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Annual
Report
21-22
—

2021



inter
lign




The path to inclusion
begins with a mental
state of learning
and openness •



Annual Report

2021-2022



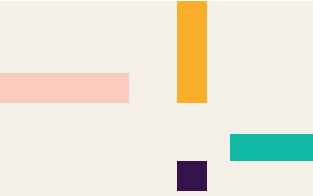


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A word from the **Presidency** and the **General Director**

Johanne Audet and Pascal Vaillancourt

For a second consecutive year, Interligne has demonstrated a great ability to adapt to the context of the pandemic.



Johanne AUDET (she)

President, CPA, CMA



Pascal Vaillancourt (he)

General Director

For the second year in a row, Interligne has demonstrated a great ability to adapt to the context of the pandemic. Among other things, more than fifteen projects have been carried out to meet the needs of LGBTQ+ communities. The year 2021-2022 also marks the completion of the first phase of Interligne's strategic plan, which was successfully conducted. This seemingly successful situation, however, hides a major challenge, that of underfunding the mission, which keeps the organization in a constant state of precariousness.

The persistence of the health crisis has had an undeniable impact on the mental health of the population, particularly that of marginalized groups. Our helpline and information gave the Interligne team direct access to the unique challenges of LGBTQ+ communities. Psychological distress, interpersonal violence and social isolation are some of the most common grounds for phone calls in the past year.

To address these challenges, Interligne has set up a help relationship program and a focus group program, both complementary to its helpline. Trait d'union: LGBTQ+ Intergenerational Correspondences and Equifierté: Inclusion Gets to Work are two other programs that have been very active during the year, to meet the needs of the population. At the same time, the Interligne team worked to develop the capacity of community organization, in particular by developing new governance and human resources policies.

A shadow remains: for several years now, the stagnation of the mission funding has threatened the viability of our operations. First and foremost, it hinders the provision of decent and competitive working conditions to our qualified staff. While the government has announced increased funding for community organizations and a promising new mental health action plan for LGBTQ+ communities, how these new measures will be implemented remains to be seen. The Interligne team fervently hopes that these will bridge the historical gap between LGBTQ+ community organizations and other more generalist community organizations.

In closing, Interligne would like to thank the support of its growing network of community and corporate partners. The organization would also like to express its gratitude to the members of its volunteer team, staff and board of directors, without whom Interligne's mission could not be accomplished. Thank you for your commitment and kindness.



About Interligne

More than 40 years ago, the creation of the organization we know today was a direct response to what was observed in our communities: a need to have access to a caring ear to talk about the difficulties experienced when we are part of marginalized populations. Once again this year, Interligne kept its promise to help people concerned by sexual and gender diversity, by knowing how to adapt to their realities and by promoting the resilience that characterizes our communities so well.

Mission

Interligne is an organization that, through its listening, intervention and awareness services, contributes to the well-being of people concerned by sexual diversity and gender plurality.

Vision

Interligne works towards a more inclusive society, where everyone concerned with sexual diversity and gender plurality has access to quality services.

Our values

Benevolence

We contribute to the well-being of the people we serve and our own team, adopting an active attitude characterized by our empathy, availability, listening, openness and support.



Inclusion

We recognize that all people from LGBTQ+ communities are full members of society. We focus on the representation of all diversities and the accessibility of our services.

Empowerment

We believe that people from LGBTQ+ communities can make decisions, find solutions and take action based on their own values and needs. Our approach aims to support and accompany them in this regard.

Social Justice

  We believe in equal opportunity and collective solidarity between people from LGBTQ+ communities and the rest of the population. Our approach and programs are aimed at promoting and respecting LGBTQ+ rights.






The strategic planning

2021-2026

The strategic planning process was initiated in 2020, during a retreat at the Manoir d'Youville, located on Île Saint-Bernard in Châteauguay. The reflections led Interligne **to rework its mission and vision**, in addition to **defining four new emblematic values of the organization**.


Four axes and directions

Four axes and directions have been identified to guide the organization's actions during the execution of its strategic planning between 2021 and 2026.



Taking care of volunteers and staff.

To ensure that volunteers and staff of the organization have a healthy, positive, rewarding and enriching environment in which to evolve.




Taking care of our clientele.

Ensure that the organization continues to provide quality, relevant and inclusive services that meet the needs of users.



The means to fulfill its mission.

The means to fulfill its mission.
Ensure the sustainability and diversification of the organization's funding sources.



An ecosystem to influence.

Position Interligne as an organization recognized in many circles for its contribution to a more inclusive society and the well-being of LGBTQ+ people.



Overview

Interligne's main service is a **help and information line available 24 hours a day**. At the same time, the organization offers a range of **diversified programs** targeting **specific populations and situations**. Whether they are aimed at youth, seniors, professionals, or intersex people, or whether they focus on legal or violent situations, **all our programs aim for a more inclusive society**.

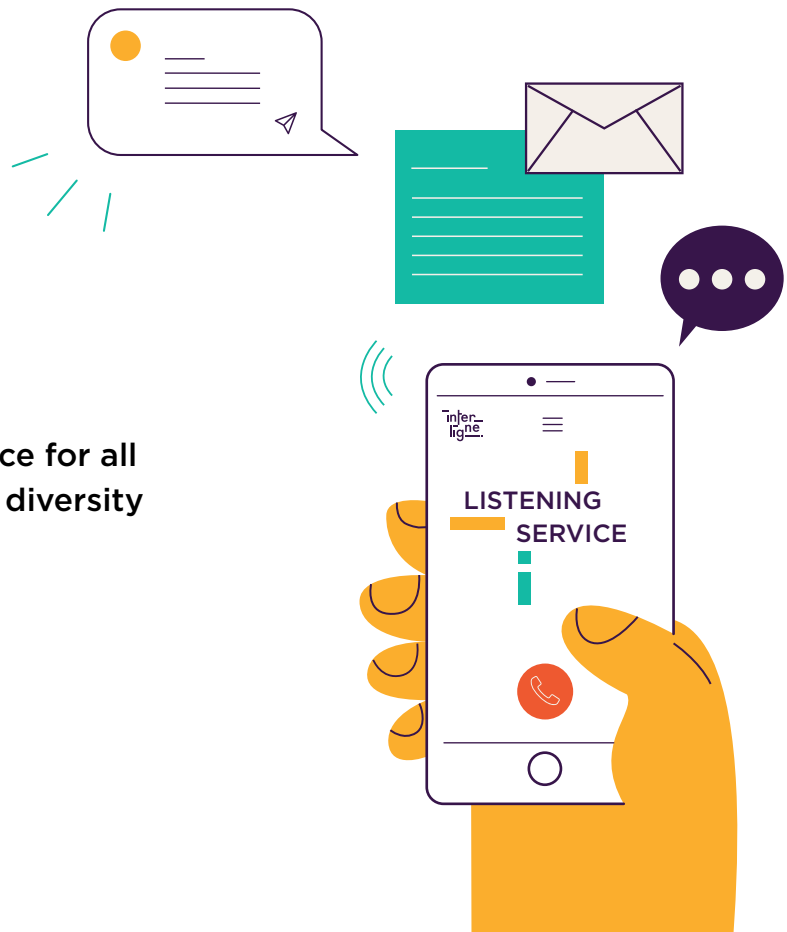
Interligne offers...

a help and information service for all
those concerned with sexual diversity
and gender plurality.

1 888 505-1010

aide@interligne.co

interligne.co



Complementary Programs

Help relationship
Focus groups

Youth Space

Gender, Identity and Sexual
Alliances (GISA)
Anti-bullying awareness tools
Kiosks and training

Seniors Space

Trait d'union: intergenerational
correspondences
Phone pairing

Violence Space

ALIX: identify, support, act
LEXIC

Intersex Space

We Exist!

Professional Environments Space

Equiſiert   : Inclusion
Gets to Work

Legal Space

Legal Clinic



Our team

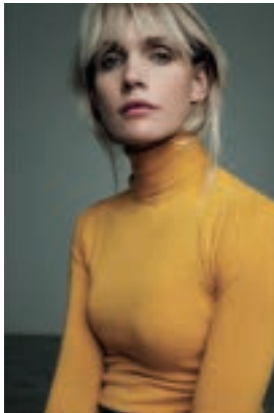
Many people are at work behind the services offered by Interligne. Whether as **a spokesperson, volunteer, board member, paid team member** or person who is directly or indirectly involved, everyone's role is essential.

In 2021-2022, **thanks to Women and Gender Equality Canada's LGBTQ2 Community Capacity Development Fund and The TD Ready for Action pledge**, Interligne **doubled its staff to up to 39 people**.

Our spokespeople

2021-2022

Since 2018, Gabrielle Boulianne-Tremblay, Simon Boulerice and Sophie Paradis have been the faces of Interligne. As positive role models for LGBTQ+ communities, their generous involvement promotes the influence of the organization's projects and mission.



Justine Latour Photographie

Gabrielle Boulianne-Tremblay (she)

Committing to Interligne is essential for me, especially since the last year has weakened our mental health to the greatest extent with the pandemic. It is important to add my voice to my heart, to what resonates strongly in me: that we all have access to a life of serenity.



Simon Boulerice (he)

The pandemic has isolated people more than ever. Those who were already vulnerable saw an increase in their precariousness and sense of exclusion. Members of LGBTQ+ communities have experienced the effects of COVID-19 backlash: significant negative psychological impacts. Among young people, in particular, the confinement has deployed greater distress in them. And that's where Interligne comes in. This listening service has the power to help break isolation and overcome loneliness.



