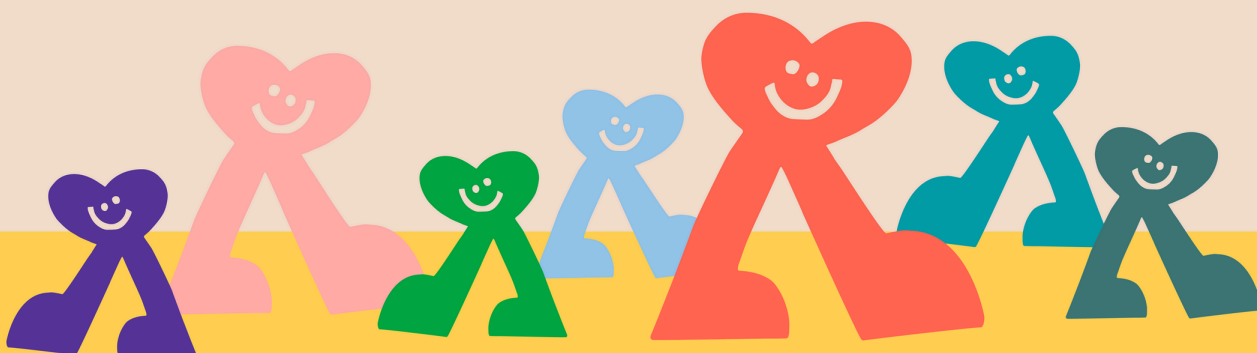




Annual Report 2024



Presentation of the organisation

Message from the interim CEO

2024 was a great year for Gender Creative Kids. For those working for the organization it was certainly busy, complicated at times, but also beautiful. Our team is growing and consolidating, our services are returning, more numerous and more regular. We're back in touch with parents and young people, while continuing our efforts everywhere else. This year we worked hard to build the plan we envision for the organization, giving a more assertive direction to our actions and energy.

For those of you who have been following our progress, you'll know that we've taken a huge step forward. When I took up my post in 2022, we had to abandon projects for which we had secured funding, and were in such dire straits that we were unwillingly discussing closing the organization. As we had an intuition for the troubled times we were currently living in, we couldn't let that happen.

Since then, some services have returned, and we intend to continue their gradual return while ensuring that they never disappear again. We have a plan and the means to implement it. The organization is in a situation where the people around it are better and better equipped, and the necessary resources are within reach. The situation is far from perfect, and there is much work to do, but we now hold the tools to successfully fulfill our mission and hopefully, realize our vision of a society that honours diversity.

Presentation of the organisation

Message from the interim CEO

You may find me sentimental as I look back on the road I've travelled since joining the organization. My imminent departure before the end of the year since I am going back to school, prompts me to take a look at the past and measure what it heralds for the future. It is with a renewed sense of confidence in GCKs future that I prepare for my departure.

A handwritten signature in blue ink that reads "Alexandre Lamine". The signature is fluid and cursive, with the first name "Alexandre" and the last name "Lamine" clearly distinguishable.

Who we are

Since 2013, Gender Creative Kids has supported young people who are trans, non-binary, gender creative and gender fluid. We accompany these young people and their families, schools and communities, by offering support, resources and safe spaces.

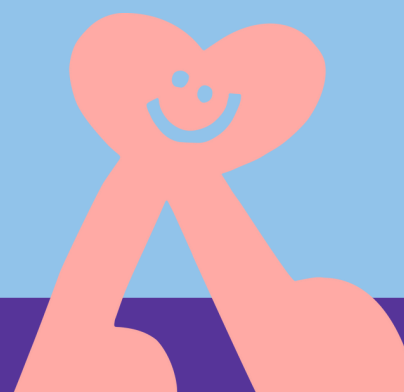
This year (2024), our employees, board members and close volunteers met for a weekend planning retreat to ensure that the organization's mission statement, values and vision represent where we are, and to plan where we want to go and how we want to get there. Our core values and mission remain unchanged, but we have streamlined how we state them, as follows.

