

Inside Out

IMPACT REPORT & STRATEGIC PLAN

2020-2022



LETTER FROM OUR CO-HEADS

Inside Out has been a home and a haven to 2SLGBTQ+ filmmakers, audiences, and film fans since a group of Toronto media artists formed the Inside/Out collective in 1990. Over the past 32 years, Inside Out has evolved into the largest 2SLGBTQ+ film festival in Canada and an international leader in queer exhibition and storytelling.

With our 35th anniversary approaching in 2025, Inside Out finds itself at a critical juncture. As we emerge from the worst of the COVID-19 pandemic, which transformed both our structure and operations, we pause now to, first, reflect on the past three years at Inside out, and second, to collaboratively imagine the next three years of the festival. This two-part document reflects the insights and aspirations identified through our review process, which engaged community members, board members, and staff. The document is built on gratitude for the support that’s allowed us to continue to serve our c o m m u n i t i e s through a global crisis, and it’s built on hope for the continued success and sustainability of the festival we love.

Part One: 2020-2022 Impact Report

We are proud to present the 2020-2022 Impact Report, which continues the important tradition of pausing to express gratitude to the community that supports Inside Out. The Impact Report highlights festival achievements in equity and diversity, industry development, and innovation during a three-year period of unprecedented change and challenge. Here, we shine a light on the work made possible by the generous support of our donors, members, and partners. Thank you.

Part Two: 2023-2025 Strategic Plan

Inside Out’s 2023-2025 Strategic Plan represents our vision for the next three years, culminating in our 35th anniversary year. This plan outlines our roadmap to continued success as a festival that challenges attitudes and changes lives through the transformative power of queer film. Our Strategic Plan is upheld by five key pillars: Programming and Exhibition, Industry Development, Accessibility, Community Outreach, and Enhancing Organizational Capacity.

It is our hope that this review inspires optimism, excitement, trust, and support as Inside Out transitions into its next stage. We honour the vital legacy of our organization and look towards the future with gratitude for your support.

With gratitude and appreciation,

Andrew Murphy

Elie Chivi



LETTER FROM THE BOARD

It is my pleasure to introduce Inside Out’s 2020-2022 Impact Report and Strategic Plan for 2023-2025.

It is my pleasure to introduce Inside Out’s 2020-2022 Impact Report and Strategic Plan for 2023-2025. Since 1990, Inside Out has served as a gathering place for audiences to celebrate the best queer cinema and has played a critical role in supporting the growth of 2SLGBTQ+ artists and film. This Strategic Plan builds on our success and reflects the feedback of audiences, filmmakers, members, donors, government and corporate partners, volunteers, staff, and our Board of Directors. It outlines a bold strategy to invest in the development of 2SLGBTQ+ filmmakers and to showcase storytelling that authentically connects with all members of our community.

Our plan is centered around the five key pillars that matter most to our stakeholders: innovative programming and exhibition, industry development, equity and accessibility, community outreach, and enhancing organizational capacity. The Strategic Plan lays out achievable goals for each of these key pillars that will support the sustainable growth of Inside Out and elevate the visibility of 2SLGBTQ+ artists and films. Tracking important metrics to evaluate Inside Out’s progress and hold our organization accountable will support us in achieving these goals.

Many of you participated in the creation of this plan through survey responses and focus groups. We thank everyone who took the time to participate and share honest feedback. We recognize that engagement and support from our vibrant and generous community is essential to Inside Out’s work in creating accessible and inclusive environments for filmmakers to foster connections with audiences. As we navigate the changing environment of cinema, we are excited to present this Strategic Plan to advance Inside Out’s position as Canada’s leader in the development, production, and exhibition of 2SLGBTQ+ film.

Thank you for your support. We look forward to working together to achieve our shared goals over the years to come.

Thomas Park

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I M P A C T

R E P O R T

2020-2022

YEARS IN REVIEW 2020-2022

Like cultural organizations around the world, Inside Out was challenged to redefine our approach to community, exhibition, and creation in the face of the COVID-19 pandemic. After 30 years of providing a world-class film festival in theatres and venues across Ontario, we explored new means of connection and celebration, continuing to reach our audience online through the Inside Out Screening Room and outdoor venues across Ontario throughout 2021's Inside Out Drive-In Tour. In 2022, we celebrated our return to TIFF Bell Lightbox, delivering an in-person festival experience to our audience members.

The passion and determination of Inside Out staff, as well as the support and resilience of the community at large, has allowed Inside Out to continue to adapt and improve as we navigate the changing landscape of film exhibition

PROGRAMMING PROGRAMMING PROGRAMMING

COVID-19 brought fundamental changes to Inside Out's approach to platforming filmmakers and sharing their work with our audience members. In Spring 2020, we were forced to cancel our in-person festival and reimagine our methods of exhibition to accommodate pandemic regulations. Our fully digital festival in October 2020 highlighted 162 2SLGBTQ+ stories from around the world and broadcasted them to audiences across Ontario. For the first time, audience members were able to enjoy Inside Out programming from their own homes, which allowed queer community members from across Ontario to experience the transformative power of 2SLGBTQ+ representation in film. Expanding access to include viewers who might not be able to attend an in-person festival was a critical benefit of our COVID-19 response.

In 2021 we launched our second fully digital festival, beaming 144 films into homes across the province. Drive-in film screenings in Toronto, London, Picton, and Ottawa provided precious opportunities for 2SLGBTQ+ community members to gather in person and celebrate queer film.

The 2022 festival brought a much-anticipated return to TIFF Bell Lightbox, presenting 129 films over 31 programs to in-person audiences.

PROGRAMMING HIGHLIGHTS

2020

After the cancellation of the in-person festival, Inside Out launched a digital program of 162 films in October 2020 on the Inside Out Screening Room platform. The festival opened with a drive-in screening of the David Bowie biopic, *Stardust*, presented at Exhibition Place.