Melany Bernier Photographe
Mise en beauté Véronique Prud'homme



Sophie Paradis (she)

In addition to participating in the animation of La Grande Démesure, THE annual fundraising evening, it remains a privilege and an important action to be involved in the various activities and projects of Interligne.

Because the demand is constantly increasing; because Interligne continues to be essential to our LGBTQ+ and allied communities; because the Interligne team is made up of exceptional, intelligent, and creative people who renew the messages and services offered by the organization year after year.

It is always with great honour that I accept to be a spokesperson for Interligne. As the organization is non-profit, its survival depends on grants and donations. Unfortunately, to ensure the sustainability of services, such as the 24/7 helpline, Interligne needs even more money.

Feel free to support Interligne. The needs are glaring, and the organization is there to help and support.



Our Board of Directors

2021-2022

Interligne's Board of Directors (BoD) carries the governance mandate. **Responsible for the health and sustainability of the organization**, the Board ensures that **objectives are achieved**, with **strategies consistent with Interligne's mission and values**. Interligne ensures that the Board represents the diversity of realities and expertise, in order to ensure inclusive governance of all voices.



Some achievements 2021-2022

Held one meeting per month

Continuation of existing committees

Governance Committee
Audit Committee
Human Resources Committee
Wellness Committee

Continuation of the 2021-2026 Action Plan

Collaboration in the creation of new internal policies and processes

- Confidentiality and Privacy Policy
- Policy and procedure for handling external complaints
- Policy on Strategic Planning and Action Plan
- Risk and Insurance Policy
- Policy on General Management
- Board of Directors and Legal Compliance Policy
- Volunteering and Volunteer Management Policy
- Policy on Funding, Fundraising and Transparency

Creation of a manual of persons employed

Board of Directors

2020-2021



Chairwoman

**Johanne
Audet**
(she)



Vice-Presidente

**Nathalie
Tardif-Coronado**
(she)



Vice-President

**Jérémy
Boulanger-Bonnely**
(he)

Secretary

**Madeleine
Ouellet-Décarie**
(she)



Treasurer

**Malika
Dehraoui**
(she)



Administrator

**Charles
Harvey**
(he)



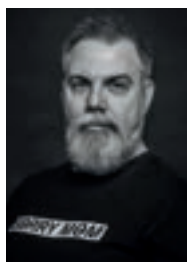
Administrator

**Aïcha
Khattabi**
(she)



Administrator

**Michel
Lemelin**
(they)



Administrator

Administrator

**Gé.e
Brouard**
(they)



Administrator

**Brock
Dumville**
(he)



Administrator

**Amalan
Thiyagarajah**
(they)



Administrator

**Stéphanie
Vallée**
(she)



Administrator

**Annie
Boyer**
(she)



Administrator

**Van
Edouard**
(he)



Administrator

Administrator

**Marc-Olivier
Guy**
(he)





Our **Program Management and Coordination** Team

2021-2022

The whole team thanks the members of the paid team who have left Interligne to take on new challenges:

Rebecca Poirier Stewart (she) – Director of Services

Anna Karina Bucur (she) – Volunteer Coordination

Caroline Gélinas (she) – Philanthropy Coordination

Étienne Doré (he) – Philanthropy Coordination

Raphaël Savaria (he, they) – Coordination of Equifierté

Simon Laberge (he) – Internal Policy Writing

Sorya Nguon-Bélisle (she) – Volunteer Coordination

Léo Girard-Laprise (they, he, she) – Summer student

Guillaume Tremblay-Gallant (he) – Communications Coordination



Our Program Management and Coordination Team

Pascal Vaillancourt

General Director

(he)



Marie-Claude
Gendron

Philanthropic
Development and
Communications
Director

(she)



Rebecca
Poirier Stewart

Services Director
(end of March
2022)



Florence Yvon

Services Director
(early April 2022)

(she)



Mireille St-Pierre

Coordination of
clinical intervention

(she)



Anaïs
Fraile-Boudreault

Coordination of
services

(they)

Marine Le Dantic

Coordination of
administration and
graphic design

(they)



Mélody Dorval

Coordination of
communications

(they)



Gabriel Corbisiero

Social Media Mana-
gement and Content
Creation

(he)



Raphaëlle
Morin-Harvey

Volunteer Coordina-
tion

(she)



Sorany
Gagnon Nguon

Funding coordina-
tion and language
review

(she)



Charlie Barault

Philanthropic and
internal policy
coordination

(they)

Chloé Provost

Coordination with
the Workplace
Inclusion Program

(she)



Andreea Zbarcea

Coordination of
programs for
LGBTQ+ seniors

(she)



Hélène

Coordination of
intersex programs

(she/they)





Our intervention team

2021-2022

Interligne's help and information service is supervised by a team of 12 intervention specialists, 24 hours a day. The nature of their work requires us to keep their identity anonymous. These specialists also accompany volunteers during their listening shifts, both to ensure the quality of the intervention and to ensure their well-being.

Permanent team

Bruno (he): Master's degree in sexology (clinical profile)

Hélène (she, they): Bachelor of Social Work, Bachelor of Arts with major in Biblical Studies, Certificate in Professional French Writing and Master of Linguistics

Julie (she): Bachelor's degree in psychology, master's degree in medical anthropology and PhD candidate in sexology

Olivier (he): Bachelor's degree with major in communication, minor in sociology, certificate in immigration and interethnic relations (intervention profile)

Sophie (she): Bachelor's degree in psychology
Laurent Francis (all pronouns): Master 1 in Political Science, Master of Social Work related to Human Rights, PhD student in Social Work

On-call team

André (he): Bachelor of Fine Arts (option cinema)

Antoine (he): Bachelor of Psychology, PhD candidate in Clinical Psychology

Christopher (he): Bachelor of Laws, Bachelor of Psychology, PhD candidate in Clinical Psychology

Katherine (she): Bachelor of Psychology, Bachelor of Sexology, Candidate for the Clinical Master of Sexology (Clinical Profile)

Laurie (she): Bachelor of International Studies, Certificate in Feminist Studies, Master of Social Work, PhD candidate in Political Science

Virginie (she): Bachelor's degree in psychology, Bachelor's degree in psychoeducation, PhD candidate in psychoeducation

Mouna (she): Bachelor's degree in Cognitive Neuroscience , Certificate in Critical Sexuality Studies

Gabriel (he): certificate in sexual health, bachelor's degree in psychology, bachelor's student in sexology

Hugo (he): PhD in psychology

Élodie (she): sexology student

Pascale (she): social service work



Our interns

2021-2022

Throughout the year, Interligne welcomed interns to its team. The participation of students truly enriches the work that is done on a daily basis at Interligne.

Sarah (she) : internship in social service work

Sidney (she) : Bachelor of Social Work internship

Léo (he, she, they) : internship in sexology

Nikhil Musham (they) : web development internship

Audrey Fortin (she) : internship in management and intervention in recreation (funding)



Thanks

Interligne would like to thank **Marry-Piervale Kounkou, Sayana Prim, Delano-Karyl Boily-Afriat and Salma Boudraa**, who collaborated with us on a communication course at the Université de Montréal.

Staff recognition

3-4 years

Antoine
Christopher
Katherine
Laurie
Sorya Nguon-Bélisle
Raphaëlle Morin-Harvey
Sorany Gagnon Nguon
Marine Le Dantic
Hélène

5-9 years

André
Sophie
Hugo
Pascal Vaillancourt
Marie-Claude Gendron
Mireille St-Pierre
Rebecca Poirier Stewart

12 years

Julie

20 years

Bruno





Volunteering

At Interligne, we are **fortunate to have a volunteer team of exceptionally dedicated people**. Whether at the helpline, at the legal clinic, in the accomplishment of administrative tasks, in the organization of events or in the animation of kiosks, **our volunteers are never missing!**

Volunteer hours: 7,200

Volunteer Committees

Events **Committee**
Financing **Committee**
Training **Committee and Kiosks**
LEXIC2 **Committee**
Inclusion Advisory **Committee in the workplace**

Legal Clinic Expert **Committee**
Governance **Committee**
Audit **Committee**
Human Resources **Committee**
Communications **Committee**
Wellness and Belonging **Committee**

Training and conferences

The training retreat in Jouvence

This year, from November 19 to November 21, 2021, Interligne offered its paid and volunteer members a training retreat in the beautiful setting of Mont Orford, at the Jouvence resort. In this context of sharing and team building, Dominique Beaudry, Gabrielle Bouchard and Mireille St-Pierre offered us the chance to learn more about intervention and anxiety, trans realities related to active listening, as well as intervention approaches at Interligne. This training retreat was also a space to share experiences and internal expertise, which were beneficial to all participants!

Continuous training

As a front-line service, Interligne is responsible for training its members and staff. Through its system of monthly training, the organization ensures the excellence of its services to continue to meet the needs of its communities.

During the year, several themes were addressed:

- allied practices towards Indigenous communities;
- intervention with LGBTQ+ refugees;
- intervention in sexual violence;
- self-care in intervention;
- inclusive language and writing;
- intervention with people concerned by intersex issues.