Our (updated) mission

To support, defend and celebrate the affirmation of young gender diverse people in their communities.

Our (updated) vision

A society that honours diversity, where all can explore and express their identities, including gender, without fear, in a caring, affirming, equitable and safe environment.



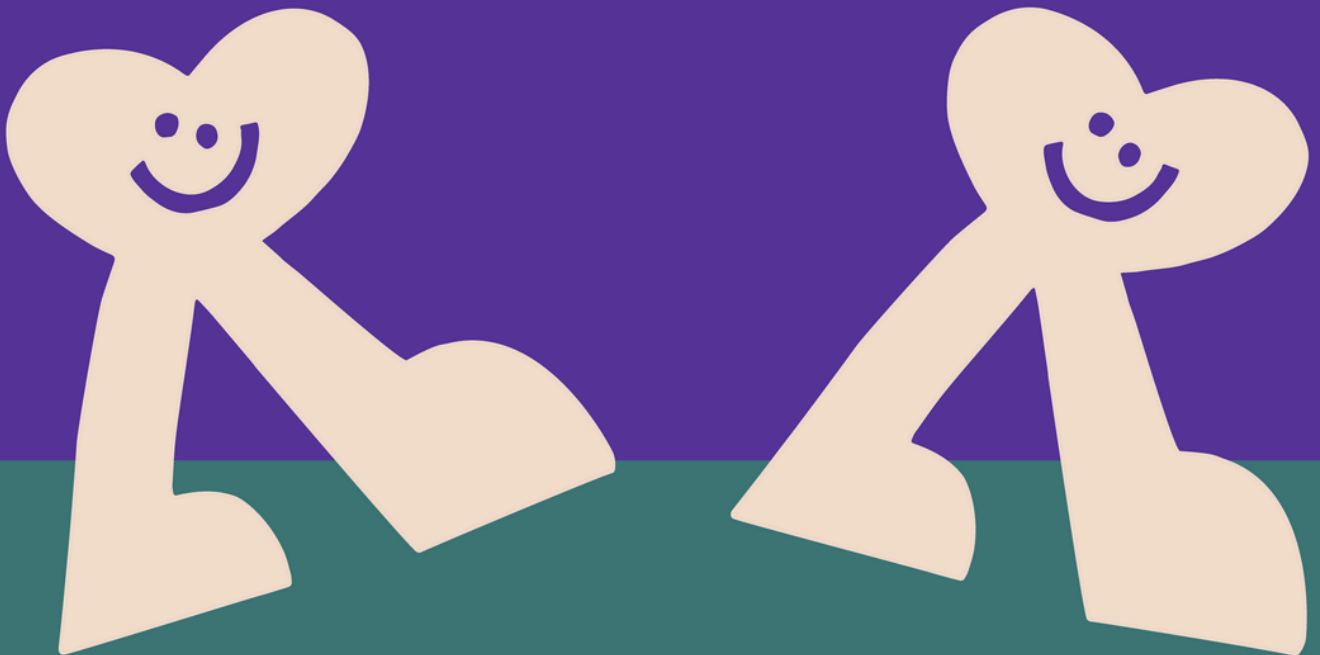
Our (updated) values

CREATIVITY: Opening up our imaginations and exploring possibilities with curiosity.

DIVERSITY: Recognizing human diversity as a force for social change.

MUTUAL AID: Strengthening our sense of community through collaboration and mutual support.

ENGAGEMENT: Actively engaging as a family, community and as allies in the development of young people.



