WHAT WE DO:
SAVE LGBTQI LIVES

YOUR BOARDING PASS:
RAINBOW RAILROAD

ANNUAL REPORT FOR YEAR:
2018

WHAT WE DO:
SAVE LGBTQI LIVES

REQUESTS FOR HELP IN 2018:
1328

PEOPLE TRAVELLED TO SAFETY:
198

WITH SUPPORT FROM:
DONORS LIKE YOU

FROM:
16 UNSAFE COUNTRIES

TO:
12 SAFER COUNTRIES
WHERE THEY CAN BE FREE

SCAN HERE TO:
TAKE ACTION
IF 2017 WAS A TRANSFORMATIONAL year for Rainbow Railroad, 2018 was one of transition. Following a year in which the organization more than doubled its operational budget and the number of people helped, we faced many questions. Can we maintain this growth? Did we peak too soon? Did people only show support because of the crisis in Chechnya?

But you came through. Our community of supporters continued to believe in Rainbow Railroad, allowing us to respond to the overwhelming number of requests for assistance – 1328 in 2018 alone – and help 198 people find safety. It also allowed us to continue intervening in crisis situations like the crackdown in Egypt last year.
The state-sponsored campaign to target LGBTQI human rights defenders put many in fear of their lives, and during my visit to Cairo, it was distressing to witness the fear of those forced to live in hiding. Targeted individuals were arrested, beaten, and once released, were still required to report to the police every night. Following a coordinated evacuation of those most at risk, it was a highlight for me to reunite a year later with some of the individuals who found refuge in Canada.

With every success, we continue to face new challenges. Now in 2019, we are completing the final year of our strategic plan and know we still have work to do. We must continue diversifying those who we help, specifically more trans persons and women. We need to focus on assisting individuals in regions that have previously been difficult for us to reach. We also need to secure more sustainable sources of revenue.

With your continued support, we can face and meet these challenges.

That is what inspires me about Rainbow Railroad – in the midst of a disturbing rise in populist violence targeting the LGBTQI community and countries closing borders, our work continues because we are more connected than ever before.

That gives us strength. And hope. Let’s keep going.
Message from our outgoing Board Chair: 
MICHAEL BATTISTA

THIRTEEN YEARS AGO, THIS organization was born in my law office. Reviewing the notes and emails from those first meetings, I remember how naively ambitious our wish list seemed: help LGBTQI people at risk find routes to safety, work to make the Canadian government a partner in our goal, and raise funds to build capacity.

As my term on the Board of Directors comes to a close, it makes me emotional to think of how much we’ve accomplished. Rainbow Railroad is the product of an ambitious idea, but also of a community. You, our donors and supporters, have consistently embraced our commitment to helping anyone, anywhere, who faces homophobic and transphobic
abuse. You have helped us raise funds for flights, for luggage, for clothes, for food. And there are more than 600 people safer because of you.

I am thrilled to think of what could lie ahead on our wish list. A documentation centre of LGBTQI human rights? Interventions in cases holding perpetrators of homophobic violence accountable? Collaboration with governments on strengthening asylum policies? I honestly believe that with your support, our potential is limitless.

And as always, helping LGBTQI people at risk, one case at a time, must remain at the heart of our work.

In my professional life and in my volunteer roles at Rainbow Railroad, I have seen unimaginable acts of homophobia and transphobia, and I am in awe of the courage of its survivors.

To Gareth, Toni, Karlene, Buick, M. from Yemen, the Bassels, among so many others: your resilience and determination are the best of human nature, and will stay with me always. Your spirits animate this organization. You will help it reach greater heights.

Thank you.
THE PROMISE OF LIMITLESS potential is something the United States still inspires throughout the world. Thankfully for Rainbow Railroad, it’s been more than just a promise as we’ve seen phenomenal support developing from coast-to-coast.

The grassroots groundswell that enabled us to help dozens from Chechnya in 2017, continued in 2018. From high school Gay-Straight Alliance bake sales, to Brian Kelly and The Points Guy team raising hundreds of thousands of dollars with their Prizeo campaign, the support has been incredible.

In the summer of 2018, we had the chance to visit Jamaica with donors that included Brian, Glenn Pushelberg, and a crew from CBS’s 60 Minutes.
The segment, which aired on *60 Minutes* in May 2019, featured some of the brave people we help, as well as the folks on the ground who risk their lives to assist Rainbow Railroad. Although I knew the heart-wrenching details of persecution against LGBTQI people around the world, it was shocking to meet victims of acid attacks, see the fresh stab and gunshot wounds up close, and experience the gulies where LGBTQI individuals are forced to live and where they’re hunted down while they just try to survive.

We were nervous about the risks involved with televising our work, but we also knew we needed to reach a wider audience to help more people. As we grow, we’re finding different ways to respond to requests for help by opening new routes to safety, while also driving a conversation about more systemic support for those escaping state-sponsored persecution.