The training retreat in Jouvence



National Volunteer Week

2021-2022

National Volunteer Week took place from April 19 to 25, 2021. The theme proposed this year by Volunteer Canada was **"The value of each, the strength of numbers"**. Interligne took the opportunity to warmly **thank its volunteers and highlight their invaluable contributions** to the organization by offering them canvas bags bearing the Interligne logo and pencils containing seeds to grow. Some volunteers who have been involved for several years have also had their portraits shared on the organization's social networks.





Volunteer Recognition

2021-2022

For more than 40 years, Interligne's history has been shaped by the actions of people who, as volunteers for the organization, support and inform people concerned with sexual diversity and gender plurality.

Volunteers

3-4 years

Alain Fortier
Madeleine Ouellet-Décarie
Daniel Soucis
Laurence Summers
Amalan Thiyagarajah
Emmanuelle Botton

5-9 years

Paul Gauthier
Jean Laberge
Daniel Corbeil
Don Russell
Johanne Audet
Marc-Olivier Guy

10-19 years

Alain Abel

Activities

Throughout the year, several activities are put in place to show Interligne's gratitude to its volunteers, but also to allow volunteers to develop a sense of belonging within the organization. This year, despite the persistence of the COVID-19 situation, several activities took place, including:

- the back-to-school barbecue in Interligne's offices;
- hiking at Île-de-la-Visitation;
- the online Christmas party;
- half-day skating at Lafontaine Park;
- the movement workshop offered by a volunteer in Interligne's offices.

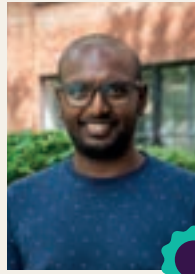
"I receive as much as I give. I feel like I'm giving back to society what I've gained through my journey, contributing to the well-being of the people who call, and at the same time I'm learning a lot. It brings me new ways of thinking. I am constantly readjusting. »

Jean, volunteer listening

"I love the community spirit at Interligne. There is an important social aspect in an environment where everyone is part of sexual and gender diversity. It is special and exceptional. By listening, you also help other people you don't know. You are as much in the community you help it. It's a real sense of belonging. »

Madeleine, volunteer listening

Recognition AWARD



Amalan
Thiagarajah (they)

Commitment Award

Amalan is a passionate person, dedicated to LGBTQ+ communities. They are involved in different spheres of the organization: on the board of directors, listening, in the animation of discussion groups, in training and in many events representing the organization. Amalan is committed to social justice and to making the realities of the most marginalized LGBTQ+ people visible. Generous with their knowledge and experience, they quickly carved out an important place for themselves within the organization. They are a person on whom Interligne can count. Their energy and desire to learn greatly benefit the organization by contributing to its constant improvement. Amalan's presence at Interligne is invaluable and we would like to thank their investment in LGBTQ+ communities.



Laurence
Messier (she)

Commitment Award

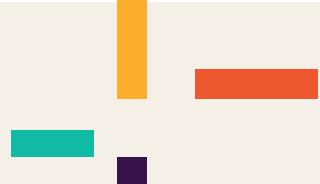
Through her involvement as a translator, Laurence actively contributes to the accessibility of our campaigns and tools for the English-speaking LGBTQ+ and allied communities. Beyond her main mandate, she is always available to help the organization in the progress of various projects, such as the massive sending of envelopes of awareness materials or the preparation of the annual fundraising event. Laurence shows a real interest in perfecting her understanding of LGBTQ+ issues. Her ongoing dedication and diligence reflect a genuine desire to get involved with LGBTQ+ communities. Interligne would like to highlight and thank not only her presence within the team, but also her undeniable contribution to the development of the organization.



Paul
Gauthier (he)

André-Lefebvre Prize

Volunteer at Interligne for more than 5 years, Paul is a reference in listening for his peers. Committed and thoughtful, he takes the organization's mission and the importance of active listening seriously. Since the beginning of his involvement with Interligne, Paul has distinguished himself by his commitment, his willingness to help others and his dedication to LGBTQ+ communities. In addition to ensuring a reliable and experienced listening presence, he has been involved in various activities of the organization over the years. The development of listening at Interligne is close to his heart and he is involved in his own continuing education. Paul is a volunteer at heart who always goes above and beyond. We thank him for his loyalty to the organization and for his many hours given to our communities.



Interligne in numbers

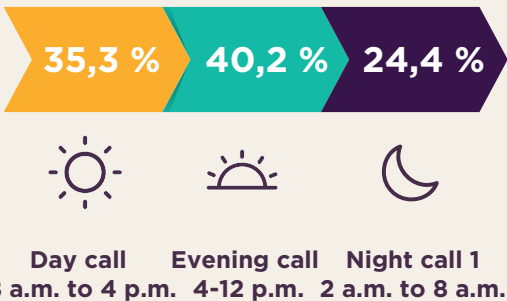
2021-2022

While the **primary purpose of the helpline is to support and inform LGBTQ+ populations**, this service also allows us, as an organization, to take the pulse of these same populations. **By collecting different data related to calls**, we can draw a portrait, among other things, of the main reasons for calls, **the most frequently asked questions** and the **preferred means of communication** according to the different age groups. Here is an overview of the calls received this year as well as some data related to our services.

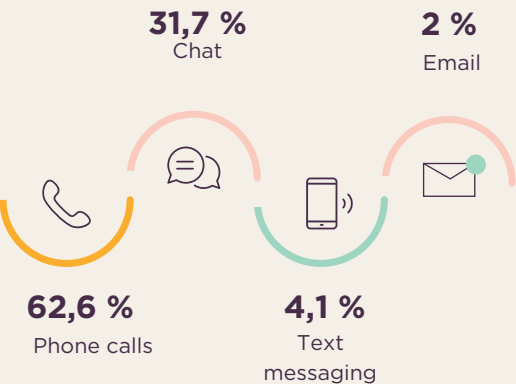
Help and Information Line

The help and information line aims to support and inform anyone concerned with sexual diversity and gender plurality. Here is a portrait of the line this year:

Breakdown of calls answered by time of day



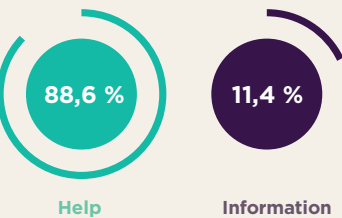
Distribution of requests by service



Nombre d'échanges texto : 20 283

22 750 use of services

Distribution of requests for services according to their nature



Distribution of callers by language spoken

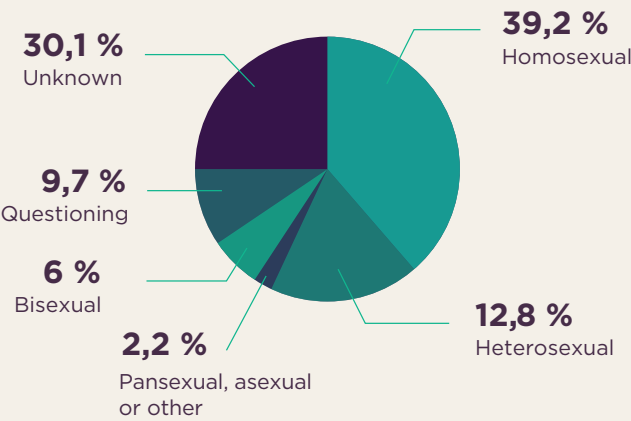
French: 94,4 %
English: 5,6 %

Distribution of callers by gender(s)

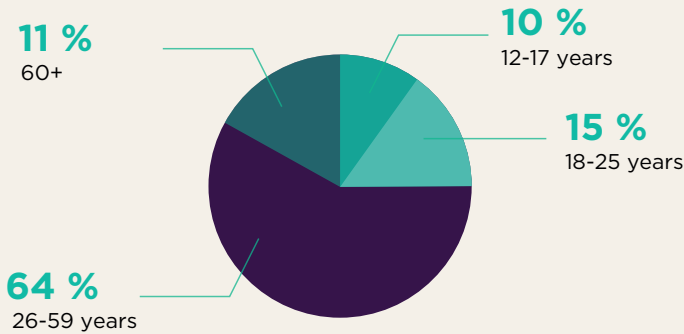
44,2 % Female (cis, trans)
41,7 % Male (cis, trans)
7,7 % Unknown
4 % Questioning
2,1 % Non-binary person
0,3 % Other