Our Team

Our 2024 Board Members

Member	Joined	Role(s) in 2024	Sector	Status in 04/25
Alein Ortegon	16/09/2024	Co-president (18/11/2024)	private	member
Esmeralda Romero	29/06/2023	Co-president (30/06/2024)	community	resigned 17/02/2025
Marine Hardy Lleres	26/03/2024	Co-president (30/06 –18/11/2024)	private	member
Marjorie Quessy	27/03/2023	Treasurer (jusqu'au 26/03/2024)	private	resigned 26/03/2024
Marline Evoy	29/06/2023	Tresurer (03/2024)	private	member
Jessica Chin	27/03/2023	Secretary	private	resigned 10/03/2025
Gabrielle Bernard	26/03/2024	Member	community	member
Jasmine Breil	12/01/2022	Member	private	member
Sarah Côté	10/06/2024	Member	community	member
Anna Hargreaves	12/05/2022	Vice-president	private	member
Tori Allen	27/03/2023	Member	private	resigned 15/08/2024
Chantale Bilodeau	27/03/2023	Member	private	resigned 18/01/2024
Edith Pineault	26/03/2024	Member	community	resigned 08/01/2025

17

Members present at the last
Annual General Meeting

555

Total members as of
March 27, 2025



Employé·es

Alexandre Rainville, General Manager until August 31, 2024, Operations Manager from September 1, 2024 to February 10, 2025, Acting General Manager since February 10, 2025;

Florence Chenel, General Manager from July 22, 2024 to February 7, 2025;

Marjorie Quessy, Services Coordinator since April 9, 2024;

Carlin Holmes, Administrative Assistant since November 4, 2024;

Max-Harry Myrtil, Anti-Racism Project Manager from February 6, 2023 to February 28, 2024.

Several self-employed workers also lent a hand throughout the year.

Members

The organization has 555 members as of March 27, 2025, including 523 members of the Facebook support group.

17 members were present at the last Annual General Meeting, including one youth member.

Activity Report

Essentiels du genre - Gender essentials

In 2024, we resumed the distribution of gender-affirming gear, albeit with a lower volume than planned (three items distributed), due to low attendance, limited access to premises, lack of visibility. We have undertaken steps to remedy this situation and hope to offer more gear next year. To improve access to the service and its effectiveness, we are planning several measures, including integrating the gear distribution into family meetings, training of the coordinator of the service, and increasing the visibility of this service on our website and social networks.

Parent Meetings

Since our founding in 2013, GCK has been offering supportive meetings for families of gender creative kids, mainly in Montreal's Saint-Henri and Plateau Mont-Royal neighborhoods. These caring spaces are intended to be places of sharing and exchange where parents of gender-creative or gender-questioning children can talk freely to get advice and support.

These meetings had to be suspended from 2020 to 2022, due to the pandemic and lack of personnel.

Parent Meetings (cont'd)

We relaunched virtual meetings in 2022, and continue to host monthly virtual meetings to serve parents living outside the greater Montreal area, or who are unable to attend face-to-face meetings.

In 2023 we held a pilot meeting to test the possibility of bringing back in person meetings. In 2024, we finally relaunched regular in-person meetings. At these monthly meetings, our team members lead a group for parents to share their concerns, resources and moments of joy parenting gender-creative children in an empathetic, non-judgmental setting, while other members lead a group for children (aged 2-12 and their siblings) in a separate space.

Our face-to-face meetings take place in Famijeunes' offices, which are easily accessible by metro, car and wheelchair. They are specifically designed for families and include space for children, parents and a breastfeeding room. A kitchen is also available, allowing us to have a potluck after the meeting where parents, children and animators can chat more informally. We're proud to have a fully paid animation team made up of trans and non-binary people and parents of transgender children. We'd like to thank the animators, the Jeunes identités créatives team, Famijeunes and our financial partner the Ville de Montréal for making it possible to create this space free of charge for families of gender-creative children.

As part of this relaunch, we were also able to train 4 facilitators in how to lead self-organized parent groups, following guidelines developed by Professor Annie Pullen-Sansfaçon.

