- Gay or Homosexual: 109
- Homoflexible: 1
- Lesbian: 48
- Pansexual: 24
- Straight or Heterosexual: 8
- Queer: 18
- Two-spirit: 5

The survey also sought to better understand which communities respondents identified with, including but not limited to, 2SLGBTQ+ groups, cultural communities, faith groups, ability communities, etc.

Answers ranged significantly. The terms people used to identify their communities included: Asian, autism community, auto immune disease, BDSM, bear, Black, brown, callaloo, Canadian Armed Forces, carib, Chinese-Canadian, chronically ill community, Deaf, differently-abled, (Dis)abled, faith groups (Catholic, Christian, Jewish, LDS/Mormon, Unitarian Universalist, United, Muslim), feminist, art and film communities, fetish, Franco-Ontarian, Francophone, gaymers, immigrant, Indigenous, indo, kinky, Latinx, leather, living with HIV/AIDS, low-income, mental health disability, mentally ill, Millennial, mixed ethnicity, mixed race, neuroatypical, neurodivergent, newcomer, pagan, person of colour (POC), polyamorous, pup, school GSAs, seniors, sober/in recovery, social justice advocate, sports (curling, volleyball, softball), student, survivor, transit user, trini, and youth.

People also identified specific community groups they were a part of. These were: Girl2Girl, PFLAG, Ottawa Capital Pups, Ottawa Knights, Ottawa Senior Pride Network, Lesbian Outdoor Group, Ottawa Gay Choir, Northern Light Refuge, LGBT motorcyclists, KIND Space, MAX Ottawa, Capital Rainbow Refuge, and Tone Cluster - Quite a Queer Choir.

Finally, respondents indicated that they lived in many parts of Ottawa/Gatineau, including some communities just outside of the Capital Region. The most common residential community was Centretown (38 respondents).

In-Person Consultations

Participants at the in-person consultations came from a variety of backgrounds and identities. As participation was meant to be anonymous we did not register names or other self identifications. Many participants were affiliated with local 2SLGBTQ+ organizations, but others indicated that they had not formally volunteered or been employed with queer or trans groups. The most

well attended consultation was the closed one for queer and trans people of colour.

WHAT WE HEARD

In both the in-person consultations and surveys we asked about events, organizational structure and parade participation.

Events

In the online survey we received much positive feedback about the Summer Festival in recent years. When asked what they look forward to/enjoy about Capital Pride events, most respondents said the parade (71) and/or sense of community (39).

Survey respondents, in-person consultation participants and reps from community organizations also suggested a variety of events. The most common suggestions were for more sober events or events away from bars and clubs (approximately 10% of survey respondents brought this up and it was discussed at in person consultations as well), more family and kid-friendly events (20 respondents or 9%, and suggested by many community organizations), and events for specific communities:

- 6 respondents requested more events for women
- 10 for trans and non-binary people
- 9 for racialized/BIPOC people (which was reflected heavily at the in person consultation for QTBIPOC as well)

- 7 for youth events
- 6 for seniors

Drag events appeared frequently in survey responses. In fact, they were the most suggested event (26 respondents included them in events that they would like to see). However, 8 respondents also indicated that they wanted fewer drag events.

Other event suggestions were: clothing swaps, drag brunch, theatre, literature and poetry events, panels/ speakers/ workshops, movie screenings, culinary/ food events, event for first responders, protests/ rallies/ marches, memorials/ vigils, events for people who are not out, gaming events, more events in Gatineau and events away from downtown.

In both the racialized and open consultations there were suggestions to support more faith-based events. Participants at the Indigenous/ Two-Spirit consultation felt that the parade should be led by an Indigenous drumming group, followed by Indigenous community groups. It was also suggested that there be an Elder present to conduct an opening prayer ahead of the parade.

Most of the event suggestions addressed the barriers that respondents indicated that they

face while attending the annual Pride Festival. While the vast majority of respondents (75%) indicated that they do not face barriers to attending Pride, those who said that they did were more likely to also indicate that they lived with a disability, were sober/in recovery, were a newcomer to Canada, were trans, racialized and/or Indigenous.

The most common barriers to attending Pride events that respondents/participants identified were physical accessibility or mobility issues, and anxiety/social anxiety. Other barriers identified included: not being out, cost of events, biphobia, discrimination against non-binary people, work schedules that include weekend work, child care, transport/parking downtown, and crowds/sensory overstimulation.