Trans journey : 12 %
Intersex : 0,2 %

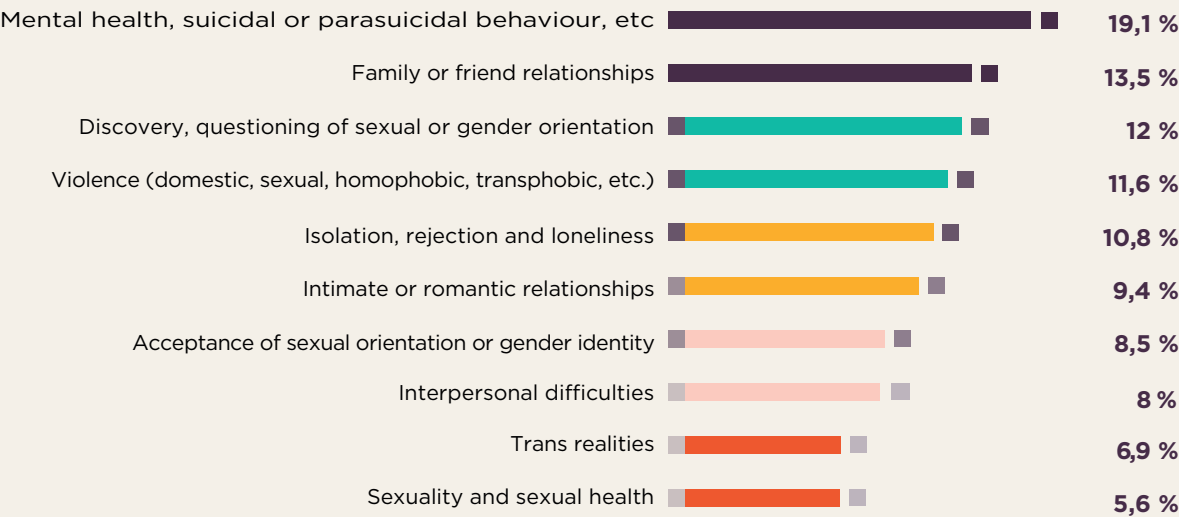
Distribution of service requests
by sexual orientation



Distribution of service requests
by age group



Breakdown by the 10 most listed reasons



Professional environments area

96 hours of training Equifierté in a professional environment
50 companies trained

Espace jeunesse

2000 envelopes sent to schools
135 GISA starter kits downloaded
400 orders placed in 160 cities in Quebec and elsewhere
50 hours of training in schools

The Pink Shirt Day campaign has been viewed hundreds of thousands of times on Facebook, Instagram and LinkedIn.

Seniors' space

Trait d'union :

28 duos
69 letters exchanged

Telephone pairing:

15 twinnings carried out
8 participating seniors
10 volunteers actively involved

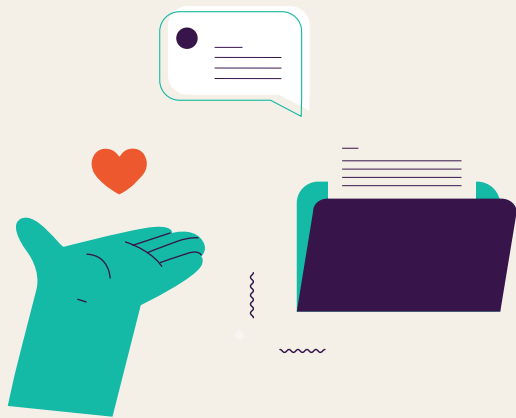
Violence space

Lexic² :

289 downloads of the intervention guide in just two months

The game The violence of which you are...:

3940 people tested the game





21-22

Our programs, services and tools

Discussion groups



On September 22, 2021, Interligne initiated a series of focus groups to counter the isolation of LGBTQ+ people. Each meeting was an opportunity to share experiences, discuss various topics affecting LGBTQ+ communities and forge meaningful connections between people with similar realities, all in a safe space.

During 2021-2022, eight focus groups were proposed and aimed at:

- LGBTQ+ seniors;
- LGBTQ+ youth (14-25 years old);
- asexual and/or aromantic people;
- trans and non-binary people;
- LGBTQ+ racialized people;
- bisexual and pansexual people;
- intersex people;
- lesbian and gay people



Each group was able to meet several times. A total of 42 meetings of 4 to 6 people were held. In addition, three unique sessions focused respectively on self-care in lesbian and gay communities, and on Bill 2. A total of 47 people participated in these discussions and a wind of enthusiasm was felt for this initiative.

Help relationship

At the end of 2021, with funding from **Bell Let's Talk**, Interligne set up a helping relationship program for LGBTQ+ people aged 14 and over living in Quebec. **This project aims to make the helping relationship accessible and to offer individual follow-ups led by LGBTQ+ people trained in intervention.**

The people doing the individual follow-ups were trained to write letters of recommendation to facilitate access to hormone therapy. The training was given by **Ash Paré**. Each letter is co-signed by **Mireille St-Pierre and Anaïs Fraile-Boudreault**, members of the Ordre professionnel des sexologues du Québec (OPSQ).

From the beginning of this program, its necessity was confirmed by the speed of registration: in two days, the available places were filled. Currently, **Interligne has 13 active follow-ups and 50 people on the waiting list.**

"Using supportive follow-up is already a long and complex process, but it is even more so for people from communities concerned with sexual diversity and gender plurality. To these difficulties of access are often added interventions that are not adapted to the specific LGBTQ+ realities. Interligne wishes to make accessible to people in the communities a help service by and for, complementary to our helpline »

Pascal Vaillancourt.

21-22



Legal space

Prior to the establishment of the legal clinic in 2019, the crisis line intervention team regularly received **questions related to the law**, which they could not answer due to a lack of expertise and specialized resources. A **telephone service** for situations of this kind has therefore become necessary to fill the obvious lack of accessibility to legal information for LGBTQ+ populations.

To this day

To this day, the clinic is run by a team of eight volunteers working in the field of law and demonstrating unparalleled professionalism. While some people are reluctant to use traditional channels for help, they can rest assured that their concerns are in good hands when they contact us.

The clinic team answers questions from our communities, temporarily without hours of permanence. Those interested can simply leave a message to be called back. Among the calls received during the year, the most discussed topics concern discrimination, harassment, and housing rights.

Better access to justice for LGBTQ+ people.

Access to law and justice is essential to an egalitarian society.

Too many LGBTQ+ people feel disoriented in the legal world and find themselves left to fend for themselves in a system that is difficult to navigate. The LGBTQ+ Legal Clinic is a safe space that allows everyone to access legal information about any type of situation.



1 888 970-2720

juridique@interligne.co
interligne.co/legalclinic



21-22

Youth space

Interligne **ensures a presence in schools and youth spaces** by implementing initiatives **that promote the involvement of young people** in their communities. With nearly 135 institutions having downloaded our Starter Kit for Gender, Identity and Sexuality Alliances (GISA), Interligne is **a key resource for young people** who are wondering about sexual diversity and gender plurality.

Distribution of awareness-raising materials

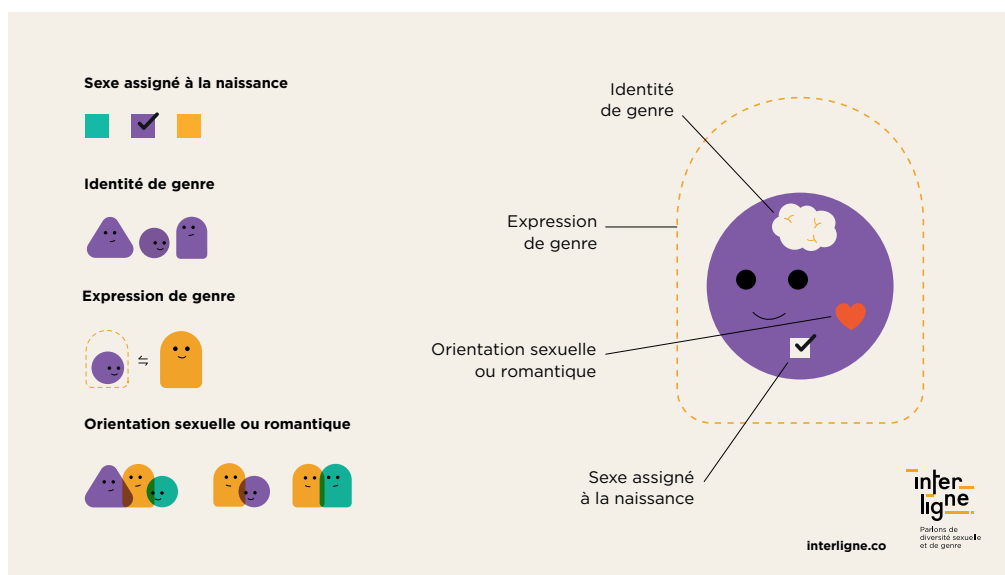
During 2021-2022, Interligne offered several awareness tools, including a video on the acronym LGBTQIA2S+, an infographic on the dimensions of gender identity, an allied awareness comic, posters, flyers, bookmarks, stickers and more.

At the beginning of the year, approximately 2,000 envelopes were sent to Francophone schools and youth from across Quebec and elsewhere in Canada. During the year, Interligne received nearly 400 orders from approximately 160 cities in Quebec and elsewhere in Canada. In total, more than two million young people have been exposed to our services and awareness messages.



L: excerpt from the video on the acronym LGBTQIA2S+

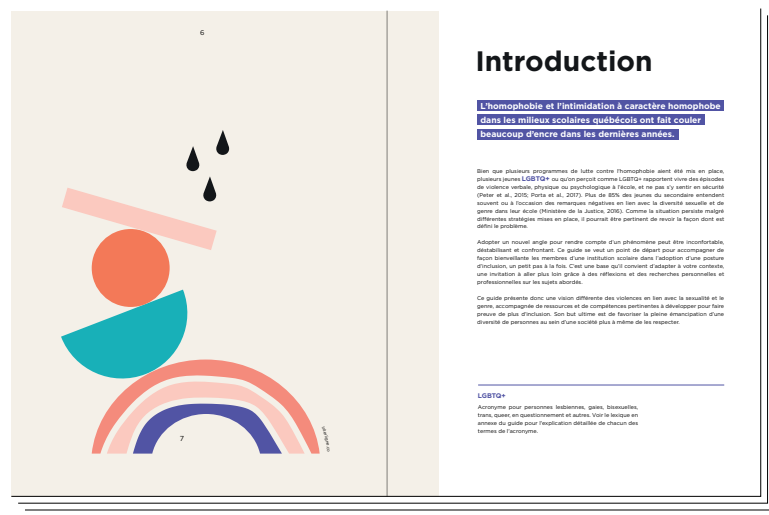
Infographic on the dimensions of gender identity



Combating violence related to sexuality and gender in schools

Last February, Interligne launched the guide "**Combating violence related to sexuality and gender in schools**", which takes place in a continuum of services offered, including to educational settings, to focus on the development of a more inclusive society. This resource guide has been designed to better understand, prevent, and combat violence related to sexuality and gender diversity in schools and aims to approach it from a new angle.