Just as it has been in the past, America is at the heart of helping create change. We know the world won’t change overnight, but we’ll continue to help LGBTQI folks find a path to safety so they have a chance to reach the unlimited potential of a life lived openly.

Will you join us?
WHENEVER I SPEAK ABOUT RAINBOW Railroad, I often emphasize our origins as a volunteer-run organization from 2006 to 2013. We celebrate the innovative founders of Rainbow Railroad, and I feel honoured to continue their work.

I started in March 2018. Even since then, the growth and change has been remarkable. It has been a life-changing year for me personally and I am reminded every day not to take my freedoms for granted. There are 70 million forcibly displaced persons around the world and an alarming number of these individuals are exceptionally vulnerable LGBTQI folks.

This is where Rainbow Railroad comes in.
In 2017, Rainbow Railroad developed its first-ever three-year strategic plan. We set out three strategic priorities to 2019: deepen and broaden current services to bring more people to safety; expand to assist more people outside the Caribbean; and build the capacity to meet the organization’s growing needs. We surpassed all goals.

At the end of this current strategic plan, we now have a thriving team of 11 full-time staff. We’ve moved to a larger office space, we’ve recruited new board members, and increased the number of senior committee volunteers while continuing to develop new policies to meet the needs of the organization.

As we create our 2020 to 2022 strategic plan, we are uniquely positioned to provide governments with advice on how to improve the immigration and refugee system for persecuted LGBTQI people who need to move. Going forward, we’re aiming to increase advocacy and connectivity to the broader refugee and human rights movement, find more efficient routes to safety, and adapt systems and tools to increase accessibility and diversity. A special thank you to Deloitte for helping guide us through this process and exciting new phase for Rainbow Railroad.

With the help of our supporters, we will surpass these new goals once again and help more persecuted LGBTQI people find a route to safety.
2006
Created by a dedicated group of volunteers.

2013
Became a registered charitable organization in Canada.

2015
Rainbow Railroad USA became a registered charitable organization in the United States.

2016
Received transformational grant from Upside Down Tree Foundation and provided travel support for over 200 individuals since 2006.

2017
Helped provide a pathway to safety for 57 Chechens and a total of 206 individuals.

2018
Responded to the crackdown in Egypt. A number of individuals were arrested for raising rainbow flags at a concert in Cairo.
BUDGETS & PEOPLE HELPED OVER TIME:

PROJECTED & ACTUAL ANNUAL BUDGETS*

<table>
<thead>
<tr>
<th>Year</th>
<th>Actual</th>
<th>Projected</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>$322,763</td>
<td>$228,250</td>
</tr>
<tr>
<td>2016</td>
<td>$855,734</td>
<td>$582,800</td>
</tr>
<tr>
<td>2017</td>
<td>$2,039,068</td>
<td>$1,100,000</td>
</tr>
<tr>
<td>2018</td>
<td>$2,632,717</td>
<td>$2,550,000</td>
</tr>
</tbody>
</table>

*RAINBOW RAILROAD CANADA ONLY

PEOPLE HELPED

<table>
<thead>
<tr>
<th>Year</th>
<th>Projected</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>11</td>
<td>29</td>
</tr>
<tr>
<td>2016</td>
<td>81</td>
<td>100</td>
</tr>
<tr>
<td>2017</td>
<td>206</td>
<td>130</td>
</tr>
<tr>
<td>2018</td>
<td>198</td>
<td>150</td>
</tr>
</tbody>
</table>

PROJECTED | ACTUAL
2018 REQUESTS FOR HELP:

REQUESTS FOR HELP THIS YEAR: 1328

COUNTRIES WHERE REQUESTS ORIGINATED: 90
REQUESTS BY COUNTRY OF ORIGIN / NATIONALITY:

Number of Requests 2018:
- 200+ (Red)
- 50-199 (Orange)
- 20-49 (Yellow)
- 10-19 (Light Orange)
- 1-9 (Light Yellow)
- 0 (White)
### People Travelled to Safety:

**198**

**From:** 16 Unsafe Countries

**To:** 12 Safer Countries Where They Can Be Free

### People Travelled to Safety by Country of Origin:

<table>
<thead>
<tr>
<th>Country of Origin</th>
<th>Number of People</th>
</tr>
</thead>
<tbody>
<tr>
<td>JAMAICA</td>
<td>152</td>
</tr>
<tr>
<td>UGANDA</td>
<td>2</td>
</tr>
<tr>
<td>RUSSIA CHECHNYA</td>
<td>16</td>
</tr>
<tr>
<td>DAGESTAN</td>
<td></td>
</tr>
<tr>
<td>EGYPT</td>
<td>11</td>
</tr>
<tr>
<td>KAZAKHSTAN</td>
<td>1</td>
</tr>
<tr>
<td>BANGLADESH</td>
<td>2</td>
</tr>
<tr>
<td>SAINT VINCENT</td>
<td>1</td>
</tr>
<tr>
<td>IRAN</td>
<td>2</td>
</tr>
<tr>
<td>SOUTH AFRICA</td>
<td>1</td>
</tr>
<tr>
<td>IRAQ</td>
<td>2</td>
</tr>
<tr>
<td>TANZANIA</td>
<td>1</td>
</tr>
<tr>
<td>NIGERIA</td>
<td>2</td>
</tr>
<tr>
<td>TRINIDAD</td>
<td>1</td>
</tr>
<tr>
<td>PAKISTAN</td>
<td>2</td>
</tr>
<tr>
<td>UAE</td>
<td>1</td>
</tr>
</tbody>
</table>
OUR PROCESS: HOW WE SAVE LIVES

Request

Verification

Triage
OUR PROCESS: HOW WE SAVE LIVES

Funding
Support
Travel
IN MAY 2018, DENNIS BEGAN receiving phone calls threatening him with violence for his work as an LGBTQI activist in Uganda. His persecutors accused him of “spoiling the youth” in Uganda and “recruiting them into homosexuality.” They condemned him for decrying the treatment of LGBTQI Ugandans and accused him of speaking negatively about his country.

In addition to the harassing phone calls, Dennis was under constant surveillance, trailed by men between his home and his place of work. He tried going underground to stay safe by moving in with a friend, but it was short-lived — his tormentors discovered his new location and attacked his friend while he attempted to retrieve some of Dennis’ personal effects.
Dennis knew he could no longer stay in Uganda. “I believed they would finally strike and harm me, kill me, or incarcerate me.”

Forced to flee Uganda, Dennis contacted us, and we provided financial and logistical support for his travel to safety. After adjusting to his new home in Canada, he resumed his human rights activities. Today, Dennis is busy working with a variety of LGBTQI initiatives in Canada and continuing his advocacy efforts back in Uganda.

“I feel at peace now, as I can go about my life without looking over my shoulder all the time. I feel safer and happier, and I am back to my productive self.”

---

### Destination Country Examples

- CANADA
- FRANCE
- GERMANY
- ITALY
- SPAIN
SARAH’S LIFE WAS FOREVER changed in September 2017 when she raised a rainbow flag, along with many others, at a concert in Cairo. The act – meant to show support and solidarity for the openly gay lead singer of a rock band – was used by Egyptian officials to justify a harsh crackdown against LGBTQI Egyptians and arrest more than 100 people, including Sarah.

Following her arrest, Sarah spent three months in prison awaiting trial for her alleged crimes, which consisted of joining an illegal LGBTQI rights group, promoting its ideas, and promoting “sexual deviancy and debauchery.”

While in prison, she was beaten, kept in solitary confinement, and mistreated by fellow inmates. Eventually, she was
released from prison, but she could not go back to her previous life. Sarah was fired from her job as an IT specialist and branded a criminal. Her future in Egypt was dark.

As news of the worsening conditions for LGBTQI Egyptians spread globally, we began the process of evacuating 14 people who were detained during the crackdown. Forced into exile by the Egyptian government, Sarah was included in the evacuation and travelled to safety in Canada in March 2018.

Today, Sarah is still healing from her imprisonment and exile, especially from the pain of being separated from her family.

“For me, home is human, home is in people. Until I build meaningful relationships in Canada, home will always be back in Egypt.”

As she works towards building relationships and establishing a community in Toronto, she’s focusing on her studies and exploring her new Canadian freedoms. With an interest in feminism, social justice, and diversity studies, Sarah is looking forward to remaining political and engaging in human rights activism without the threat of prison.

“Activism in Egypt is dangerous, but Canada is free. For me, Pride is still an act of political resistance, less a party. I want to dedicate my life to activism because we can’t forget there are people suffering in the Middle East and around the world.”
AS AN OUT GAY ACTIVIST working at a Jamaican LGBTQI rights group, Elton’s life was under threat every day. After several attempts on his life and an incident in July, when men tried to break into his apartment, Elton knew the extra locks on the door were not enough to protect him. He reached out to Rainbow Railroad for help.

Elton’s escape from persecution was swiftly finalized and he was on his way to safety by August. We provided Elton with airfare and accommodation to assist with his travel and remained in constant contact while he rebuilt his life in Canada, assuring him that he’d be okay every step of the way.
Today, in his new home of Toronto, Elton is doing fine. He says he feels safe and relaxed. He’s adjusting to no longer feeling the need to look over his shoulder and he is truly happy to say Toronto feels like home.

His role as an activist in Jamaica put him at risk, forcing him to flee. In Canada, Elton is still dedicated to helping those in distress, volunteering with a local LGBTQI refugee program. Elton continues to advocate for his friends back home so one day, they too will be safe.