Statistics for 2024

In-person family support meetings

06 family meetings

32 families joined, including 17 newcomers:

- **52** adults
- **71** gender-creative kids
- **15** siblings

Virtual parent support meetings

03 virtual meetings in english

02 virtual meetings in french

01 virtual bilingual meetings

More than **18** registered participants

Statistics

24

New members in the
Facebook support
group

523

Active members in the
Facebook support
group

Facebook support group for parents

This closed group is for parents or guardians of trans, non-binary, gender-creative or gender- exploring children(522 members). It enables them to share information and resources, ask questions, and share their experiences and journeys in an open and safe environment. The group's administrator members validate - within verifiable limits - membership applications and ensure that the content of communications is respectful and appropriate.

In 2024, the group had 523 active members, including 24 new members.

Anti-Racism Project

The intersectional reform project, whose goal was to address structural forms of racism present in the very structures and operations of our organizations like ours, came to its end at the beginning of 2024. As detailed in the 2023 annual report, the project was paused from the end of November 2023 until February when it ended, without being able to complete all the project's objectives.

The last project report was submitted in August 2024.

Anti-Racism Project (cont'd)

Although the project was not a success, the organization's commitment to the fight against racism continues. One of the deliverables of our strategic plan is an anti-oppression frame of reference. A Diversity, Equity and Inclusion Committee has been set up within the Board, and we intend to continue training the Board on anti-racism issues.

JIC is determined to weave anti-racism into its fiber. A lot of work remains to be done, but step by step we are making progress.

Capacity Building Project

Thanks to financial support from the Bureau de lutte contre l'homophobie et la transphobie, we were able to carry out major projects to build our capacity and ensure our organization can continue to develop in the long term. Our first objective was strategic planning. Since the departure of all board members and employees in 2021, we had been moving forward in our attempts to restructure our activities without a long-term plan. Thanks to the work of consultants Christine Harel and Alexia de Bastiani, and the involvement of all our board members, employees and a particularly committed volunteer, we were able to make great strides in drafting our strategic plan, while updating our mission statement, vision and values.

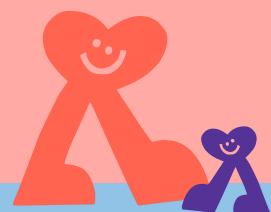
Capacity Building Project (cont'd)

Second, we were able to purchase a training course on the functioning, roles and responsibilities of NGO board members, which board members have now begun to complete.

Third, we are drafting a comprehensive operations guide. This will enable us to maintain the organization's operational knowledge during times of staff and board member turnover, so that we never again experience a multi-year disruption and hiatus as we did in the past.

Participation in the Montreal Trans March

On August 3, the 10th Montreal Trans March brought together many people committed to defending the rights of trans and non-binary people. Members of the Board of Directors and our organization took part. Beyond the march itself, the event highlighted an essential message: in an increasingly hostile international political context, the rights of trans and non-binary people are under threat. Now more than ever, it's crucial to mobilize and make our voices heard in defense of equality, dignity and justice for all.



Participation in Montreal Pride

The month of August was marked by several opportunities for visibility and exchange for our organization.

On August 6, the Board president and the organization's management team accepted an invitation from TD Bank to attend a cocktail party in honour of the work carried out by several community organizations, including ours. This event was a great opportunity to raise awareness of our mission and actions among TD employees, while highlighting the invaluable support we've been receiving for several years thanks to the TD Ready to Act Promise.

On August 10, we hosted a kiosk at Fierté Montréal's Community Days, an exceptional opportunity to meet the public and discuss our actions. Over 200 people discovered our mission and the resources we offer. The participation of numerous volunteers ensured the day's success.

On August 11, a contingent of some 15 people took part in the Pride Parade, in collaboration with the LGBT+ Family Coalition. Bearing signs designed for the occasion, we marched alongside other activists to celebrate diversity and equality.