A closer look at the people who are victims shows that they are not just young people from LGBTQ+ communities. It is any individual who does not meet the norms and stereotypes of gender and sexuality established in our current society. By addressing topics such as the adaptation of one's leadership, engagement in a continuous learning process, reflections related to one's privileges as well as self-observation, the Guide attempts to broaden the discussion related to violence in schools. Two appendices including an LGBTQ+ lexicon and a proposal for available resources can be found at the end of the document.



The guide was written by **Valérie Lafortune**, former intern and training instructor at Interligne. She created this guide as part of her master's internship under the supervision of Mireille St-Pierre, coordinator of clinical intervention at Interligne.

Pink Shirt Day

On the occasion of Pink Shirt Day, a day dedicated to the fight against bullying that takes place on the last Wednesday of February, Interligne held the 2nd edition of its campaign.

With the support of Desjardins, Interligne launched the online campaign **"Let's not miss the chance to make a difference"**. Its main objectives were to convey a message of benevolence and inspire change among the population.

Some Quebec personalities have generously agreed to wear the t-shirt, greatly helping to promote Pink Shirt Day. Interligne would like to thank Barbada, Catherine Brunet, Gabriel Guertin, Gabrielle Boulianne-Tramblay, Gabrielle Marion, Guillaume Lambert, Henri June Pilot, Karl Hardy, Katherine Levac, Mona de Grenoble, Rainbow, Rosalie Bonenfant, Rox Déragon, Sandy Duperval, Simon Boulерice and Sophie Paradis.

The campaign has been viewed hundreds of **thousands of times** on Facebook, Instagram and LinkedIn.





21-22

Seniors' space

Although we have been offering **services to seniors for several years**, the **new needs that have emerged during the pandemic** have led the organization to consolidate these services into specific programs. **Our programs for seniors were implemented in the middle of lockdown to break the loneliness of people**

Seniors Program Presenter



LA PROMESSE TD
PRÊTS À AGIR



Trait d'union: LGBTQ+

Intergenerational Correspondences

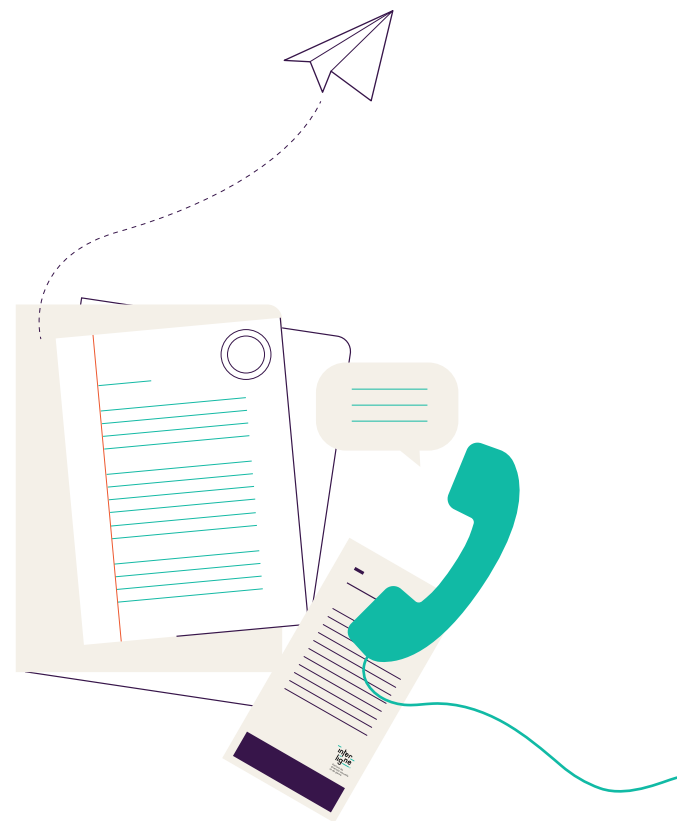
Trait d'union is a program for the exchange of handwritten letters aimed precisely at building bridges between generations. More than 56 people, young and old and from different regions (Montreal, Montérégie, Estrie, Laurentide, Outaouais, Lanaudière, Capitale-Nationale, Bas-Saint-Laurent, Gaspésie-Îles-de-la-Madeleine), have embarked on the adventure that breaks with digital communications that have become routine.

In order to ensure the safety of the participants, Interligne carefully supervises each of the exchanges by serving as an intermediary. An information guide with bookmarks and posters is sent to the corresponding persons to clarify the procedure to be followed as well as the limits to be respected.

Telephone pairing

Interligne has been offering services to seniors for several years now. At the beginning of the pandemic, new needs emerged and led the organization to consolidate these services into specific programs. Our programs for seniors were implemented in the midst of lockdown to break the loneliness of seniors who are part of the LGBTQ+ communities.

The idea of creating a phone pairing program targeting seniors emerged from the reflection that a person feeling lonely will not necessarily have the reflex to contact a crisis line. So, we created duets between our volunteers and people who want to receive calls regularly. With this program, we have been able to compensate, even a little bit, for the loss of selected families caused by the lockdown, and thus break the isolation of LGBTQ+ seniors.



The collection

After more than a year, Interligne notices that a beautiful dialogue opens in most exchanges. To honor and share the beauty of these exchanges, with the agreement of the participants concerned, Interligne has created a collection of excerpts from some of the correspondences. This collection contains an introduction providing a historical portrait and chronology of the struggle for LGBTQ+ rights in Quebec and Montreal. Within the correspondences, people are interested in learning more about the reality of the other. Through this historical introduction, the collection makes it possible to put these realities into perspective. It is interesting to see how, on the one hand, these exchanges are rooted in a recent and charged history, and how, on the other hand, the privileged link conferred by handwriting makes it possible to ask deep and intimate questions, which are answered with care and kindness.



To download or order the collection, it's here!

To register for correspondence:
interligne.co/traitdunion

For more information:
traitdunion@interligne.co or
1 888 505-1010

For more information on LGBTQ+ seniors' programs:
interligne.co/espace-personnes-ainees/

Secrétariat
à la jeunesse
Québec



Meeting of the participants

To learn more about the participants' experiences, our team hosted a podcast evening to gather their feedback. Five people were invited to come and discuss themes related to the main goal of Trait d'union: to unite the different generations through written correspondence. This evening had the effect of a balm on the heart, both for the team and for the participants in the program. Interligne was able to gather valuable feedback to improve the experience of the next people who will participate in the next edition of Trait d'union.



A huge thank you to the café La brume dans mes lunettes for welcoming Interligne and the participants for free!



21-22



Violence space

Interligne's violence space puts the safety and well-being of survivors at the heart of its priorities. The initiatives of this space are part of a short- and long-term vision, their goal being both to offer assistance resources adapted to the immediate needs of survivors, but also to collect information to respond to more structural issues.



RECENSER, SOUTENIR, AGIR

Alix

Since 2019, the Alix platform has provided a safe place for LGBTQ+ people to report the violence they suffer. The registry allows Interligne to collect information about the violence experienced in our communities. Ultimately, this will allow us to guide actions to combat this violence.

The violence of which you are...

"The violence of which you are..." is an interactive online game that was added to the Alix platform on May 4, 2021. It aims to raise public awareness of the microaggressions, and daily violence experienced by people from sexual and gender diversity. This powerful tool was made possible thanks to the support of the Ministère de la Justice du Québec.

Launched on May 4, 2021
by online release, the game has already been tested by more than a thousand people!



**What role
do you play?**

The violence of which you are...



The previous year, following the 2019 discussion forum, the LEXIC2 committee had met three times to continue the development of awareness-raising tools. This year, this second phase of the project has come to an end as Interligne has released its new toolkit: LEXIC2 – Understanding sexual violence experienced by LGBTQ+ communities to better intervene.



The launch of the kit took place on March 10 by videoconference. **More than 100 people attended a panel discussion featuring Mireille St-Pierre, Kévin Lavoie, Valérie Roy, Annabelle Santerre and Mylène Gauthier, who collaborated on the project. In just two months, the intervention guide was downloaded 289 times on the website.**

This project would not have come to an end without our working committee, our advisory committee, the partners and our financial partner.

Many thanks to the Secrétariat à la condition féminine, RÉZO, CSL, GATUS, CALACS Estrie, SHASE, PIAMP, CVASM, RLQ, Jeunes identités créatives, Université Laval, Université du Québec en Outaouais, Université de Sherbrooke, Université du Québec à Montréal, Bureau de lutte contre l'homophobie et la transphobie, and the Conseil québécois LGBT.