Spotlight on J-FLAG:
Rainbow Railroad could not do this work without the support and collaboration with our partner organizations around the world. In Jamaica, that’s J-FLAG, the Jamaican Forum for Lesbians, All-Sexuals and Gays, an LGBTQI rights organization founded in 1998. J-FLAG advocates for the protection of LGBTQI people from state-sanctioned persecution and community violence, and by calling for the fair and equal treatment of LGBTQI people.
THE GROUP OF FRIENDS THAT MAKE up Team Welcome came together after learning about Rainbow Railroad’s work. A neighbour of one member shared how he and his friends had formed a settlement team to support a gay man travelling to Toronto. That was the inspiration to help a bisexual woman escape persecution and build a safer life in Toronto. The team’s founding member said she reached out to learn more about Rainbow Railroad’s vital mission, and it was an easy decision to move forward and support the organization.

It didn’t take long for the group to form a settlement team of their own with a group of seven passionate, thoughtful, and skilled women. “Though we’re all busy with families and other obligations,
the volunteer commitment is manageable.” Prior to the newcomer’s arrival, Rainbow Railroad completed the Canadian government sponsorship paperwork while the team fundraised and prepared resources. Two team members opened their home to help the newcomer adjust to her new life in Toronto.

Since her arrival, the team has helped the newcomer connect with community, meet new people, and adjust to life in Toronto. “Recently, she encountered her first raccoon, watched her first Victoria Day firework show, and witnessed the Raptors’ historic championship win. She also experienced her first Toronto Pride.” “Like many people, members of our settlement team have done a fair amount of volunteer work, but this experience is uniquely personal and meaningful. It is an honour to support a newcomer who has made the brave decision to leave a dangerous situation and start a new life in a country where she can be her true queer self.”
BRIAN KELLY SAYS HE WAS FIRST made aware of Rainbow Railroad’s mission while having dinner at a friend’s apartment in New York City. At the time, he had just read about the anti-gay purge in Chechnya. “I remember sitting in that apartment with other activists and feeling a deep desire to help those in the LGBTQI community who clearly needed it. With my experience in travel, I decided to focus on the travel aspect of Rainbow Railroad’s mission by launching campaigns for airline points donations, eventually leading to a fundraising campaign through Prizeo.”

“I know I’m so fortunate to safely travel the world with my boyfriend as a successful and openly gay public figure. Most people travelling the world are not afforded the same opportunities.
I can safely visit countries like Russia and Egypt while horrible things are happening to LGBTQI individuals who live there. Travel has changed my life and I want to give back and help change lives through travel.

Brian says he saw firsthand how travel could save lives when he met many of the Chechen survivors in Toronto in 2018. “Hearing them recount the feeling of freedom as the plane wheels lifted off the ground in Chechnya was incredible, especially knowing our miles and points helped save their lives. Having such a profound impact on someone’s life is amazing. I urge anyone who can, to donate their own frequent flier miles — they can save lives.”

Brian says his work with Rainbow Railroad has changed his perspective on the world. “It has helped me recognize the realities so many LGBTQI individuals are facing. Now more than ever, we must have compassion and continue to pursue a variety of strategies to help our LGBTQI family around the world.”
THE COMMUNITY ONE FOUNDATION
board first considered partnering with Rainbow Railroad after witnessing the organization's evacuation of LGBTQI individuals from Chechnya and Egypt. “The Board of Directors were very impressed and inspired by what Rainbow Railroad had accomplished and felt it resonated with Community One's core values.”

Since the early 1980s, Community One has been working to help create a vibrant and diverse LGBTQI community in the Greater Toronto Area by providing financial support to projects and organizations that enhance our local LGBTQI community. The Foundation has supported over 1,000 important and innovative local community projects.
In the Greater Toronto Area, Community One benefits from long-established, local LGBTQI organizations. “However, internationally, there is no financial support, and LGBTQI rights are largely non-existent. Rainbow Railroad is aiming to change this, and we’re proud to partner with them as they fight to give persecuted LGBTQI people around the world a path to freedom.”

“In addition to the connection we share in our core values, Community One also supports many LGBTQI newcomer organizations and programs. Rainbow Railroad works with many of these organizations to help newcomers settle and adjust to life in Canada, from finding a job or housing, to providing emotional support and helping connect them to community.”