Participation at Fière la fête in Sherbrooke

On September 14, we had the honour of accepting the invitation of the Fier la fête festival, an event celebrating diversity and inclusion in the Eastern Townships. We took part in Community Day, a festive and inclusive event bringing together organizations committed to the 2SLGBTQIA+ communities. This day was a great opportunity to exchange with the people of the Eastern Townships, publicizing our mission and highlighting the services we offer to gender creative kids and their families. By fostering dialogue and connections with other community stakeholders, our participation will strengthen our commitment to a more inclusive and supportive environment.

Participation in Montreal's Trans Day of Remembrance

On November 20th, GCK joined events planned by Aide aux Trans du Québec (ATQ), including a community gathering with a space of reflection where we were able to discuss ATQ's activities and our resumption of services. In the evening, a vigil followed by a demonstration was held in which six JIC members participated: three parents, an ally, a board member, and the services coordinator. While the event gave space to militant speeches on various social struggles, little space was dedicated to the memory of the TNBCG victims, which provoked mixed reactions among our members, with some wanting a more victim-centric tribute. We followed the demonstration from a distance in order to observe the police presence and dynamics, given their past interventions during similar events.



GCK Holiday Brunch and party with Coalition de Familles LGBTQ+

Our 2024 Holiday Potluck held on December 15th was a moment of gathering imbued with simplicity and authenticity. We had the pleasure of interacting with parents and employees of GCK, while the children had free fun with other young people. This meeting also allowed us to talk with members of the Board of Directors and better understand the work done to grow the organization and restore essential services. This warm and family-friendly event strengthened our sense of belonging to the community and vision of the commitment that drives everyone involved.

On December 7th, many of our families joined the LGBTQ+ Family Coalition's Family Holiday Party. It was a great opportunity to strengthen the links between our two organizations. The children really enjoyed the themed activities and time with Santa.

Suspended services

Despite all this work, many of the services we provided in the past remain suspended. The Safer Space project, which offered trans and non-binary young people art therapy sessions, has not yet been relaunched. We believe in its relevance, but we would need to find new financing to make relaunching possible. Training for school teams and professionals is still suspended for now. This training is an essential part of the awareness work and tools to create safer environments for trans, non-binary and questioning youth. We anticipate relaunching part of this training in 2025 through the creation of a training course supporting the use of the Bonjour Sam educational tool.

Research Partners

The unique partnership formed between Gender Creative Kids and several research institutions enables the advancement of knowledge about the realities of trans, non-binary and creative gender youth and families that we serve. This collaboration is essential for the innovative continuation of the services offered by the organization.

We are proud to be partners in the (De)trans Discourse research project, including by participating in a community consultation of the project.

We also participated in research by Professor Kimberley Manning and her team (Concordia University) by participating in the Toward Trans Joy & Justice conference and workshop day.

Our collaboration under the umbrella of the *Canada Research Chair in Trans Children and their Families* (held by Annie Pullen Sansfaçon, Université de Montréal) ended in 2024 as the funding term for the research chair ended. However, Professor Pullen Sansfaçon was awarded a second Canada Research Chair, entitled the *CRC in Partnership Research and the Empowerment of Vulnerable Youth* (CRC RePaRe - Université de Montréal). This enables us to maintain our valued links with the research community.

Finally, we continue to maintain a link with Pluriels - Pôle d'expertise et de recherche en diversité sexuelle et de genre (Université Laval, Professor Kévin Lavoie and Professor Julie Beauchamp).

Political representation

Within the community

CQ-LGBT

We participated in several consultation meetings with members of the Quebec LGBT Council (CQ-LGBT), which brings together LGBTQ+ community organizations throughout Quebec. CQ-LGBT enables us to have a collective and collaborative strategy and to delegate some of the trans, non-binary and gender creative rights defense that is so much needed.

ROCAJQ

The Regroupement des Organismes Communautaires Autonomie Jeunesses du Québec allows us to stay in touch with other community organizations working with youth, and we are working to strengthen ties with this group. In 2024 we participated in the Annual General Meeting (March 20th) and Gala (Novembre 7th), to keep ourselves informed of partnership opportunities for 2025. These closer ties have allowed us to participate in the Local Consultations project, which has supported our work with youth through an exchange of good practices between youth organizations and through a mini grant.