Highlights

- *Lingua Franca* by Isabel Sandoval - nominated for the Queer Lion at the Venice Film Festival
- *Pier Kids* by Elegance Bratton - Winner, Truer Than Fiction Award, Spirit Awards
- *Shiva Baby* by Emma Seligman - Winner, John Cassavetes Award, Spirit Awards
- *There's No Place Like This Place, Anyplace* by Lulu Wei - Canadian Screen Award Nominee
- Netflix x Inside Out Presents: *Boys in the Band* virtual panel with key cast

2021

- *Charli XCX: Alone Together*- Official Selection at SXSW
- *Language Lessons* by Natalie Morales - Berlin Teddy Award Nominee; Winner SXSW Audience Award
- *Querencia*, Canadian Screen Award Nominee
- Crave X Inside Out Presents: *1 Queen, 5 Queers* premiere with on stage conversation featuring Brooke Lynn Hytes, moderating by Inside Out's Andrew Murphy

Drive-ins: In addition to 2021's virtual programming, Inside Out hosted seven drive-in screenings across Ontario, with stops in Toronto, London, Picton and Ottawa allowing community members to safely enjoy queer films and community gatherings. Films included *Fanny: The Right to Rock* (Bobbi Jo Hart) - winner of the Rogers Audience Choice Award at Hot Docs, *Swan Song* (Todd Stephens) - Official Selection at SXSW, and a family screening of Netflix's Oscar nominated *The Mitchells vs The Machines*.

2022

- *Fire Island* by Andrew Ahn, Winner of the Gotham Tribute Award
- *Mars One* by Gabriel Martins - Brazil's official entry in the Best International Feature Film Oscar category
- *Sirens* by Rita Baghdadi, Official Selection at the Sundance Film Festival
- *Something You Said Last Night* by Luis De Filippis - Winner of the Changemaker Award at TIFF
- *The Blue Caftan* by Maryam Touzani - Winner of the FIPRESCI Prize, Un Certain Regard at Cannes Film Festival; Morocco's official entry in the Best International Feature Film Oscar category
- Amazon's *The Lake* comedy series
- *Wildhood* by Bretten Hannam - nominated for six Canadian Screen Awards; Winner of CSA for Performance by an Actor in a Supporting Role (Joshua Odjick)

PROGRAMMING

Average of
31 countries
represented
from 2020-2022

Average of 48%
of films directed
by BIPOC
filmmakers from
2020-2022

Average of 66%
of films directed
by women,
trans and/or
non-binary
filmmakers from
2020-2022

2020

34 countries represented

40% of films directed
by BIPOC filmmakers

61% of films directed
by women, trans and/or
non-binary filmmakers

25% of programs
had captions or
were fully subtitled

20% of programming
from Canadian talent

STATISTICS

2021 2022

31 countries represented

28 countries represented

49% of films directed
by BIPOC filmmakers

55% of films directed
by BIPOC filmmakers

71% of films directed
by women, trans and/or
non-binary filmmakers

66% of films directed
by women, trans and/or
non-binary filmmakers

72% of programs
had captions or
were fully subtitled

100% of programs
had captions or
were fully subtitled

25% of programming
from Canadian talent

26% of programming
from Canadian talent

INDUSTRY

International Film Finance Forum

Inside Out continued its commitment to supporting 2SLGBTQ+ filmmakers through key initiatives such as Industry Days and Film Finance Forum, both throughout the pandemic and when in-person operations resumed in 2022. The Forum aims to provide filmmakers with the professional tools and networking opportunities to pitch their projects and find financing. We are proud to have been able to significantly expand the offerings of the Forum, professional development programming, and funding through Inside Out's RE:Focus Fund and our Pitch, Please! Short Film Pitch Competition.

2020 Finance Forum: The 2020 Finance Forum unfolded in two streams, with Stream One held online during Inside Out's original May 2020 dates and Stream Two coinciding with the festival proper, postponed to October 2020. Stream One, with a budget of \$1.5M+, brought together ten Feature Projects, driven by creators from Canada, Kenya, Australia, the US, and the UK. Over the course of four days, project creatives met one-on-one with twenty three executives/companies, with executive producers, sales agents, and distributors/streamers from Canada, the US, the UK, Germany, and the UAE. Four Canadian Feature Projects participated in Stream Two, with a micro budget under \$1M. This stage of the Finance Forum involved seven panels and master classes featuring eighteen industry speakers.

2021 Finance Forum: During the second year of the pandemic, the 5th Inside Out Finance Forum remained online. Eight Feature Projects participated in the 2021 Finance Forum, with a budget of \$1.5M+, bringing together creators from Canada, France, Switzerland, Australia, the US, and the UK. Executive producers, sales agents, and distributors/streamers from 18 companies took one-on-one meetings with project creatives over four days. Participating

companies included Netflix, Bankside Films, Wazabi Films, Verve, Powderkeg, Protagonist Pictures, Neon, and MK2. In "Netflix x Inside Out Presents: A Story Master Class with Showrunner Chad Hodge," Forum participants engaged in an interactive master class about breaking into the industry, with Chad Hodge sharing his experience with pitching and executing projects such as Good Behaviour, Wayward Pines, and the Netflix holiday movie Single All the Way, starring Emmy Winner Jennifer Coolidge.

2022 Finance Forum: The 6th Finance Forum unfolded as a hybrid industry B2B event, with in-person and online participation mirroring the new hybrid format of Inside Out as a whole. The 2022 Forum introduced an expanded public-facing Industry Day, with a full day of free and fully accessible industry panels. Eight projects by creators from Canada, Aoeteroa/New Zealand, Finland, the US

participated in Stream One. Among the 15 returning companies/executives were Bankside Films, CBC Films, Cinetic Media, and Netflix, and first-time participating companies/executives included Gamechanger Films (USA), Good Chaos (UK), Hot Sauce (USA), Crave Originals (Canada), and Studiocanal (France/UK). The 2022 Finance Forum included nine panels, round tables, and other events over the course of three days and featured the introduction of the Trans Film Mentorship Roundtable.