“Our partnership with Rainbow Railroad has been very emotional. When we hear the stories of folks who benefit from our support, it’s truly moving. Participating in Rainbow Railroad’s 60 in 60 campaign in 2018 — knowing the funds raised helped save a number of lives — meant a lot to us and resonated with our donors.”
FINANCIALS: RAINBOW RAILROAD CANADA:

**REVENUE**

$2,632,717 CAD

**EXPENSES**

$2,753,408 CAD
FINANCIALS: RAINBOW RAILROAD USA:

REVENUE

$700,624 USD

EXPENSES

$883,104 USD
$100,000+
Freedom House | TD | The Upside Down Tree, Inc

$50,000-$99,999
Community One Foundation | Jeffrey Fettes & Chris Wallace

$25,000-$49,999
BCF LLP | Broadway Cares | Corby | Delta Air Lines | Steven Spencer

$10,000-$24,999
Aurora Cannabis
The Michael Baylis Foundation
Drew Delaware
Fettes Family Foundation
Jewish Family Services of Ottawa-Carleton
Alex Krawczyk
Andrew Swart & Michael Sacke
TICOT Social Society Inc
Unifor Social Justice Fund
We’re Funny That Way Foundation
George Yabu & Glenn Pushelberg
<table>
<thead>
<tr>
<th>$5,000-$9,999</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lawrence Bennett</td>
</tr>
<tr>
<td>Robert L Brews</td>
</tr>
<tr>
<td>Ray Brillinger &amp; Cy Hack Fund</td>
</tr>
<tr>
<td>CLAW Corp.</td>
</tr>
<tr>
<td>Aaron Crespin &amp; Chad Melleken</td>
</tr>
<tr>
<td>Ed &amp; Margaret DaCosta</td>
</tr>
<tr>
<td>David Dubrovsky</td>
</tr>
<tr>
<td>Foundation of Hope</td>
</tr>
<tr>
<td>Hone Capital</td>
</tr>
<tr>
<td>Larry Hughesam</td>
</tr>
<tr>
<td>K.M. Hunter Charitable Foundation</td>
</tr>
<tr>
<td>Rick Innis</td>
</tr>
<tr>
<td>John King</td>
</tr>
<tr>
<td>Kenney Lai</td>
</tr>
<tr>
<td>Bruce Lawson</td>
</tr>
<tr>
<td>Andrew Mahon</td>
</tr>
<tr>
<td>Foundation</td>
</tr>
<tr>
<td>Ian Nordheimer</td>
</tr>
<tr>
<td>The Pride and Remembrance Association</td>
</tr>
<tr>
<td>Promising Young People Foundation</td>
</tr>
<tr>
<td>Joel Rotstein &amp; Frank Chester</td>
</tr>
<tr>
<td>Alex &amp; Carter at Montreal Pride</td>
</tr>
<tr>
<td>Gateside K and V Foundation</td>
</tr>
<tr>
<td>Peter Taylor</td>
</tr>
<tr>
<td>Ultimate Software</td>
</tr>
<tr>
<td>John M. Whillans</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>$1,000-$4,999</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sachin Aggarwal</td>
</tr>
<tr>
<td>Michelle Albert</td>
</tr>
<tr>
<td>Connie and David Anderson</td>
</tr>
<tr>
<td>AppCentrica Inc.</td>
</tr>
<tr>
<td>R Todd Appleton</td>
</tr>
<tr>
<td>Lawrence Aronovitch</td>
</tr>
<tr>
<td>Timothy Banks &amp; Farrell Macdonald</td>
</tr>
<tr>
<td>Michael &amp; Keith Battista</td>
</tr>
<tr>
<td>Guy Beaudin</td>
</tr>
<tr>
<td>Bent Beauty</td>
</tr>
<tr>
<td>Bernada Properties</td>
</tr>
<tr>
<td>BLG: Bordan Ladner Gervais</td>
</tr>
<tr>
<td>Jonathon Borland</td>
</tr>
<tr>
<td>Bowling for Bragging Rights</td>
</tr>
<tr>
<td>Neil Buddel</td>
</tr>
<tr>
<td>Dwight Bungay</td>
</tr>
<tr>
<td>Roy Cain</td>
</tr>
<tr>
<td>Mike Callaghan</td>
</tr>
<tr>
<td>Rahim Chunara</td>
</tr>
<tr>
<td>Brian Clarkin</td>
</tr>
<tr>
<td>Jamieson Cochrane</td>
</tr>
<tr>
<td>David S Crawford</td>
</tr>
<tr>
<td>Crews &amp; Tangos</td>
</tr>
<tr>
<td>Randall Dawson</td>
</tr>
<tr>
<td>&amp; Rudy Ticzon</td>
</tr>
<tr>
<td>David DesLauriers</td>
</tr>
<tr>
<td>Anthony Dunn</td>
</tr>
<tr>
<td>Victor Dwyer</td>
</tr>
<tr>
<td>Laura Edwards</td>
</tr>
<tr>
<td>Valerie Edwards</td>
</tr>
<tr>
<td>Endeavours and ThinkPlay</td>
</tr>
<tr>
<td>EngiQueers Canada</td>
</tr>
<tr>
<td>The Edith and Bernard Ennis Foundation</td>
</tr>
<tr>
<td>Ernest Cider Co. Ltd.</td>
</tr>
<tr>
<td>Fasken Martineau LLP</td>
</tr>
<tr>
<td>Fellowship of Alberta Bears</td>
</tr>
<tr>
<td>Dan Flanagan</td>
</tr>
<tr>
<td>From Russia with Love</td>
</tr>
<tr>
<td>Romeo Gagnon</td>
</tr>
<tr>
<td>Berns Galloway</td>
</tr>
<tr>
<td>Gladstone Hotel</td>
</tr>
<tr>
<td>Daniel Gooch</td>
</tr>
<tr>
<td>Caleb Goodman</td>
</tr>
<tr>
<td>Google Employee Giving</td>
</tr>
<tr>
<td>A J Goulding</td>
</tr>
<tr>
<td>Peter Graham</td>
</tr>
<tr>
<td>Meredydd Gray</td>
</tr>
<tr>
<td>The Grove Community School</td>
</tr>
<tr>
<td>Harbourfront Centre</td>
</tr>
<tr>
<td>Mark Haslam</td>
</tr>
<tr>
<td>Tim Hayman</td>
</tr>
<tr>
<td>Bennett Haynen</td>
</tr>
<tr>
<td>Geoffrey Hogarth</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>$10,000-$24,999</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aurora Cannabis</td>
</tr>
<tr>
<td>The Michael Baylis Foundation</td>
</tr>
<tr>
<td>Drew Delaware</td>
</tr>
<tr>
<td>Fettes Family Foundation</td>
</tr>
<tr>
<td>Jewish Family Services of Ottawa-Carleton</td>
</tr>
<tr>
<td>Alex Krawczyk</td>
</tr>
<tr>
<td>Andrew Swart &amp; Michael Sacke</td>
</tr>
<tr>
<td>TICOT Social Society Inc</td>
</tr>
<tr>
<td>Unifor Social Justice Fund</td>
</tr>
<tr>
<td>We're Funny That Way Foundation</td>
</tr>
<tr>
<td>George Yabu &amp; Glenn Pushelberg</td>
</tr>
<tr>
<td>33</td>
</tr>
</tbody>
</table>
CANADIAN DONATIONS:

Intelex Technologies
Daniel Johnson
Kamloops United Church
Shalabh Kayastha
Robert Kimberley
Kathryn Klement
KMI Publishing & Events Ltd.
Brent Knowles
Brian Komonko
Rona Kosansky
Colin Kovacs
Karim Ladak
Chi Wang Kenney Lai
Jeremy Laing
Layne Talent Inc.
Denis Leblanc
Berlin Leder & Fetisch
Jordan Levitin
Sender Liberman
Frank Lowery
Richard Lyle
Ryan MacDonald
K. Jason MacIntyre
Peter Mansour
Carole Marshall
Russell Mathew
R.E. Ted Matthews
Martha McCain
Donald McCulloch
Richard McLellan
John McNair
Mathieu & Stephanie Mercier
Jordan Merkur
Rodney Miller
Miller Thomson LLP
Sheona Mitchell-Foster
David Moore
Gary Moriarty
Bill Morneau & Nancy McCain Foundation
Kev Murphy
Michael Murphy & Shane Small
Rosanna Nardi
Larry Nevard
Katie O’Donovan
James O’Hara
outCBD
Yeniffer Pang-Chung
Dave Perks
Andrew Pike
Kerry Pond
Dean & Jamie Powers
Alex Privitera
Simon Raphael
RBC Foundation
Stephen Robards
Ann Rosenfeld
Jim Ruyter
Inacio Schiller
Eric & Melanie Semlacher
Rupen Seoni
Serving with Pride
Jonathon Sherman
Tracy Simpson
Steve and Shannon Small
Wayne Smith & Ross Slater
John Soer
St. Mark’s Evangelical Lutheran Church
St. Peter’s United Church
Jeff Stone
Dale Sturges
Michael Sweeney & Peter Weiss
Ilan Tabori
Christopher Tebo
June Thompson & Terri Holizki
Jill Tinmouth & Dianne Davis
Julio Torres
John Torrey
John Tossell
Diane Trewartha
Ian Turner
University of Toronto Engineering Stores
Daniel Urquhart
Jennifer Vella
Bart Verrecas
David Walberg
Glen Watson
Edmund Wilde III
Mark Wilson
Nora Young
Mike Zaranyik
Zdarsco Inc
AMERICAN DONATIONS:

$50,000+
The Points Guy

$25,000-$49,999
Andrew Beckerman | Peter Lyons

$10,000-$24,999
Walter Cain | Steven Galante & C. Leanne Cowley

$5,000-$9,999
Kent Belden & Dr. Louis Re
Brian Bumbery
Centaur Motorcycle Club of Virginia
Mel Heifetz
Roxana Sowlaty
Donovan Tatum & Santini Reali
Henry van Ameringen

