



YWCA
CANADA

A TURNING POINT
FOR WOMEN
UN POINT TOURNANT
POUR LES FEMMES

ANNUAL REPORT 2017

A MESSAGE FROM MAYA ROY



2017 has been a whirlwind year, YWCA Canada and our Member Associations can take pride in our collective efforts and shared accomplishments.

Over the past year, I've had the privilege to meet many dedicated and phenomenal leaders, volunteers and staff at YWCAs across the country. Through my visits to 23 Member Associations and numerous phone calls, I've learned what makes a YWCA work, and what it means to be a YWCA woman. YWCA Canada is a vibrant, relevant legacy organization and our Member Associations provide vital support to women and girls in over 300 communities across the country. As I keep reminding our funders: YWCA has been working on #MeToo for 148 years!

In the YWCA movement, rich, respectful dialogue leads to meaningful policy and practical change that improves the lives of women and their families. I've seen my colleagues spark challenging conversations with stakeholders, community members and elected officials to push the mission forward, and advocate for the most marginalized.

We talk - and we walk the talk. At our Annual Membership Meeting, we unanimously adopted the practise of acknowledging the traditional lands and territories of Indigenous people. It has been wonderful to witness as our associations adopt this practice at their forums, fundraisers, and board meetings across the country.

To share expertise and maximize collective energy and resources, we convened staff working on violence against women into our first national staff network, where each month they talk about challenges, successes, emerging trends and issues. It's a change-making conversation.

This year, we're saying goodbye to our outgoing board chair, Rebecca Coughlin, with deep thanks for her sound advice and mentorship. The movement is grateful for your leadership; you have been truly dauntless through challenging times in your tenure. It has been a pleasure to work with you, thank you for your service.

In the pages ahead, we highlight a cross-section of programs, projects and critical conversations that represent our successes this past year; success that's made possible through the commitment of our dedicated staff, board of directors, volunteers, and partner organizations.

We are grateful for the collaborative efforts of all our donors and stakeholders, and for their profound commitment to our work. Our sincere thanks and gratitude for your ongoing support of YWCA Canada. Thank you.

MAYA ROY
CEO

Maya Roy was appointed to the Gender Equality Advisory Council for Canada's G7 Presidency. As a member of the council, we have had the opportunity to talk up YWCA programs and initiatives that advance gender equality and women's empowerment and the key challenges facing women in Canada.





A MESSAGE FROM REBECCA COUGHLIN

Over the last 11 years, I have watched as quiet conversations between members—both staff and volunteer—over coffee during breaks at meetings or over teleconferences have turned small local initiatives into signature programs that are available to YWs across the country. I have seen young women connect and raise each other up, empowered by one another to challenge the status quo within the movement and propel the YWCA forward. I have seen small conversations spread through networks and friendships until those quiet conversations are amplified and become unified calls that put Indigenous women and girls on the national agenda, that highlight the needs of newcomer women across the country and that push us to gather in Ottawa and successfully lobby for a gender-focused housing initiative. All of these efforts started as quiet conversations—between 2, 3, 4 women—but through our movement, they grew, gaining strength, volume and power.

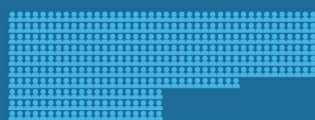
I have always believed that true and lasting change starts from the ground up—nothing has been truer in my experience with the YWCA. So keep having those conversations—those quiet, fierce, difficult conversations—and to my successors on the national board, to our partners, donors and stakeholders—keep listening and amplifying those conversations—because that is how we will truly build a Canada that works for all women and girls.

REBECCA COUGHLIN
BOARD CHAIR



32 Member Associations in **9 provinces & 2 territories** & over **300** communities

YWCA CANADA IMPACT



330,000 women & girls supported each year



Anti-violent & digital safety campaigns reach **2.5 million** on social media



Empowering **women & girls** to lead



Investing **230 million** annually in their communities



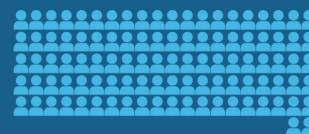
1961 housing units
2900 housed



1100 women & children safe in **34** shelters every night



10 proposals submitted to funders, with **2** successful submissions: Ontario Trillium Foundation, \$179,900, ETFO \$4,500



