



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

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

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

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

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

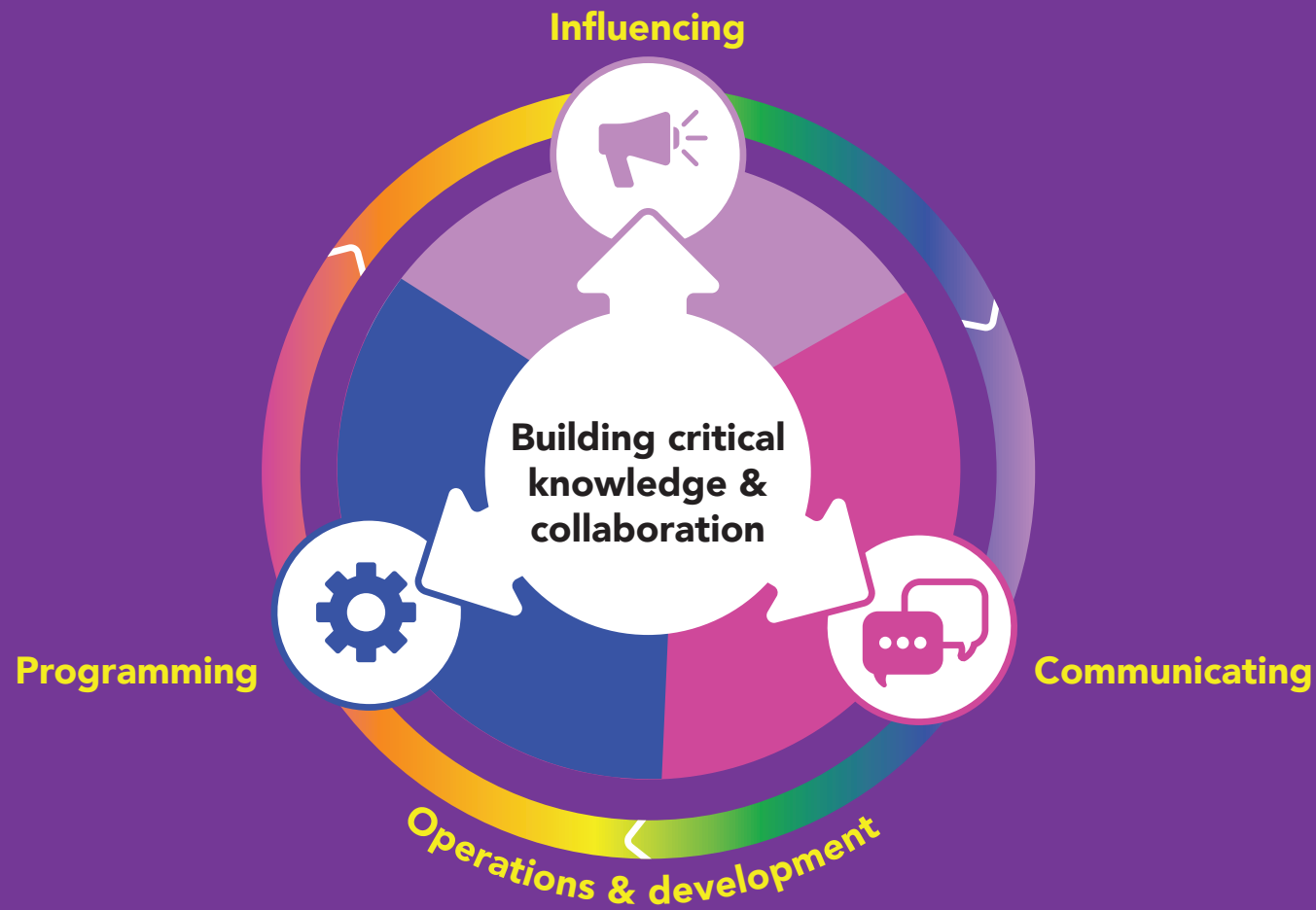
DNC aims to enhance the LGBTIQ+ movement by strengthening resources, partnerships, knowledge, and support networks.

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.

Ways of Working



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.





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