



# 2024

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# Annual REPORT

**SUPPORT  
TRANS  
YOUTH**

pflag canada  
family for all

**SUPP  
TRANS  
YOUTH**

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family for all

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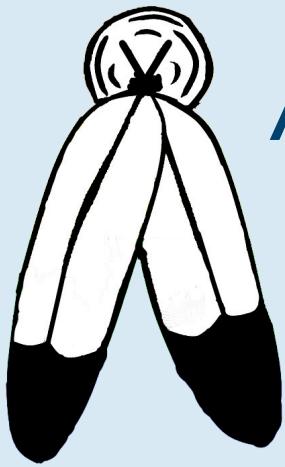
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# ACKNOWLEDGING THE LAND

We acknowledge that the land we occupy is nistawâyâw, within Treaty 8, the traditional territory of the Cree and Dene Nations and the unceded homeland of the Métis people.

We are gathered today for our Annual General Meeting to engage in community building and to reflect on the ways Pride YMM works to challenge ongoing aspects of colonialism - including homophobia, transphobia, heteronormativity, and cisnormativity.

We recognize and honour all the Indigenous people, especially Two Spirit people, who have stewarded this land for time immemorial, and who continue to resist oppressive colonial definitions of sexuality and gender to this day.

# GET TO KNOW PRIDE YMM

## WHO WE ARE

Pride YMM is a non-profit organization committed to raising awareness and promoting inclusion of 2SLGBTQIA+ people in Wood Buffalo, Alberta, located in Treaty 8 territory.

## WHAT WE DO

Pride YMM coordinates 2SLGBTQIA+ affirming events, support programs, advocates for 2SLGBTQIA+ inclusion, and provides training and resources.

## GOALS

Our goal is to unite and empower gender diverse people and people of diverse sexual orientations. We aim to foster belonging and create safer spaces and communities for all.



# LETTER FROM THE BOARD

I would like to take this opportunity to express our best wishes to the leadership, staff, and all Pride YMM members on the occasion of this 2024 Annual Report. This year has been full of growth and change for Pride YMM; while navigating the most difficult year for anti-2SLGBTQ+ hate in recent history. Despite the challenges we have faced, we have managed to grow and expand our services to the region. This year Pride looked a little different, our theme *Nobody Left Behind* was about ensuring that our Pride Festival focused on protecting, including, and celebrating our gender diverse community. Within a province whose government is actively working to remove the rights of queer people we have worked tirelessly to defend trans rights.

I am grateful for all of the hard work our board has undertaken this year. Standing up for what we believe in can be draining on anyone, there's an extra drain when you're standing up for your own basic human rights. It takes courage, tenacity, and unbelievable optimism that the work you're doing will make the world a better place not only for yourself, but for the generations to come. As we grew from one staff member to four, the board has slowly transitioned from operations to governance. This transition has not been easy, with so much passion for the work we do it can be hard to shift our focus.

Earlier this year we participated in a strategic planning retreat. In it, we set out to define our values, our mission, and our vision for the organization. The retreat changed the way we work together and it initiated the conversations that led to our proposed name change. We look forward to sharing the final outcomes of mission, vision, and values in the coming year. We are now beginning another transition as we will soon be welcoming a new Executive Director to the organization. We are so grateful for all of the work Hanna Fridhed has contributed to Pride YMM.

With so much change happening, it truly feels like the closing of one chapter and the beginning of another. Sometimes amongst so much disruption it can feel chaotic, but I am confident that our team will continue to be champions for inclusion within our region. The team at Pride YMM is the most passionate and thoughtful group I have ever had the opportunity to work with. I know with this team, the next chapter will be even better than the previous. Finally I would like to thank our departing board members: Sam Clouthier, Dawson White, and Isy Gonzalez. They have each made significant contributions to our team and we are so grateful for their work.

HIY HIY / MARSI CHO

MITCHEL BOWERS  
BOARD CHAIR



# LETTER FROM THE MAYOR

I would like to take this opportunity to express our best wishes to the leadership, staff and all Pride YMM members on the occasion of this 2024 Annual Report.

It's clear that Pride YMM is committed to raising awareness and promoting equity, equality and inclusion of 2SLGBTQIA+ people all across the region, which is situated on Treaty 8 and unceded Métis territory.

Through many events, programs, initiatives and with its strong public advocacy for its members and 2SLGBTQIA+ residents, Pride YMM continues to take a leadership role in empowering people from diverse backgrounds. Along the way, Pride YMM has made many inroads in enhancing the region's overall sense of home and belonging while helping create safer spaces for all people.

Pride YMM is very active in connecting with other organizations, including governments, businesses, places of work, the social profit sector, Indigenous communities and other community stakeholders.

From a municipal perspective, we again thank Pride YMM for its important participation on the Regional Advisory Committee on Inclusion, Diversity and Equity and in the integration of the Workplace Inclusion Charter across the region, among other examples of collaboration.

Congratulations to Pride YMM on its accomplishments and efforts in 2024. We encourage all residents to engage in this 2024 Annual Report.

SINCERELY,

MAYOR SANDY BOWMAN  
REGIONAL MUNICIPALITY OF WOOD BUFFALO



# LETTER FROM THE STAFF

As I reflect on this past year, I am filled with immense pride and gratitude for the incredible growth, resilience, and connection our community has shared. This has been a year of tremendous expansion for Pride YMM, and with this growth, our ability to support our vibrant 2SLGBTQIA+ community has never been stronger.

