



CONNEQT NB

== 2SLGBTQ ==
NEEDS
== PROJECT ==

2023

THE 2SLGBTQ+ NEEDS PROJECT

ConneQT NB is a community-based project funded by Women and Gender Equality Canada. This report reflects data gathered between 2021 and 2023 from community activists, organizers, and organizations in the province of New Brunswick. Data was collected through focus groups (virtual/in-person), organizational inventory and resource exercises with community partners, a survey on community and organizational needs, and anonymous comment and feedback forms. This project and report intend to highlight areas for **GROWTH** so that 2SLGBTQ+ organizations and communities can **FLOURISH**.

WHY IT MATTERS

There are currently **10** Pride organizations located in New Brunswick (NB), **12** community organizations, and an additional **7** health and advocacy groups. Scattered across a largely rural province, many of these organizations work in silos and struggle with isolation, a lack of funding, minimal resources, and insufficient capacity. The majority of these organizations are volunteer-run and rely on fundraising, sponsorship, and small grants to provide services, resources, and programming to their communities. By identifying the needs of the diverse 2SLGBTQ+ organizations in the province, we highlight the many opportunities for current and future partners, funders, stakeholders, and governments to contribute to their vital growth and **CREATE CHANGE**.

KEY FINDINGS

- ★ 2SLGBTQ+ organizations in New Brunswick are severely underfunded.
- ★ 2SLGBTQ+ organizations in NB are in need of financial, physical, educational, and general resources.
- ★ 2SLGBTQ+ organizations in NB experience frequent turnover and face difficulty finding and retaining volunteers.
- ★ 2SLGBTQ+ organizers in NB report high levels of burnout.
- ★ 2SLGBTQ+ organizations in NB have been significantly impacted by COVID-19 and have struggled to rebuild.
- ★ 2SLGBTQ+ organizations and organizers in NB report both public and private harassment (predominantly through online channels).



RESOURCES

Out of the 27 organizations that participated in our organizational inventory exercise, 18 were New Brunswick based, exclusively 2SLGBTQ+ focused community organizations and/or nonprofits. Of these groups:



88.9%

HAVE NO CORE OR CONSISTENT OPERATIONAL FUNDING



16.7%

HAVE AT LEAST ONE PAID STAFF MEMBER



83.3%

DO NOT HAVE A PHYSICAL SPACE

Almost all organizations agreed that dedicated, physical space was integral to offering consistent programming, building legitimacy, developing “brand” recognition and visibility in their geographic region, and creating safer spaces in their communities. Safer spaces are vital to building trust within 2SLGBTQ+ communities. This is difficult to achieve using external event spaces (libraries, public businesses, etc). Participants were asked about their most immediate needs that require funds. The following responses came up across the majority of organizations:



INSURANCE

WEBSITE/HOSTING

PRINTING COSTS

COMMUNITY CONSULTS

**GENERAL/
SAFETY SUPPLIES**

ACCESSIBILITY COSTS*

QTBIPOC CONSULTS

ADVERTISING/COMMS

EVENT SPACES

**BOARD/VOLUNTEER
TRAINING**

*Includes ASL, paid Zoom subscription, sensory items, translation, etc.

When asked about key resource needs that were not fund dependent, the most frequent answers among the 27 organizations were as follows:

VOLUNTEERS, EXPERTISE (GRANT WRITING, FINANCE, SOCIAL MEDIA), BOARD DIVERSITY, COMMUNICATION SUPPORT, MUNICIPAL SUPPORT, TEAM BUILDING, OPPORTUNITIES FOR PROFESSIONAL DEVELOPMENT.



BARRIERS

Barriers related to organizing in a rural area were shared among groups based in New Brunswick that operate outside of the three main regions (Moncton, Saint John, and Fredericton). Organizations in all geographic regions identified common barriers that impact both 2SLGBTQ+ groups and community members who may wish to access them. These include:

- ★ REACHING THE PUBLIC
- ★ ADVERTISING/OUTREACH
- ★ SAFE/ACCESSIBLE VENUES
- ★ SHIFTS IN LEADERSHIP/VISION
- ★ NAVIGATING TURNOVER
- ★ MANAGING STRESS/BURNOUT
- ★ TRANSPORTATION
- ★ SCHEDULING
- ★ COMPETING/STEPPING ON TOES
- ★ ORGANIZER TIME/CAPACITY
- ★ INSTITUTIONAL MEMORY
- ★ RETAINING VOLUNTEERS

Almost all organizations raised SAFETY concerns related to organizers, volunteers, and the public at large at both virtual and in person events (such as protestors, threats, zoom bombing, other forms of harassment). Organizations highlighted barriers to navigating and responding to harassment. These barriers were compounded by lack of training, lack of capacity and support, trauma, feeling targeted or personally attacked, and mistrust of law enforcement.

PRIORITIES

2SLGBTQ ORGANIZERS/ACTIVISTS
REPORTED SIMILAR PRIORITIES:

- 1 ★ ADVOCATING FOR TRANS RIGHTS
- 2 ★ ADVOCATING FOR TRANS HEALTH
- 3 ★ ADVOCATING FOR 2SLGBTQ+ YOUTH
- 4 ★ UPLIFTING QTBIPOC & 2SPIRIT VOICES
- 5 ★ CREATING SAFER SPACES FOR YOUTH
- 6 ★ BUILDING COMMUNITY
- 7 ★ EDUCATION/POLITICAL ADVOCACY
- 8 ★ PROVIDING GENDER AFFIRMING ITEMS
- 9 ★ 2SLGBTQ+ VISIBILITY AND BELONGING
- 10 ★ 2SLGBTQ+ FOOD SECURITY

These priorities were relatively consistent across all 27 organizations, (except when superseded by specific missions, e.g. HIV/AIDS support). Knowledge of these priorities in addition to the barriers and resource needs of 2SLGBTQ+ organizations and communities in New Brunswick provide a clear picture of how best to provide support and create change.