Some respondents felt that there was a lack of police presence at the parade which raised a safety concern or that they were discriminated against as police officers or for supporting police participation. Others felt that police presence was a barrier for them. As one respondent commented, "police presence is a major barrier as I've faced police brutality and am terrified of police."

Organizational Structure

It was explained in the survey and at the consultations that Capital Pride is currently governed by a Board of Directors who are recruited through an application and interview process. Many Pride organizations in Canada also have wider membership. Some Pride's memberships are made up of the organization's volunteers, while other Pride's membership are self-appointed and pay a small annual fee. Usually, members have the role of guiding the direction of the organization. To that end, members are usually entitled to attend the Annual General Meeting where they elect the Board of Directors, vote on different issues, and adopt the annual budget. At present, Capital Pride's membership is limited to the Board of Directors.

On the question of Capital Pride's membership structure, the overwhelming consensus was that membership should be more open than it is now. When asked, "Do you believe that Capital Pride

should adopt a wider membership?" a significant portion (27% of respondents) didn't know/had no opinion. Of those who did answer, however, 91% said yes. For those in favour of opening membership, there was a slight preference (60%) to open it to anyone, over opening it to just volunteers (40%). Some added other suggestions, however, such as "anyone who wants to be a member of Capital Pride should be able to sign up and be able to vote at Annual General Meetings with the caveat that they have to uphold the values and can get kicked off if they are homophobic/transphobic etc." At the open in-person consultation it was suggested that membership be open to those who meet certain criteria through participation or affiliation with 2SLGBTQ+ organizations (including organizations for parents or family members of queer and trans people). Some consultation participants warned heavily against having a completely open membership because of the risk of non-2SLGBTQ+ people with vested interests exercising undue influence over the organization.

In terms of how Capital Pride's Board of Directors are selected, respondents were fairly split. 32% felt that Board members should be selected as they are now: they apply, are interviewed and selected based on their skill sets, experience and other factors. 22% felt that Board Members should be selected based on an election and vote of community members at an Annual General Meeting. The most popular option (40%) was that half of board members should be elected by a vote of community members. The other half should be appointed to fill specific roles or skills that are needed. Other suggestions included holding spots for racialized, Indigenous and/or trans candidates, and that "candidates should apply and be screened in based on skill set, then the public should get to vote for the best candidates."

While some participants and respondents felt that Capital Pride should take on more of an advocacy and education role, there was also concern that Capital Pride should focus on events so as not to replicate the work of other community organizations.

Finally, several participants and respondents felt that there was a lack of transparency from the Board of Directors. They wanted the organization to adopt better mechanisms of informing volunteers and the wider 2SLGBTQ+ community of Pride processes, initiatives, and staff and Director changes.

Police participation

In 2017, following feedback from the community, the Capital Pride Board of Directors issued a statement requesting that police officers not march in uniform during the parade. The statement concluded that "it is of prime importance to us that everyone feels safe at Pride, particularly LGBTQ2 youth, and racialized and Indigenous community members. Accordingly, we respectfully request that participating officers reserve their uniforms and vehicles for official work duties only this year."

Consultations this year confirm that a wide range of views exists on this matter.

In our meetings with 2SLGBTQ+ community organizations, the vast majority have indicated their opposition to uniformed police marching in the parade, with some also noting that their support for Capital Pride is contingent on maintaining our position of not having uniformed police in the parade.

Conversely, we have also heard from some individual officers who identify as 2SLGBTQ+ and who wish to march in uniform to draw attention to the particular struggles and barriers they have faced in their workplaces, and/or to signal that policing is a viable career path for 2SLGBTQ+ individuals.

For consultation participants and survey respondents, the question of uniformed police officers marching in the parade was controversial. The consensus in the consultations with Indigenous and racialized people was that uniformed police should not be invited to march in the parade. Participants at the open consultation were more divided, with most indicating that they felt that not inviting police to march in uniform

was exclusionary. When asked "Should police officers be welcome to march in uniform in the Pride Parade?" 58% of survey respondents said 'Yes.'

WHAT WE WILL BE DOING

As a result of the consultations, Capital Pride will be taking a number of steps to better reflect the input of community members and organizations. Recognizing the work that still needs to be done, Capital Pride is taking the following steps for the 2019 Summer Festival:

2019 SUMMER FESTIVAL:

Events:

1. Making Pride more family-friendly, by continuing the annual Pride Family Picnic in partnership with local grassroots organizations and having dedicated family space following the parade.
2. Offering dry events and events away from bars and clubs with a speaker event during Festival week, continuing with the Human Rights Vigil, and hosting a screening of 'Love, Simon' as part of the Centretown Outdoor Movie Screening.
3. Supporting organizations to plan community-specific events by providing grants to Wabano for their Two-Spirit Extravaganza and the Lesbian Outdoor Group for the women's dance.

