



**2025-2030**

# Strategic Plan Summary



**DIGNITY  
NETWORK  
CANADA**

**RÉSEAU  
DIGNITÉ  
CANADA**

# About Dignity Network Canada (DNC)



## Membership

Over 60 member organizations in Canada.

## Vision

A world where people of diverse SOGIESC (often referred to as LGBTQ+) can thrive and be treated with dignity.

## Mission

To build a global movement for the rights and dignity of diverse SOGIESC communities.

# DNC Principles

## Nothing About Us Without Us

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People of diverse SOGIESC and marginalized communities should lead their own liberation. LGBTQ+ organizations must be at the forefront of rights and development work, and broader actors should listen and remove barriers to equality.

## We Will Not Be Divided

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Freedom and equality are interconnected; unity strengthens the movement. DNC will support the most excluded and build coalitions with feminist, racial, indigenous, and economic justice groups to combat division.

## Everyone Has a Role to Play

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Engaging various societal sectors—including the state, media, and culture – is crucial for change. Collaboration and openness are essential to transcend silos and echo chambers.

## We Are Accountable to a Global Movement

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DNC is rooted in the global pride movement and committed to supporting LGBTQ+ rights leadership, particularly in the Global South and East. This includes a commitment to decolonization and promoting racial and indigenous justice.



# Context of Our Work

## Human Rights Violations

62

countries criminalize same-sex relations

7

impose the death penalty

High levels of violence and harassment against LGBTIQ+ individuals globally.

Legal restrictions on freedoms of expression exist in 59 countries.

## Outlook

- Positive change has occurred, but challenges remain and may increase in the next 5-10 years.
- Growth of movements advocating for LGBTIQ+ rights has led to legal and social improvements in many areas, fostering safer and more inclusive environments for young people.
- Diverse SOGIESC inclusion needs to be a far higher priority for governments and the international aid sector.
- Global LGBTIQ+ funding is inadequate for addressing the many complex issues communities face.



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Over the past few decades, movements fighting for the rights of LGBTQ+ people have emerged almost everywhere and have flourished in many parts of the world. There has been significant positive change in laws, policies, and attitudes in many countries.

# Our Approach

**DNC aims to enhance the LGBTIQ+ movement by strengthening resources, partnerships, knowledge, and support networks.**

The organization focuses on collaborative efforts that empower member organizations and foster growth.

## Key goals for the next five years include:

- Advocating for resources and policies that support LGBTIQ+ rights, especially in the Global South and East.
- Expanding collaboration spaces for members to develop partnerships and build alliances.
- Establishing a leading research and learning program to enhance influencing and programming efforts.
- Cultivating new constituencies of support through public campaigns and engagement with Canadian 2SLGBTIQ+ communities.



# Strategic Directions

## Hold Power-Holders Accountable

DNC will campaign for stronger support for global LGBTIQ+ rights, particularly from the Canadian Government.

### Success Indicators:

- Increased resources for global LGBTIQ+ issues from the Canadian Government.
- Clearer support for LGBTIQ+ rights in various settings, especially during crises.
- Integration of SOGIESC inclusion in all relevant Canadian government portfolios.
- Institutionalized actions towards LGBTIQ+ rights, including a reinvigorated Special Envoy role.
- Enhanced awareness and commitment from future Canadian governments.
- DNC's work increasingly influences international institutions.

## Broaden Audiences, Alliances, and Approaches

DNC will engage a wider range of Canadian actors in global LGBTIQ+ rights campaigns through intersectional alliances and improved communication.

### Success Indicators:

- Increased mobilization of diverse Canadian actors, including government, philanthropy, and social movements.
- Greater public awareness and readiness to act on global LGBTIQ+ issues.
- Enhanced collaboration with social movements that intersect with LGBTIQ+ struggles.
- More inclusive programming from Canadian international organizations.
- Increased private and public funding for global LGBTIQ+ rights.

## Drive Greater Support

DNC will innovate and advocate for better resourcing of the organization and the movement, focusing on diversifying funding.

### Success Indicators:

- Effective resourcing of international and Canadian LGBTIQ+ rights organizations.
- More coordinated and collaborative efforts among DNC and its members.
- Strengthened capacity for working with global LGBTIQ+ movements based on decolonization and intersectionality principles.
- Sustainable positioning of DNC for future goals.
- Recognition of DNC as a key stakeholder in global LGBTIQ+ rights.





**DNC's work will be structured around five overlapping workstreams over the next five years:**

## **Building Collaboration and Critical Knowledge**

- Create spaces for communication and collaboration among members.
- Conduct and partner in research on global LGBTIQ+ issues.
- Share knowledge and support coordinated movement actions on urgent issues.

## **Influencing**

- Engage in advocacy with the Canadian government and political parties.
- Support member mobilization and collective actions.
- Build international relationships with LGBTIQ+ organizations and advocate for resources.

## Programming

- Support programming efforts addressing diverse SOGIESC globally.
- Assist non-2SLGBTIQ+-led organizations in delivering inclusive programming.
- Develop collective fundraising initiatives to enhance Canadian contributions to global LGBTIQ+ rights.

## Operations and Development

- Provide operational support for membership and fundraising efforts.
- Focus on organizational growth, funding diversification, and effective financial management.
- Enhance IT infrastructure and manage events to support DNC's mission.

## Communicating

- Raise awareness of global LGBTIQ+ rights issues in Canada.
- Expand audience engagement through various communication channels.
- Facilitate member collaboration on campaigns and initiatives.





## Dignity Network Canada

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