



YWCA
CANADA

NATIONAL ADVOCACY.
COMMUNITY ACTION.
UNE VOIX NATIONALE.
DES ACTIONS LOCALES.



ANNUAL REPORT 2020

CEO/Chair Message



Susan Kennard
BOARD CHAIR



Maya Roy
CHIEF EXECUTIVE OFFICER

YWCA CANADA

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Join us in conversation

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 YWCA Canada

At YWCA Canada, we know that challenging times call for collaboration, strength, and innovation. This past year has seen us pause, pivot, reimagine, and rework our programs, our concepts of safety, our ways of work, and our ways of being together.

Through all the constant shifts and challenges, work at YWCA Canada did not slow down. We continued steadfast to safeguard the advances in gender equity, to strengthen the capacity across the YWCA network, and to leverage opportunities that arise in a crisis. We stepped up and in to do more and called on stakeholders, government, and others to do the same.

We executed national projects and initiatives designed to challenge and change entrenched cultural and societal attitudes that foster inequality for women, girls, and gender diverse people.

We represented our member associations, partnering with Canada's largest federations to advocate for our sector as an essential service across government tables, which led to securing the \$400 million Community Services Recovery Fund in the federal budget. This followed our ongoing advocacy to advance a Feminist Economic Recovery Plan for Canada which was echoed in the Federal Budget with unprecedented investments in building a nation-wide early learning and childcare system and a national action plan to end gender-based violence.

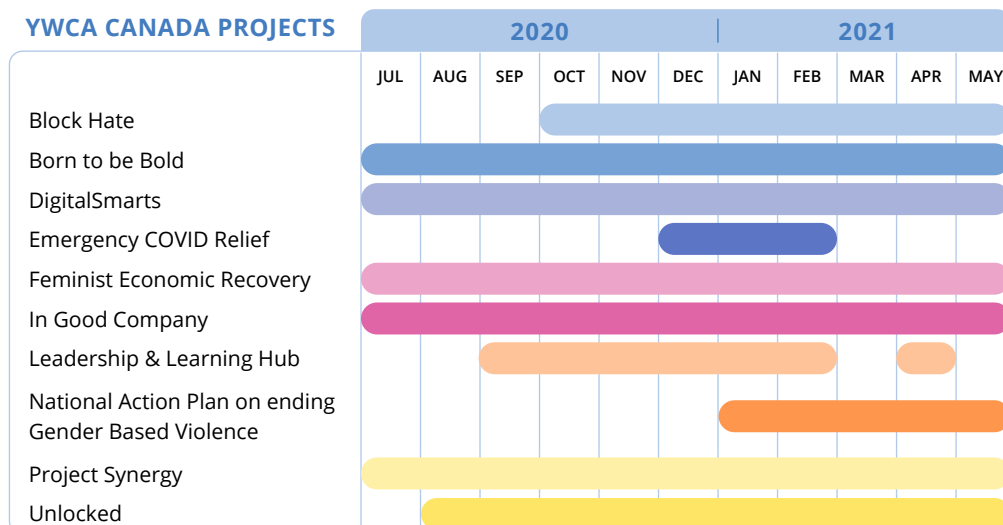
We increased YWCA Canada's profile through deliberate and focused public engagement, using platforms that enabled us to reach more people than ever.

We extend our heartfelt thanks and admiration to the leaders of the YWCA Movement, the chief executive officers, executive directors, board volunteers, and staff members across the country who have led and continue to skillfully, compassionately and strategically lead their organizations through such uncertain times.

In the pages ahead we share a glimpse of this work and invite you to remain in touch for other updates and communications throughout the year. Connect with us through social media and our newsletters. Our work is possible through the active involvement of supporters signing petitions, engaging in conversations in your immediate networks, and through your financial support.

We offer our sincere thanks and gratitude.

