

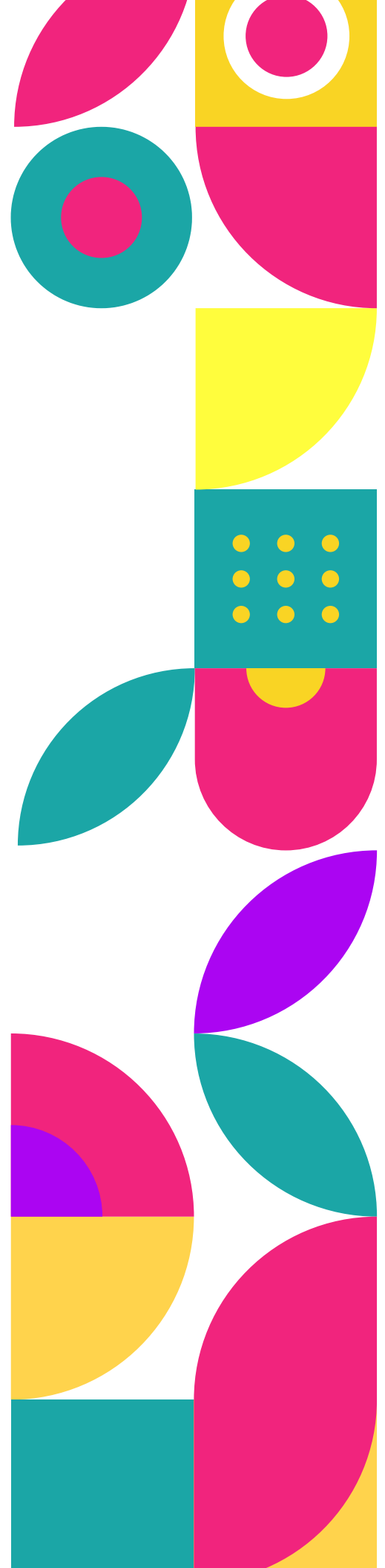


FIERTÉ
Sudbury
PRIDE

2024

ANNUAL

REPORT



Land Acknowledgment

We respectfully acknowledge that we are situated on the traditional lands of the Atikameksheng Anishnawbek and Wahnapiatae First Nation, within the Robinson-Huron Treaty territory. As a settler organization, we recognize the profound privilege we hold in being able to live, work, create, and celebrate on these lands. We affirm our commitment to actively supporting the Indigenous communities and nations of N'Swakamok and across Turtle Island, including our Two-Spirit siblings, in the collective journey toward truth, reconciliation, accountability, and justice.

We urge all individuals to deeply reflect on the responsibilities and rights associated with living on Indigenous lands under treaty agreements. We encourage you to enhance your understanding of the Robinson-Huron Treaty by visiting <https://www.waawiindamaagewin.com/>.

Furthermore, we invite the community to engage with essential resources, such as the final report of the **National Inquiry into Missing and Murdered Indigenous Women and Girls**, as well as **the reports of the Truth and Reconciliation Commission**. In particular, we call upon everyone to familiarize themselves with and take actionable steps toward implementing **the 94 Calls to Action outlined by the Truth and Reconciliation Commission**.

Together, we can take meaningful steps toward understanding and fulfilling our shared responsibilities, addressing ongoing acts of colonial violence, and contributing to a more equitable future.

