

# Egale

equal not other

## 2022 Annual Report



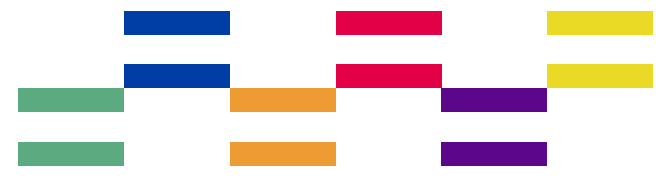


**Egale is Canada's leading organization for 2SLGBTQI people and issues. We improve and save lives through research, education, awareness, and by advocating for human rights and equality in Canada and around the world. Our work helps create societies and systems that reflect the universal truth that all persons are equal, and none is other.**



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## Letter from the Executive Director and President of the Board

This past year has been filled with many ups and downs as we stumble out of isolation, begin to come together again, and collectively strive to find our new 'normal' in the world around us. With the pandemic no longer at the forefront of everyone's minds, we find our communities enveloped in a dichotomy. On one side, we are now able to come together and lean on one another as we start to heal and recover from COVID-19, On the other side, we find ourselves in the wake of a growing wave of organized anti-2SLGBTQI hate groups that were able to fester and grow unnoticed during the pandemic both within Canada and around the world.

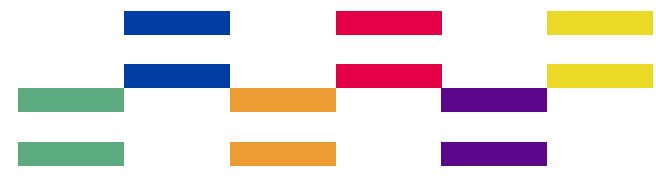
Our team at Egale Canada has also grown – nearly tripling in size in the last three years as we pushed through difficult times to ensure we were advocating for and providing essential resources and support for 2SLGBTQI communities through our four core pillars: research, education, awareness, and legal advocacy. Over the last year, we have proudly and loudly supported 2SLGBTQI people of all ages from educators and students in schools, employers and employees in the workplace, and across our diverse communities. This past year, we have been focused on recovery and healing. We will continue to provide those supports and ensure no one is left behind. As we move forward, it's more important now than ever before that we lift each other up. With a wave of hate, discrimination, and violence upon us, we must remember that we are stronger together. We must work together as we have in the past to ensure the freedoms and rights that we fought hard for are not lost.



Helen Kennedy  
Executive Director



Jacki Lewis  
President of the Board



# 2022 Year At A Glance

## January

Conversion Therapy is banned. Egale publishes [informational video](#).  
Egale [speaks out](#) against transphobia in the Freedom Convoy.

## February

Egale launches updated [inclusive schools](#) webinars and resources in French and English.  
Egale [stands with](#) LGBTQI people in Ukraine..

## March

Egale [publishes findings](#) from community consultation with 2SLGBTQI Seniors: Focus on Dementia and Advance Care Planning.

## April

After years of advocacy, Health Canada [lifts the blood ban](#).

## May

Egale's Director of International Programs [presents on](#) Canada's path to ban conversion therapy at ILGA World.  
Egale and the National Institute on Ageing [launch](#) research, recommendations, and e-modules for 2SLGBTQI people living with dementia and their unpaid carers.

## June

Egale launches [REALize Your Pride](#) campaign and Virtual Queer Prom.  
Canada's Drag Race queens [stand up to](#) cyberbullying on Egale's TikTok.  
Egale [publishes a policy brief](#) on FINA's transmisogynistic policy on trans athletes competing in elite aquatic sport events.

## July

Egale publishes report, [Speak Out: Addressing 2SLGBTQ Youth Dating Violence](#)

## August

Egale [responds](#) to Government of Canada's 2SLGBTQ+ Action Plan.  
Sign ups for a number of projects start including a [2SLGBTQI older adults and personal support](#) [homecare workers art-based project](#) and an [arts-based program](#) [exploring themes of consent among 2SLGBTQI youth](#).

## September

Egale's Executive Director Helen Kennedy [meets with](#) MP Rob Oliphant, Parliamentary Secretary to Minister of Foreign Affairs, and Reid Sirrs, Canada's Ambassador to Argentina, at the Canadian Embassy in Buenos Aires  
Egale [submits recommendations](#) to remove barriers to surrogacy for 2SLGBTQI people in government draft legislation to amend the Income Tax Act.

## October

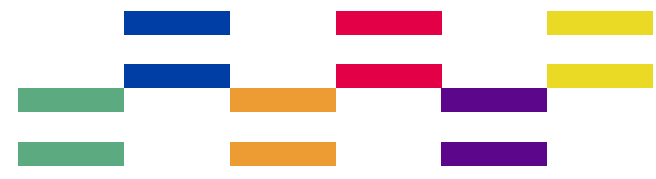
Egale scholar in residence Dr. Morgan Holmes, writes the first Canadian qualitative needs assessment on intersexualized people - [Restoring Epistemic Justice to a Dismissed Population](#)  
Egale, the LGBT Purge Fund, and Fondation Emergence commemorate 30 years since the end of the LGBT purge by [meeting with the Prime Minister](#) to discuss 2SLGBTQI inclusion moving forward.