YWCA CANADA PROJECTS



2020: Our Impact

NEW PROJECTS

Telus – Unlocked Project:
\$100,000

FUNDS FLOWED TO MEMBER ASSOCIATIONS

Total Money flowed through to
local YWCAs in 2020: **\$1,578,144**

Total Money flowed through to
local YWCAs in 2019: **\$626,589**

Value of In Kind Estimate:
\$300K in 2020



AMPLIFYING YWCA CANADA CAMPAIGNS ACROSS THE COUNTRY

410

News Features and
Interviews



18

Op-Ed / Thought
Leadership Articles



18

Radio / Podcast
Interviews



15

TV Interviews



OF CAPACITY BUILDING ONLINE EVENTS

2018

18 hours

2019

23 hours

2020

75 hours



INFLUENCING THE PUBLIC DISCOURSE TO ADVANCE GENDER EQUITY

Hosted 8 Public Education
Events with over 3,500 people
registered!



Engaged in over 50 panels,
roundtables, keynotes, and
briefings



Ran over 15+ e-letter writing
campaigns with 5,537
supporters sending
over 100 K+ letters



In 2020, we brought colleagues together from additional disciplines
to build capacity, network, brainstorm share emerging trends and
respond to Pandemic conditions.

YWCA VIOLENCE AGAINST WOMEN STAFF SECTOR NETWORK -

Increase in YWCA employee
engagement in professional
development and peer support

57

Fundraising Professionals



12

Human Resources Professionals Network



40

Communications Professionals



2018

255 members

2019

420 members

2020

700 members

We relentlessly advocated for gender equity at every level, at every table

Despite uncertainty, YWCA Canada remained focused and inspired by our tagline 'National Advocacy. Community Action'. From the beginning of the closures, YWCA Canada pressed political parties for support to invest in the sector, we pushed for a national action plan to end gender-based violence, and we stressed the importance of building back better keeping the needs of the most marginalized people at the center.

We influenced the public discourse by delivering, engaging, and hosting over 60 keynotes, panel presentations, roundtables, briefings, and public education events. We made the call for a Feminist Economic Recovery Plan for Canada undeniable.

YWCA Canada's experts were called upon to serve and provide insight into critical issues for policy developers and decision makers.

YWCA Canada's CEO, Maya Roy was appointed to critical national task forces that align with our key advocacy priority areas including:

- Canada's Expert Panel for Early Learning and Child Care Data
- Canada's Taskforce on Women in the Economy
- Minister's Advisory Council on Gender-Based Violence
- National Housing Council

We inspired thousands of advocates across the country to take action and encouraged them to contact their elected officials to ensure the hard-fought gains to gender equality do not get reversed. We met with elected officials of all stripes at the Federal level and did briefings for other orders of government including briefing all the Ministers responsible for the Status of Women in Canada.

Our efforts have seen real results including:

- \$30 billion over 5 years to create \$10-a-day early learning and child care in Canada
- Funding for the women's sector
- Investments in the creation of a National Action Plan to End Gender-Based Violence
- \$400 million to support the charitable sector in Canada
- And more!

Our work does not end because of small gains. We will continue to apply pressure and keep governments accountable to ensure programs rolled out are sufficient to improve the lives of all.



We coordinated 70+ organizations to inform the National Action Plan to End Gender-Based Violence

Ending gender-based violence remains a key factor in achieving gender equality and it continues to be a key advocacy priority area for YWCA Canada.

Early in 2021, YWCA Canada took on a sprint project funded by the department of Women and Gender Equality to coordinate a national consultation for members of the Minister's Gender-Based Violence Advisory Council, members of the civil society-led group for the Blueprint on the National Action Plan on Gender-Based Violence, and other community-based gender-based violence organizations supporting underrepresented communities. More than 70 organizations participated in the project that resulted in the [What We Heard Report](#). The report offers feedback from a range of equity seeking organizations, core priorities, best practices, and recommendations. YWCA Canada hosted additional consultations with our stakeholders including members of the Violence Against Women Staff Support Network, colleagues working in gender-based tech facilitated violence, and young women.