Highlights from the expanded Industry Day include:

- Queerness, Race & Diversity in Casting w/ Emmy Winning casting director Alexa Fogel, Actress/Producer Hailie Sahar and content creator Sophia Clark
- Being Seen: Directives for Creating Authentic and Inclusive Content Panel
- The Film Festival Guide To Access: A Workbook for putting standards into action Panel (all were recorded and will be available online in 2023)

Finance Forum & Industry Sponsors



RE:Focus Fund

Between 2020-2022, Inside Out's RE:Focus Fund provided \$87,500 in direct funding to filmmakers. COVID-19-related disruptions to the film industry, including those related to funding, production, and exhibition, have made this funding critical to the wellbeing of the community members who tell our stories, contributing to the sustenance of queer film.

INDUSTRY
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RE:Focus provided over \$25,000 in emergency relief funds for 16 filmmakers. This funding supported the completion of 15 projects, including:

- ***Don't Text Your Ex*** - screened at 2022 festival
- ***Framing Agnes*** Feature - premiered at Sundance and won two awards; screened at 2022 festival
- ***Gender? I Hardly Know Them*** - screened at 2021 festival
- ***Pure*** - screened at 2021 festival
- ***This Place*** - premiered at TIFF in 2022

In addition to distributing emergency relief funds, RE:Focus provided \$12,500 in post-production funds for seven film projects, including:

- ***Bing! Bang! Bi!*** - screened at 2020 festival
- ***Were You Gay In High School?*** - screened at 2020 festival
- ***Sirens*** - premiered at Sundance, screened at 2022 festival

In 2021, Inside Out's RE:Focus Fund provided over \$30,000 in post-production funds for thirteen film projects, including:

- ***Afro Algorithms*** - screened at 2022 festival
- ***Chaac and Yum*** - screened at 2022 festival
- ***Fresh Meat*** - screened at 2022 festival
- ***Valentine*** - premiered at 2022 festival, went on to screen at Tribeca
- ***Work*** - premiered at Sundance, screened at 2022 festival

The RE:Focus Fund provided over \$5,000 in travel assistance to support filmmakers in attending our first in-person festival since 2019.

In addition to funding festival attendance, the RE:Focus Fund provided over \$15,000 in post-production funds for eight upcoming film projects, including:

- ***Adore***
- ***A Particular Friend***
- ***Eitr***
- ***Honey & Milk***
- ***Lost Kid Wanderer***
- ***Mal de Amores/Lovesick***
- ***Sisters***
- ***To Dance Again***

INNOVATION & OUTREACH

Inside Out has a long history of community outreach and engagement through our co-presentation program, which matches specific communities with the films that tell their stories. As our programming becomes more and more diverse, Inside Out continues to work towards creating a culture that welcomes, celebrates, represents, and reaches the members of our multidimensional communities.

Inside Out's level of community engagement remained steady throughout the pandemic, with up to 50 community partnerships and co-presentations each year.

2020-2022 partners included: The ArQuives, Asian Community AIDS Services, Buddies in Bad Times Theatre, Glad Day Bookshop, LGBT Youthline, Native Youth Sexual Health Network, Rainbow Railroad, Regent Park Film Festival, Tangled Art + Disability, Transgender Media Portal, Women in Film & Television.

In 2022, Inside Out worked closely with the filmmaker of Nana's Boys and the Black Gay Men's Network of Ontario (BGMN) to explore strategies for supporting the film in reaching its intended audience. The Black Coalition for AIDS Prevention (Black CAP), BIPOC FILM & TV, and the Nia Centre for the Arts also contributed to this effort. The result of this collaboration was one of the best-attended screenings at the 2022 Festival with an audience that was predominantly new to Inside Out.

ACCESSIBILITY

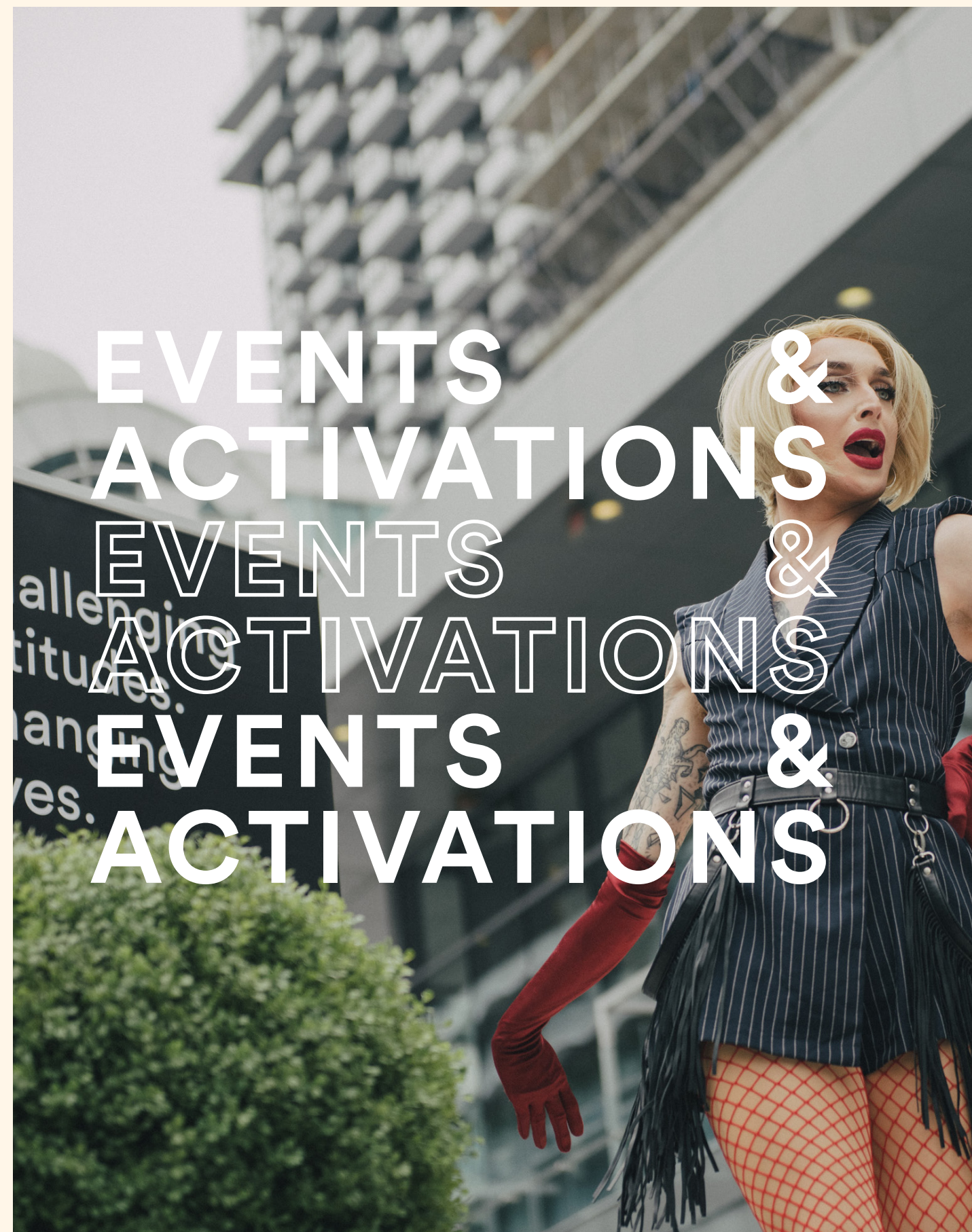
Inside Out's commitment to accessibility remains central to our organizational identity, our vision, and our values. We recognize that meaningful innovation in the production, exhibition, and promotion of 2SLGBTQ+ stories requires deliberate efforts to overcome access barriers confronted by our community members. Inside Out strives to be a leader in the film festival industry when it comes to the provision of accessibility supports for artists and audience members with disabilities. We are committed to expanding accessibility for all audience members by identifying and preventing barriers to access and by working towards accommodations that meet the various needs of our community members.