## November

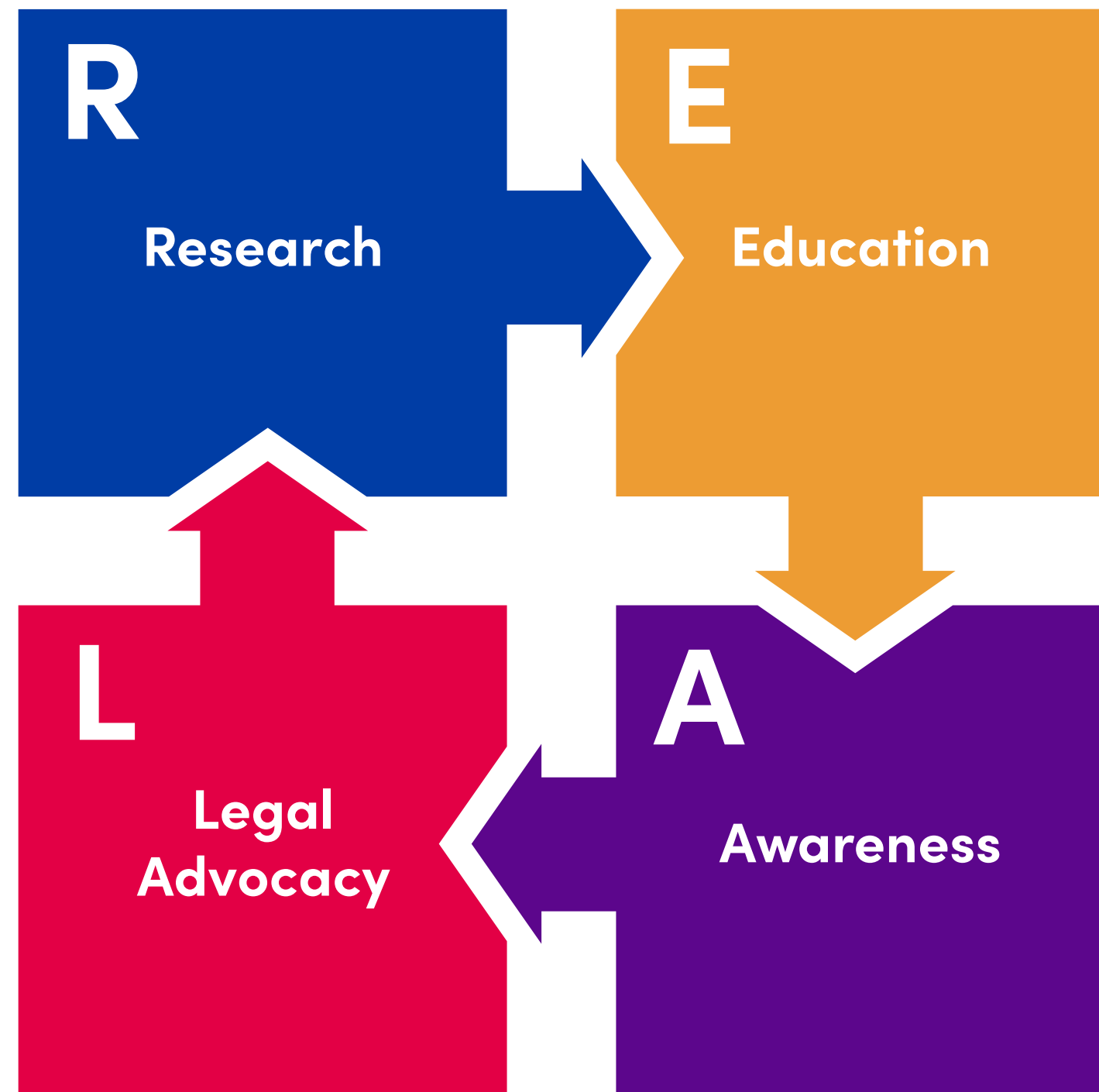
Egale and NIA launch [National Resource Centre on 2SLGBTQI Aging](#).  
For Trans Awareness Week, Egale launches [a series of free webinars for educators](#).

## December

Egale launches the [Gift of Belonging holiday campaign](#)



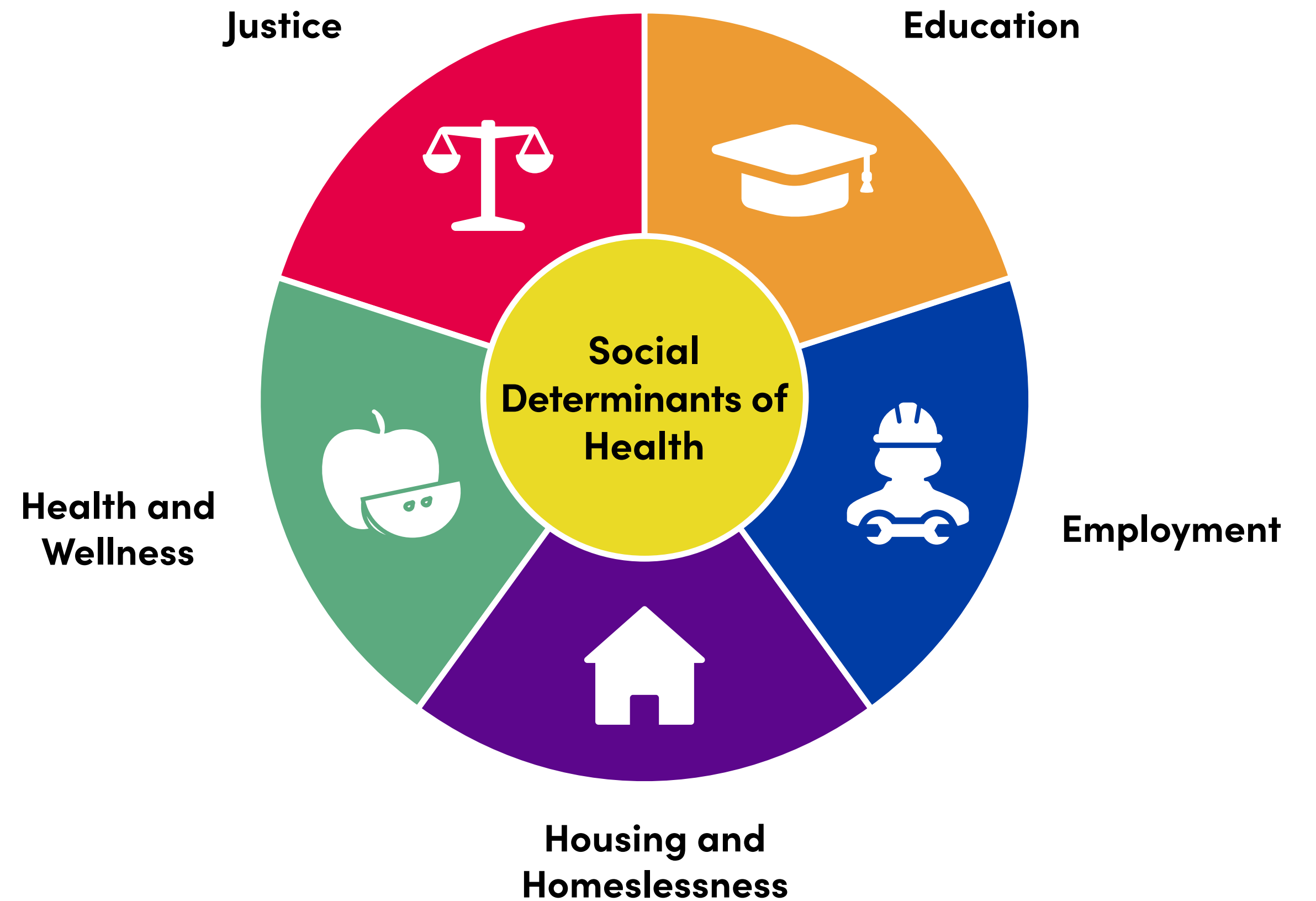
## Pillars of Work



Egale’s work begins from community-based **research** to inform the **education** that is needed to build inclusive and accessible spaces for 2SLGBTQI people. From here, our **awareness** programs rise to give a voice to our communities and inform the general public of today’s most pressing issues.

As more voices are gathered and allies are inspired towards activism, **legal advocacy** is facilitated to ensure that the work we do is lasting and reflected at all levels of government and beyond.