We released Canada's Feminist Economic Recovery Plan – the first nationally-focused recovery plan of its kind!

In July, we launched the 'A Feminist Economic Recovery Plan for Canada: Making the Economy Work for Everyone' report co-authored by the Institute for Gender and the Economy at the University of Toronto's Rotman School of Management. The report presents an eight-point Plan to tackle systemic barriers and improve economic security for women, Two-Spirit, and gender-diverse people. It calls for specific action to address the unique needs and experiences of Black, Indigenous, racialized communities, people with disabilities, 2SLGBTQAA+ communities, migrant workers, low-income populations, newcomers, and other communities facing systemic barriers, marginalization, and oppression.

Visit <https://www.feministrecovery.ca/> to view the full report.



We launched a national campaign to call out online hate speech.



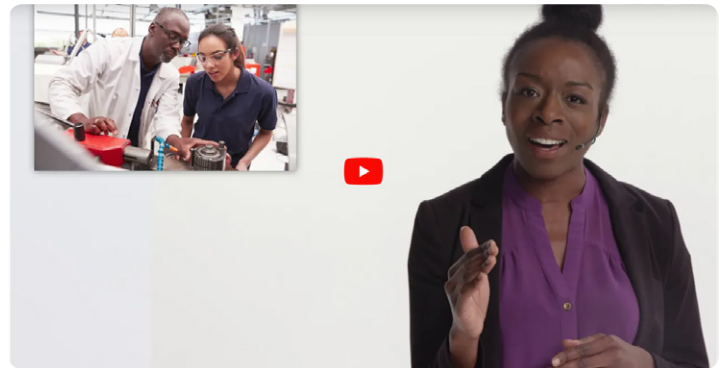
Click to watch the video here:
<https://fb.watch/5yMhgXByih/>

Online hate speech and racism is often a precursor to the unfortunate trend of violent, in-person attacks against marginalized communities. In November, YWCA Canada moved our work forward on Block Hate, a four-year research and knowledge mobilization project funded by Public Safety Canada's Community Resilience Fund. YWCA Canada and our cross-sectoral partners are working to improve community resilience by developing technological intervention tools to prevent, address, and report online hate speech through community-based research. On March 21, International Day for the Elimination of Racial Discrimination, we launched #BlockHate, a national social media campaign with the Canadian Race Relations Foundation to address concerns around the rise of hate speech and racism online. The campaign features women of colour targeted by online hate through social media who share their experiences.

We engaged in conversations with the corporate sector to eliminate employment barriers for women



In Good Company
<https://www.youtube.com/watch?v=yJkKkoQ0l0w>

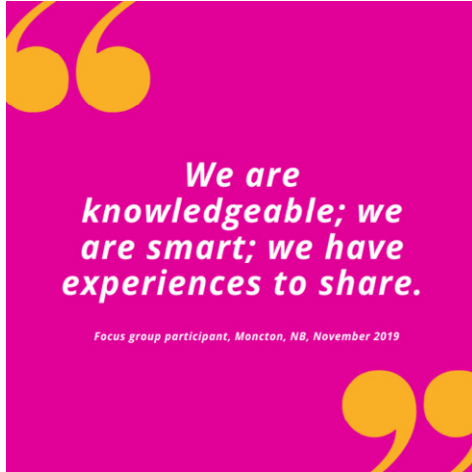


En Bonne Compagnie
<https://www.youtube.com/watch?v=5o4Kn6eMnHE>

In Good Company

We continued work on In Good Company, funded by RBC Foundation in partnership with Canadian Women's Foundation, Catalyst, and Plan International Canada. This work is focused on advancing gender equality and removing barriers for women and gender diverse folks in accessing the labour market. Along with our partners, we released videos that speak to employers on actions they can take to help move workplaces toward gender equality. This builds on our earlier work this year hosting several educational events for Corporate Canada and shifting the public discourse through ongoing engagement with the media.

We released a report on what employment barriers women across the country experience.



