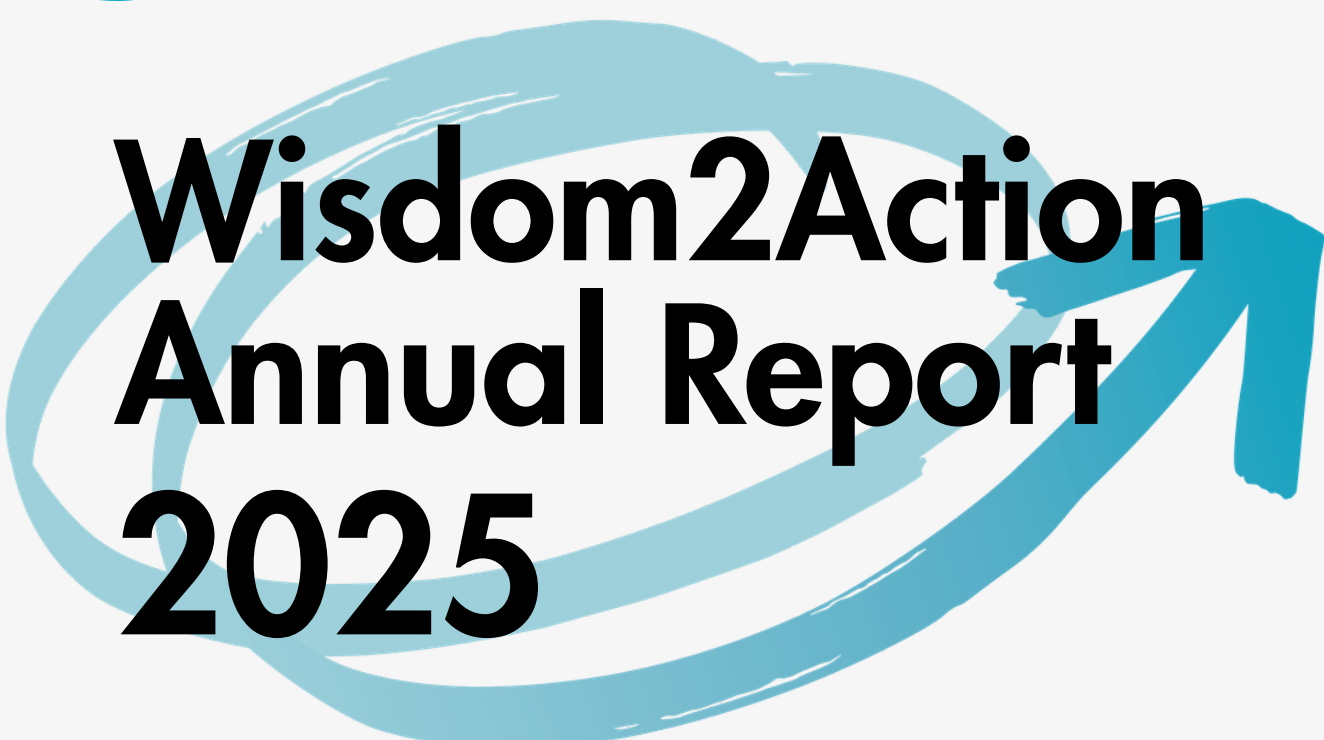




Wisdom2Action Annual Report 2025



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From the LEADERSHIP TEAM

“Thank you for taking the time to review Wisdom2Action’s 2025 Annual Report. This year we were able to complete another international project in which we assessed a child protection authority and how well it has fulfilled its mandate. The work was community-driven through two advisory committees; one committee was made up of young people with past experience in the system. Through the advice they provided we were able to better understand how the needs and rights of children are being realized and what needed to be considered as we engaged with others in our review process. In addition to expanding our scope of work, the opportunity allowed us to leverage evidence-based knowledge of children’s rights from international models that improved outcomes for children.