In 2020-2022, we partnered with a team of industry experts, accessibility coordinators, and disability activists, including workbook designers at Creative Users Projects. Together, we collaboratively developed The Film Festival Guide To Access, a free resource for film festivals which shares accessibility strategies and recommendations. As we worked to recover from the COVID-19 pandemic and imagined new and inclusive futures for Inside Out and other industry events, we invited our peers to consider access as an opportunity for innovation and expansion.

A critical component of our commitment to accessibility has been the provision of financial accommodations for audience members who face barriers to accessing screenings. Inside Out has continued to provide the Reel Access discount for film tickets, aiming to accommodate barriers faced by students, seniors, underwaged patrons, and patrons with disabilities. Between 2020 and 2022, Inside Out provided Reel Access discounted tickets and packages to 633 audience members, supporting students, seniors, underwaged patrons, and patrons with disabilities in accessing queer film.

Between 2020-2022, Inside Out made strides in our efforts to make programming accessible to d/Deaf and hard-of-hearing community members. **Our fully captioned/subtitled programming increased from 25% in 2020 to 72% in 2021 and 100% in 2022.** Our 2022 hybrid festival also offered ASL interpreters at screenings upon request and outreached to d/Deaf and hard-of-hearing audiences through specialized marketing. Inside Out ran accessibility audits on our website and added descriptive language on merchandise, both online and in person.

Finally, our 2022 festival included "relaxed screenings" for audience members with stimulus sensitivities and those looking for a more relaxed environment to enjoy films.



EVENTS & ACTIVATIONS & EVENTS & ACTIVATIONS & EVENTS & ACTIVATIONS



Inside Out events between 2020-2022 involved a series of creative adaptations, with virtual, hybrid, and drive-in events representing a reimagining of what it means to be in community.

Inside Out responded to the postponement of the May 2020 festival by planning a series of virtual events and drive-in screenings, which continued throughout the COVID-19 lockdowns of 2020-2021. Virtual happy hours, parties, panels, and screenings were designed to foster a sense of togetherness during a time of isolation, inviting attendees to participate through the use of creative collaborations, new technologies, and special deliveries (sponsored by Steamwhistle, Nickle 9, Adidas, Fresh, Superette, and many more of Inside Out's partners). In developing these events, Inside Out deployed innovative strategies for community engagement and synchronicity in the absence of in-person film exhibition.

With our first hybrid festival in 2022, we reopened the Festival Lounge at Artscape Sandbox. The Lounge served as a hub for parties, networking events, and awards ceremonies in addition, providing a space for audience members to mingle before and after screenings. In September 2022, Inside Out hosted the TIFF Queer Brunch, bringing together 2SLGBTQ+ TIFF attendees to network and celebrate as the festival concluded.

AWARDS AWARDS AWARDS

Each year, Inside Out provides over **\$25,000** in cash prizes directly to filmmakers and creatives.

These awards took on particular importance during the changing environment of the film industry mid-pandemic.

2020

- Emerging Canadian Short: Body So Fluorescent by David Di Giovanni. Sponsored by RBC & Entertainment Partners Canada
- Best Canadian Short: Swimmers by Chris Ross. Sponsored by eOne
- Best Canadian Feature: No Ordinary Man by Chase Joynt and Aisling Chin-Yee. Sponsored by Netflix & Entertainment Partners Canada
- Best First Feature: No Hard Feelings by Faraz Shariat. Sponsored by Inside Out's Leadership Circle
- Audience Award for Best Short: The Butterfly by Shiho Fukado. Sponsored by Accenture
- Audience Award for Best Documentary: Little Girl (La petite fille) by Sébastien Lifshitz
- Audience Award for Best Narrative Feature: Gossamer Folds by Dash Donato
- Pitch, Please!: Rejoice in the Lamb by Jake Goicoechea, Will Carington, and Courtney Bush