The kit includes:

- a guide to good practices available in pdf and audio format;
- a series of audio commentaries complementary to the content of the guide;
- a list of tools for intervention in the field of sexual violence.

Discussion chapitre 1

Écoutez notre discussion sur ce chapitre avec comme personnes invitées Hélène Beauré, personne intervenante et militante pour les enjeux intersexes et Martin Waisman, intervenant à l'organisme SHASE.

La diversité sexuelle et la pluralité des genres

Le chapitre qui suit se penche sur les communautés LGBTQ+ (lesbiennes, gaies, bisexuelles, trans, queers et autres) et leurs réalités, indépendamment des violences sexuelles que ces dernières peuvent vivre ou peuvent avoir vécues.

L'objectif principal de ce chapitre est d'uniformiser les connaissances de toutes les personnes qui s'adonneront à la lecture du guide, pour que toutes puissent avoir les mêmes bases, un langage commun adéquat, et ainsi développer une sensibilité en tant que personne intervenante et alliée aux communautés et aux luttes LGBTQ+.

Pour plus de définitions, consulter le lexique des termes de la DSPG en Annexe I.

Pour ce faire, il est nécessaire de définir clairement certains termes en lien avec les communautés des diversités sexuelles et de la pluralité des genres. Plusieurs stéréotypes et préjugés concernant les personnes des communautés LGBTQ+ doivent d'ailleurs être déconstruits pour que les interventions en soient moins teintées et qu'elles agissent plutôt de façon aidante. Cette démythification simplifiera du même coup l'annonce du dernier point du chapitre: l'intersectionnalité et la compréhension des oppressions et violences systémiques qui touchent les communautés LGBTQ+.

17



21-22

Professional environments area

Funded by

CNESST

Équiferté is a training and support program for the inclusion of LGBTQ+ people in the workplace. This course is aimed at all professional environments and can be customized according to the needs of each. This is an opportunity for any organization to realize its commitment to inclusion and diversity.

Équifierté :

inclusion gets to work

The assessment tool makes it possible to make a balance sheet adapted to companies on the inclusion of LGBTQ+ people in the organization. It also considers staff members' confidential perceptions about these workplace issues. This step gives us the opportunity to understand where the organization capacity is, to offer recommendations and support adapted to its reality. From there, Interligne's intervention team designed a course of five 1h30 training courses to help staff develop inclusive reflexes. Complementary to this course, a practical guide has been developed to facilitate the integration of learning.

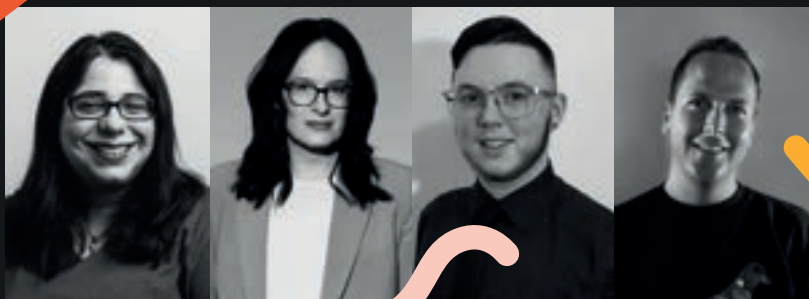
This program could not have been developed without the help of the Workplace Inclusion Advisory Committee.

During the year, 41 trainings and 4 webinars were given as part of the project, reaching about fifteen professional circles and more than 1,130 participants through more than 65 hours of training.



Launch of the program

On October 22, 2021, the program was launched as a panel discussion on the theme of inclusion in the workplace. The panel included Chris Bergeron (Vice-President of Inclusive Creativity at Cossette), Ben Jersey (Diversity and Social Inclusion Advisor at the YMCA Québec), Pierre-Luc Labbée (President and Creative Talent Strategist at Rhum RH), Meryem Bensliman (EDI expert). We would also like to acknowledge the participation of Judith Lussier as a facilitator, without whom everything would not have been possible. Finally, thank you to the Interligne staff for their hard work.



Meryem Bensliman

EDI expert (Equity, diversity and inclusion)

Chris Bergeron

Vice-President of Inclusive Creativity at Cossette

Ben Jersey

Diversity and Social Inclusion Advisor at the YMCA Québec

Pierre-Luc Labbée

President and Creative Talent Strategist at RHUM



The accompanying guide

The guide aims to contextualize the training path, offer exercises to consolidate learning and offer additional resources to deepen these learnings.



MISE EN CONTEXTE

ÉQUIFIÈRTÉ

S'engager vers l'inclusion

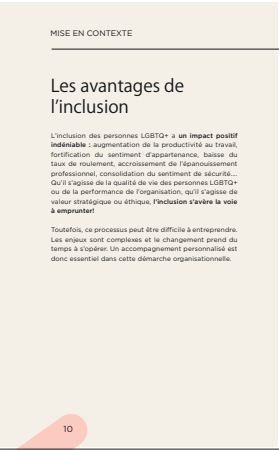
Plus que de simples espaces physiques, les organisations constituent aussi des espaces sociaux. Les bâtiments, les bureaux, les salles de conférences et les espaces de travail accueillent des personnes qui interagissent et contribuent à la création d'une culture organisationnelle. Les organisations sont donc des milieux de vie importants qui marquent, à leur manière, leurs membres d'aujourd'hui et de demain, mais aussi l'ensemble des personnes qui interagissent avec l'organisation (la clientèle, les fournisseurs, les personnes collaboratrices, etc.).

Ainsi, la volonté de rendre le monde du travail accueillant et sécuritaire pour les personnes LGBTQ+ implique un changement social et structurel de fond qui ne saurait se résumer à l'affichage d'un drapeau arc-en-ciel. Au contraire, rendre un milieu de vie inclusif demande un engagement à long terme qui invite à repenser collectivement nos façons de faire et, surtout, à faire preuve d'imagination et de patience! Heureusement, de nouvelles connaissances permettent de baliser le changement de pratiques afin de tendre vers l'inclusion.

L'ensemble des personnes employées a donc un rôle à jouer pour contribuer à la création d'un environnement plus sécuritaire pour les personnes LGBTQ+, que ce soit entre collègues, avec la direction et même avec le département des ressources humaines.

Concevoir de tels espaces requiert observation, écoute, remise en question et créativité. L'inclusion est un parcours ardu et continu mais facilité par l'acceptation du changement. Il est normal de trouver certains ajustements compliqués, il est important de se rappeler que le travail d'inclusion est l'affaire de tout le monde et devrait être partagé par l'ensemble des personnes de l'organisation.

Aussi complexe soit-elle, il est encourageant de se rappeler que cette démarche est un processus progressif où le potentiel de chaque personne est accueilli. L'objectif est d'arriver à créer ensemble un espace plus sécuritaire pour les personnes issues de la diversité sexuelle et de genre, mais aussi l'ensemble des personnes qui interagissent dans ces espaces. À terme, c'est donc toute l'organisation qui bénéficie du travail vers l'inclusion!



Université du Québec (UQ) Network

This year, Interligne joined the Réseau de l'Université du Québec in their project to strengthen openness and institutional support measures to fight homophobia and transphobia in higher education. Institutional questionnaires were sent to all universities in the network and then analyzed to highlight 4 important issues experienced by LGBTQ+ people in academia, namely:

- access to gender-neutral sanitary areas;
- inclusive policies;
- name change procedures;
- inclusive communication

In order to raise the network's awareness of these issues, video clips were filmed with Buck Creatives, highlighting testimonials from people studying or working in the network. In addition, summary sheets for each of the issues have been developed, presenting contextualization and recommendations to help the network and the people concerned to better understand, but especially to take action to make the Réseau de l'Université du Québec a more open and safe environment for diversity.



21-22



Intersex space

The We exist! program, made possible thanks to funding from the Ministère de la Justice as part of the Fight against Homophobia and Transphobia program, was created for people affected by intersex issues.

We exist!

The objective of this program is to promote the development of a positive and affirmative vision of intersex experiences. We exist! has two components focused respectively on raising awareness among the general population and supporting intersex people and their loved ones.

Our approach is non-pathologizing, centered on the needs and self-determination of the person. We believe that the diversity of bodies should be valued and celebrated rather than stigmatized and corrected.

The program was launched in collaboration with the Conseil Québécois LGBT, which was releasing in parallel its new guide **"For a full recognition of the realities of intersex people"**, intended for people working in the health and psychosocial services sectors. The virtual launch on April 20, 2022 brought together 42 people who were able to watch the awareness video, now available on our website.



Launch of the program



CONSEIL
QUÉBÉCOIS

**LG
BT**

Inter-
ligne.
Partners de
diversité sexuelle
et de genre

 **We
Exist**
A program for
Intersex People



Visit our Intersex page and
watch our two awareness videos.



Funded by

Justice
Québec



on
existe

21-22



The Registry

Thanks to funding from the Ministry of Justice, Interligne was able to refresh its LGBT Resource Guide launched in 2014. Now The Directory, it brings together places and resources that are able to offer services to people from LGBTQ+ communities.

The Registry :

LGBTQ+ spaces and resources

With financial support from the Department of Justice, Interligne launched The Directory: LGBTQ+ Places and Resources on April 14, 2022. This online registry brings together nearly a thousand places and resources from across Canada that provide services to members of LGBTQ+ communities.