102 members pushed for a gender-based lens in housing funding for YWCA Day on the Hill



35 hours contributed by YWCA Leaders (CEOs/EDs and Board Members) to maintain the Peer Support System, respond to emerging issues and enhance capacity within the movement and ensure future strength and stability



3 Regional Open Doors Trainings hosted in Calgary, Hamilton and Quebec City. Three-day trainings enhance the capacity of violence against women shelters and transition houses to support abused women coping with trauma, mental wellness and substance use



15 hours of Capacity Building Webinars hosted by YWCA Canada and partners



1 new policy mechanism on Facebook to address cyber violence



1 song by Rosie & the Riveters to raise awareness of the impact of gender violence



TALKING HOUSING ADVOCACY DAY ON THE HILL

Over 1100 women and children stay in one of 34 YWCA shelters every night. Women are the majority of survivors fleeing situations of domestic violence, of seniors, of people with disabilities and of Indigenous people.

Drawing on our years of national advocacy and our role as the only national provider of housing and shelter for women and their families, on November 2nd, 102 YWCA staff and board volunteers from across the country took the conversation to Parliament Hill to advocate for a gender lens on the National Housing Strategy. Our message that day was clear and concise: women and girls need safe affordable housing, emergency shelter and supportive programs - dedicate funds in the National Housing Strategy. On November 22, the impact of those conversations was evident: the National Housing Strategy includes YWCA's ask for 25% of funds to flow directly to projects and services for women and girls.



46

meetings with MPs, Senators & Staff



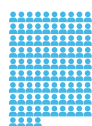
18

teams



9

young women



93

attendees

TALKING ANTI-VIOLENCE EVERYBODY EVERY DAY SAY ITS NOT OKAY

Every day across the YWCA our program workers support women and girls through the most difficult times and moments of their lives. They are there after a young woman experiences sexual assault on campus, Islamophobia on transit, violence and harassment online, anti-Black racism in school. Young women, girls and non-binary youth navigate multiple forms of violence every day. For YWCA Canada's annual #NOTokay campaign, we developed conversation-starting infographics that suggest everyday ways all of us can help end violence.

EVERYBODY. EVERY DAY. SAY IT'S **#NOTOKAY**.

WHEN YOU SEE SOMETHING ON...



...YOU CAN SAY IT'S **#NOTOKAY**

- report
- block
- share supportive messages
- comfort friends online
- change privacy settings
- tell an adult that you trust
- advocate for better reporting policies and monitoring practices from social media providers



TALKING RELATIONSHIPS IS OUR RELATIONSHIP HEALTHY?



The voices of women and girls and those who work with them continue to inform the tools and resources we develop. In the summer of 2017, YWCA Canada convened youth program and violence against women service workers from across the country to inform and shape a new resource for youth on healthy relationships. Funded by the Elementary Teachers Federation of Ontario, the content and language of our brochure, **Is Our Relationship Healthy?** produced in consultation with girls and young women, reflects how youth see and experience dating and relationships today. The weekly requests from Member Associations and other organizations keen for copies speak to the effectiveness of YWCA's methodology and the deep knowledge rooted in our communities.

Left to Right: Antigone Davis, Facebook, Maya Roy, Liz Spayd, Facebook

TALKING DIGITAL SAFETY PROJECT SHIFT

Although our funded work on Project Shift has ended, YWCA Canada continues to work toward creating a safer digital world for young women, engaging the information, communications, and technology sector in discussions on how to improve privacy and security on their platforms.

In April, Facebook Canada and YWCA Canada co-hosted the Hard Questions Roundtable on Women's Safety Online. CEO Maya Roy joined Antigone Davis, Facebook's Head of Global Safety, to share key issues on the Canadian landscape with regards to Women's Safety Online. Broadcast on Facebook Live, and available on YWCA Canada's Facebook page, this fireside chat was followed by a moderated discussion with representatives from women's organizations, academics, advocates and experts on cyber-violence and women's safety online in Canada.

"Thank you to the many organizations including The National Network to End Domestic Violence, Centre for Social Research (CSR) India, and YWCA Canada who've helped us design these features – and for all the work they do to help people who've experienced harassment. Everyone deserves to be protected."

