



## Board of Director's Application Questionnaire:

Nirmalan Vijeyakumar

January 2026

### **Q: Why are you interested in joining the Board of Pride Toronto?**

**A:** I've had the privilege of serving on the Board of Pride Toronto for the past three years, most recently as Co-Chair. I'm eager to continue contributing to the Board and advancing the organization's strategic objectives. As a proud member of the 2SLGBTQI+ community, I'm committed to giving back my time and expertise to ensure the continued success and impact of this vital institution.

### **Q: How will your experience, talents, and skill contribute to advancing Pride Toronto's Mission, Vision, and Values?**

**A:** My experience as a Senior Project Manager with the City of Toronto and my three years on Pride Toronto's Board, including serving as Co-Chair, uniquely position me to advance Pride Toronto's Mission, Vision, and Values. Professionally, I bring expertise in strategic planning, community engagement, and contract development—skills that ensure complex initiatives are delivered effectively and inclusively. I have led high-impact projects that required balancing diverse interests, fostering collaboration, and driving results aligned with organizational goals.

Beyond my technical skills, I am deeply committed to equity and inclusion. As a member of the 2SLGBTQI+ community, I understand the importance of creating spaces where everyone feels represented and valued. My leadership experience—both in municipal government and within Pride Toronto—has taught me how to navigate challenges, build consensus, and champion initiatives that strengthen community connections. I have volunteered as Chair for the City of Toronto's Pride Employee Resource Group, and more recently, I have been a Peer Outreach worker with the AIDS Committee of Toronto (ACT).

I will leverage my policy background, project management expertise, and passion for advocacy to help Pride Toronto achieve its strategic objectives, amplify diverse voices, and continue to be a powerful force for change.

### **Q: Pride has had a history of anti-Black and anti-Indigenous racism, and we are working to address and combat this. What is your experience in working against racism, particularly anti-Black and anti-Indigenous racism? What is your vision for Pride Toronto's external work in combating racism?**

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**A:** Throughout my career and volunteer work, I've prioritized equity and inclusion in every space I lead. As Co-Chair of Pride Toronto's Board and a member of the 2SLGBTQI+ community, I've worked to amplify diverse voices and ensure representation in decision-making. In my role with the City of Toronto, I've led projects that required balancing the needs of marginalized communities, applying an equity lens to service delivery, and engaging stakeholders to create inclusive public spaces.

My vision for Pride Toronto's work with regard to combating racism, anti-Black and anti-Indigenous racism is to have a renewed focus on ensuring anti-oppressive, and anti-colonial frameworks, are established in all of Pride's initiatives, procedures, and policies. This is in addition to focusing more efforts and financial resources on initiatives that support black and indigenous groups.

**Q: What is your experience in addressing and combating transphobia, transmisogyny, and transmisandry?**

**A:** During COVID-19, I volunteered with Rainbow Railroad to provide settlement services for a trans refugee. This was a life changing, and thought altering, experience. It provided a small glimpse of the trials, barriers and dangers that trans people face, not only in Canada, but elsewhere around the world, where there are no protections for gender identity or gender expression. I stand in solidarity with trans people!

**Q: Accessibility is a crucial aspect for Pride Toronto's celebrations, but we still fall short in providing a completely accessible Festival, especially for people with mobility issues, and the D/deaf and Hard of Hearing communities. What experience, resources, and knowledge do you have in engaging and supporting these communities?**

**A:** In my role with the City of Toronto, I've worked extensively with accessibility standards, including the Accessibility for Ontarians with Disabilities Act (AODA), to ensure public spaces and programs meet compliance requirements. This has involved reviewing designs, developing specifications, and engaging stakeholders to identify and address barriers for people with mobility challenges.

I also have experience leading inclusive engagement processes—bringing together diverse voices, including community groups and advocacy organizations, to inform policy and program decisions. Through these efforts, I've learned the importance of co-creating solutions with those directly impacted.



**Q: Pride Toronto's Membership has voted to ban instruments and symbols of policing, including uniforms, cars and weapons, from participating in the Pride Parade and StreetFair. If elected to the Board, how would you ensure that this commitment is upheld?**

**A:** I would continue to uphold this commitment as directed by membership. I will ensure that any funding commitments or negotiations from the government do not include any requirements of re-introducing instruments and symbols of policing.

**Q: Any further information you would like to share with us?**

**A:** N/A