2021

- Emerging Canadian Short: Pitoc e icinakosian by Jos-Onimskiw Ottawa-Dubé and Gerry Ottawa. Sponsored by RBC
- Best Canadian Short: You Will Still Be Here Tomorrow by Michael Hanley. Sponsored by RBC
- Best Canadian Feature: Fanny: The Right to Rock by Bobbi Jo Hart. Sponsored by RBC
- Best First Feature: Sweetheart by Marley Morrison. Sponsored by Inside Out
- Audience Award for Best Short: Noor & Layla by Fawzia Mirza. Sponsored by eOne
- Audience Award for Best Documentary: A Sexplanation by Alexander Liu. Sponsored by eOne
- Audience Award for Best Narrative Feature: Love, Spells and All That by Ümit Ünal. Sponsored by eOne
- Pitch, Please!: Do Digital Curanderas Use Eggs in Their Limpías? by Roberto Fatal. Sponsored by Netflix

2022

- Emerging Canadian Short: Save the Date by Bria McLaughlin. Sponsored by RBC Royal Bank
- Best Canadian Short: Thot or Not by Dylan Glynn. Sponsored by Daydream
- Best Canadian Feature: Out in the Ring by Ry Levey. Sponsored by WarnerBros Discovery
- Best First Feature: Homebody by Joseph Sackett. Sponsored by David Carter
- Audience Award for Best Short: How Not to Date While Trans by Nyala Moon. Sponsored by eOne
- Audience Award for Best Documentary: Gateways Grind by Jacquie Lawrence. Sponsored by eOne
- Audience Award for Best Narrative Feature: We Will Never Belong by Amelia Eloisa. Sponsored by eOne
- Pitch, Please!: The Skin We're In by Odu Adamu. Sponsored by Netflix

THANK YOU TO OUR VALUED MEMBERS OF INSIDE OUT'S LEADERSHIP AND INSIDER CIRCLES & LEGACY SOCIETY

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LEGACY SOCIETY

Inside Out's Legacy Society donors have generously made a lasting commitment to our future by including Inside Out in their wills and estate plans. Inside Out promises to honour their legacy by continuing the essential work of the creation, exhibition, and promotion of 2SLGBTQ+ films.

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Lambert Boenders and Barry Trentham

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Kimahli Powell
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MARKETING & INSIDE OUT IN THE NEWS MARKETING & INSIDE OUT IN THE NEWS

In 2020-2022, Inside Out was featured in Deadline, Variety, the Hollywood Reporter, and the Globe & Mail. Press coverage related to funding and awards; Inside Out's transition to digital exhibition during the height of the pandemic; our involvement in the Queer Film Festival Alliance; the departure of Andria Wilson as Executive Director; and Inside Out's return to in-person screenings during the 2022 festival.

ADLINE

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estival In Toronto
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nd/or trans filmmakers.

ess industry inequities through providing dir
Q+ stories. The announcement was made tod
g, Jenna Dufton. This year's selections inclu
untries including Canada, USA, United
the fund has been designed to respond to the
eliminate barriers to career advancement.


Forbes

562 views | Jun 17, 2023, 9:43pm EDT

Major LGBTQ Film Festivals Partner To Create The 'North American Queer Festival Alliance' (NAQFA)

The LGBTQ film festival's Queerly Beloved screening series will run throughout March at the Paradise Theatre.

By **Jeff Ewing** Contributor
Hollywood & Entertainment
Jeff Ewing is a filmmaker and screenwriter in L.A.



WEST HOLLYWOOD, CALIFORNIA — FEBRUARY 23: Netflix VP of Content Cindy Holland, Anne Rothoff, Laurence ... (4) [SEEKING FOR MORE](#)


The coronavirus pandemic has forced film festivals the world over to change their usual practices in unprecedented ways. Some festivals have already partnered with [Amazon](#) (AMZN +3.2%) and [Youtube](#) to provide free online festivals, and some forthcoming high profile *ests* are already planning to resume a full digital festival slate this year. Another novel adaptation will see several of the largest North American LGRTQ festivals—*Frameline* (San Francisco), *Inside Out*

NOW Magazine / Movies & TV / News & Politics

Inside Out celebrates 30 years with 18 queer classics

The LGBTQ film festival's Queerly Beloved screening series will run throughout March at the Paradise Theatre.

By **Norman Miller** Jun 16, 2020




Inside Out is celebrating its 30th anniversary this spring – and to get Toronto audiences properly worked up about that, the festival has lined up a month-long retrospective of LGBTQ cinema at the Paradise Theatre.

PLAYBACK

FILM TV MAGAZINE VIDEO CAREERS BANTY SPOTLIGHTS FILTER SPONSORED

No Ordinary Man lands Best Canadian Feature at Inside Out

By **Michael ...**



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- 4

THAT SHE FILM TV GAMES PRODUCTS LISTS

Toronto's Inside Out and Paradise Theatre Partner for 'Queerly Beloved'

By **Pat Mulvey** / JENNIFER BEJEL/GETTY IMAGES

VARIETY

JENNIFER BEJEL/GETTY IMAGES

Frameline, Inside Out, New Fest, and Outfest Form Queer Film Festival Alliance (EXCLUSIVE)

By **David ...**



YOHOMO
TORONTO QUEER CULTURE NOW

Exciting queer cinema news! Our pals at *Inside Out* have partnered with the brand spanning new *Paradise Theatre* for something called the *Queerly Beloved* film series in March 2020.



TORONTO STAR

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DEVELOPING U.S. Election: Biden closer to 270 Electoral College votes after wins in Wisconsin, Michigan

Inside Out LGBT film fest reveals prize winners early

By **Star staff**
Mon., Oct. 5, 2020 / 0 1 min. read

[READ THE CONVERSATION](#)



For the first time in the history of Toronto's annual Inside Out LGBT Film Festival, the jury prize winners have been revealed near the fest's start, letting audiences check out the honoured films throughout the digital festival's dates.