Additionally, in 2025 we launched the Queer Joy Photovoice project. The project is exploring what queer joy looks like amongst two age cohorts (youth and seniors) with three amazing partners across Canada. The results of the project will be shared with policymakers and services providers so that there is a deeper understanding of how queer joy as experienced by 2SLGBTQIA+ youth and seniors equips them to manage the hate they experience because of their sexual orientation, gender identity/gender expression, as well as the fallout of COVID-19 pandemic, and the impacts of climate change. Alongside these two examples, we have been privileged to collaborate with many other partners and clients to support them to achieve positive change and strengthen communities.

Our work continues to be underpinned by our commitment to social, health and economic justice. If on reading this Report you’re inspired by something that you’d like to discuss, please contact us. The team is ready to provide our services as an extension of our values and mandate.”



Lisa Lachance, PhD
Founder & Special Advisor



Dennis Stuebing, PhD
Executive Director



Fae Johnstone, MSW
Special Advisor

Highlighted PROJECTS

Wisdom2Action (W2A) is a consulting firm that **supports clients and partners to achieve positive change and strengthen communities**. Our approach is based on evidence, driven by community engagement, and underpinned by our commitment to social, health, and economic justice. **Our services include research, knowledge mobilization, organizational development and facilitated engagement**. The following selection of projects demonstrates the work undertaken by the team during 2025 including those that spanned more than just the calendar year.

FACILITATING 2SLGBTQIA+ ENGAGEMENT AND MICROGRANT PROGRAM - Canadian Blood Services (CBS)

We continued to partner with Canadian Blood Services (CBS) in our role as facilitator of the 2SLGBTQIA+ Advisory Committee. The Committee provided guidance to CBS in its ongoing efforts to repair relationships with queer and trans communities. This year, W2A also managed the CBS Microgrant Program to address the lack of 2SLGBTQIA+- developed, evidence-based resources on donor eligibility and to further advance 2SLGBTQIA+ inclusion. W2A's role involved promoting the fund, supporting applicants, administering funding, and ongoing support after recipients were selected to ensure success. The program was valued at \$100,000. W2A presented information about the program at the annual CBRC Summit alongside former Board members of pflag Canada.

PREVENTING AND ADDRESSING GENDER-BASED VIOLENCE (GBV) AGAINST LGBTQ+ YOUTH THROUGH ARTS-BASED ACTIVISM - Equitas

This project is funded by Global Affairs Canada through the Act Together for Inclusion Fund (ACTIF) managed by Equitas. It is focused on preventing and addressing gender-based violence (GBV) against LGBTQ+ youth through arts-based activism. This is a two-year project in collaboration with the Society of Queer Momentum, LGBT+ Rights Ghana, and the Centre for Girls and Interaction (CEGI) in Malawi. This project focused on engaging with queer and trans youth to bring awareness of GBV. The project has also facilitated international networks of solidarity between Canada and the Global South. One highlight from this year was the youth summit in July in Toronto, which brought together 2SLGBTQIA+ youth from the Greater Toronto Area and Ghana. The event, organized by the youth advisory committee (YAC), highlighted the importance of collective action, public engagement, and sharing perspectives.



Champlain Regional Planning Table for Two Spirit, Trans, Intersex and Gender Diverse Health Services (RPT) - Family Services Ottawa

In our ongoing role as System Planner for the RPT, we were able to connect with the five Ontario Health Team (OHT) partners that overlap the Champlain region to enhance collaboration and shared resources and information. Together with staff at Centretown Community Health Centre (CCHC), funding proposals were prepared to support the Champlain Region Gender Affirming Care Symposium which yielded positive results. The Symposium is planned for next year and we anticipate great things from the event by way of knowledge mobilization toward systemic change.

The launch of the Primacy Care Expansion also occurred this year in coordination with OHTs and other partner organisations – including MAX Ottawa, Planned Parenthood Ottawa (PPO) and Ottawa Inner City Health (OICH). A services map/list was created and shared due to concerns about the risks associated with American-based digital services and data storage amidst a rise in anti-trans laws across the border. A pre-screening questionnaire was created for use when researchers request to make presentations or partner with the RPT. An audit of existing peer support frameworks was conducted. This results in a new framework for training peer support mentors to adopt the Gender Journeys peer support program in new locations. This framework is ready for implementation in 2026-2027.