- Sheryl Sandberg, Facebook



TALKING YOUNG WOMEN'S LEADERSHIP

THINK BIG! LEAD NOW! YOUNG WOMEN'S NATIONAL LEADERSHIP PROGRAM

We enhance young women's leadership, offering a platform to stretch beyond comfort levels, practice leadership skills and raise their voices on the issues they identify as important.



On International Women's Day, YWCA Canada brought together incredible young leaders for an inspiring conversation streamed on Facebook Live. YWCA's Sydney Piggott, moderated a discussion inspired by the Canadian International Women's Day theme #MyFeminism.

1626
views

18-24
top audience

2921
reached

YWCA Canada hosted another installment of Think Big! Lead Now, a comprehensive, national bilingual, young women's and non-binary youth's leadership program grounded in intersectional feminism and social justice this year. Through it, we equip young women, 18 to 25 years of age, with the knowledge and skills to lead and be changemakers in their communities and beyond.



Over 100 young women from every province and territory came together for three days for the immersive three-day training in March in Orillia, Ontario. Laurin Liu, the youngest female Member of Parliament in Canadian history was the keynote speaker.

The program included sessions on public speaking, social justice and feminism, advocacy, project management, political engagement and community engagement. Alicia Sanchez Gill, YWCA USA Director of Research and Evaluation, presented the popular session, The Art of the Clap Back, sharing incredible tools to respond to the myriad of micro-aggressions young women experience day to day, from racism, to misogyny, to homophobia.

Sponsored by RBC Wealth Management, the young women also participated in eLearning sessions on networking, financial literacy, anti-racism and anti-oppression. In the coming months, they will join Women of Distinction and other leaders in conversation as part of our Leadership Journey series.

Think Big! Lead Now! is funded in part by Canadian Heritage through their Exchanges Canada program. YWCA Canada is grateful to our sponsors and donors who contributed to the success of the program.

I created new ties with people from other communities as I met with women from across Canada and had great discussions. I have a greater appreciation of how diverse Canada is as many of the speakers were people of colour, minorities or aboriginals. Furthermore, all women present were from diverse backgrounds. I have an increased sense of attachment to Canada after hearing about all that needs to be done and what all the amazing women were doing to help their communities in Canada.

TALKING INTERNATIONAL COOPERATION

YWCA Canada is a member of the World YWCA, a global network of women leading social and economic change in 120 countries. Our International Cooperation Committee (ICC) works with YWCAs around the world to support their growth and help build their capacity.

UNITED NATIONS COMMISSION ON THE STATUS OF WOMEN

Through our annual participation in the United Nations Commission on the Status of Women, YWCA Canada joined with sisters from the World YWCA movement, and other civil society organizations to make strides to advancing women's equality on a global level. YWCA Canada's delegation of 17 supported World YWCA's global advocacy, presented on multiple panels and attended sessions. YWCA Canada hosted the parallel event: Highway of Tears: Gender Based Violence in Rural/Northern Canada. Donna Brooks, YWCA Prince Albert and Amanda Kanbarri, YWCA NWT captivated a packed room with impactful stories of women in rural communities and in the north. YWCA Canada was well represented on sessions hosted by YWCA USA, Canadian Federation of University Women, and YWCA Taiwan. Thank you to Sydney Pigott, YWCA Canada, Lindsay Rice, YWCA St. Thomas Elgin, Colette Prevost, YWCA Toronto for adding your voices, and knowledge into the conversations.

YWCA Toronto and the ICC supported Mary Mogaka, from YWCA Kenya, to attend the UN Commission on the Status of Women in New York in March 2018. Mary's goal was to gain a greater understanding and increased knowledge of issues pertaining to women's rights including leadership development, advocacy strategies related to sexual reproduction health and female genital mutilation.

YWCA HONDURAS

The International Cooperation Committee has nurtured a relationship with YWCA Honduras since 2011. In 2017, YWCA Canada and partner Member Associations supported YWCA Honduras to operate Centro Las Flores - a shelter for girls who are survivors of sexual assault and family violence.