## Sectors of Focus



Our work helps create societies and systems that reflect the universal truth that all persons are equal, and none is other.

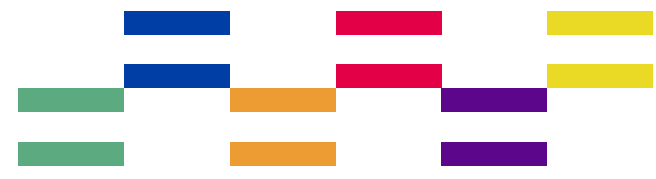


From left: Prime Minister Justin Trudeau, Helen Kennedy, Todd Ross  
Photo credit: @JustinTrudeau via Twitter



## 2022 Spotlight

To commemorate 30 years since the end of the LGBT Purge, Egale Canada, along with [The LGBT Purge Fund](#) and [Fondation Émergence](#), headed to Parliament Hill to meet with government officials across federal departments, including a closed-door meeting with Prime Minister Justin Trudeau. Throughout the meetings, we discussed the recommendations from the [Emerging from the Purge](#) report to address enduring barriers for 2SLGBTQI employees in the federal workplace as we build a more inclusive future for everyone.



## REAL Impact by the Numbers

### RESEARCH



432

community members engaged in research



21

conference and media presentations



3

reports published

### EDUCATION



150

training sessions



>3500

people trained

### AWARENESS



12,652

downloads on [egale.ca](http://egale.ca)

158,833

unique website users



673,496

Instagram, Facebook, & YouTube views

2,118,000

Twitter impressions

### LEGAL ADVOCACY



37

total legal cases to date



4

cases in progress



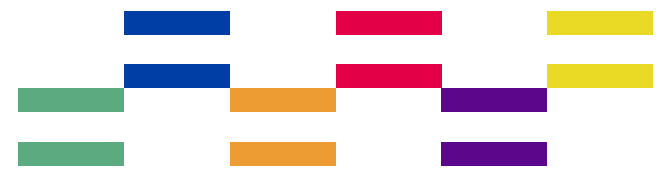


## Research Spotlight

Through 2020–2022 Egale partnered with the National Institute on Ageing (NIA) to conduct research focused on better understanding the experiences and perspectives of 2SLGBTQI people living with dementia and their primary unpaid carers.

The [Coming Out and Coming In to Living with Dementia report](#), released in 2022, discusses the significance of gender and sexual identity in experiences of living with dementia and providing care, the many ways that people become carers for 2SLGBTQI PLWD, and key needs, gaps, and strategies to mobilize networks of support. This discussion is relevant to the aging population, equity and healthcare access, and care work in Canada. Rooted in the research findings, the report provides specific action-oriented recommendations to build and enhance programming, policy, advocacy, and research.

In addition, this research seeded [e-modules](#) for both unpaid carers and healthcare and social service professionals who want to better support 2SLGBTQI PLWD. The Alzheimer’s Society of Ontario has included these e-modules as an optional part of onboarding training for staff and volunteers across their 18 chapters.



**Dementia & Advance Care Planning:**  
Context and Considerations for 2SLGBTQI Communities

1

**Queering Mental Health Supports in Canada**

2

**Action Through Connection:  
Promoting LBQ health in Canada**

**Call for Community Advisory Committee Members**

We are seeking 10 women, trans, and nonbinary people who are lesbian, bi+, or queer (or resonate with these experiences) from across Canada.

Community Advisory Committee members will share insights on key priorities for actions across sectors on the health and healthcare access for women, trans, and nonbinary people who are lesbian, bi+, or queer (or resonate with these experiences) in Canada. They will provide critical input on aspects of study design, assist with focus group recruitment, and support the testing of

3

## Research

### Mental Health

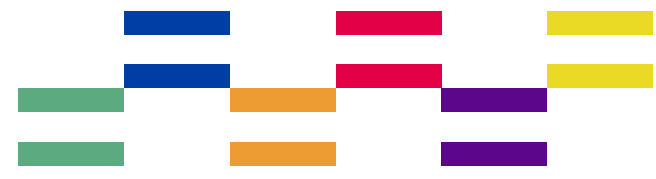
- Egale published a summary of the results from our virtual [Community Conversations for 2SLGBTQI Seniors: Focus on Dementia and Advance Care Planning](#) (held in January). (1)
- Egale began data collection for a multi-year research and education initiative, [Queering Mental Health Supports in Canada](#). (2)

### Intersex

- Egale scholar in residence Dr. Morgan Holmes, writes the first Canadian qualitative needs assessment on intersexualized people - [Restoring Epistemic Justice to a Dismissed Population](#)

### Health

- [CBRC](#), [The Enchanté Network](#), [2Spirits in Motion](#), and Egale launched [“Our Health”](#), a survey on 2SLGBTQI health throughout COVID-19.
- Egale established a Community Advisory Committee for [upcoming research](#) on LBQ women, trans, and nonbinary healthcare access in Canada and conducts qualitative research. (3)



## Speak Out: Addressing 2SLGBTQ Youth Dating Violence

Lessons on how to support 2SLGBTQ youth who face dating violence in Canada



1

## COMING OUT AND COMING IN TO LIVING WITH DEMENTIA:

Enhancing Support for 2SLGBTQI People Living with Dementia and their Primary Unpaid Carers