- Quick access to places and resources
- Star rating system
- Comments section
- Vignette offered to places and resources

"It is essential for LGBTQ+ communities to have access to inclusive and safe places. The Directory, Interligne wanted to empower marginalized communities by letting them themselves evaluate places and resources according to their own experiences. »

Pascal Vaillancourt, General Director at Interligne.



Le Répertoire

Lieux et ressources
LGBTQ+



Search
for an LGBTQ+ place or resource



Register
an LGBTQ+ place or resource



Rate
an LGBTQ+ place or resource



Comment
on an LGBTQ+ place or resource

21-22



The Symposium

On February 17, 18 and 19, 2022, Interligne was to present the **"Symposium to prevent and counter homophobia and transphobia in schools"**, with the Table nationale de lutte contre l'homophobie et la transphobie des réseaux de l'éducation and the Research Chair for Sexual Diversity and Gender Plurality.

Symposium

to prevent and counter homophobia and transphobia in schools

Due to the sanitary measures in force, the organizing committee decided to postpone the Symposium to the fall of 2022, in order to maintain the hybrid formula that the conditions did not allow. The conference aims to:

- to raise awareness among staff of education networks and the student population about homophobia, transphobia, racism and sexual violence;
- to support the implementation of concrete actions so that the people concerned by these issues feel safe in their environment.



21-22



Calendar of activities

Once again this year, Interligne has made as much effort as possible to meet the needs of its communities. Despite the health context, our team has been able to offer a set of activities aimed at educating, raising awareness, and breaking the isolation of LGBTQ+ people and allies.

Our social initiatives

Two initiatives have been organized to break the routine of our communities in lockdown. Given the success of the first editions in 2020, an open-air cinema and revisited virtual speed-dating have been added to the calendar for a second consecutive year.

Drive-in cinema

Interligne teamed up with GRIS Montréal and Rézo to screen a selection of documentaries related to sexual diversity and gender plurality, outdoors. Among other things, the themes of inclusion, diversity and pride were on the agenda. This event was made possible thanks to the collaboration of the Villeray – St-Michel – Parc-Extension borough.

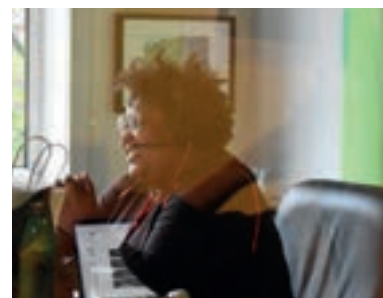
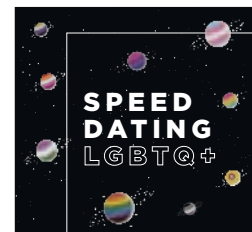
Collaboration with



Speed-dating

For the second year in a row, Interligne organized a virtual speed dating for people looking for new encounters. Icebreaker games and crisp questions helped boost the exchanges.

Thanks to Karl Hardy, Naïla Rabel, Gabrielle Boulianne-Tremblay, Samuel Larochelle, Sophie Paradis and Gabriel Guertin-Pasquier for the animation of the evening!



Virtual and face-to-face training:
73

Most popular themes:

Demystifying realities
LGBTQ+
Inclusive posture
LGBTQ+ Myths and Realities
Microaggressions in the workplace

April 2021

École Chavigny

LGBTQ+ Myths and Realities

Colègue Reine-Marie

LGBTQ+ Myths and Realities

École secondaire Jean-Baptiste-Meilleur

LGBTQ+ Myths and Realities

May 2021

École Charles Lemoyne

LGBTQ+ Myths and Realities

Jeunes sans frontière

Consent and Healthy Communication

Centre des femmes solidaires et engagées

Realities and Rights of Trans and Non-binary People

Rhum

Demystifying LGBTQ+ Realities
Preventing Harassment in the Workplace
Inclusive Posture
Microaggressions in the Workplace

June 2021

École Joséphine-Dandurand

Trans and Non-binary Realities

Rhum

Gender Plurality in the Workplace

Training and conferences

Last year, due to the pandemic, Interligne adapted its activities virtually to continue its work to raise awareness among the various environments using its services. This year, the trainings were given face-to-face and virtually, according to the health instructions in force and the preferences of the groups receiving the trainings.

KPMG

Demystifying LGBTQ+ Realities

Revenu Québec

Active Listening

July 2021

Accès bénévolat

Demystifying LGBTQ+ Realities
Preventing Harassment in the Workplace
Inclusive Posture

August 2021

Ubisoft

Demystifying LGBTQ+ Realities

Eidos

Demystifying LGBTQ+ Realities (eng et fr)

September 2021

Réseau du mieux-être francophone du Nord de l'Ontario

LGBTQ+ Realities
Inclusive Attitudes

Novalex

Active Listening at the Legal Clinic

October 2021

Suicide Action Montreal

Intervening with LGBTQ+ People

CCSMTL

Intervening with LGBTQ+ People

Externat Sacré-Cœur

LGBTQ+ Myths and Realities

Accès bénévolat

Demystifying LGBTQ+ Realities

Preventing Harassment in the Workplace

Inclusive Posture

Microaggressions in the Workplace

Gender Plurality in the Workplace

Association québécoise des doulas (AQD)

Demystifying LGBTQ+ Realities

Réalités intersexes

Inclusive Posture

CAVAC de Montréal

Demystifying LGBTQ+ Realities

November 2021

École secondaire Père-Marquette

LGBTQ+ Realities

Mental Health and Coming Out

École des Mille-Fleurs

LGBTQ+ Myths and Realities

Ubisoft

Preventing Harassment in the Workplace

Inclusive Posture

Microaggressions in the Workplace

Association québécoise des doulas (AQD)

Microaggressions in the Workplace

Gender Plurality in the Workplace

CAVAC de Montréal

Preventing Harassment in the Workplace

Inclusive Posture

CJE HOMA (Touste et Go)

Demystifying LGBTQ+ Realities

Inclusive Posture

Microaggressions in the Workplace

UQAM - Cours SEX2190

Sexual Violence in LGBTQ+ Communities

December 2021

Ubisoft

Gender Plurality in the Workplace

CAVAC de Montréal

Microaggressions in the Workplace

January 2022

Francoqueer

Ways of Doing and Intervening in Schools

ITHQ

Demystifying LGBTQ+ Realities

Chantier Jeunesse

Demystifying LGBTQ+ Realities

Inclusive Posture

February 2022

FEEP (La Fédération des établissements d'enseignement privés)

LGBTQ+ Realities and Inclusive Attitudes

École Georges-Vanier

LGBTQ+ Realities and Inclusive Attitudes

Ligne Expression

Demystifying LGBTQ+ Realities

March 2022

UQAM

LGBTQ+ Realities

Polyvalente des Chutes

LGBTQ+ Myths and Realities

Institut canadien de Québec

Demystifying LGBTQ+ Realities

CAVAC de Montréal

Demystifying LGBTQ+ Realities

Preventing Harassment in the Workplace

Regroupement québécois des CALACS

Remote Intervention



21-22

Presence, commitment, and solidarity

Firmly believing that knowledge and beliefs have more impact when shared, Interligne actively collaborates with other organizations and companies. The organization also makes sure to be present at events likely to contribute positively to the visibility of the realities of its communities.

Presence, commitment and solidarity



Here is a list of some attendance, commitments and collaborations for the year 2021-2022:

Annually:

- **Pascal Vaillancourt**, General Director, is Co-Chair of the Board of Directors of the Conseil Québécois LGBT.
- **Interligne** is co-organizer of the fifth edition of the Symposium to prevent and counter homophobia and transphobia in schools, with the Table nationale de lutte contre l'homophobie et la transphobie des réseaux de l'éducation and the Research Chair for Sexual Diversity and Gender Plurality at the Université du Québec à Montréal (UQAM).
- **Interligne** participates in the consultative meetings of the Office for the Fight against Homophobia and Transphobia of the Ministère de la Justice.
- **Interligne** participates in the annual consultation meetings at the Commission des droits de la personne et de la jeunesse.
- **Interligne** is a member of the RAIV's research team on domestic violence.
- **Interligne** is a member of the Association des centres d'écoute téléphone du Québec and Mireille St-Pierre is a member of their board of directors.
- **Interligne** is engaged in a pilot project with the Clinique Mauve and SIARI to expand our listening service to people who do not speak French or English with the help of interpreters.

April 2021

- Participation in Consultations for a suicide prevention strategy in Quebec.
- Meetings with SPVM LGBTQ+ liaison officers.
- Participation in the consultation for Project Labyrinthes led by the Quebec LGBT Council.
- Participation in an interview as part of the production of a documentary led by a student journalism group from UQAM on seniors from LGBTQ+ communities.

August 2021

Montreal Pride Celebration (March and Community Day)

September 2021

- Participation in the podcast "Sortie de secours" presented by Suicide Action Montreal on the theme of suicide among LGBTQ+ people.

21-22



Media presence

To better reach the people to whom the organization's services are addressed, you must succeed in making people talk about yourself! This year, the media mentioned Interligne several times, whether to address the topic of the mental health of LGBTQ+ people in times of confinement, the loneliness of seniors or the resilience of our communities. Some texts even directly address some of our projects.

