



PRIDE Month

Commemoration Guide 2023

Pride Month 2023 Commemoration Guide



What is Pride Month?

Pride Month is celebrated nationally in Canada during the month of June. It is born out of the Pride movement, which began as protests against police brutality and unjust laws, and to push for equal rights and protections for LGBTQ2S+ communities. These protests, which are still ongoing across the country, are often celebrated at Pride Festivals held across Canada both during and outside of June Pride Month.

Although this month is a great opportunity for allyship across the country, it is important that anyone who wishes to acknowledge Pride Month is an active ally to LGBTQ2S+ communities throughout the year and not just in June.

Milestones in LGBTQ2S+ Canadian history

When thinking of the origins of Pride Month, many people first think of the [Stonewall Riots](#) that took place in New York City in June of 1969. However, Canada has its own rich history and turning points in the struggle for and eventual celebration of LGBTQ2S+ rights.

- 1949** First court case brought against Canada, Egan v. Canada, to relax and reform laws regarding homosexual Canadians
- 1950-90s** The RCMP, Canadian Armed forces, and the Federal Public service engage in a purge of LGBT individuals that would see over 9,000 lives devastated. An apology would not be made until 2016
- 1969, May 14th** Homosexual acts decriminalized
- 1973, December 15th** Homosexuality no longer classified as a disorder in the Diagnostic and Statistical Manual of Mental Disorders
- 1996, June 20th** Sexual orientation added to the Canadian Human Rights Act
- 2005, July 20th** Civil marriage enshrines marriage equality into law
- 2017, June 19th** Gender identity and gender expression are added to the Canadian Human Rights Act
- 2021, December 8th** Conversion therapy banned

To learn more about our history – including precipitating events and turning points, like the Montreal Bath House Raids, the Paper Bag Protest in Halifax, or the Toronto Pride Black Lives Matter Protest – visit the [Queer Events website](#).

How to commemorate

To sustain momentum over the course of the month, it's a good idea to spread out your activities and events. We have listed some suggestions below and organized them by week to demonstrate what this structure may look like. These are suggestions and not a template. Ultimately, each organization's approach should be unique and tailored to their needs. It is leading practice to reach out to the people of your organization and ask for their input while planning activities.

Week 1

Host a book club, a watch/listen session or a lunch and learn event



There are many books, movies, shows, and podcasts included in the [LGBTQ2S+ inclusion resource guide](#). Pairing media with a group discussion can help ensure additional engagement. As you engage in discussion, please make sure to create a safe and brave space for open and honest conversations. Please also make sure the onus is not on sexuality and gender diverse folks to educate the larger group.



An additional resource is [Alphabet Soup: The Essential Guide to LGBTQ2+ Inclusion at Work](#), the newest book by CCDI Consulting Inc.'s CEO, Michael Bach.

Week 2

Establish your organization as an ally



It's important that organizations who wish to support LGBTQ2S+ communities do so in an authentic way and not just for the appearance and recognition of being an ally. We suggest ensuring that members of your organization are aware of your policies and practices that promote LGBTQ2S+ inclusion.



Another way to be an ally is to help educate your workforce.

Week 3

Support an organization to attend the Pride Parade



While promoting your organization at a local Pride Parade may be an act of allyship, it is important that LGBTQ2S+-owned organizations have an opportunity to prominently display themselves at these parades. Instead of your own organization taking up one of these spaces, consider if there is an opportunity to help a local LGBTQ2S+-owned organization attend either in addition or instead.

Week 4

Invite a speaker

- ✔ Invite a speaker and be specific on the topic you want them to speak about, while also understanding and learning about their areas of expertise. To avoid treating speakers like a “check in the box”, ensure you reach out early and pay a fair speaking fee (if applicable).
- ✔ Organizations like the [National Speakers Bureau](#) have information about their roster of LGBTQ2S+ speakers along with their areas of expertise.

Week 5

Organize a fundraiser

- ✔ Supporting an LGBTQ2S+ organization is a great way show your commitment to being a true ally to the LGBTQ2S+ communities. We’ve listed a few national organizations below:
 - [Rainbow Railroad](#)
 - [Pflag Canada](#)
 - [Day of Pink](#)
 - [The Canadian Centre for Gender and Sexual Diversity](#)
 - [Pride at Work Canada](#)

Do’s and don’ts of commemorating Pride

Although there is no one right way for your organization to commemorate Pride Month, there are ways that your celebrations can cause harm to the LGBTQ2S+ communities that you are trying to support. We really like the [Do’s and Don’ts list](#) that was put together by ZoomInfo, and we added a few suggestions of our own below.

- ✔ Do buy your Pride flag from an LGBTQ2S+-owned organization
- ✔ Do demonstrate the tangible ways your organization is working to include LGBTQ2S+ communities
- ✔ Do apologize if you misgender someone
- ✔ Do promote members from multiple groups which belong to LGBTQ2S+ communities
- ✔ Do research and support local LGBTQ2S+ organizations in the communities you serve
- ✘ Don’t limit your Pride Month campaign to a rainbow logo
- ✘ Don’t fall into stereotyping members of LGBTQ2S+ communities