SAFER SPACES FACILITATION - Atlantic Council for International Cooperation (ACIC)

Safer Spaces Facilitation is a three-part learning series that connects members and youth working in systems of racism and unjust power. Members of the program can critically examine how power structures impact their work. It's also an opportunity for participants to strengthen their shared commitment to justice-driven global solidarity in a purposeful, safer intergenerational setting.

The project launched in 2025 and is continuing into 2026 to foster connections and a common language across generations and experiences. The program helps participants shift from awareness to accountable practice.

PREVNET - University of Calgary

PREVnet is a national research organization dedicated to addressing interpersonal violence amongst youth. Brought forward due to the Public Health Agency of Canada providing funding to organizations across Canada. The network, through its collaborations, utilized knowledge to address and reduce youth interpersonal violence and cultivate healthy relationships across Canada by promoting evidence-based programs and successful policies that counter bullying and dating violence.

W2A supports PREVNet and its Communities of Practice (CoP) through the development and implementation of a youth engagement plan and by hosting a National Youth Advisory Committee (NYAC). With Public Health Agency of Canada (PHAC) funding, the CoP addresses teen dating violence by connecting 21 violence prevention projects across Canada. NYAC is comprised of youth who are involved in the CoP member projects.

BUILDING COMMUNITY RESPONSES TO 2SLGBTQIA+ YOUTH DATING VIOLENCE -

Community-Based Research Centre (CBRC)

This project involved the adaptation and combination of two trauma-informed, evidence-based programs: the SAFER project by Wisdom2Action and CBRC's Do You Mind? program. The integrated intervention aimed to address dating violence, gender-based violence, and related risk and protective factors among queer and trans youth.

Findings will inform the development of a 2SLGBTQIA+ Youth Dating Violence Provider Response Toolkit, which will be shared with thousands of professionals. Overall, the project seeks to prevent dating violence among sexual and gender-diverse youth by equipping both youth and professionals with essential knowledge and skills in the years ahead.

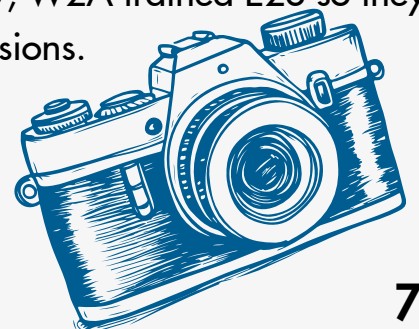
QUEER JOY PHOTOVOICE PROJECT -

Funded by Women and Gender Equality Canada (WAGE)

The Queer Joy Photovoice (QJPV) project has explored what queer joy looks like amidst anti-2SLGBTQIA+ hate, the impacts of COVID-19, and the existential crises of climate change.

The project has used photovoice to explore the strengths, assets, and resilience of diverse 2SLGBTQI+ communities. Photovoice is a community-based participatory research technique in which participants take and analyze photos about their experiences that lead to change, by ultimately engaging policymakers

This year, the contract was finalized, W2A organized its team and partners, received ethics approval, and met monthly with partners via Zoom to ensure we communicated regularly and built trust. QJPV also trained Chroma NB, who then implemented the project in Saint John. W2A compiled the results and modified the project for future implementation in the next sites. Lastly, W2A trained E2S so they could implement it in 2026, and we received ethics approval for our revisions.



GENDER-BASED VIOLENCE PROGRAM (GBV), REBRAND, ASSESSING COP NEEDS & GOALS - Military Family Services, Canadian Forces Morale and Welfare Services (CFMWS)

W2A supported the GBV Program by rebranding its communication tools and templates and assessing the future needs of its Community of Practice (CoP). The assessment was intended to help the program orient its future initiatives toward the interests and needs of CoP members, thereby improving outcomes for service recipients.