2024 Board of Directors

Co-Chair – Aspen Groom

Secretary – Ariadne Gubbels

Co-Chair – Nathan Kanasawe

General director - Endie Commanda

Treasurer - Alicia Irwin

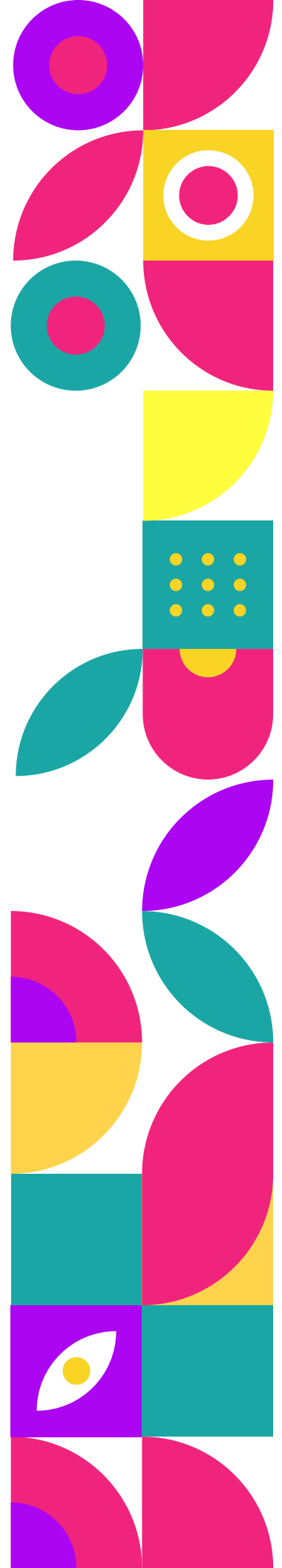
Active since 1997 and incorporated in 2012, Fierté Sudbury Pride (FSP) is a not-forprofit community-based organization dedicated to supporting and celebrating the Queer community in the City of Greater Sudbury. Entirely volunteer-run, we aim to foster understanding and diversity by showcasing Queer culture through a variety of artistic and educational events. We aim to provide spaces free of stigma and discrimination for everyone, regardless of religion, creed, race, gender, or sexual orientation (including non-queer people).



sudburypride.com



info@sudburypride.com



MESSAGE FROM THE BOARD

As we close out another year at Fierté Sudbury Pride, we would like to take a moment to reflect on our journey—the successes we’ve achieved together and the challenges we’ve faced as a community. It has been a year marked by resilience, growth, and an unwavering commitment to our organizational goals.

One of our most notable achievements this year has been our robust celebration of Pride. We successfully hosted numerous events, showcasing our ability to bring people together in joyful celebration of diversity and inclusion. In addition to hosting our own events, we also partnered with other organizations to broaden the impact of our efforts, fostering connections across communities and amplifying our collective voice. These initiatives have reaffirmed Fierté Sudbury Pride’s role as a cornerstone of support and advocacy within the 2S-LGBTQIA+ community.

Another significant accomplishment has been achieving stability within our board of directors, following a challenging period of instability. This progress reflects the hard work of 2S-LGBTQIA+ community members and allied organizations. This renewed stability has allowed us to better focus on our organizational goals and build momentum for the future.

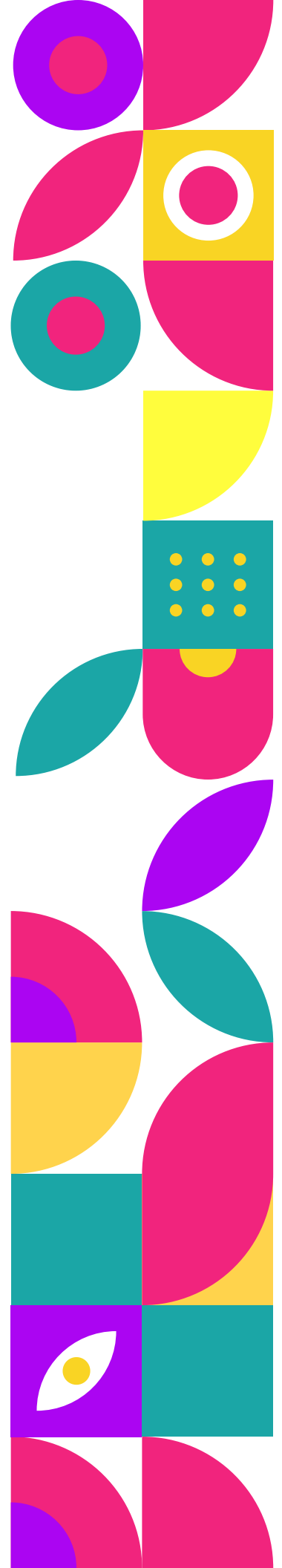
Despite these successes, the past year has not been without its challenges. The earlier instability within the board presented hurdles that required deliberate and thoughtful action to overcome. Rebuilding trust, refining processes, and ensuring effective communication have been critical steps in regaining equilibrium and moving forward.