2

## Research

### Seniors

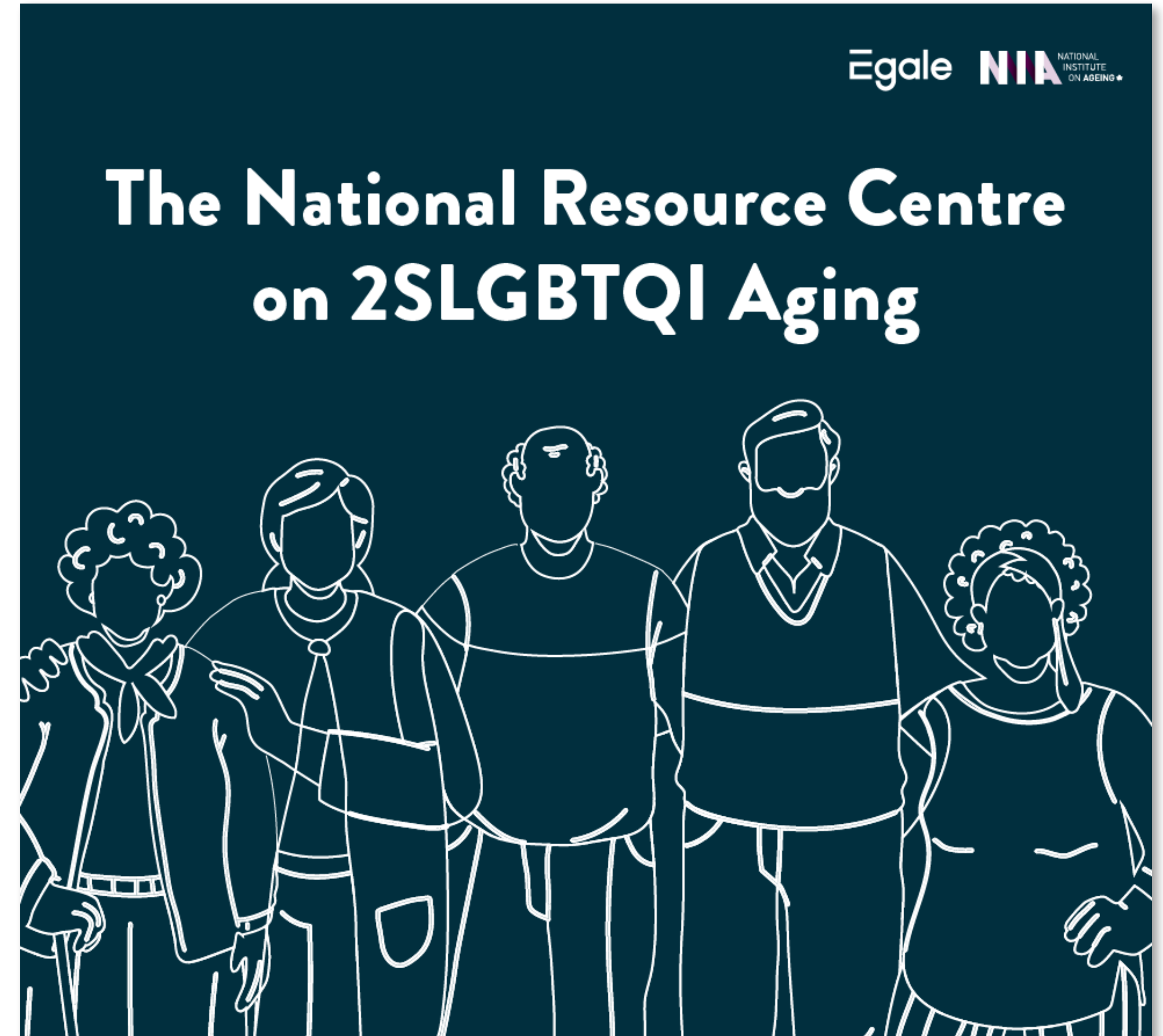
- Egale and the [National Institute on Ageing](#) published, [Coming Out and Coming In to Living with Dementia](#), a research report about the experiences and unique needs of 2SLGBTQI people living with dementia and their unpaid carers along with recommendations and e-modules for carers and service providers. (2)
- Egale and the National Institute on Ageing launched the [National Resource Centre on 2SLGBTQI Aging](#), Canada's first resource and research hub dedicated to 2SLGBTQI seniors and older adults. (3)

### Gender Based Violence

- Egale published report, [Speak Out: Addressing 2SLGBTQ Youth Dating Violence](#). (1)

### Employment

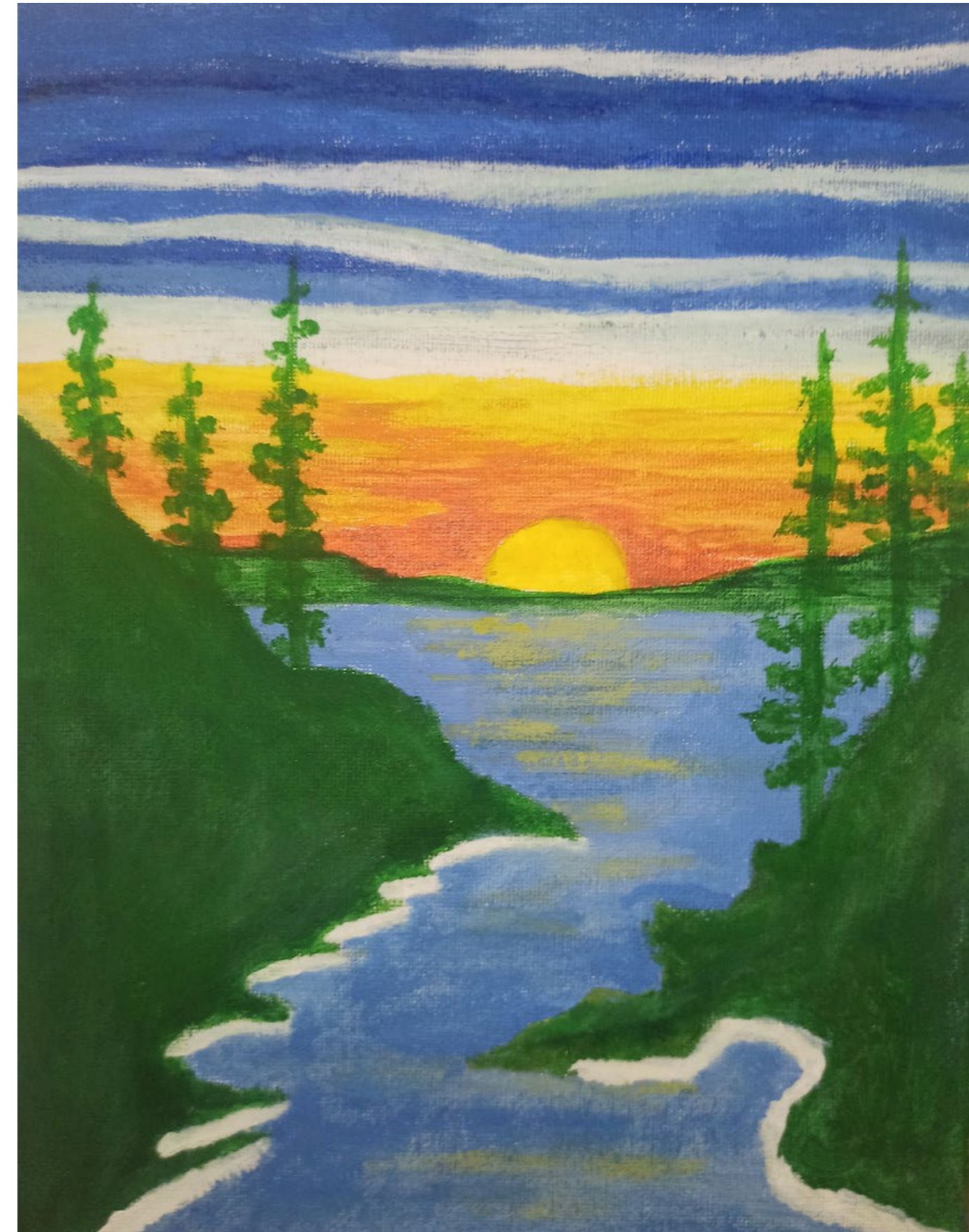
- Egale launched a national research study, [Working For Change: Employment experiences of Two Spirit, trans, and nonbinary people in Canada](#).