Project Synergy

Funded by Future Skills Centre, Project Synergy: Workforce Development for Vulnerable Women to Succeed is a three-year national participatory research and knowledge mobilization project addressing the unique challenges of labour market access for vulnerable women in Canada. We are working with YWCAs in 10 communities to pilot, evaluate, and share three promising workforce development practices aimed at building social resilience among vulnerable women.

Born to be Bold

As part of the Born to be Bold project, funded by Women and Gender Equality, we launched an interim report on research that identified numerous barriers and four recommended promising practices for increasing women's access to gainful employment. The COVID-19 pandemic disrupted the flow of the labour market and conventional work culture. To better inform our understanding of the impact of the pandemic on programs, YWCA Canada conducted a survey with YWCA member associations; the outcomes, as well as recommendations for developing a gender-sensitive response to COVID-19.

We created a space for leaders to network, access support and professional development



LEADERSHIP &
LEARNING HUB

In the summer of 2020, we launched the Leadership and Learning Hub, a space created to help leaders to develop their full potential: network, meet experts, explore new ideas and get peer support from other YWCA staff & volunteers across Canada. Over the course of the last year, we have hosted # of training sessions on topics such as Financial Management for Boards, Unconscious Bias to Inclusive Leadership, Advocacy in Action, Not a Check Box: What is Gender Transformation and How to Integrate it into Practice.

Visit the YWCA website to find out about upcoming sessions:

<https://ywcacanada.ca/what-we-do/projects-initiatives/learninghub/>

In March 2021, YWCA Canada hosted the first virtual Think Big. Lead Now. Young Women's National Leadership Program. Over three days, 112 young women and gender diverse youth heard from keynote speaker Celina Caesar-Chavannes, former Member of Parliament and author of "Can You Hear Me Now?" as well as participated in several workshops on advocacy, intersectional feminism, grant writing and networking.

Thank you to all our donors & partners

Thank you for your support of national programs and policy priorities in the areas of gender based violence, economic equality, child care and housing and homelessness, young women's programming, and international cooperation.

Funders

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

Canadian Heritage – Exchanges Program

Think Big! Lead Now! Young Women's National Leadership Program (Exchanges Program)

Think Big <Look Back> Start Small (Youth Take Charge Program)

Future Skills Canada

Synergy: Workforce Development for Vulnerable Women to Succeed

Public Safety Canada's Community Resilience Fund

Block Hate: Building Resilience against Online Hate Speech

RBC Foundation

In Good Company

Think Big! Lead Now! Young Women's National Leadership Program

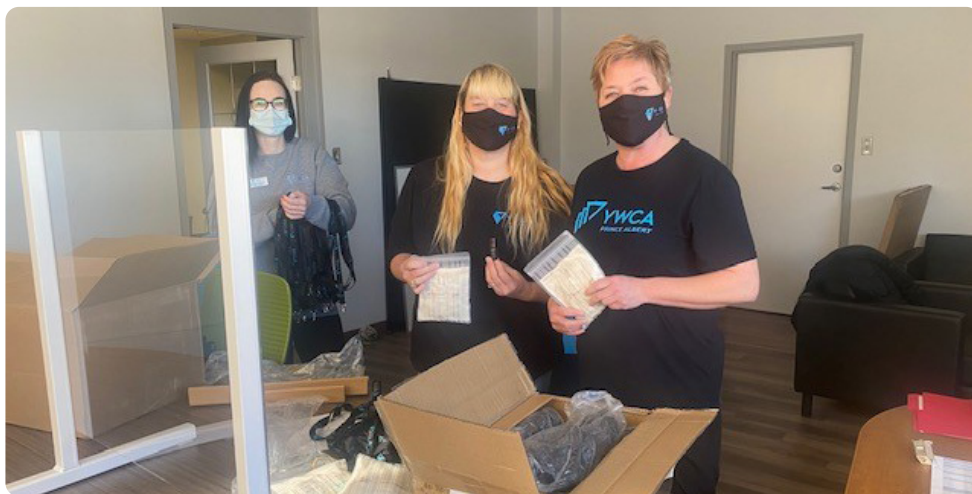
Telus Friendly Future Foundation

Unlocked: Bridging the Digital Gap for Vulnerable Women

Women and Gender Equality

Born to be Bold

Thank You: Partners Emergency COVID-19 Response



Over the past year, so many organizations and companies stepped up to provide valuable resources to keep the lights on and to protect service users. We are grateful for the solidarity, partnership, and friendships that have been developed and strengthened over the course of the pandemic.