Additionally, we have faced significant community conflict surrounding the inclusion of police in our events, as well as broader concerns about acts of violence against BIPOC community members. These issues have continued important conversations about safety, representation, and equity, and they underscore the ongoing work we must do to ensure that Fierté Sudbury Pride can become a space where all members of our community feel valued, heard, and protected.

As we prepare for the year ahead, we have a unique opportunity to build on our successes and address our challenges with clarity and purpose. By fostering open dialogue, continuing to strengthen our partnerships, and committing to equitable practices, we can ensure that Fierté Sudbury Pride remains a beacon of hope and progress. Together, we hope to continue to navigate the complexities of our work with integrity and compassion.

With gratitude and optimism,

Board of Directors - Fierté Sudbury Pride



MISSION

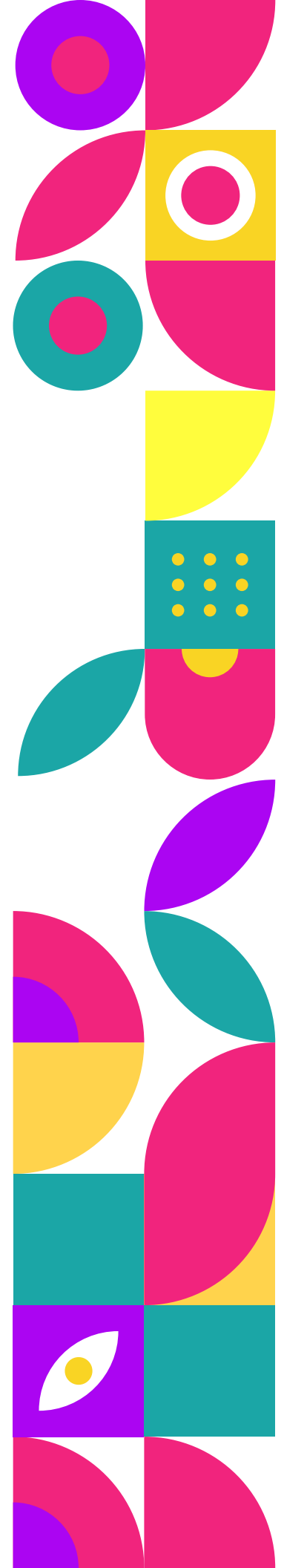
Fierté Sudbury Pride strives to ensure the wellbeing of the 2SLGBTQIA+ community in Greater Sudbury by advocating on its behalf and by offering social, educational, and artistic events and programs to all.

Vision

Fierté Sudbury Pride is the champion of a strong, vibrant, and intersectional 2SLGBTQIA+ community that exists openly and safely in Greater Sudbury. It is responsive to the needs of the community and is able to meet them.

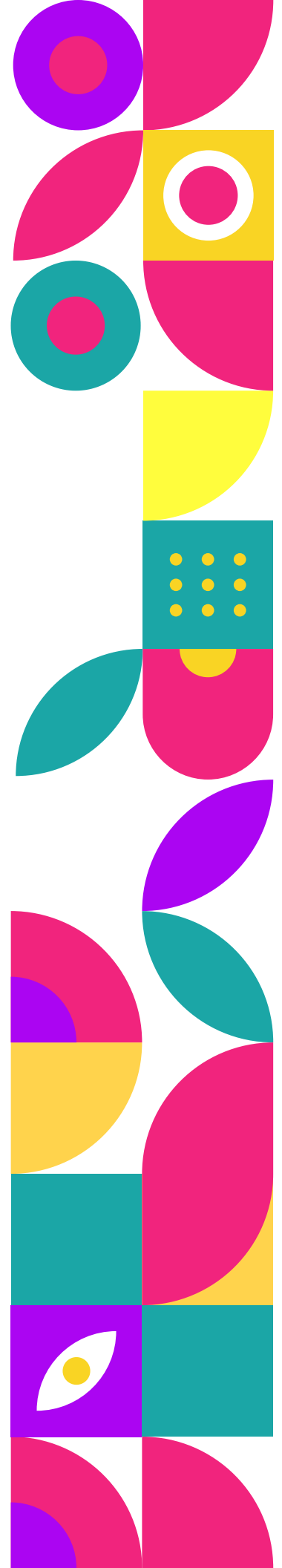
Strategic Objectives

- 1) Act as a strong voice and advocate that fights for social justice;
- 2) Offer programming that fosters a sense of community in the region and that responds to the needs of the community;
- 3) Ensure the sustainability of the organization and of the community.