2017 RECOGNITION AWARDS



Since 1989, YWCA Canada has recognised the accomplishments and contributions of volunteers and staff who give their time, talents and energy for the advancement of the YWCA Movement and improvement the lives of women and girls. The 2017 recipients were:

THE CLETA HERMAN AWARD

Maureen Adams

THE ANN NORTHCOTE AWARD

Susan Kennard

THE AGNES AMELIA BLIZZARD AWARD

Jocelyn Allard

THE ANN MOWATT OUTSTANDING YOUNG WOMAN AWARD

Lindsay Brown

THE "STRONG VOICE FOR WOMEN" ADVOCACY AWARD

Youth Department Y des femmes Montréal

THE MEMBER ASSOCIATION SPECIAL PROGRAM AWARD

YWCA Cambridge Tech Girls Program

YWCA Moncton A Home for Her Program

Y des femmes Montréal Connais-tu la limite? Program

CHAIR'S AWARD

Trevor Stuart

THE YWCA MENTORSHIP AWARD

Elizabeth Bourns

ANNIE GREY KEITH AWARD

Viola Thomas

THE CAROLYN B. BRAY AWARD

Craig Carlisle

YWCA CANADA

FINANCIAL SUMMARY

FOR THE YEAR ENDED DECEMBER 31, 2017

REVENUES

	Amount	Percentage
Affiliation Fees	\$1,449,873	64.12%
Investment Income	\$148,327	6.56%
National Projects & Other	\$586,376	25.93%
Donations, Sales, & Other	\$76,616	3.39%
2017 Total Revenues	\$2,261,192	100.00%
2016 Total Revenues	\$2,253,934	

EXPENSES

	Amount	Percentage
Salaries	\$900,854	41.89%
Administration/Communications/ Governance	\$593,378	27.59%
National Projects & Other	\$561,547	26.11%
World YWCA Program	\$94,978	4.41%
2017 Total Expenses	\$2,150,757	100.00%
2016 Total Expenses	\$2,126,413	

Financial Statements audited by BDO Canada LLP.
A full copy may be obtained from YWCA Canada:
national@ywcacanada.ca

BOARD OF DIRECTORS / CONSEIL D'ADMINISTRATION 2017-2018

EXECUTIVE COMMITTEE / COMITÉ DE DIRECTION

Rebecca Coughlin, Chair / présidente
Sonja Foley, Vice Chair /
vice-présidente
Marie-José Ouellet, Vice Chair /
vice-présidente
Sarah Corman, Secretary / secrétaire
Coral Wong, Treasurer / trésorière

BOARD MEMBERS / MEMBRES DU CONSEIL

Sarah Corman
Rebecca Coughlin
Sonja Foley
Jessica Franklin
Karen Gilmore
Beth Lyons
Yaso Mathu

Kate Nelischer
Cassandra Opikokew-Wajuntah*
Marie-José Ouellet
Brittany Tibbo
Yulena Wan
Kim van der Woerd
Coral Wong

BOARD GUESTS / MEMBRES INVITÉES

Jamie Medicine Crane**
Katie Ungard**

**resigned from the board mid-year /
a démissionné du conseil d'administration
en milieu d'année*

***World YWCA board of directors /
membres du conseil d'administration de
la YWCA Mondiale*



MEMBER ASSOCIATIONS / ASSOCIATIONS MEMBRES

YWCA Agvik Nunavut
YWCA Banff, AB
YWCA Brandon, MB
YWCA Calgary, AB
YWCA Cambridge, ON
YWCA Durham, ON
YWCA Edmonton, AB
YMCA-YWCA Guelph, ON
YWCA Halifax, NS
YWCA Hamilton, ON
Community YMCA-YWCA Kamloops, BC
YWCA Kitchener-Waterloo, ON
YWCA Lethbridge & District, AB
YWCA Metro Vancouver, BC
YWCA Moncton, NB
Y des femmes de Montréal, QC
Community YWCA Muskoka, ON
YWCA Niagara Region, ON
YMCA-YWCA National Capital Region, ON
YWCA NWT
YWCA Peterborough Haliburton, ON
YWCA Prince Albert, SK
YWCA Québec, QC
YWCA Regina, SK
YWCA St. Thomas-Elgin, ON
YWCA St. John's, NL
YWCA Saskatoon, SK
YWCA Sudbury, ON
YWCA Thompson, MB
YWCA Toronto, ON
YMCA-YWCA Winnipeg, MB
YMCA-YWCA Vancouver Island, BC

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Numéro d'enregistrement
d'organisme de bienfaisance :
88878 9393 RR0001

FUNDERS

YWCA Canada gratefully acknowledges and recognizes the following partners for their contribution and support to our national programs and initiatives.