YWCA Canada is grateful to the TELUS Friendly Future Foundation, whose donation of \$100,000 helped to support our COVID-19 response across Canada. Funds allowed associations to protect against COVID-19 by purchasing personal protective equipment and shift services to online such as mental health counselling and other social support programs.

We are grateful for the support of Uber Canada to our COVID-19 Emergency Response. YWCAs across the country were able to provide transportation support for people experiencing gender-based violence, deliver groceries and necessary supplies to vulnerable community members, and keep workers safe as they operate essential services like shelters.

Through our partnership with GlobalMedic, local businesses and volunteers, YWCA Canada shipped 168 gallons of hand sanitizer, personal protective equipment, and hygiene kits to Member Associations to keep residents safe in shelters.

Thank you to the Aritzia community, who provided a generous donation of 1,000 SuperPuff Jackets to keep YWCA service users across the country much warmer.

Thank you to Saje Wellness who donated 10,000 wellness products to YWCA member associations across the country.

We are grateful for the financial support of Tik Tok Canada to amplify our work on addressing gender-based violence, feminist recovery and investing in the next generation of change-makers.

We are glad to receive the incredible support from Vistaprint delivering essential personal protective equipment to keep our workers and service users safe from the COVID-19 pandemic.

Financials

YWCA Canada Financial Summary

For the year ended December 31, 2020

REVENUES

	AMOUNT	PERCENTAGE
Affiliation Fees	1,509,472	63%
National Projects & Other	585,863	24%
Donations, Sales & Other	184,457	8%
Government Subsidies	103,300	4%
Other	12,222	1%
2020 Total Revenues	2,395,314	100%
2019 Total Revenues	2,199,566	

EXPENSES

	AMOUNT	PERCENTAGE
Salaries	993,275	44%
National Projects & Programs	540,895	24%
Administration	423,247	18%
Public Policy, Communications & Member Support	219,731	10%
Governance	31,886	1%
World YWCA Program	61,555	3%
2020 Total Expenses	2,270,589	100%
2019 Total Expenses	1,887,913	

Investment Income

157,910



Board of Directors 2020-2021

Executive Committee

Susan Kennard, Interim Chair
Beth Lyons, Vice Chair
Yulena Wan, Treasurer
Peggy Chen, Secretary

World YWCA Board of Directors

Jamie Medicine Crane
Brittany Tibbo

Board Members

Marina Banister
Peggy Chen
Karen Gilmore
Susan Kennard

Sereena King
Beth Lyons
Yaso Mathu
Kate Nelischer

Marie-José Ouellet
Brittany Tibbo
Yulena Wan

YWCA's Across Canada

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

YMCA YWCA Guelph became part of the YMCA Three Rivers in 2020*

Partners / Partenaires

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

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

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

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

Advocacy & Public Policy Partners / Partenaires de plaidoyer et de politique publique

Action Canada for Sexual Health and Rights / Action Canada pour la santé & les droits sexuels

Amnesty International Canada / Amnistie Internationale

Big Brothers Big Sisters of Canada / Les Grands Frères Grandes Sœurs

BGC Canada / Repaires jeunesse du Canada

Campaign 2000Canada Without Poverty / Canada sans pauvreté

Canadian Alliance for Sex Work Law Reform / Alliance canadienne pour la réforme des lois sur le travail du sexe

Canadian Alliance to End Homelessness / L'Alliance canadienne pour mettre fin à l'itinérance