$1,000-$4,999
Shamoun Afram
Jason Black
David Blatt
Michael Brown
Nicolas Bru
The Castle Family Foundation
Brian Cruey
Carrie Decker
Carolyn Dodenhoff
Dot.Out
Roger Doughty
Christina Ehrlich
Aybars Emsun & Tracy Raasch
Fein Foundation
Brian Feit
Stacy Ferguson
Jacob Goodman
Highland Park Minyan
Michael Horvich
HRC International Fund
Jessica Ibbitson
Jeffrey Jenkins
Michael Kennedy
John G. Kroll
Lazard Asset Management
David Levine
The Loring, Wolcott & Coolidge Charitable Trust, LLC
Daniel Mallory
Eric McGinnis
Thomas McGuire
Matthew McLaughlin
Matthew Messel
Mixpanel
Roderick Muhammad
Aaron Nassberg
Norman Sandfield
Charitable Fund
Brett Paul
Skylar Peterson
Luke Pickett
Maev Reilly
Frank Ricciardi
Adam Rodriguez-Routt
Sonya Rosenfeld
Richard A. Saada
Sacramento Region Community Foundation
Douglas Samuel
Eric Schuman
Jocelynn Smith
John Steffens
Mark Stephanz
James Swanson
Raymond Timmer
Courtney Toder
Maximilian Traber

Joseph Ujobai
United Talent Agency
Jerre van den Bent
John Vanderlinde
Jeremy Vogel
Ray Wallach
Waukegan Friends of Rainbow Railroad
Erin Wolfe
Daniel Woycik
The Andrew D. Zacks Foundation
Thay Zimmerman
THANK YOU: TO OUR STAFF AND VOLUNTEERS

STAFF
Leadership
Kimahli Powell, Executive Director
Winnie Luk, Managing Director

Management
Sandi Baker, Manager of Finance
Devon Matthews, Manager of Program Development
Meryl Warren, Manager of Operations
Philip Wong, Director of Development

Team
Gareth Henry, Senior Program Officer, Caribbean
Andrea Houston, Communications and Development Officer
Kyle Miller, Development Officer
Björn Wagenpfeil, Program Officer, Volunteer Management and Case Support
Lauren Jade Young, Program Officer, Intake and Case Support

BOARD OF DIRECTORS CANADA
Executive
Caleb Goodman, Chair
Ann Rosenfield, Vice Chair
Larry Hughesam, Treasurer
Anne-Marie Vanier, Secretary

Members
Michael Battista (outgoing 2019)
Joan Anderson (outgoing 2019)
Anthony De Filippis
David Dubrovsky
Ian Gregoire
Krista Hill
Bruce Koff
John McNain
Michael Murphy
Danny Ramadan
Al Ramsay
Andrew Swart
Karlene Williams-Clarke

BOARD OF DIRECTORS USA
Executive
Michael Murphy, Chair
Anthony De Filippis, Treasurer
David Dubrovsky, Secretary

CASE COMMITTEE
Ehab Jaber
Natasja VanderBerg
Haran Vijayanathan
Karlene Williams-Clarke

ALL ABOARD COMMITTEE
Kent Belden & Dr. Louis Re
Anthony De Filippis
David Dubrovsky
Jessica Ibbitson
Brian Kelly
Bruce Koff
Peter Lyons
Michael Murphy
Al Ramsay
CASE VOLUNTEERS

Africa Team
Sebastian Constantino
Elliot Fonarev
Bernard Mumuluh
Josh Scheinert
Giancarlo Volpe
Karlene Williams-Clarke, Team Leader & Case Committee

Eastern Europe Team
Mariam Chakvetadze
Ben Gardent
Justin Romanov
Lily Tarba

MENA Team
Noah Adams
Imad Akkawi
Karine Hajje
Ehab Jaber, Team Leader, Case Committee
Youssef Kamar

Other Volunteers
Gerard, PSR Committee
Lisa Hipgrave, Community Worker Intern, Settlement Team
Barry Trentham, PSR Committee
Natasja VanderBerg, PSR Committee, Case Committee
Douglas Watkins, PSR Committee
Sid Sengupta
Haran Vijayanathan
Alyssa Manning

SETTLEMENT TEAMS
Team Capital One
Team New Start
Team Pink Parkdale
Team Rainbow Routes
Team Rod Day
Team Safe Home
Team Three

Team Umoja
Team Unlimited
Team Welcome
Team York
Team YYZ

SPECIAL ACKNOWLEDGEMENTS
Randy Boissonnault Special Advisor to Prime Minister Justin Trudeau
Chrystia Freeland, Minister of Foreign Affairs
Ahmed Hussen, Minister of Immigration, Refugees and Citizenship
THANK YOU:
FOR ALL YOUR HELP