Values

- **ACCESSIBILITY:** Participation is essential to the strength of the community. We strive to demolish systemic barriers both within and without our organization to allow full participation by community members in our programming and in that of our partners.
- **ADVOCACY:** We are proactive in fighting injustice and social inequity. Our advocacy is done with an intersectional lens.
- **COMMUNITY:** We invest in the wellbeing of the local 2SLGBTQIA+ community and remain accountable to it. We create opportunities for community members to come together, to celebrate, and to live authentically in environments that are free of judgement and violence.
- **CREATIVITY:** We strive to innovate in everything we do, from our partnerships to our programming, and want to serve as an inspiration to others.
- **SOLIDARITY:** We support and stand alongside other marginalised and exploited individuals, groups, and populations, even when that means taking a stand against members of our own community. We recognize that true liberation is a collective effort.
- **SUSTAINABILITY:** For future generations, we fight for the health of our organization, our community, and the lands on which we are privileged to operate.



Pride Week 2024

Fierté Sudbury Pride's 2024 Pride Week celebrations were incredibly successful, engaging 1150 participants. More than 800 people participated in Pride in the "Park" on Saturday, July 13th.

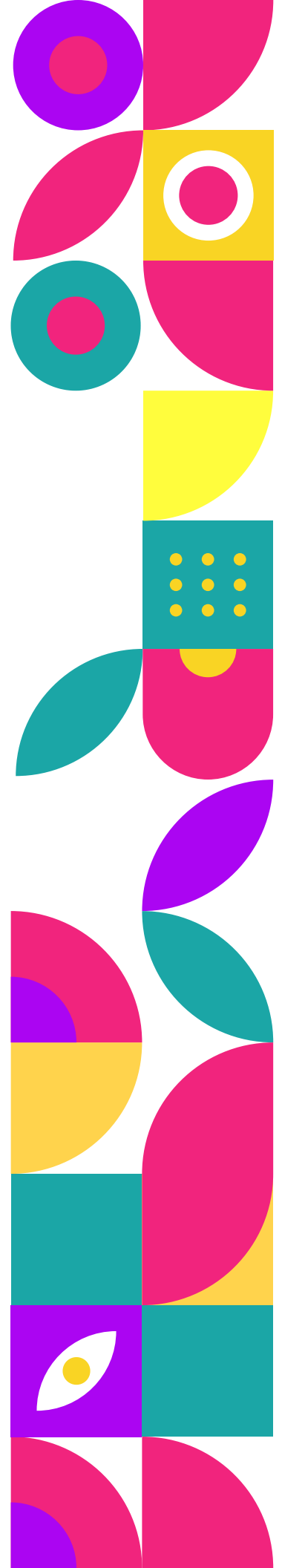
Fierté Sudbury Pride partnered with several 2SLGBTQ+ and allied organizations in Northern Ontario to deliver 4 events in 2024, including a Two Spirit Art exhibition, flag raising ceremony, Transgender Day of Remembrance, and Pride in the "Park" including arts and cultural entertainment by 2SLGBTQ+ artists.

Events

Fierté Sudbury Pride kicked off its 27th Anniversary celebrations with the opening ceremonies event on July 8th. More than 60 attendees gathered in Tom Davies Square to hear from local activists and 2SLGBTQ+ advocates championing social justice, change, and equity for all 2SLGBTQ+ people and intersecting identities in our community. There was a Pride Panel series hosted by Eastlink Community TV.

Later on the same day, Fierté Sudbury Pride hosted for the first time, a 2-spirit and indigiqueer art exhibit at the N'Swakamok Native Friendship Centre. The exhibit featured 10 indigenous artists, highlighting their art and their unique two-spirit and indigiqueer perspectives. Artists were present to share their backstory and interact with guests.

Saturday, July 13th was Pride in the "Park", held in Memorial Park. This event engaged more than 800 community members and 25+ vendors, organizations and local businesses. Music was provided by Bassline Jack, and there was a Drag Storytime with the beloved Miss Stacey Woods.