3



Original artwork by Post-Art youth participants.

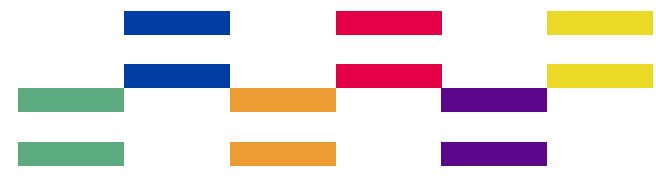


## Education Spotlight

[Post-Art: An Art Journey Through the Mail](#) was a program that used an arts-based format to reflect on the themes of consent and healthy relationships with 2SLGBTQI youth (14-29). Each participant of the program was mailed a package of art supplies and was guided through various themes via educational videos about consent featuring guest artists.

This program was part of a multi-phase project where phase one was a national youth survey [gathering data on 2SLGBTQI youth dating violence](#) and phase two was [a hackathon](#) that brought together youth and service providers to come up with a program that addresses the needs of 2SLGBTQI youth and the topic of consent. The winning solution from the hackathon resulted in phase three, the Post-Art program.

See the digital zine titled [Kaleidoscope](#), a digital art exhibition of some of the work 2SLGBTQI created within the program.



## Inclusive Schools

In 2022, Egale delivered Inclusive Schools workshops to educators across **30** Ontario public and Catholic school boards, as well as to many additional educators across the country. Presented online through funding by the Ontario Ministry of Education, this year's program updates addressed the important gaps revealed by Egale's 2021 Still in Every Class report. The workshops provided more than **1200** teaching and non-teaching school personnel with the knowledge and skills needed to nurture cultures of inclusion both inside and outside the classroom. The program continues to be seen as an industry leader supporting schools in fostering safer and more equitable environments for 2SLGBTQI youth and families. As Egale continues to expand this popular program, we are looking forward to engaging closely with educational leaders, parents, and frontline teachers to develop tools and strategies for meeting the evolving needs of our communities.

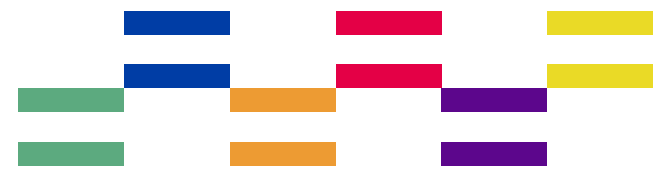


## Participant testimonies

*"Loved this workshop and the combination of connecting the research to personal experience."*

*"Thank you so much for sharing your experiences and for providing tangible examples. I really appreciate this and has made it more educational on a day-to-day living experience."*

*"As the proud mom of a trans son in grade 10, it has been a pleasure to spend the last 1.5 hours listening to [the trainer] sharing your knowledge and experience with others. It gives me hope for my son's future. Thank you!"*



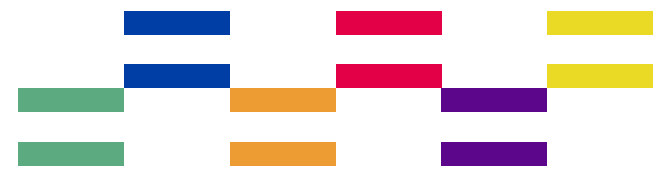
## Inclusive Workplaces

In 2022, Egale proudly served **60** public and private sector organizations across Canada, equipping their leadership and functional teams with knowledge and practical tools to create workplaces that are safe and inclusive for everyone. Half of these clients were new partnerships. Egale went on to become the Vendor of Record with the Government of Ontario. These achievements are a true testament to the growing recognition of the value that Egale's corporate training program brings to the table. Our expert team of trainers delivered a remarkable **90** in-person and virtual training sessions engaging participants in insightful discussions and interactive activities. Through our curated training modules focusing on 2SLGBTQI inclusion, we empowered over **2,500** managers and employees to become allies transforming their workplace dynamics across all levels of the corporate hierarchy. As we move forward, Egale remains committed to continuing this crucial work. Our mission is to inspire more organizations to embrace an equitable, representative, inclusive and welcoming culture. Join us on this learning journey towards a better future for everyone. Together, we can build a workplace where diversity thrives and every individual feels valued, respected in dignified.



*"We engaged Egale to facilitate 11 training sessions on 2SLGBTQI inclusion for 300 mental health professionals across Canada employed under our Employee Assistance Program. These two-hour webinars specifically designed for Health Canada focused on helping counselors, psychologists, social workers and other mental health practitioners uncover bias and adopt practical strategies for supporting 2LGBTQI inclusion in their work. We appreciated Egale's wonderful trainers who are true masters of their craft. Kate and Jonas were passionate, knowledgeable, responsive to questions and positively articulated their experience and knowledge in a way participants could understand and integrate into their professional practice. They made material very relatable and understandable by sharing personal stories while showing a lot of kindness, heart and compassion. We equally enjoyed working with Egale's business development team who took such good care of us making our customer journey a fascinating experience from beginning to end. We look forward to future opportunities to partner with Egale."*

**- Phillip Desroches, Health Canada**



# Education

## Older Adults

- Egale launched [e-modules](#) for carers and service providers of 2SLGBTQI people living with dementia.
- From a series of Community Conversations for 2SLGBTQI Seniors, Egale also launched resources related to [Advanced Care Planning](#) and the prevention and reporting of [Elder Abuse](#).



## Mental Health

- As a stop gap measure to address the shortcomings of the Canadian mental health system for 2SLGBTQI people amid the COVID-19 pandemic and beyond, Egale launched webinars on [2SLGBTQI inclusion for mental health and social service providers](#).





From left: Eve 6000, Kiara, Miss Fiercalicious, Juiceboxx, Suki Doll.

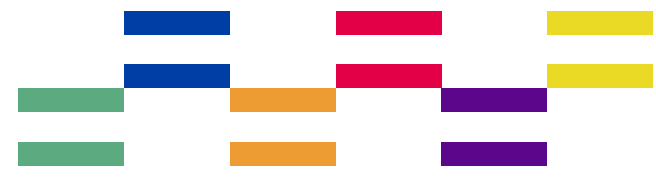


# Awareness Spotlight

[Alphabet Soup: Stand up to 2SLGBTQI Cyberbullying](#) was a TikTok campaign launched by Egale in June 2022 to help 2SLGBTQI youth facing cyberbullying feel less alone. Inspired by a post we received on our own social media referring to 2SLGBTQI communities as “alphabet soup”, the campaign featured videos of iconic Canadian drag queens telling their own cyberbullies to “eat it!”.