SOCIAL MEDIA REELS - Nova Scotia Action Coalition for Community Wellbeing (NSACCW)

W2A began creating a series of social media videos for NSACCW that highlighted what is possible when you put social justice at the core of public policy. The videos highlight concrete policy changes that are part of the Nova Scotia Alternative Budget, to be published in 2026 by the Nova Scotia Office of the Canadian Centre for Policy Alternatives. Check the reels out at NSABforthemany.com. The project produced six 20–45 second reels addressing poverty, climate change, housing, economic development, and health, with messaging aimed at Nova Scotian youth, advocacy groups, policymakers, and community leaders. W2A prepared the scripts and completed the editing and formatting of the remaining slides used in the reels to help communicate how Nova Scotia's policies could be reimaged for the future.

CONSULTATIONS ON EQUITY FOR 2SLGBTQIA+ COMMUNITIES IN HEALTHCARE IN ONTARIO - Sinai Health

Sinai Health's Health Commons Solutions Lab partnered with Wisdom2Action (W2A) to support consultations informing Ontario Health's provincial priorities for 2SLGBTQIA+ health equity and to strengthen Ontario's Action Plan. W2A facilitated three consultations with Black, Indigenous, racialized, and/or disabled 2SLGBTQIA+ community members, the broader 2SLGBTQIA+ community, and youth aged 18–26, and engaged healthcare providers, clinicians, and researchers across Ontario.

The first recommended focus area identified strengthening trust through co-created engagement strategies. The second focus area identified the need to improve access to high-quality care, mental health services, and long-term care. The third focus area called for building health system capacity to deliver culturally responsive and affirming care.

Key recommendations were to develop a 2SLGBTQIA+-specific provider registry, establish quality standards for gender-affirming care, integrate inclusive language into patient resources and cancer screening materials, advance mental health initiatives, and strengthen community-based care models. Importantly, disseminating education and training resources focused on 2SLGBTQIA+ health equity—particularly for older adults, trans communities, and youth—while strengthening competencies across Ontario Health staff and primary care providers.

Overall, embedding accountability mechanisms and improving measurement systems to ensure sustained progress is essential to enhancing engagement, trust, transparency, and equity within Ontario's healthcare system for 2SLGBTQIA+ communities.

SHIFT CHANGE/QUEERS IN CARHARTTS -

YMCA Halifax

W2A supported the YMCA's efforts to assist community-based research on 2SLGBTQIA+ people in the skilled trades, highlighting how entrenched performances of masculinity, existing social norms, and complex union dynamics contribute to precarious employment through a research report. Wisdom2Action examined inequities within skilled trades, particularly for 2SLGBTQIA+ individuals and women who experience intersecting forms of marginalization. The analysis highlighted barriers such as underrepresentation, limited access to workplace credibility, and unsafe worksite dynamics, including harassment, gender stereotyping, and pressure to conform to dominant notions of masculinity. The report contributed to synthesizing findings on systemic issues within trade unions, where limited accountability mechanisms enabled ongoing harassment and abuse. The analysis helped identify the need for survivor-centred approaches that address sexual violence, strengthen accountability for harassment, and challenge structural barriers to equity and cultural change in the trades.

Community Involvement & ASSOCIATIONS

W2A continued its membership in the **Halifax Chamber of Commerce** in 2025. We also became a **CQCC** Certified Diversity Supplier and participated in CQCC events this year.

W2A has been a member of the **Atlantic Council for International Cooperation** (ACIC) since 2023. We once again offered a four-month virtual placement to a youth intern through the International Youth Internship Program (IYIP), which is funded by Global Affairs Canada and managed by ACIC. Dr. Stuebing further supported ACIC's IYIP cohorts by leading workshops on "Navigating Identities" during the pre-departure training.