Pride Care Packages

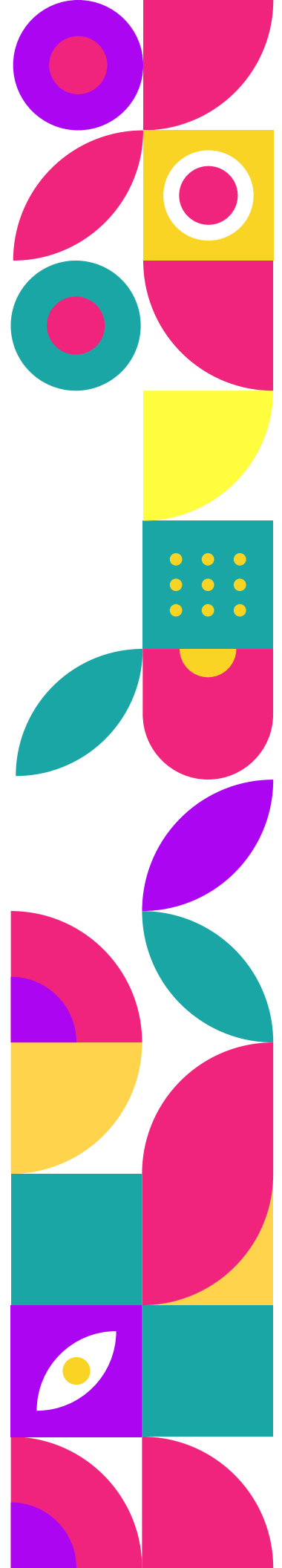
In addition to celebrating Pride with events throughout the week, Fierté Sudbury Pride created and packaged 100 Pride Care Packages for 2SLGBTQ+ youth in our community. Care packages were filled with Pride swag, resources, toys and games to help youth feel safe and accepted as they celebrated their authentic selves.

Transgender Day of Remembrance

Fierté Sudbury Pride hosted Transgender Day of Remembrance on November 20th, 2024 at the Main Branch Library. We partnered with Réseau Access Network, Black Lives Matter - Sudbury, Swans Sudbury, Pride Laurentian / Fierté Laurentienne, Greater Sudbury Public Library, and Northern Ontario Pride Connection.

The evening was a time to mourn the trans and gender diverse people who had been murdered or died in 2024, but also to hear four speakers share about their experiences. It felt important to share space and remember those who had passed, but also to celebrate trans joy and existence.

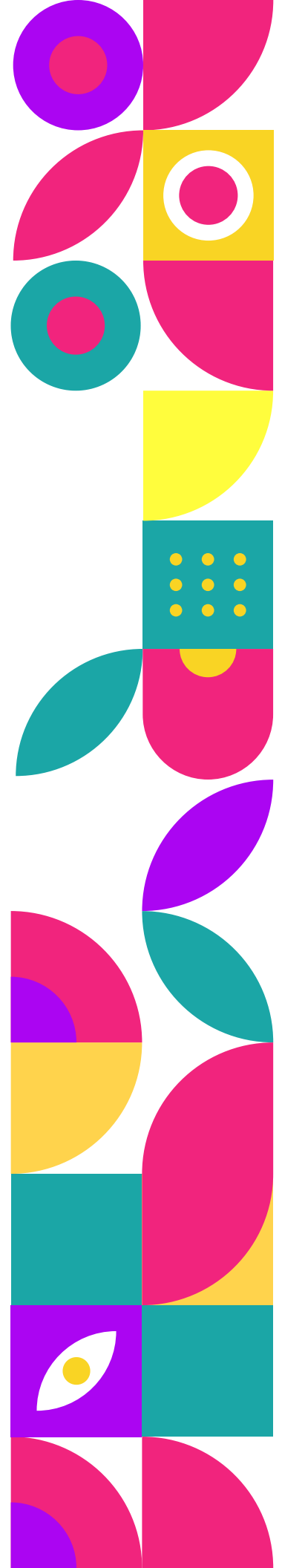
The event drew a crowd larger than anticipated, as we had over 100 attendees. We scrambled to find chairs, and at the same time it felt heart warming to see so much community support.