Canadian Heritage – Exchanges Program / Patrimoine canadien – Échanges Canada

Think Big! Lead Now! Young Women's National Leadership Program
De grandes idées! Jeunesse en action!
Forum national sur le leadership des jeunes femmes

Canadian Heritage – Youth Take Charge Program / Patrimoine canadien – Les jeunes s'engagent

Think Big <Look Back> Start Small / De grandes idées « Inspirées »

RBC Wealth Management / Gestion de patrimoine RBC

Think Big! Lead Now! Young Women's National Leadership Program
De grandes idées! Jeunesse en action!
Programme national sur le leadership des jeunes femmes

Status of Women Canada / Condition féminine Canada

Open Doors: An Inclusive Service Model for Abused Women
Ouvrir nos portes: Un modèle de service inclusif pour les femmes faisant face à la violence

BAILLEURS DE FONDS

YWCA Canada tient à exprimer sa gratitude aux partenaires suivants pour leur contribution et leur soutien de nos initiatives et programmes nationaux.

Project Shift: Creating a safer digital world for young women
Projet déclic Créer un monde numérique plus sécuritaire pour les jeunes femmes

Canadian Women's Foundation / Fondation canadienne des femmes

Open Doors: An Inclusive Service Model for Abused Women
Ouvrir nos portes: Un modèle de service inclusif pour les femmes faisant face à la violence

COMMUNITY PARTNERS & SUPPORTERS / PARTENAIRES COMMUNAUTAIRES ET COLLABORATRICES / COLLABORATEURS

4Rs Youth Movement / Mouvement jeunesse 4R

Atwater Library & Computer Centre / Bibliothèque et centre d'informatique Atwater

Barbra Schlifer Clinic

BC Society of Transition Houses

Big Brothers Big Sisters of Canada / Grands frères Grandes sœurs du Canada

Boys and Girls Clubs Canada / Repaires jeunesse du Canada

Canadian Council of Muslim Women / Le conseil canadien des femmes musulmanes

Canadian Federation of University Women / Fédération canadienne de femmes diplômées des universités

Canadian Housing and Renewal Association / Association canadienne d'habitation et de rénovation urbaine

Canadian Labour Congress / Congrès du travail du Canada

Canadian Teachers' Federation / Fédération canadienne des enseignantes et des enseignants

Canadian Union of Public Employees / Syndicat canadien de la fonction publique

Canadian Women's Foundation / Fondation canadienne des femmes

Caroline Mahlikah Awe:ri Outten

Catalyst

Centre d'aide aux familles

latino-américaines (CAFLA)

Charlotte Hrenchuk

Commission for Public Complaints Against the RCMP / Commission des plaintes du public contre la GRC

DisAble Women's Network / Réseau d'Action des Femmes Handicapées du Canada

Downtown Legal Clinic

Elementary Teacher's Federation of Ontario (ETFO) / Fédération des enseignants et des enseignantes de l'élémentaire de l'Ontario (FEEO)

Emily Paradis

Entertainment Software Association of Canada / Association canadienne du logiciel de divertissement

Equal Voice/ À voix égales

Facebook Canada

FamilyStyle/OPC

Femifesto

Gentium Consulting

Girls Action Foundation / Fondation Filles d'action

Grace House

Hive Toronto (Mozilla Foundation)

Indigenous Friendship Association

Information and Communications Technology Council / Conseil des technologies de

l'information et des communications

Institute for Change Leaders, Ryerson University

Jane Bailey, Associate Professor, Faculty of Law, University of Ottawa / Professeure associée, Faculté de droit, Université d'Ottawa

Juniper Park\TBWA

Karine Myrgianie Jean-François Kate McInturff, Canadian Centre for Policy Alternatives / Centre canadien de politiques alternatives

Kids Help Phone / Jeunesse, J'écoute

Kik Interactive

Kiwaasa Neighbourhood House

Ladies Learning Code

Lived Experience Advisory Council

MediaSmarts / HabiloMédias

Men Are Part of the Solution (MAPS)