24-7 Intouch
The 519
Ace Design + Build
Seth Adam & The Lead PR team
Ahmed Alaa
Carmyn Aleshka
Daniel Allen, Development Consultant (UK)
The Arkells
Rebal Arrar
Laurie Arron
Avenue Road (8A, NYC)
Salah Bachir
Anna Bilan
Blakes
David Brown
Canadian Rainbow Coalition for Refuge
Capital Rainbow Refuge
Maggie Cassella
Centre for Social Innovation
Gunjan Chandok
Staceyann Chin
Anthony Chong
Jennifer Coffey
COSTI Immigrant Services

Aaron Crespin & Chad Molleken
Michelle Davis
Randall Dawson
Deloitte
Delta Air Lines
Becca Denenberg
Bassel Dick, Program Officer (former)
Dignity Network
Thang Dinh
Julie Dorf
Amin Dzhabrailov
Ramy El Cheikh
Lilian Elkady
Cecilio Escobar
Federación Argentina LGBT
Scott Ferguson
Greg Fettes
Vanessa Fica
Michael Finkenbine
Foundation of Hope
David France
Angelyn Francis, Videographer
Freedom House

George Brown College
Jay Ginsherman, Graphic Designer
Glad Day Bookshop
Parimal Gosai
Peter Graham
David Hallett
Michelle Hartlen
Eduardo Hernandez, Development Officer (former)
Bobby Hrehoruk, Director of Development (former)
Human Rights Campaign
Humber College
ILGA
ILGTA
Immigration Equality
Inside Out
J-FLAG
Tim Jones
Sharalyn Jordan
Kaleidoscope Trust
Mark Kelly & Winston Griffith
Doug Kerr
<table>
<thead>
<tr>
<th>Karim Ladak</th>
<th>Jodie Paterson</th>
<th>TD Bank</th>
</tr>
</thead>
<tbody>
<tr>
<td>Will Lamont</td>
<td>Kenita Placide</td>
<td>Thomson Reuters Foundation</td>
</tr>
<tr>
<td>Steven Larkin</td>
<td>Plus1</td>
<td>Andrey Timofeev</td>
</tr>
<tr>
<td>Kate Lazier</td>
<td>The Points Guy (Brian Kelly)</td>
<td>Tanja-Tiziana</td>
</tr>
<tr>
<td>Alex Lincoln</td>
<td>Pride Toronto</td>
<td>Traction on Demand</td>
</tr>
<tr>
<td>Justin LoPresti</td>
<td>Pro Bono Students Canada</td>
<td>Onwa Uchechukwu (Valentine)</td>
</tr>
<tr>
<td>MCCT</td>
<td>Glenn Pushelberg and George Yabu</td>
<td>Traction on Demand</td>
</tr>
<tr>
<td>Mashrou' Leila</td>
<td>Rainbow Refugee (Vancouver)</td>
<td>Traction on Demand</td>
</tr>
<tr>
<td>Elton McDuffus</td>
<td>Reach Capabilities</td>
<td>Traction on Demand</td>
</tr>
<tr>
<td>Scott McNeill</td>
<td>Daniel Rozak</td>
<td>Traction on Demand</td>
</tr>
<tr>
<td>Monica Merrifield</td>
<td>Mariano Ruiz</td>
<td>Traction on Demand</td>
</tr>
<tr>
<td>Krystle Merrow, Photographer</td>
<td>Russian LGBT Network</td>
<td>Upside Down Tree Foundation</td>
</tr>
<tr>
<td>Tiq and Kim Milan</td>
<td>Justin Ryder</td>
<td>Jeremy Vandermeij</td>
</tr>
<tr>
<td>John Miller</td>
<td>Yara Shaarawy</td>
<td>Dillon Waldron</td>
</tr>
<tr>
<td>Bif Naked</td>
<td>Amy Sherwood</td>
<td>Lulu Wei</td>
</tr>
<tr>
<td>Navigator</td>
<td>Sonya Shields, Development Consultant</td>
<td>Ryan White, Graphic Designer</td>
</tr>
<tr>
<td>Aditi Nayak</td>
<td>(USA)</td>
<td>Theron Woodman, Office Administrator (former)</td>
</tr>
<tr>
<td>Sam Naylor</td>
<td>John Shehan</td>
<td>(former)</td>
</tr>
<tr>
<td>Akshat Niranjan</td>
<td>Martha Singh Jennings</td>
<td>Gabrielle Zilkha</td>
</tr>
<tr>
<td>Olivia Nuamah</td>
<td>Nathalie Sommer</td>
<td></td>
</tr>
<tr>
<td>Anthony Oliviera</td>
<td>T Stewart</td>
<td></td>
</tr>
<tr>
<td>OutRight Action International</td>
<td>Dale Sturges</td>
<td></td>
</tr>
<tr>
<td>Jacqueline Park</td>
<td>Alison Symington</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>