



Friday, March 18, 2022

Dear Membership,

In October 2021, as part of our system-wide review, Pride Toronto engaged KPMG to undertake an independent, third-party “Grant Compliance Review” to review internal grant management processes, assess compliance with the requirements of three federal government grants, and provide recommendations to ensure our processes going forward meet the highest standards.

As one of our valued partners with an interest where areas of concern were found with Pride Toronto’s management of some of its grants, we are writing to both apologize formally, and to proactively share this Review with you prior to it being released publicly on the evening of March 18, 2022.

You will see that there is no sugar-coating that both our applications to and management of many grants went terribly wrong. We are committed to addressing these legacy issues by fixing our processes to ensure the integrity of our work is of the highest calibre - work that has already begun.

Words cannot express how sorry we are. The fact anyone associated with Pride Toronto would have even considered these acts is beyond explanation or belief. That said, it did happen, and we are very sorry for any and all trouble this has caused.

In addition to our apology, I want to inform you of Pride Toronto’s actions to both make amends for any harm this has caused, and to ensure this never happens again:

1. No individual believed to be responsible for these actions is currently involved with Pride Toronto in any capacity;
2. No current staff or board members were involved in or aware of these actions when they were undertaken;
3. We have informed all recipients of the letters falsely sent under your organization’s name of the facts as we know them and the contents of this letter of apology; and
4. On the advice of KPMG, we have instituted a number of new controls to professionalize grant applications and ensure board oversight of them.

Despite our strong history of collaboration, we understand your trust in us has been violated. While these legacy issues pre-dates the current Board of Directors and myself as Executive Director, we are united in our commitment to do everything in our ability to earn back your trust in Pride Toronto.

Sincerely,

A handwritten signature in blue ink, appearing to read "Sherwin Modeste".

Sherwin Modeste
Executive Director, Pride Toronto