Trans, Non-binary, Queer Coalition

In 2024, efforts were made to create an informal coalition of Trans, Non-binary and Queer organizations to help coordinate our work. Thanks to these efforts, 3 multi-organization meetings have already taken place in 2025 with a fourth in preparation.

Political representation (cont'd)

Letter to Montreal Pride

In 2024, Pride celebrations were affected by the fight against ongoing genocide (as confirmed in a 2024 investigation by Amnesty International) against the Palestinian people committed by Israel. During preparations for Montreal Pride celebrations, a representative of another organization was an apologist of the violence committed by the State of Israel. Convinced of the importance of contributing to a welcoming and caring world for all children and that this conviction must be reflected, among other things, in anti-racist actions, we sent an official letter to the executive director of Montreal Pride to reiterate that such comments could not be tolerated in activities of an organization we are members of. We were able to quickly meet with the Chairman of the Board of Directors of Montréal Pride to address the issue with the necessary diplomacy and vigour that such remarks required.

With the government

Comité des sages - "The Wisdom Committee" on Gender Identity

When the creation of the Comité des sages was announced in December 2023, we first contested both its creation and the fact that it comprised three cisgender people. We wrote an open letter to the Journal de Montréal, whose readers regularly encounter transphobic remarks from several of its columnists, but they instead published remarks from a cisgender ally from another organization. However, our letter was later published by Le Devoir: "Are trans and non-binary people wise enough?", December 7, 2023.

We spoke with this ally to ensure that the voices of trans people are prioritized when our organizations speak out on issues that affect trans and non-binary youth.

We then took steps to ensure we were heard by the committee, who had not invited us to appear before their committee despite our unique position as the only community organization in Canada to specialize in supporting trans, non-binary and creative gender youth under the age of 14 (although we work to support all young people). Since young people are at the heart of the debates, we felt it was essential that the committee hear the words of young people and their parents. The committee eventually agreed to meet with us, after some political pressure.

We wanted our presentation to center the voices of gender creative kids, their parents, and young trans and non-binary adults, who can most directly express what their reality is like. To this end, we solicited recorded testimonies and photos from our community.

Comité des sages -“The Wisdom Committee” (cont’d)

A talented board member and volunteer who works in media spent days compiling this media into a beautiful and poignant video presenting the aspirations of young people and the hopes and fears of their parents.

On May 23 we met the committee, and presented the video, testimonies of three parents who agreed to accompany our executive director during this meeting, and three young trans adults who provided audio or video testimonies of their experience. We supported our arguments with data when necessary, but focused on emotional arguments that would resonate with the committee members, where the arguments of the researchers who preceded us may not have been able to do so.

The committee received our presentation very favourably and assured us that trans children would retain access to the care they need, while mentioning that the situation of adolescents was not yet entirely clear to them and that they were concerned about “Rapid onset gender dysphoria” (although we demonstrated the serious methodological issues of the only study conducted on this subject).

I would like to highlight the impressive involvement of the members of the Board of Directors on this issue. The tremendous work of Tori and Jeff has been especially invaluable to us.

News of this committee's report is expected to be announced in late May, early June 2025.

Letter to Ministers Martine Biron and Bernard Drainville

When the ministerial leadership opposing mixed washrooms came out, we collaborated with several organizations working with trans, non-binary and gender-creative people to send a letter to Ministers Martine Biron and Bernard Drainville, respectively Minister for the Fight against Homophobia and Transphobia and Minister of Education, to deplore this transphobic directive. We have not received a response from them.

Brief on Bullying

In November 2024, as part of the special consultation on the Government Plan to Combat Bullying and Cyberbullying, Gender Creative Kids submitted a brief to highlight the realities experienced by trans, non-binary and gender-creative youth. The brief emphasized the importance of mixed washrooms and locker rooms in schools, including fully enclosed stalls, and the adoption of inclusive practices in sport that promote the safe participation of trans and non-binary youth in sports activities.