Leveraging the healing power of humour to “snatch the spoon” away from anti-2SLGBTQI cyberbullies, this campaign aimed to foster peer-to-peer support by encouraging 2SLGBTQI youth to share their own experiences of cyberbullying and online harassment with each other. 2SLGBTQI young people need to know that they are not alone when it comes to cyberbullying.





1



3



2

## Awareness

- Egale’s 2022 Pride campaign, [REALize Your Pride](#), provided 2SLGBTQI inclusion resources for schools, workplaces, and communities. (1)
- Generously supported by Desjardin, our 2022 [Virtual Queer Prom: REALize Your Royalty](#), brought 2SLGBTQI young people together to celebrate and inspire them with an evening of queerness and fun. The evening was hosted by YouTube stars [Greg and Mitch from AsapSCIENCE](#), and featured performances from Canada’s Drag Race winner [Icysis Couture](#), Hindustani classical musician [Hasheel](#), trans Fijian entertainer [Sanjina](#), and singer [Frankie Cena](#). (2)
- Our Trans Awareness Week campaign launched with the help of social media influencers [@yaz.thehuman](#), [@ak.mackellar](#), and [@kissyduerre](#), highlighting free resources for educators to support them in fostering inclusive schools. (3)

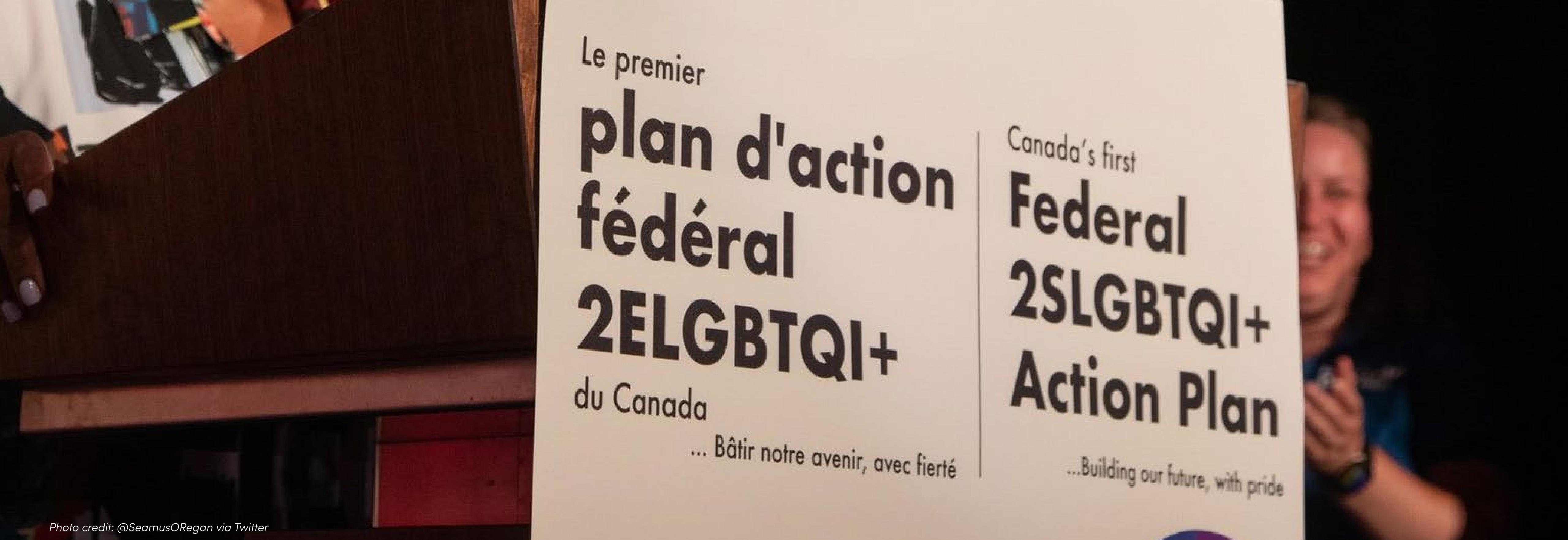


Photo credit: @SeamusORegan via Twitter

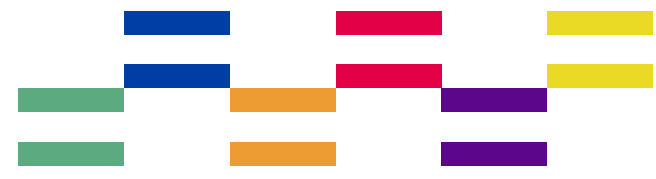


## Legal Advocacy Spotlight

On August 28th, 2022, Prime Minister Justin Trudeau and the Minister for Women and Gender Equality, Marci Ien, released [Canada's first Federal 2SLGBTQI+ Action Plan](#).

Immediately following the launch of the action plan, [Egale Canada published a response](#). In our response, we lauded this achievement by noting the positive measures it included while also highlighting the gaps within the policy guidance and implementation strategies across the areas of healthcare and mental health access; poverty, housing, and employment; education access; sports inclusion; seniors; criminal law and reforms; and international assistance.

Our response offers recommendations in the hopes of guiding further consultations with communities and organizations in order to bridge these gaps to help guide government efforts in further iterations of the Federal 2SLGBTQI+ Action Plan.

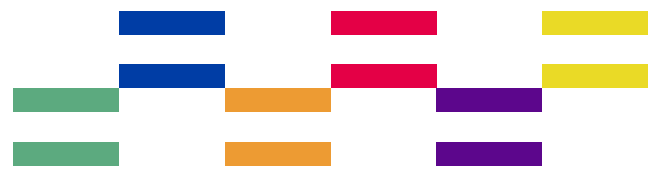


# Legal Advocacy

## Responses and Recommendations

- Egale also submitted [recommendations for Budget 2022](#) to remove legal and financial barriers to 2SLGBTQI parenthood through surrogacy in the government's draft legislation to amend the Income Tax Act.
- In response to FINA's transmisogynistic policy on trans athletes competing in elite aquatic sport events, [Egale published a policy brief in response](#), opposing the policy and citing that it is not in accordance with the International Olympic Committee's Framework on Fairness, Inclusion, and Non-Discrimination.