4. Ensuring there is safe, fun and accessible programming for youth with a clothing swap, prom party and art showcase.
5. Supporting events that are inclusive of 2SLGBTQ+ immigrants and refugees. We have provided a grant to Rainbow Brick Road for their Sweet tooth fundraiser in partnership with Capital Rainbow Refuge.
6. Continuing to ensure that performers and speakers are diverse and representative. This includes continued efforts to reach out to, and highlight the work of trans, non-binary, BIPOC, and women artists and speakers.

Communities:

7. We increased Capital Pride's Community Fund to \$5000 in order to support more community groups and events.
8. Continuing to support community groups, including but not limited to, hosting the Community Fair and making special efforts to highlight community projects and organizations near the mainstage during the Festival.
9. Inviting Indigenous Elders for traditional

welcomings and ceremonies where appropriate, and continue having the parade led by Indigenous elders and organizations.

10. Continuing to listen to marginalized communities and 2SLGBTQ+ organizations who have requested that uniform police not march in the parade by reiterating our request this year that Police Officers not march in uniform.
11. Working with Francophone communities through the appointment of the Board Director of Francophone Affairs and continuing to ensure that much of our communications are in both Official Languages, and that interpretation is provided at some events.

Accessibility:

12. Recruiting an Accessibility Volunteer Lead.
13. Providing designated seated space for people with mobility restrictions at all Capital Pride stages.
14. Ensuring that all event listings include accessibility information.
15. Lobbying OC Transpo to provide free transit during the parade day and continuing to ensure that there are free busses to and from the TD Block Party at Lansdowne.
16. Endeavouring to have ASL and LSQ interpretation at events with speakers.
17. Designating an accessible viewing space near the parade route for people who use mobility devices and offering a second drop off spot for Para Transpo during the parade day at Laurier and O'Connor.

BEYOND THE 2019 SUMMER FESTIVAL:

Following the 2019 Festival we will:

Organization:

18. Improve Capital Pride's transparency and communication about our plans and processes. Specifically, we will be publishing a brief on how the organization works and all our policies on our website before the end of 2019. We will also continue the practice adopted in 2017 of publishing an annual report, including event, sponsor and budget details.
19. Move towards a changed membership model with options to be developed by a Capital Pride working group and presented and discussed at a community forum before March 2020.

Events:

20. Organize more events throughout the year outside of the summer festival.
21. Be more mindful of community members who are sober and/or in recovery by organizing more dry events away from bars and clubs.
22. Better support biracial, Indigenous, people of colour (BIPOC) people and groups, by dedicating more funds to events by and for BIPOC communities.
23. Better support women, trans and non-binary people and groups, by dedicating more funds to events by and for the aforementioned. Specifically, we will continue to work to strengthen our relationship with organizers of the Trans March and the Dyke March, and better support their initiatives programming.
24. Reach out to faith communities to organize and advertise 2SLGBTQ+ affirming faith-

based events, including interfaith events.

25. Be mindful of creating events that are safe for people who are not yet out by ensuring some events are closed to media and open to allies so that anyone can attend.

26. Host more events that are free, sliding scale, and/or low-cost.

Communities:

27. Initiate specific fundraising activities for the Community Fund.

28. Strengthen relationships with Indigenous and Two-Spirit organizations and aim to decolonize Pride events.

29. Work with Ottawa's police services board to ensure that Ottawa's new police chief makes improved relations with the 2SLGBTQ+ community a priority and that this matter be raised with each candidate as part of the hiring process, while also working with members of the 2SLGBTQ+ community to ensure appropriate forms of participation by police in Pride events.

30. Continue to reach out to community organizations to ensure that their input and perspectives are considered and taken seriously in the organization of Pride events and initiatives.

31. Work with Francophone communities to partner and host events throughout the National Capital Region.

Accessibility:

32. Audit the accessibility of Capital Pride events.

APPENDIX 1 SURVEY QUESTIONS

Capital Pride seeks to create opportunities to celebrate, advocate, educate and connect people, respecting the full diversity of the 2SLGBTQ+ community in the capital region on unceded Algonquin territories. Our Board of Directors is committed to reflecting the views of communities that we serve. Therefore, we are undertaking a community consultation process that will include:

- an online survey (this document)
- in person open consultations with community members
- in person closed consultations with community members from specific groups who may experience exclusion from Pride
- in person consultations with local organizations that serve the 2SLGBTQ+ community

We want to hear from you about what we are doing well, what we need to improve upon, what barriers you face in attending Pride events and how you would like to see Capital Pride support 2SLGBTQ+ community members.