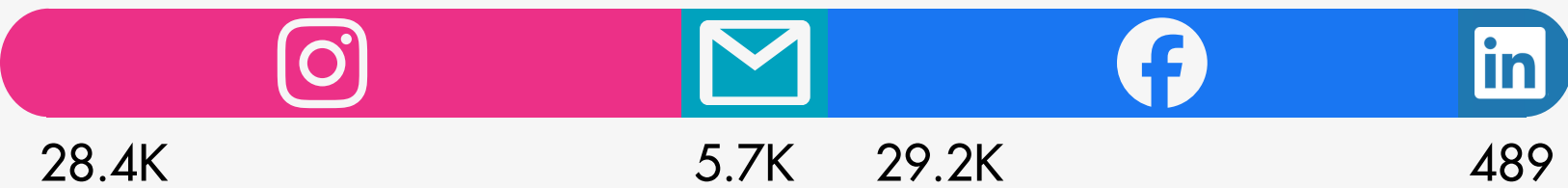
The informal collaboration between Atlantic queer and trans organizations continued throughout 2025. W2A joined online meetings hosted by ARC Foundation and, together with Peers Alliance and Quadrangle NL, planned a gathering in Debert, Nova Scotia (scheduled for early 2026), focused on anti-2SLGBTQIA+ hate that is impacting rural and remote community-based work in the region.

W2A remains a member of the **Canadian Consortium of Child and Youth Trauma** (CCCYT), under the leadership of Dr. Delphine Collin-Vézina at McGill University. Dr. Stuebing presented the results of the *SAFER Project* (2021-2024) at the Consortium's 2025 Symposium in Montreal. Two W2A team members were invited to contribute to the development of video resources for educators and service providers on identity-based trauma during childhood.

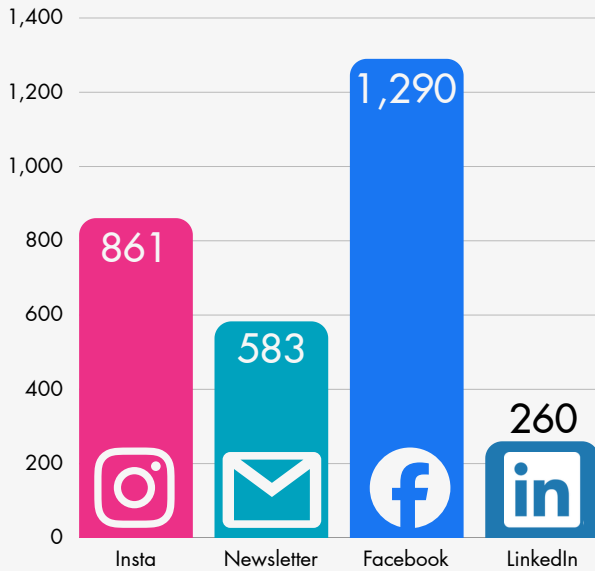
W2A attended multiple conferences and community events throughout the year, notably including a poster presentation on the Queer Joy Photovoice Project at **CBRC's annual Symposium** in November. W2A supported implementing partners of the CBS Microgrant Program in their poster presentation at the Symposium as well. Dr. Stuebing was also honoured to attend the **Wabanaki Two-Spirit Alliance** gathering in October in Halifax/Kijipuktuk.

2025 by the NUMBERS

Total Views



Engagement



Page Visits



W2A Website

Website Hits -
Unique Users -
File Downloads -

26.4K

16.6K

866

RESOURCES

We gladly invite you to visit our website and read about the multitude of resources W2A has developed over the years, available at www.wisdom2action.org/resources.

W2A routinely shares updates and information through its monthly newsletter and social media platforms that connect to our work with partners and clients. Follow us on our social media platforms and reach out to info@wisdom2action.org to be added to our mailing list and stay updated!

SERVICES

In addition to the projects that have been highlighted above, **Wisdom2Action provides a range of services**, including:

- **Capacity building and organizational development**
 - we can lead strategic planning processes, facilitate justice, equity, diversity, and inclusion training, co-develop policies, and/or find other ways to improve coherence between your organization's mission, vision, values, and its performance
- **Community & stakeholder engagement**
 - whether you're in need of skilled facilitators for a focus group or coordination of an event, we can provide you with support
- **Research and knowledge mobilization**
 - with a mix of professional and academic experience, our team is competent in a variety of methods and is eager to undertake research and/or translate findings into knowledge mobilization products for dissemination

CONTACT US

Please contact us if you're looking for these or other services, especially as they relate to gender justice, 2SLGBTQIA+ inclusion, children's rights, mental health, and/or substance use. **We'd be happy to discuss your needs.**

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