April 2021

« Records de crimes haineux ciblant l'orientation sexuelle »

Laurent Lavoie, Le journal de Québec, Mai 2021

« Les jeunes trans ont besoin de plus d'acceptation, pas moins »

Lettre ouverte, Ricochet, Juin 2021

« La sexualité des aînés : parlons-en ! »
Julie Pelletier, Le journal de Québec

« S2 E13 - Le cœur ne vieillit pas »
Podcast « Toute ou pantoute », BaladoQuébec

« Webinaire sur l'inclusion en milieu de travail »

Charles Gagné, Fugues

« Un nouveau "coffre à outils" pour aider les hommes »

Lila Dussault, La presse

« Comment un système de jumelage téléphonique au Québec est devenu la bouée de sauvetage des aînés LGBTQ2+ pendant les confinements liés à la COVID-19 »

Actualités TD

July 2021

« Pour contrer l'isolement et une bouée de sauvetage pour des aînés LGBTQ2+ »

Yves Lafontaine, Fugues

« La période de questions de Rita Baga »

Hugo Pilon-Larose, La presse

« L'époque BIPOC, ou l'alliance des non-Blancs »

Stéphane Baillargeon, Le Devoir

October 2021

« Québec provoque une vague d'appels à l'aide »

Hugo Pilon-Larose, La presse

« Des trans dénoncent un recul majeur »

Hugo Pilon-Larose, La presse

November 2021

« Le pronom 'iel' a fait son apparition dans Le Dictionnaire Robert et ça fait réagir en France »

Patrick Lagacé, 98.5 FM

« Interligne lance son nouveau programme de relation d'aide »

Yannick Leclerc, Fugues

« Québec recule et n'impose plus une opération génitale »

Hugo Pilon-Larose, La presse

January 2022

« Québec se dit sensible aux réalités intersexes »

Jessica Nadeau, Le Devoir

« Plus de 1300 opérations sur les organes génitaux des enfants depuis 2015 »

Jessica Nadeau, Le Devoir

« 850 000 \$ pour deux fondations »

Non signé, La Presse

February 2022

« Interligne lance le Guide des violences à l'école »

Nancy Mongeau, Journal de rue de l'Estrie

« Comment être un bon allié pour les jeunes LGBTQ+ dans les écoles »

Camille Laurin-Desjardins, Noovo

« Comment avez-vous réagi lorsqu'un proche a fait son coming-out ? »

Valérie Leboeuf, 98.5 F



21-22

| Philanthropy

Presenter



Platinum Partners

Pop & cie

Gold Partners

MTL Gringo
Groupe Leclair

Bronze Partners

Gros plan

Partners in goods and services

Cidrerie Milton
Cocoéco
Guru
Pop & Cie
Les thés David's Tea
ONEKA
Snack pow
Club Kombucha
Crystal head vodka
Scandinave spa Vieux-Montréal
Barista Microtorréfacteur
Boutique Séduction
HP Juniper
ZAB torréfacteur
C'est beau
La Soif
Deux chevaux
St-Pancrace microbrasserie
Mission LOOP
Gruo pas plate !
Charlie Bourdeau - Illustration,
Graphisme
The minimie company
Maison Pra
Oui Manon
Evasia

La Grande démesure

The evening took the form of a virtual bingo interspersed with artistic performances and games in sub-groups. A real success, this special edition raised a total of \$45,000!

Thanks to donations and sponsorships from our partners, Interligne was able to brighten up the evening of some 200 people present with a surprise box worth a hundred dollars. This box was placed on their doorstep, courtesy of the members of Interligne's Board of Directors, who ensured deliveries in Greater Montreal.

Beyond the very precious generosity of the people who contributed as participants or donors, Interligne wishes to highlight the collaboration of the artists who followed and supported our team in the organization and realization of the evening.



A huge thank you to the animation team

Eugénie Lépine-Blondeau,
Simon Boulerice, Barbada,
PL Cloutier, Sophie Paradis,
Joël Legendre et Thomas
Dallaire-Boudreault

Notre équipe ambadrice

Gabrielle Boulianne-Tremblay,
PL Cloutier, Patrice Lavoie,
Chantal Cadieux, Élisabeth
Brousseau, Daniel H.
Lanteigne, Isabelle Corriveau,
Maëva Costedoat et Barbada.



LA GRANDE DÉMESURE



Third-party campaigns

Led by groups, companies or individuals who mobilize to support our organization, third-party campaigns ensure the sustainability of our services, develop new programs and promote the organization by publicizing our projects in new networks. This year, the team started working on a guide for people who would like to carry out campaigns for the benefit of Interligne.

Our team is deeply grateful for these projects that revolve around us and that make Interligne shine within new networks. Thanks to third-party campaigns and the people who participated in them, Interligne was able to count approximately \$20,000 more on its budget, directly invested in achieving its mission.

Birthday Fundraisers - 1,742 \$

This year, two of our spokespeople and Board members raised money for Interligne through fundraisers held on Facebook on their respective birthdays.

A total of **1,742 \$** was raised. **A big thank you and a happy birthday to Sophie Paradis (June 14), Gabrielle Boulianne-Tremblay (July 27), Aicha Khattabi (February 23) and Johanne Audet (May 2)!**

Recording of the "Sexe Oral" Podcast for the benefit of Interligne - 4,000 \$

In November 2021, a person took the initiative to organize the recording of a special episode as part of the Sexe Oral podcast. 100% of the profits raised from ticket sales were donated to Interligne.

Corps enseignant de l'École secondaire



Monseigneur-Richard – 847,15 \$

Simon Boulerice – Appearance on Le Tricheur – 1,886 \$

On May 14, 2021, our spokesperson Simon Boulerice participated in episode 1662 of the show Le Tricheur, where he raised a gain of \$1886.00 for Interligne.

Phone Loops – 1 \$ per Loop from the Pride Collection – 3,000 \$

From June 2021 to January 2022, Phone Loops has committed to donate \$1 to Interligne for each Loops in their PRIDE collection that has been sold!

Fairmont Le Queen Elizabeth and Fairmont Mont-Tremblant – 1,150 \$

Throughout the summer of 2021, Fairmont The Queen Elizabeth donated its full late check-out fee to Interligne. This is a sum of \$ 50 per late checkout! In addition, Fairmont Tremblant offered guests the opportunity to donate \$20 to Interligne.

RBC – 5,000 \$

Replacing the August Pride, RBC Quebec hosted a drag queen bingo night to raise funds for an LGBTQ+ organization serving communities across Quebec. All employees in the province were invited to participate!

Your donation your impact

Our Your Donation Your Impact page aims to make the impact of individual donations visible according to what they are invested in. This initiative seeks as much to be transparent with regard to the donors to Interligne as to integrate them, in a certain way, into the workings of the organization. Thus, each person can choose to give to one or more specific programs whose mandate and format resonate with their concerns. This program was created this year and then launched as part of Giving Tuesday Day.



Financial partners



Montréal 

Don majeur 2021-2022

TD Bank has committed \$500,000 over 3 years.



Donation table

While the year 2021-2022 was marked by successive waves of COVID-19, the organization has undergone many changes. Interligne's services, after last year's unprecedented traffic, have multiplied and diversified. Thanks to the financial support of companies and various government programs, Interligne has been able to continue to support thousands of people with professional and individual help 24 hours a day. By supporting Interligne's projects, philanthropists have enabled the establishment and continuity of programs that improve and ensure the well-being of LGBTQ+ people and the openness of different sectors of society.

\$1,000 - \$4,999

Centraide

Hello Fresh

Cogeco

Groupe Leclair

Phone Loops

TVA

TELUS

Apple

Vancouver Fondation

Fonds de charité des employés de la ville de Montréal

Simon Jolin-Barrette (budget discrétionnaire,
Ministre de la Justice)

Danielle McCann (budget discrétionnaire,
Ministre de l'enseignement supérieur)

Benoit Charrette (budget discrétionnaire,
Ministre de l'Environnement et de la Lutte contre les changements climatiques)

Éric Girard (budget discrétionnaire,
Ministre des finances)

Mathieu Lacombe (budget discrétionnaire,
Ministre de la famille)

Jean Boulet (budget discrétionnaire,
Ministre du Travail, de l'Emploi et de la Solidarité sociale)

Présentation des programmes jeunesse



5,000 \$ - 9,999 \$

RBC

Christian Dubé (budget discrétionnaire,
Ministre de la santé)

10 000 \$ - 19 999 \$

Fondation J. Armand Bombardier

Fondation du Grand Montréal

The Loran School

\$20,000 - \$35,000

Ministère de la Justice

Bell Canada

TD

Emploi été canada

TELUS Friendly

Calls for projects

- Health Canada
- CNESST
- Secrétariat à la jeunesse du Québec
- Office for the Fight against Homophobia and Transphobia of the Ministère de la Justice
- Ministère de la famille

So you don't miss anything

interligne.co

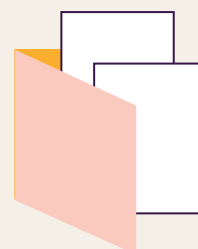


INFOLETTRE INTERLIGNE



- ✓ Infolettre générale
- ✓ Ligne d'écoute et santé mentale
- ✓ Programme violences
- ✓ Programmes pour personnes âgées
- ✓ Et plusieurs autres...

s'abonner



COMMANDE DE MATÉRIEL



- ✓ Affiches
- ✓ Cartons
- ✓ Campagnes de sensibilisation
- ✓ Autocollants
- ✓ Et plus...

commander





New website
interligne.co

er-
ne
g

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