By filling out this survey, you can help us shape

the changes we want to make to create a more equitable and inclusive Capital Pride. All responses are anonymous. Your information will not be shared with anyone. Capital Pride will make every necessary effort to respect privacy and confidentiality of respondents.

The deadline to complete the survey is May 31, 2019.

For any questions or concerns that arise from this survey, you are welcome to send your comments to feedback@ottawacapitalpride.ca

Demographics

1. To which age group do you belong?

- 12-
- 13-18
- 19-29
- 30-39
- 40-49
- 50-59
- 60+

2. What city/neighborhood do you live in?
What is your preferred official language for communication?
 - French
 - English
3. What communities do you belong to? (2SLGBTQ+ groups, cultural communities, faith groups, age groups (e.g. youth/seniors groups), ability communities (e.g. Deaf community etc.)
4. What is your gender identity?
5. What is your sexual/romantic orientation?

Events

6. Have you attended a Capital Pride event before?
 - Yes
 - No
 - I don't know/can't remember
7. What events would you like to see Capital Pride host?
8. What do you look forward to/enjoy about Capital Pride events?
9. What changes would you like to see at Capital Pride events in the future?
10. Do you face barriers to attending Capital Pride events?
 - Yes I face barriers -- and I attend Capital Pride events
 - Yes I face barriers -- and I do not attend Capital Pride events
 - No I do not face barriers -- and I attend Capital Pride events
 - No I do not face barriers -- and I do not attend Capital Pride events
11. Let us know what barriers, if any, you face

to participating in Capital Pride events:

12. Let us know what barriers, if any, you believe other community members might face in participating in Capital Pride events:
13. What steps could Capital Pride take to make events more accessible for you?
14. Any further comments on Capital Pride events?

Organizational Structure

Capital Pride's mission is to: "create opportunities to celebrate, advocate, educate and connect people, respecting the full diversity of the 2SLGBTQ+ community in Canada's capital region. It does so through the annual Fierté dans la Capital(e) Pride festival, where it welcomes everyone to participate, celebrate, and experience being a part of the 2SLGBTQ+ community."

Currently, Capital Pride is governed by a Board of Directors who are recruited through an application and interview process. Many Pride organizations in Canada also have wider membership. Some Pride's memberships are made up of the organization's volunteers, while other Pride's membership are self-appointed and pay a small annual fee.

Members have the role of guiding the direction of the organization. To that end, members are usually entitled to attend the Annual General Meeting where they elect the Board of Directors, vote on different issues, and adopt the annual budget.

15. Are there any initiatives or programs you would like to see Capital Pride take on?
16. Do you believe that Capital Pride should adopt a wider membership?
 - Yes. Anyone who wants to be a member of Capital Pride should be able to sign up and be able to vote at

Annual General Meetings

- Yes. Anyone who VOLUNTEERS for Capital Pride should be a member and be able to vote at Annual General Meetings.
 - No. Capital Pride should stay as is.
 - I'm not sure / I don't know
 - Other (please expand below)
17. How do you think the Board of Directors for Capital Pride should be selected?
 - As they are now: Community members apply and they are selected and interviewed based on their skill sets, experience and other factors
 - Board members should be elected by a vote of community members at an Annual General Meeting
 - Half of board members should be elected by a vote of community members. The other half should be appointed to fill specific roles or skills that are needed
 - Other (Please expand below)
 18. Is there anything you would like to add about membership and/or how Board Members are selected?
 19. Is there anything you would like to add about the Organization?

Police participation

In 2017, after receiving input from community members, Capital Pride requested that police not march in uniform in the parade. You can read the full statement here: <https://ottawacapitalpride.ca/statement-on-police-participation-in-the-2017-capital-pride-festival>

20. Should police officers be welcome to march in uniform in the Pride Parade?
 - Yes
 - No
 - I don't know / No opinion
21. Is there anything you would like to add on police participation in the Pride parade or at other Capital Pride events?

Conclusion

22. Is there anything more you want Capital Pride to know?
23. Would you be open to Capital Pride contacting you to follow up on your responses? If so, please provide your email address below.