Microsoft Canada

MUJER

Nasma Ahmed

National Alliance for Children and Youth / Alliance nationale pour l'enfance et la jeunesse

National Capital FreeNet / Libertel de la Capitale nationale

Native Women's Association of Canada / Association des femmes autochtones du Canada

New Canadians Centre Peterborough

Nika Naimi, Cybersecurity Expert and Lecturer / Experte en cyber sécurité et conférencière, École

Nydia Dauphin

Oasis Dufferin Community Centre Office of the Privacy

Commissioner of Canada / Commissariat à la protection de la vie privée du Canada

Ontario Coalition of Agencies Serving Immigrants

Ottawa Coalition to End Violence Against Women / Coalition d'Ottawa contre la violence faite aux femmes

Oxfam Canada

Ray-Cam Cooperative Centre

RCMP Centre for Youth Crime Prevention / GRC Centre de prévention du crime chez les jeunes

Ryerson University, Ted Rogers School of Management

ScharfsteinGibbingsWalen Fisher LLP

School of Social Work, Ryerson University / École du travail social, Université Ryerson

Sexual Assault Centre Hamilton & Area

Sophie Dufour-Beauséjour

The eQuality Project

The Redwood Shelter
The Students Commission / La
commission des étudiants
Today Centre
Toronto Rape Crisis Centre
Twitter Canada
Uken Games
UNIFOR
Universe
University of British Columbia,
Centre for Feminist Legal Studies
Viola Thomas
Wattpad

Wisdom2Action/La jeunes au
couer del'action
Women's Shelters Canada /
Hébergement femmes Canada
Working Women's Community
Centre
World YWCA / YWCA Mondiale
Yellow Brick House
YMCA Canada
Young Women's Leadership Net-
work
YWCA Taiwan
YWCA USA

**We also acknowledge our
Member Associations for their
support of YWCA Canada's
national and international
initiatives.**

**Nous remercions également nos
associations membres pour leur
appui des initiatives nationales
et internationales de YWCA
Canada.**

**YWCA Canada would like to
acknowledge the generous
support of our interns and
volunteers.**

**YWCA Canada tient à dire un
grand merci aux stagiaires et
bénévoles suivantes pour leur
généreux soutien.**

Carmen Galvan
Emily Myatt
Hannah Kurchik
Kassandra Neranjan
Michaela Agnelli
Siobhan Saravanamuttu
Zoë Morrison

A BIG HEARTFELT THANK YOU TO ALL OUR DONORS

ADELAIDE HOODLESS CIRCLE

Named in honour of YWCA Canada's first national
president and created to acknowledge the
outstanding support of individuals committed to the
long-term financial health of the YWCA.

LEGACY LEADERS / PIONNIÈRE / PIONNIER

Margaret MacKenzie
June Murdoch
Joan Tilt
Margaret Torrance

GOLD / OR

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UN GROS MERCI À NOS DONATRICES / DONATEURS

LE CERCLE ADELAIDE HOODLESS

Nommé en l'honneur de la première présidente de
YWCA Canada, ce cercle a été créé pour reconnaître
l'appui considérable des personnes engagées à long
terme dans la santé financière de la YWCA.

Yasothini Mathu
Matrix Search Group
McCarthy Tetrault Foundation
Joan McDonald
McGill University, Desautels Faculty of
Management
Ann Mitchell
Mary Pat Moore
Mount Allison University
Nunavut Arctic College
Pro Act Consulting Inc.
Geoff Rayner-Canham
Catherine Riggall
Yvonne Schurmann
Uma Selvarajah
University of Guelph
University of Waterloo, Engineering
Outreach
Kim Van der Woerd
Yulena Wan
V L Williams

FRIENDS

Thank you for your support of national programs in the areas of violence against women, early childhood education and care, girls' and young women's programming, extension of Turning Point Programs for Women in Canada, and international cooperation.

Rahel Ahmed
 Tamara Akopcan
 Aldeli Alban Reyna
 Gail Argue
 ARM OSSTF
 David Auchterlonie
 Geoffrey Auckland
 Janet Austin
 Bernard Baker
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