Canadian Arab Institute / Institut Canado-Arabe

Canadian Black Policy Network

Canadian Centre for Gender and Sexual Diversity / Centre canadien pour la diversité des genres et de la sexualité

Canadian Centre for Policy Alternatives / Centre Canadien de politiques alternatives

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

Canadian Council of Refugees / Le Conseil canadien pour les réfugiés

Canadian Council for Youth Prosperity / Conseil Canadien pour la Réussite des Jeunes

Canadian Federation of Business and Professional Women / Fédération canadienne des femmes d'affaires et professionnelles

Canadian Federation of Nurses Unions / La Fédération canadienne des syndicats d'infirmières et d'infirmiers

Canadian Federation of University Women / La Fédération Canadienne des Femmes Diplômées des Universités

Canadian Feminist Alliance for International Action / L'Alliance canadienne féministe pour l'action internationale

Canadian Labour Congress / Congrès du travail du Canada

Canadian Race Relations Foundation / La Fondation canadienne des relations raciales

Canadian Research Institute for the Advancement of Women / L'Institut canadien de recherche sur la promotion de la femme

Canadian Women's Foundation / Fondation canadienne des femmes

Child Care Now /Un enfant Une place

Child Care Resource and Research Unit

Conseil Québécois LGBT / Quebec LGBT Council

CUPE / Syndicat canadien de la fonction publique

DisAbled Women's Association of Canada / RAFH

Equal Pay Coalition

Egale

Facebook Canada

Family Services Toronto

Fédération des Femmes du Québec / Quebec Women's Federation

Girls (20)

Institute for Change Leaders

Institute for Canadian Citizenship / Institut pour la citoyenneté canadienne

LEAF / Fonds d'action et d'éducation juridiques pour les femmes

Ontario Council of Agencies Serving Immigrants

National Association of Friendship Centres / Association nationale des centres d'amitiés

National Association of Women and the Law / Association nationale femmes et droit Ontario Nonprofit Network

Oxfam Canada

Public Services Alliance/ L'Institut professionnel de la fonction publique du Canada

Public Policy Forum / Forum des politiques publiques

Ryerson Leadership Lab

Ryerson University's Diversity Institute

SEIU Healthcare Canada

UNIFOR

United Way / Centraide Canada

UN Women We Empower / ONU Femmes We empower

West Coast Legal and Education Action Fund / Fonds d'action et d'éducation juridiques pour les femmes de la Côte-Ouest

WomanACT

Women's Legal Education and Action Fund / Fonds d'action et d'éducation juridiques pour les femmes

Women's Shelters Canada / Hébergement femmes Canada

World YWCA / YWCA Mondiale

YMCA Canada

Project Partners / Partenaires de projets

Art + Feminism

Body Confidence Canada

Boldly Inclusive

Canadian Women's Foundation / Fondation canadienne des femmes

Catalyst

DisAbled Women's Network Canada / RAFH

Facebook Canada

Future Ancestors Services

Indigenous Friends Association

MediaSmarts / HabiloMédias

Ontario Coalition of Agencies Serving Immigrants

Plan International Canada

Platform

QueerTech

Student Commission of Canada / La Commission des étudiants du Canada

Students for Consent Culture / Étudiant.e.s pour une culture du consentement

Tik Tok Canada

Uber Canada

UN Women We Empower / ONU Femmes We empower

Wisdom2Action

Women & HIV/AIDS Initiative / Initiative Femmes & VIH/SIDA

Women in Governance /Gouvernance au Féminin

World Economic Forum / Forum économique mondiale

UN Women / ONU Femmes

YMCA Canada

YWCA USA

Academic Partners / Partenaires académiques

Centennial College, Corporate Communications

Institute for Gender and the Economy (GATE), Rotman School of Management University of Toronto

McGill University, The Impacts Project

Ryerson University, Diversity Project (Partnership Agreement)

Ryerson University, School of Social Work

University of Ottawa, The eQuality Project

Donors / Donatrices et donateurs

Estat / États

We honour the memory of the individuals whose legacy was realized in 2020.