International

WPATH International Scientific Symposium

From the 25th to the 30th of September 2024, our former Director General Florence Chenel participated in the WPATH 28th Scientific Symposium held in Lisbon. The World Professional Association for Transgender Health brings together many professionals and scientists working to establish standards of care for the health of transgender people, among other things.

In the media

We signed an open letter regarding the arrival of the X marker on official documents issued by the Quebec government. After the considerable efforts by us and the Center for Gender Advocacy to have the government recognize the importance of access to care and respect for trans and non-binary people, we wanted to emphasize that the arrival of the X marker was too small a victory. ("The X marker, a too small victory", *Le Devoir*, March 7, 2024).

Our executive director also presented the organization on the Toustes podcast, which specializes in LGBTQ+ news.

GCK was also referenced in several sources, highlighting our influence:

- as a resource in the article "A short guide to listening to children's gender identity" published by Urbania.
- in the publication *Dans la nuit tu te dévoile* by author Isabelle Jameson and illustrator Sylvain Cabot published by Les 400 coups in March 2024.

To Legal Authorities

In March, the appeal of the 2021 Moore decision was handed down. This decision facilitated access to certain gender-affirming care and provided access to the correct sex markers on provincial legal documents. There were some gains on both sides, and we decided with the others involved in the case not to engage in a second appeal to the Supreme Court. This is the end of a 10-year saga that began in 2014.

In research

We attended several events as part of our research partnerships, including:

- a book launch for *Psychoeducational Practices for Trans and Non-Binary Youth* by Julie-Christine Cotton, Annie Pullen Sanfaçon, Nicolas Courcy.
- community consultations for the (De)trans project from the Canada Research Chair in Transgender Children and their Families.
- the "Toward Trans Joy & Justice Conference Planning Workshop".

Community Networks and Associations

- ROCAJQ
- CQ-LGBT
- Coalition des groupes jeunesses LGBT
- Réseau Enchanté
- Fédération du Québec pour le planning des naissances
- Réseau dignité

We participated in the annual convention of the Conseil Québécois LGBT, the round tables organized by it, the ROCAJQ's Annual General Assembly and its Gala, some initiatives of the coalition of LGBT youth groups and maintained contact with the Enchanté Network, the Quebec Federation for Planned Parenthood and the Dignity Unit.

Community Partnerships

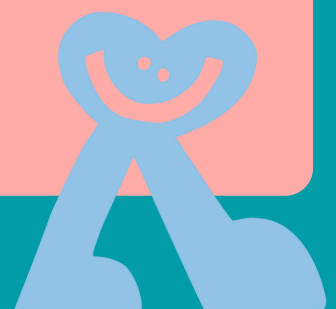
Our work in 2024 would not have been possible without the direct and concrete support of the following organizations. Through the lending of premises, promotional opportunities, rich moments of consultation, and exchange of good practices, the contributions of these organizations have meant a lot to us this year.

- Coalition des organismes jeunesses LGBT
- Coalition des familles LGBT
- Fierté MTL
- Conseil Québécois LGBT
- Famijeunes
- Club Sexu
- Trans Estrie
- L'Ombre-Elle, housing support et accommodations for women who are victims of domestic violence and their children.

Financial Report

Gender Creative Kids receives several types of funding. Federal, provincial and municipal government grants, corporate donations and individual donations.

State funding includes mission funding from the Programme de soutien aux organismes communautaires (PSOC), which enables us to cover part of our basic costs (rent, electricity, internet, website, executive director's salary), as well as funding for specific projects. This year we obtained a grant from the provincial government through the Bureau de lutte contre l'homophobie et la transphobie (BLCHT). The City of Montreal also supported us through its violence prevention program and its rental assistance program. We have received donations from private companies, such as the TD Ready to Act Promise, and from individuals who support our mission. We also allocated accumulated profits to projects to be deployed in 2025 and 2026.