## Legal Cases

- **Egale Canada et al. v. Canada (A.G):** [Egale and intersex rights activists Morgan Holmes and Janik Bastien-Charlebois brought an application before the Ontario Superior Court of Justice](#) challenging the constitutionality of *Criminal Code* provisions that allow unnecessary surgeries on intersex infants and children. Currently, the *Criminal Code* allows genital surgeries to be performed on intersex infants and children who are too young to consent purely in order to achieve “normal sexual appearance”. These surgeries, which are based in intersexism, cissexism, and heterosexism, are a violation of intersex people’s *Charter* rights to bodily integrity, freedom from cruel and unusual treatment, and equality before the law. Since filing this challenge, Egale has been working with the federal government outside of court to protect the rights of intersex children.
- **Canadian Alliance for Sex Work Law Reform et al. v. Canada (A.G.) – Oct 3, 2022:** In October of 2022, the Ontario Superior Court of Justice heard a constitutional challenge to the Protection of Communities and Exploited Persons Act (PCEPA), which criminalizes many aspects of sex work. The case was brought by the Canadian Alliance for Sex Work Law Reform (CASWLR) and several individual sex workers. CASWLR argued before the court that PCEPA violates sex workers’ *Charter* rights to liberty, security of the person, equality, freedom of expression, and freedom of association. [Egale and The Enchanté Network \(TEN\) jointly intervened](#) on behalf of sex workers who are trans women or men who have sex with men (MSM). We submitted that, in part to transmisogyny, sex work and the struggle for trans rights have historically been closely linked. The goal of eliminating sex work directly increases trans women’s risk of poverty. For MSM as well as trans sex workers, there is a heightened risk of physical violence from clients. PCEPA limits sex workers’ ability to lawfully screen clients and communicate with one another, putting the most vulnerable sex workers in danger. The Court has yet to issue its decision.
- **Hansman v. Neufeld (argued October 11, 2022, judgment rendered May 19, 2023):** In a major victory the Supreme Court of Canada decided in *Hansman v. Neufeld* that people who forcefully counter anti2SLGBTQI (and other forms of) hate should be protected from defamation lawsuits. Moreover, the Supreme Court recognized for the first time that trans people are a uniquely marginalized group in Canada—adopting many of Egale’s arguments. [Egale had intervened in the case](#) to highlight the historic oppression of trans people in Canada as well as the public interest in speaking out against transphobic speech.



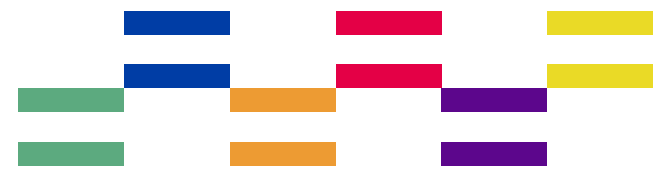
From left: Helen Kennedy, Kenita Placide, Sean Reggee, Kim Vance-Mubanga, and Monica Tabengwa

Our mission is to improve the lives of 2SLGBTQI people in Canada and to enhance the global response to 2SLGBTQI issues. This means supporting our communities at home and our partners abroad to ensure a Canada, and ultimately a world, without homophobia, biphobia, transphobia, and all other forms of oppression.



## International Work

- Egale’s Director of International Programs and Partnerships, Kim Vance-Mubanga, [presented at ILGA World conference](#) on Canada’s conversion therapy ban and facilitated a panel on intersex issues in Canada and Asia, with our scholar-in-residence and partner organizations in Asia.
- Egale’s Executive Director, [Helen Kennedy, met with Rob Oliphant](#), Parliamentary Secretary to Minister of Foreign Affairs and Reid Sirrs, Canada’s Ambassador to Argentina, at the Canadian Embassy in Buenos Aires.
- [Egale helped facilitate](#) an important and progressive dialogue between Canada’s Ambassador to the OAS, Hugh Adsett, and the LGBTTTI&TS Civil Society Coalition of the Americas.
- After the invasion of Ukraine, Egale worked with our partners and Global Affairs Canada to repurpose project activities and focus on psycho-social support, enhanced safety, and opportunities for joint collaboration within Ukraine.
- Throughout the year, Egale hosted partners from Africa and the Caribbean and co-organized some speaking engagements across Canada.



# Egale Donors

Thank you to our donors and funders who made one-time gifts, monthly donations, gifts-in-kind, program or project funding commitments, or multi-year pledges between January 1 and December 31, 2022.

## \$100,000+

Canadian Heritage
Canadian Institute of Health Research
Department of Justice Canada
Health Canada
Innovation, Science and Economic Development Canada
LGBT Purge Fund
Ontario Ministry of Children, Community and Social Services
Ontario Ministry of Education
Public Health Agency of Canada
The Slight Family Foundation
Women and Gender Equality Canada

## \$10,000-\$99,999

Employment and Social Development Canada
Dawn Tattle Family Foundation
Fidelity Investments Canada ULC
Giant Tiger Stores Limited
Holt Renfrew
Labatt Brewing Company Limited
Pain BC
TD Bank Group
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Value Village Canada

## \$5,000-\$9,999

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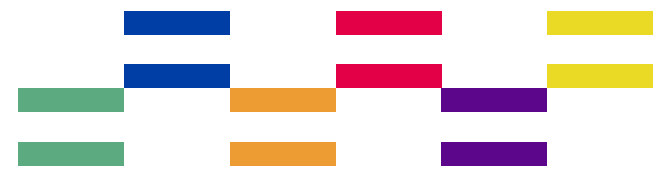
## Morrie Berglas

Nancy's Very Own Foundation
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Steven Kennedy
Thanh Cao
The Cadillac Fairview Corporation Ltd.
The Wawanesa Mutual Insurance Company
Trillium Lakelands District School Board
United Way East Ontario

## Legacy Donors

Our endless gratitude goes out to our Egale supporters who have designated Egale as a beneficiary of their will, ensuring Egale's long-term success and vitality.

Anonymous x2
Gary Swayze
Paul Melancon
Robert Bach
Ron Puccini
Stanley Jack Wells
The Estate of James Drewry Stewart
The Estate of Joy Isabelle Johnston
The Estate of Warren Alexandra Cox



**\$500-\$999**

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<b>\$250-\$499</b>
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Adrian Gal
Allan Drive Middle School
Amal Adam
Ampersand Canada's Book & Gift Agency Inc.
Andre Hondyk
Andrew Daly
Anonymous x5
Anthony Biglieri
Araceli Mallen
Arbour Vista Public School
Arundel Gibson
Ava Kilmartin
Beaver Brae Student Funds
Bob Camp
Burlington Trampoline & Tumbling Inc.
Charlie and Lulu Franklin Fund at Calgary Foundation
Chase & Micah Koop
Christopher Field
Connect America
Daniel Newton

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Helen McEvoy
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Jane Couchman
Jill Harrington
John Hum
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Kenneth Loi
Lisa Katherine Ryan
Marie Yatco
Mark Fellion
Michael Moores
Michelle Wassenaar
Mike Steiner

Nicole Stewart
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Pauly + Courtney + Dom
Popeye's Supplements Canada
Queer Geekery
Ray Kanno
Rich Phelan
Richard Cioci
Roberta & Leslie Robb
Samantha Richardson
Sameer Gupta
Sarah Dix
Sarah Wood
Shahnoor Tilak
Shaun Gibbons
Stacey Burnard
Stephen Curran
Steven Kennedy
Suzana Hajder
Tayco Panelink LTD.
Terrance Gorgichuk
The Huntress Canada
The McGregor Family
Tobi Odeunmi Family & Friends
Trudy Lawson
Violet Saniga