Community Partnerships and Funding

As an entirely volunteer-run and community-funded organization, Fierté Sudbury Pride relies on the efforts of volunteers and the support of generous donors to continue doing our important work. In 2024, we had more than 50 community volunteers support our work, in addition to the support we received from community leaders and organizations.

Pride Week 2024 sponsors were recognized in the official program and social media content on Fierté Sudbury Pride's Facebook and Instagram, which reached over 17,200 accounts and generated over 1,400 likes and engagements on content posted leading up to and throughout Pride Week. Funders were also recognized in the official media release and speaking notes at the opening ceremonies and Pride in the Park, as well as on the Fierté Sudbury Pride website.



Administration and Finances

As in previous years, our biggest source of expenses was Pride Week. This year we celebrated 27 years of Pride in Sudbury through a series of events. Grants and donations as well as a surplus from the 2023 fiscal year left us in a healthy position to organize a good number of events and projects, make necessary purchases, and be able to adequately compensate artists, technicians, and panelists.

Going into 2025, the organization has a comfortable base of funds at its disposal to deliver new and exciting in-person events and projects through the next year.

Fierté Sudbury Pride	
Income Statement	
January 1st to December 31 2024	
REVENUES	
Grant revenue	\$12,330.00
Donation Revenue	\$3,047.70
Sponsorship Revenue	\$500.00
Pride in the park table/booth revenue	\$290.00
Member Dividend	\$12.64
Total revenue	<u>\$16,180.34</u>
EXPENSES	
Admin expenses	
Insurance expense	\$1,979.53
Website expense	\$248.68
Bank fee expense	\$39.90
Credit card fees	\$80.82
PO Box expense	\$228.26
Zoom Expense	\$242.84
Office supplies	\$56.35
Legal fees	\$77.00
Admin expenses total	<u>\$2,953.38</u>
Pride Week	
<i>Youth Pride kits</i>	
Youth kits expense	\$893.98
<i>Youth Pride total</i>	<u>\$893.98</u>
<i>Flag raising</i>	
Honorarium expenses	\$400.00
<i>Flagraising total</i>	<u>\$400.00</u>



Administration and Finances

<i>2S and indigiqueer art exhibit</i>	
Honorarium expenses	\$1,500.00
Rental donation	\$300.00
Food/beverages	\$451.60
Supplies	\$210.55
Art exhibit total	<u>\$2,462.15</u>
<i>Pride in the Park</i>	
Performers	\$1,000.00
Rental	\$275.00
Food/beverages	\$957.74
T-shirt expense	\$881.40
Community clean up	\$833.15
Volunteer training	\$250.00
Pride in the park total	<u>\$4,197.29</u>
Pride week total	<u>\$7,953.42</u>
Other events	
<i>Annual General Meeting</i>	
food costs	\$45.15
AGM total	<u>\$45.15</u>
<i>Trangender Day of Remembrance</i>	
Food/flowers	\$104.96
Honorariums for speakers	\$600.00
Venue security	\$110.36
Trangender Day of Remembrance total	<u>\$815.32</u>
Other events total	<u>\$860.47</u>
Total Expenses	<u>\$11,767.27</u>
Net Income	<u>\$4,413.07</u>

Looking ahead

In 2024, Fierté Sudbury Pride rewrote its by-laws and implemented new policies to ensure the organization is sustainable, prioritizing the voices of black, indigenous and people of colour along with their safety and implementing board training and professional development, with a goal to work towards an anti-oppressive approach to organizing. Fierté Sudbury Pride is well positioned to achieve great results in 2025.



Thank you!

We want to thank and acknowledge the contributions from our many community partners, sponsors, and individual donors. Without their vital support, there's no way we would've been able to accomplish what we did this past year.

OUR GOVERNMENT FUNDERS

City of Sudbury

OUR CORPORATE SPONSORS

TD Community Foundation, Walmart

OUR COMMUNITY SPONSORS

Fierté Canada Pride, COMPASS, Desjardins

OUR PROGRAMMING & COMMUNITY PARTNERS

Réseau Access Network, Black Lives Matter - Sudbury, Swans Sudbury, N'Swakamok Native Friendship Centre, Pride Laurentian / Fierté Laurentienne, Greater Sudbury Public Library, and Northern Ontario Pride Connection.

MEDIA PARTNERS

Eastlink Community TV, Sudbury.com