Government funding

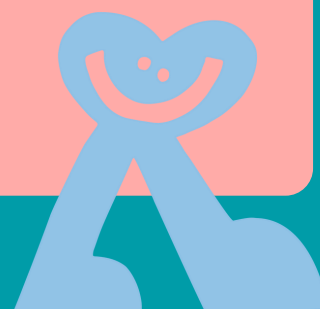
We receive mission funding from the Community Organization Support Program (PSOC) which allows us to cover part of our basic costs (rent, electricity, internet, website, salary of the general manager) and funding associated with specific projects. This year, we received a grant from the provincial government through the Office of Homophobia and Transphobia (BLCHT). The City of Montreal has also supported us through its violence prevention program and its rent assistance program. We have received donations from private companies such as TD Bank's Ready Commitment program, and from individuals supporting our mission. We also allocated some accumulated funds to projects that will be deployed in 2025 and 2026.

Federal: In 2024, we received the final amounts for our intersectional reform (anti-racism) project, i.e. \$15525 out of a total grant of \$73,205.84.

Provincial: We received \$72,158 from PSOC, \$15,000 from OHCHB, and \$66,336 for a specific capacity-building project.

Municipal: We received \$135,000 for our 2-year project to revive our meetings and gender-affirming gear distribution (Gender essentials). Of this amount, \$49,311 was used in 2024 and the rest will be used in 2025.

We also received \$1,309 from the City of Montreal in support for tenant organizations, which will be deposited in early 2025.



Donations

In 2022, we received a donation of \$100,000 over two years from the TD Ready Commitment that allowed us to restructure the organization. A first payment was made in November 2022 and the last one was made at the very end of 2023, we were able to use these sums in 2024 to help us accomplish our mission.

Donations from individuals were particularly numerous this year. We would like to acknowledge the contribution of one individual in particular who contributed \$8,300. In 2024, your generous donations represented \$22,078.69. We would like to thank all the donors, your donations allow us to offer more services and contribute to GCK's long term stability.

Conclusion

Our revenue for 2024 was \$231,271 and our expenses totaled \$225,290. We therefore generated a small surplus of \$5,981 that will be reinvested in our activities. In 2025, we will continue our efforts to strengthen the organization while offering services to our communities. Many of the funding agreements that were in place in 2024 will continue in 2025, allowing us to maintain our current activities and continue relaunching our services.



What's next

Projections for the future

In 2025, we will continue our parent meetings and gender-gear distribution program. We are pleased to announce that we have gained access to funding for the relaunch of our training program for health and social services professionals who want to learn how to use the SAM doll as an educational tool for trans, non-binary and gender creative young people. This project is progressing and we hope to give the first training in autumn 2025.

In order to relaunch our remaining services and to ensure the longevity of the organisation, we must be diligent about the work ahead. While we are proud of what we have accomplished this year, we also understand that in order to ensure every family has access to the services they need, there is still much work to be done.



Final thanks

So many of you have supported us Gender Creative Kids in various ways over the years. The value of the time, energy, and money you have given to the organization to enable it to pursue its mission is immense.

We wish to thank our dedicated Board of Directors, who are all volunteers, the committed work of the employees, and the volunteers that we too often take for granted. In particular, we would like to highlight the contributions of Tori Allen and Jeff for their work communicating with the Comité de sages, and helping them understand our passion for celebrating, defending and supporting our children.

Special thanks to Lauriane who facilitates meetings with parents. We know that the interpersonal skills and knowledge she offers the organization is worth more than the compensation we can offer her.

And finally, thank you to all of you who continue to keep GCK in your hearts, and those who maintain a vested interest in its development year after year.

Site web : <https://gendercreativekids.com/>

Facebook : <https://www.facebook.com/GenderCreativeKidsCanada>

Instagram : <https://www.instagram.com/gendercreativekids/>