Walter Gutierrez
Willis
<b>\$100-\$249</b>
Aditi Chaudhury
After Dark Dessert
Alexander Chin
Amanda Rubin
Amy
Andrew Kolb
Andrew Myers
Andrew Paugh
Anonymous x6
Arthur J. Gallagher
Ashley Champion
Babette Smith
Barry Trentham
Bevan Van der Berg
Blush and Bloom
Braden Watling
Brenda Taylor
Brett Lair
Brian Ferguson
Brigitte Evering
Brittany Mongolas
Brittany Prevost
Cambria & Sarah
Cameron Lang

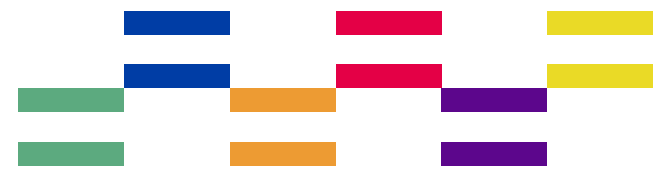
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Carole Creighton
Carrot Common Corp.
Cassie Wagstaff
Christina Dennehy
Christine Guadagnolo
Clinical Informatics of Island Health
Colin Young
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Connor Liam George
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David Lee
David Mullan
Deborah Hillier
Deborah Thomas
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John Brenko
John Buttars
Joona Leewood
Jordan Kelly
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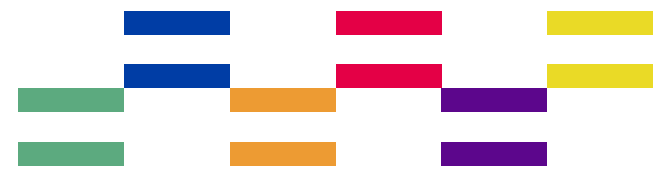
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Lilibeth Bustamante	Patrick Bailey	Susan Ferrence	Anonymous x8	Emilie Jonker	Karen McGlynn	NightShift4N6	Timothy Schwinghamer
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# Financials

## Revenue

Grants and contributions	\$3,163,263
Foundation and corporate donations	\$845,726
General donations	\$289,999
Contract services	\$291,924
Other	\$172,544

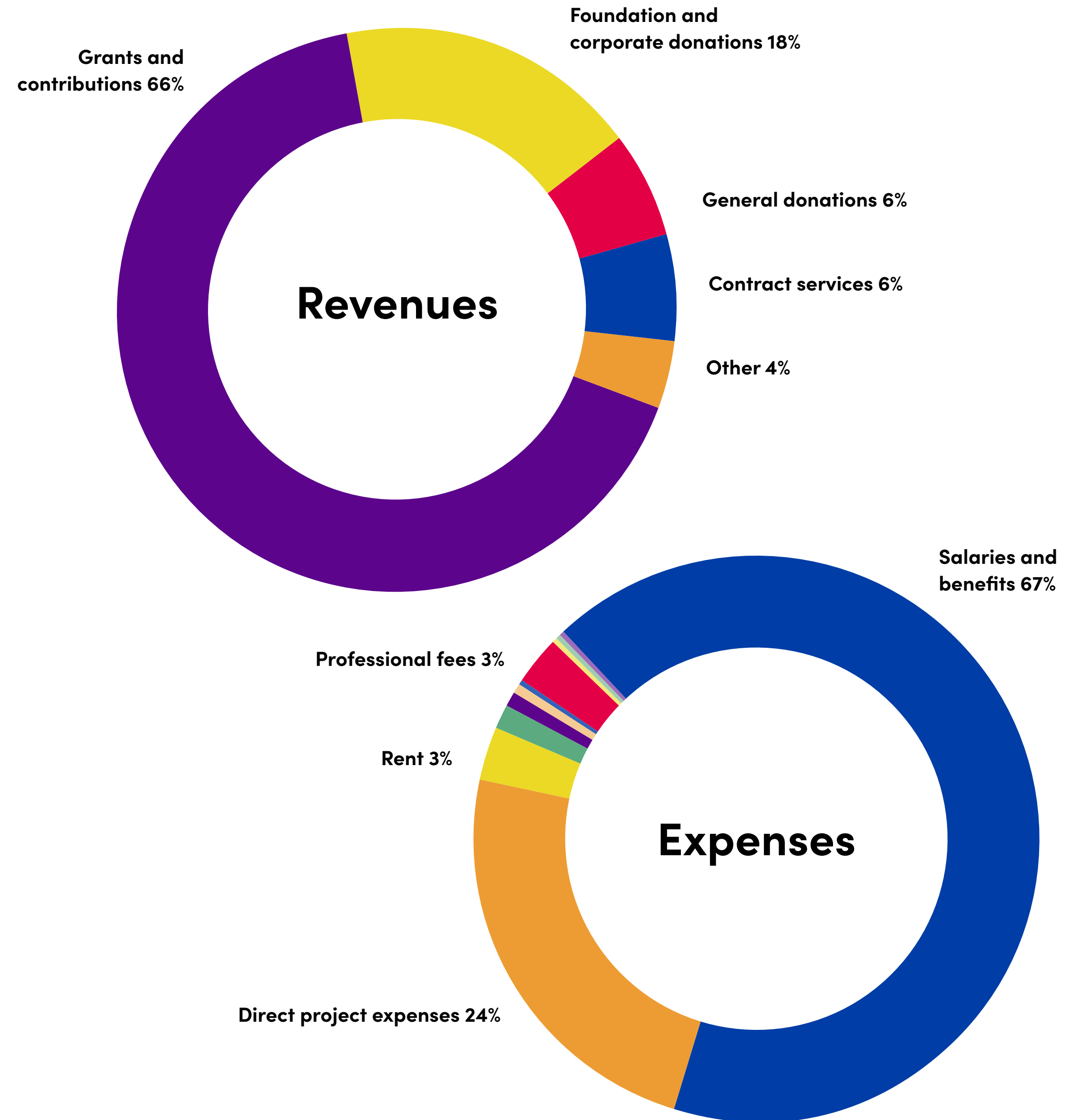
<b>Total</b>	<b>\$4,763,456</b>
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## Expenses

Salaries and benefits	\$3,086,340
Direct project expenses	\$1,090,338
Rent	\$133,037
Office expense	\$70,943
Meetings and conferences	\$39,352
Telecommunications	\$27,857
Insurance	\$6,672
Professional fees	\$126,555
Service charges	\$10,604
Depreciation of capital assets	\$18,768
Depreciation of intangible assets	\$4,575

<b>Total</b>	<b>\$4,615,041</b>
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**Excess of revenue over expenses** **\$148,415**  
 Statement of operations for the year ended in December 31, 2022.





Egale