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Inside Out 2SLGBTQ+ Film Festival Announces International Recipients Of The 2021 RE: Focus Fund

By **Valerie Complex**
October 27, 2021 6:00am

Inside Out

Inside Out

EXCLUSIVE: Inside Out, the largest promoter and distributor of 25 (± spirit) LGBTQ+ content in Canada, revealed thirteen recipients for its annual RE: Focus Fund.

The Fund was initially launched in 2018 and started as a travel grant program recognizing that trans, non-binary and women filmmakers were underrepresented in international festival attendance. The of the RE: Focus Fund was to address industry inequalities through providing direct financial support to women, non-binary, and/or trans filmmakers telling 2SLGBTQ+ stories.

"Through our annual RE:Focus Fund post-production grants, we are directing resources to address historic inequalities for women, trans, and QPOC filmmakers," adds Inside Out's Executive Director, Laurena Howe. "Now, more than ever, it is important to continue our work of breaking down access barriers and offering support to our global community of creatives, to amplify their voices and celebrate the diverse range of queer and trans-positive stories on our screens."

This year's selections include both features and short film projects from Canada, USA, Australia, United Kingdom, Turkey, Lebanon and Italy.

"From a Turkish experimental film to an Afro-Futurist animation, this year's RE:Focus recipients highlight the multitude of incredible queer and trans talent

Toronto's Inside Out attempts a 2021 film festival like no other

By **Valerie Complex**
October 27, 2021 6:00am



As the Canadian film festival circuit prepares for another season of online-only efforts, the organizers behind what they are calling a movie festival, driven by the number of challenges its members, that with its Canadian support, exhibitors and LGBTQ+ cinema viewing community, were hoping to offer a half-price festival, after the 2020 edition was cancelled. Canadian, after following to replace their next, it is doing so with a new leader, who called after postponing the 2021 event with a new leader.

Inside Out's 2021 festival, which includes the Canadian premiere of the feature *When the Sky Falls*, the festival's 2021 edition will be the first LGBTQ+ film festival in Canada since 2019. The festival's 2021 edition will be the first LGBTQ+ film festival in Canada since 2019. The festival's 2021 edition will be the first LGBTQ+ film festival in Canada since 2019.

It's challenging to understand a film festival at the best of times, but Inside Out is doing so in the middle of a pandemic, like the second year meeting, and online streaming to the world.

CISION

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Inside Out Announces Free Outdoor Drive-in Film Series To Celebrate Capital Pride In Ottawa

By **Valerie Complex**
October 27, 2021 6:00am

OTTAWA, Ont. Aug. 25, 2021 (GLOBE NEWS) - Inside Out, one of the largest 2SLGBTQ+ film festivals in North America and the world's largest promoter and distributor of 25 (± spirit) content in Canada, announces the launch of a 2021 Drive-In Film Series.

**Amazon Studios' Jennifer Sal...
MGM+ & MGM Alternative TV**

HOME / FILM / FESTIVALS

Inside Out 2S LGB... Announces Full Lin... Festival

By **Valerie Complex**
May 6, 2022 6:30am

[f](#) [t](#) [in](#) [v](#) [p](#) [+](#)

Inside Out

The 32nd annual innovative 2SLGBTQ+ film festival will take place both in-person and online. The announcement was made by the festival's executive director, Elie Chivi.

The festival's opening ceremony will be held at the Sundance Film Festival.

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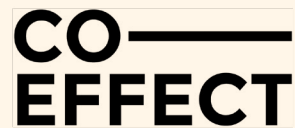
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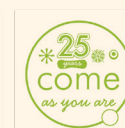
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STATEMENT OF OPERATIONS

Revenue	2022	2021	2020	2019
Government and Foundation Grants	\$ 476,783.67	\$ 583,220.00	\$ 550,288.00	\$ 317,787.00
Individual Donations and Memberships	\$ 69,652.84	\$ 139,463.00	\$ 206,775.00	\$ 239,961.00
In-Kind Services	\$ 70,001.00	\$ 80,541.00	\$ 78,478.00	\$ 226,700.00
Corporate Sponsorship, Donations and Advertising	\$ 413,581.40	\$ 334,304.00	\$ 322,956.00	\$ 370,850.00
Toronto Festival and Special Events	\$ 87,479.98	\$ 65,965.00	\$ 80,598.00	\$ 176,153.00
Ottawa Festival	\$ 3,160.25	\$ -	\$ 4,500.00	\$ 75,325.00
Endowment Fund Interest and Other Revenue	\$ 199,433.10	\$ 420,626.00	\$ 418,447.00	\$ 130,658.00
Total	\$ 1,250,091.24	\$ 1,624,119.00	\$ 1,662,042.00	\$ 1,537,434.00
Expenses	2022	2021	2020	2019
Programming Expenses, Artistic Salaries and Awards	\$ 792,473.92	\$ 849,944.64	\$ 770,626.75	\$ 893,422.19
General and Administration and Salaries	\$ 401,116.73	\$ 538,604.00	\$ 534,980.00	\$ 572,409.00
Marketing and Outreach	\$ 162,820.30	\$ 134,286.36	\$ 113,461.25	\$ 220,095.81
Total	\$ 1,356,410.95	\$ 1,522,835.00	\$ 1,419,068.00	\$ 1,685,927.00
Excess of Revenue Over Expenses	\$ (106,319.71)	\$ 101,284.00	\$ 242,974.00	\$ (148,493.00)

2019-2020 David Burkes,

B. Com, CPA, C.A.

2021 NVS Professional Corporation, Chartered Professional Accountants

Full financial statements are available upon request.

STRATEGIC

P L A N

2023-2025

MISSION, VISION & VALUES

Inside Out is Canada's largest 2SLGBTQ+ film festival, delivering impactful year-round programming to multiple cities across Canada. Thanks to the support of loyal audiences and long-term funders and partners, the festival has grown each year since its founding in 1990. The COVID-19 pandemic and its effects have demonstrated the importance of organizational resilience and flexibility. In order to continue to adapt to the ever-changing conditions of the arts and entertainment space, Inside Out will need to maintain its focus on diversifying partners and funding opportunities to sustain the festival, as well as expanding industry development initiatives to support current and future generations of filmmakers.