This journey has had both its challenges and incredible rewards. As we navigated growing pains and the ever-changing landscape of advocacy, we also encountered the joy that comes from togetherness. Through every challenge, our community stood strong — uplifting each other, celebrating who we are, and creating spaces where queer joy could flourish.

We have not only grown in size, but in purpose, vision, and determination. Our commitment to fostering a safe, inclusive, and supportive environment for 2SLGBTQIA+ individuals in our region has deepened, and the organization will undoubtedly continue to expand its impact in the years ahead.

Pride YMM will always hold a special place in my heart. It is a privilege to witness the resilience and joy that define our community, and I am beyond excited for what the future holds.

Thank you to our dedicated staff, volunteers, board members, and supporters — without you, none of this would be possible.

MED VÄNLIGA HÄLSNINGAR,

HANNA FRIDHED  
EXECUTIVE DIRECTOR

# MEET OUR TEAM

## BOARD



**Mitchel Bowers**  
**Brooke McMillan**  
**Sam Clouthier**  
**Annie Rivers**  
**Beatrix Price**  
**Colleen Stewart**  
**Cristina Rensmaag-**  
**Izaguirre**

CHAIR  
 VICE CHAIR  
 TREASURER  
 SECRETARY  
 DIRECTOR  
 DIRECTOR  
 DIRECTOR

**Dawson White**  
**Isabella Gonzalez**  
**Jerry Nwigwe**  
**Jon Davies**  
**Kathy Vladicka**  
**Kelli Stewart**  
**Shawna Pinder**

DIRECTOR  
 DIRECTOR  
 DIRECTOR  
 DIRECTOR  
 DIRECTOR  
 DIRECTOR  
 DIRECTOR

## STAFF

**Hanna Fridhed**  
**Taylor Hurley**  
**Devon Sereda Goldie**  
**Meto Nim**

EXECUTIVE DIRECTOR  
 INDIGENOUS & RURAL OUTREACH COORDINATOR  
 PROGRAMS COORDINATOR  
 TRANS SYSTEMS NAVIGATOR

2023/24

# REVIEW

OUR YEAR IN

## PRIDE MONTH

Pride Month 2024 was a monumental undertaking, and a wonderful celebration of queer joy while simultaneously emphasizing crucial advocacy and support work, in particular for the trans and gender non-conforming community.

## 2024 PRIDE YMM FESTIVAL

Pride Month 2024 was a monumental undertaking, and a wonderful celebration of queer joy while simultaneously emphasizing crucial advocacy and support work, in particular for the trans and gender non-conforming community.

## 2024 FESTIVAL BY THE NUMBERS

We directly supported 63 local artists by paying \$18,865 in artist fees. Our community partner events generated an estimated \$10,000 for local artists. Over 3,500 people attended 25 events.



# RAINBOW SPACES



Pride YMM's Rainbow Spaces initiative promotes and fosters safer and more inclusive spaces, organizations, and businesses for 2SLGBTQIA+ individuals in Wood Buffalo. Organizations and businesses that have taken specific steps outlined by the initiative receive Rainbow Spaces designation and receive public recognition for their commitment to 2SLGBTQIA+ inclusion.

- Arts Council Wood Buffalo
- Athabasca Tribal Council
- Bailey's Pub
- Boreal Therapy Collective Inc.
- Canadian Mental Health Association
- Dr. Karl A. Clark Elementary School
- École Dickinsfield School
- École McTavish Public High School
- Fort McMurray International Airport
- Fort McMurray Funeral Home
- Frank Spragins High School
- FuseSocial
- Juniper Naturopathic Clinic
- Justin Slade Youth Foundation
- McMan Youth, Family and Community Services Association
- Salvation Army Fort McMurray
- Some Other Solutions
- Stonebridge Hotel
- The Hub Family Resource Centre
- Wood Buffalo Food Bank
- YMM Collaborative Practice



# BINDER SWAP



Our Binder Swap Program is available to help reduce the barriers for trans, non-binary, and gender non-conforming folks in Wood Buffalo to access gender-affirming gear at no cost and no questions asked.

**20**

BINDERS  
DISTRIBUTED

**14**

INDIVIDUALS  
SUPPORTED

# INCLUSIVITY TRAININGS

Our workshops provide awareness and education for individuals, organizations, and businesses seeking to become more informed and inclusive allies.



TRAININGS  
FACILITATED

**37**

INDIVIDUALS  
PARTICIPATED IN  
TRAINING

**492**



# SUPPORT GROUPS

Pride YMM offers four monthly support groups; Youth and Adult Trans Support Groups, a Trans Caregivers Group, and a Two Spirit & Indigiqueer Gathering. We also hosted eight sessions of our Queer Support Group, however, after community feedback, we have decided to reimagine this group and offer a queer coffee social gathering instead.

**45**

GROUPS HOSTED

**65**

INDIVIDUALS SUPPORTED

MADE POSSIBLE WITH SUPPORT BY



Canadian Mental  
Health Association  
Wood Buffalo  
*Mental health for all*



REGIONAL MUNICIPALITY  
OF **WOOD BUFFALO**



**SOME OTHER SOLUTIONS**  
SOCIETY FOR CRISIS PREVENTION