Inside Out stakeholders believe that it is critical for the organization to expand its efforts to authentically engage a wide variety of voices, specifically those of Indigenous, Black, and other racialized members of the 2SLGBTQ+ community.

The 2022-2025 Strategic Plan will support Inside Out in fulfilling its mandate to champion inclusivity and innovation – both in the Canadian context and beyond. Leveraging organizational strengths and identifying new strategies and resources will support Inside Out in achieving these goals.



Our Vision:

- Inside Out inspires and empowers the 2SLGBTQ+ community and film industry to advance diversity, equity, and justice to reach global audiences through film and media.

Our Mission:

- Inside Out challenges attitudes and changes lives by providing audiences with inclusive and innovative queer content through the promotion, production, and exhibition of film by 2SLGBTQ+ creatives of all sexual and gender identities, ages, races, and abilities.

Our Values:

Inside Out strives to reflect the following values in our community engagement, operations, and programming:

- **Innovation:** We give our audience new opportunities to engage with 2SLGBTQ+ stories through film and media. We are constantly developing programs and improving efficiencies by adopting new technologies and systems.
- **Relevance:** We are committed to empowering diverse 2SLGBTQ+ creatives from around the world and providing audiences with unique film-based experiences and content.
- **Community:** We play a vital role in the social, educational, and cultural health of our communities by connecting them with their stories. We are dedicated to reflecting and expanding the dialogue within 2SLGBTQ+ communities in collaboration with other organizations.
- **Equity and Accessibility:** Inside Out is committed to equity, transparency, accessibility, and inclusivity for the diverse communities we serve. We respect, reflect, and celebrate our communities' diversity and strive for inclusion of all persons at Inside Out.

A Note on Language:

Throughout this document, we primarily use the acronym 2SLGBTQ+ to refer to those of diverse sexualities, gender identities and expressions. Inside Out recognizes and acknowledges all identities and expressions within the larger spectrum. It is never our intention to be less than inclusive with shortening of the acronym to 2SLGBTQ+, and we are open to feedback from our constituents regarding best future use of the spectrum acronym both in our operating name and our public promotions.

Methodology:

Inside Out established a Strategic Planning Committee and engaged an external consultant to support the development of the 2023-2025 Strategic Plan. The plan was informed by a two-stage investigation into Inside Out's organizational strengths and opportunities for growth.

The first stage of the development process involved sending a survey to over 9200 community members (N=253 respondents). The survey was designed to invite insight on various dimensions of the festival. As part of this process, several stakeholder groups were segmented to identify a range of perspectives and ideas for the future of Inside Out and its various initiatives. This exploration was accompanied by a literature review*.

In the second stage, focus groups were conducted with various community members and partners, who were invited to engage in deeper discussions about the future of Inside Out. A staff retreat, as well as a number of meetings with the Inside Out board, staff, and management team, invited organizational reflection on pathways to overcome risks and identify new opportunities for Inside Out.

The perspectives of community members, as well as the Inside Out board, staff, and management team, inform the 2023-2025 Strategic Plan, outlined below.

*Literature Review available upon request.



THREE YEARS AT A GLANCE

YEAR 1 - 2023

Building Capacity | The first year of the Strategic Plan will prioritize fortifying organizational stability. This will involve optimizing fundamental initiatives and enhancing internal capacity to support renewed growth and financial health.

YEAR 2 - 2024

Leveraging Momentum | In the second year, Inside Out will leverage the momentum created by strengthened internal systems and renewed relationships with key stakeholders. The organizational priority in 2024 will be to support audience and revenue growth.

YEAR 3 - 2025

Sustaining Impact | Year three of this Strategic Plan will see Inside Out established as an incubator for queer creators with a diverse audience and a membership network that meaningfully reflects our commitments to accessibility and inclusivity. As Inside Out celebrates 35 years as the premiere exhibitor of 2SLGBTQ+ film in Canada, its organizational structure, operations, and impact will reflect its vision, mission, and values, as outlined above.

STRATEGIC PILLARS

STRATEGIC PILLARS

STRATEGIC PILLARS

1. Innovative Programming and Exhibition

Inside Out is committed to providing innovative programming that will continue to attract audiences from across Canada and around the world. The festival will explore new ways to deliver programs that expand and enrich audience reach and engagement. Inside Out will also continue to develop existing partnerships and cultivate new partnerships, allowing the festival to sustain future programming and ensure quality and relevant programming for our audience members.

Goals:

- Offer festival experiences and screenings in Toronto and Ottawa that support the creative exhibition of a wide range of in-person and accessible, user-friendly digital programming
- Offer year-round screenings, both in person and online, in the Inside Out Screening Room
- Leverage existing relationships and establish new partnerships to support co-presentations and programming initiatives
- Celebrate, engage, and empower our communities to guide Inside Out's curation of innovative and relevant content that continues to respond to and evolve with diverse and inclusive 2SLGBTQ+ stories (e.g., family-inclusive content, youth engagement, storytelling that animates and elevates the voices of Black, Indigenous, and People of Colour in our communities)

2. Industry Development

Inside Out commits to taking a leadership role in nurturing the current and next generation of 2SLGBTQ+ filmmakers and creators. Inside Out addresses inequities and gaps in the mainstream film industry by offering opportunities for emerging filmmakers and mid-level talent to develop skills for success, as well as by supporting relationship-building with distributors and industry professionals. These initiatives support our goal to challenge attitudes and change lives by extending the reach of queer content to local and global audiences.

Goals:

- Facilitate opportunities and connections for emerging, mid-level, and experienced filmmakers through impactful industry development opportunities and programming (e.g., mentorship, networking, professional development opportunities, and Film Finance Forum)
- Leverage industry relationships to create domestic and international initiatives that facilitate career-defining opportunities for 2SLGBTQ+ filmmakers and creators
- Collaborate with organizations and industry partners with intersecting interests to offer new and/or enhanced opportunities for filmmakers to launch, level up, or provide mentorship
- Create and enhance professional development opportunities for Canadian content creators to find and support the next generation of 2SLGBTQ+ filmmakers and creators
- Provide critical financial support to 2SLGBTQ+ filmmakers through the Re:Focus Fund

3. Equity & Accessibility

Equity and accessibility represent a vital strategic pillar for Inside Out as it aspires to authentically engage with audience members, both current and future. In order to meet the needs of diverse 2SLGBTQ+ communities, Inside Out's programming and exhibitions should always be built on an actionable commitment to equity and accessibility, supported by concrete processes of accountability.

Goals:

- Design environments and experiences that aim to be usable by all people to the greatest extent possible
- Meaningfully outreach to underrepresented audiences (particularly diverse BIPOC community members) to investigate barriers to engagement with Inside Out programming. Expand anti-oppression training and accessibility training for all volunteers, as well as ongoing accessibility, diversity, equity, and inclusion training for employees of the organization
- Develop a framework for annual internal/external evaluation of emergent strategies related to equity and accessibility, with the goals of a) measuring strengths and areas for growth and b) supporting adaptation for the upcoming year

4. Community Outreach

Inside Out strives to offer meaningful and impactful programming, created by and for the diverse members of the queer community. Authentic outreach will support meaningful collaboration with community members and stakeholders that will maximize the impact of Inside Out's programming and exhibition of queer film.

Goals:

- Engage with current audiences through continued initiative development and community outreach
- Outreach to new audiences within and outside the Greater Toronto Area, expanding the impact of Inside Out exhibits and initiatives by 2025
- Nurture existing relationships and create new partnerships with BIPOC stakeholders to maximize the authenticity of Inside Out's content curation for the 2SLGBTQ+ community
- Outreach to 2SLGBTQ+ youth and post-secondary students by collaborating with educational institutions and libraries throughout Canada
- Develop robust audience feedback mechanisms to ensure that the festival can be adaptable and responsive to community interests
- Enhance marketing and outreach strategies that reach and interact with community members and attract new audiences
- Evaluate key festival partnerships and vendor relationships to reflect the interests and priorities of our audience members, as well as Inside Out's goals and values
- Revitalize our brand identity to reflect our aspirations and mission as an organization

5. Enhancing Organizational Capacity

The strategic pillar upholding Inside Out's internal operations is our commitment to strengthen and refine internal processes and procedures. This internal strategic pillar will allow us to enhance organizational capacity and strengthen the festival's financial health while continuing to strive towards becoming a world-class employer. Optimizing our internal capacity will support us in accomplishing our 2023-2025 vision.

Goals:

- Evaluate, adapt, and refine internal processes to support organizational stability, with a focus on annual planning, revenue management, and human resources needs
- Secure \$150,000 in funding annually to sustain new activities and programming
- Implement a Shared Leadership model to improve operational performance, boost innovation, and invite employee engagement

SUPPORTING INSIDE OUT'S STRATEGIC VISION

For over 30 years, Inside Out has been a space to discover the best in 2SLGBTQ+ stories from Canada and around the world and an incubator for queer talent, providing growth, mentorship, connection and opportunity through critical industry programming.

Admit All, Inside Out's core fundraising initiative, helps us ensure the festival remains a home to all 2SLGBTQ+ filmmakers and a haven for all 2SLGBTQ+ film lovers for years to come. Admit All directs support where it's needed most and helps bolster four strategic festival pillars:

Programming and Exhibition

Support towards Programming and Exhibition allows Inside Out to continue to provide innovative programming through the following initiatives:

- Annual Toronto and Ottawa Festival
- Year-round screenings across Ontario
- The Inside Out Screening Room - available through Web, Apple TV & Roku

Industry Development

Supporting Industry Development helps Inside Out cultivate the current and next generation of 2SLGBTQ+ filmmakers, address inequities and gaps in the mainstream film industry, and offer funding and opportunities for emerging filmmakers and mid-level talent to develop skills for success through the following initiatives:

- Film Finance Forum
- Industry Programming
- Out on Set
- Re:Focus Fund
- Emerging Artist Program

Equity & Accessibility

Donations made towards Equity and Accessibility help Inside Out in its commitment to equity and accessibility through the following services:

- Physical Accessibility
- Support Persons
- Service Animals
- Assistive Listening Devices
- Film Captioning, subtitled Films
- ASL-Interpreted Events
- Relaxed Screenings
- Reel Access Project + Accessibility Resource Guide

Community Engagement

Supporting Community Engagement helps Inside Out foster authentic outreach that ensures that all audience members feel a sense of belonging at the festival through the following initiatives:

- Community Outreach program providing free screenings for underserved communities
- The Library (Inside Out's youth-focused educational resource platform)
- Free Youth and Senior Matinees

INSIDE OUT

BOARD & COMMITTEES

Board

Chair: Thomas Park

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Ken Harrower

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INSIDE OUT STAFF

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Andrew Murphy

Director of Programming

Andrew Murphy

Director of Development

Elie Chivi

**Director of Festival
Programming**

Jenna Dufton

**Senior Manager, Marketing
and Communications**

Stephanie Tatangelo

**Senior Administrative
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Jayne Schneider

**Operations and Events
Manager**

Kelsey Butt

**Design and Tech Services
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Raphael Sanchez

**Patron Services and
Box Office Manager**

Jeff Schissler

Venue Operations Manager

Debbie Read

**Grants Writer and
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Emma Pitters-Fisher

Marketing Coordinator

Adam Pitters-Fisher

**Operations and Events
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Ajeya Gonzalez

Programming Coordinator

Lucia Linares

Bookkeeper

Sunny Kim

Inside Out 2SLGBTQ+ Film Festival

IMPACT
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STRATEGIC
PLAN

2020 - 2025

219-401 Richmond Street West
Toronto, ON Canada M5V 3A8

insideout.ca