Nous honorons la mémoire des personnes dont l'héritage a été réalisé en 2020.

Margaret Torrance

Legacy Makers Circle/ Cercle des créatrices d'héritage

Susan Denise Kennard
Margaret MacKenzie

June Murdoch
Joan Tilt

Visionary / Pionnières et pionniers

Aritzia
Aviva Canada
Canadian Tire
Sheryl and David Kerr
MacMurray Foundation Inc.

Keitha McClocklin
TELUS Friendly Future Foundation
Uber

Trailblazers / Pionnières et pionniers

Emre Akkas
Elizabeth Burrell
Canadian Credit Union Association
Community Foundations of Canada
Dayna Beth Daniels
Karen Gilmore
Jessica Joss

Sarah Kaplan
Audrey Kenny
Lynne Kent
Madelyn Lang
Karen Levine
Mary Mullens
Chris O'Reilly

RBC
Catherine Riggall
Maya Roy
The Boiler Inspection and Insurance
Company of Canada
Yulena Wan

Advocates/ Défenseurs.euses des droits

Gregory Adams
Whitney Alexander
Jill Anderson
Marina Banister
Janet Brown
Michelle Bullas
Madelin Burt-D'Agnillo
Barbara Byers
Lyndsay Campbell
Carrefour Jeunesse Emploi
Kristine Cassie
Catholic Teachers Association of
Ontario
Kirsten Chan
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Pro Act Consulting Inc.

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Talya Rotem
Paulette Senior

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Heidi Stokes
Brittany Tibbo
Carollyne Tracey
Sandra West

James Wilcox
Marsha Williams
Irene Yang

Tribute / Hommage

In Memory of / En mémoire de

Irene Dodek
Elaine Hallyburton
Beatrice Kilgannon
Wilda Phillips
Valerie Rego

In Honour of/ En l'honneur de

Esther Buck
Christine and Donna
Mary Cornish
Belynda Kerelchuk
Helen Levine
Haviland Tony Lyons

Margaret Marr
Audrey Mary O'Reilly
Sarah Pike
Fatima Sarwar
Krissy Tessier
Kaia Watson

Nurturing Friends/ Ami.e.s bienveillant.e.s

AIDS Committee of Toronto
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Stefan Amyotte
Janice Anderson
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Henry Barkin
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Bell Canada
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Min Bonifacio
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Geoff Boyd
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Laura Bratley
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Jesse Brown
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Karen Buddle-Martin

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Taryn Burger
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Jeannette Campbell
Dario Cankovic
Rob and Sandra Carmen
Peter and Marcia Carmichael
Cassandra Caroline
Marjorie Castro
Helen Caulfield
Aakash Chadee
Yi-Jing Chang
Frank and Irene Chau
Lisa Chau
Abdul Chaudhry
Surendra Chawla
Jeremy Cheung
Ann Chourarath
Kenneth Chow
Carol Chung
Giuseppe Ciarrocca
CIBC

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CivicAction	Samuel Fleming	Husky Energy Inc.
Bronwyn Cline	Erin Fletcher	Nicki Inch
Amanda Cogswell	Fondation Alex U. Soyka	Harvey Jackson
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Ronald Collins	Anne Ford	Thomas Jakeman
Suzanne Cook	David Forrest	Barbara Janes
Susan Cooley	Ellen Fraser	Faruk Jashanica
Ian and Anne Cooper	Vlad Catalin Frasinianu	Jewish Foundation of Greater Toronto
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Ethel De Meerleer	Brenda Grabell	Peter Kerr
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Lois Dent	Judith Hamilton	Uwe Krebs
Angela Dias	Denise Hammond	Chin Pong Kwong
Shirin Divan	Merry Harper	Vadim Labounski
Gail Dodek Wenner	Brad Harrington	Maggie & Dan Labricciosa
Hilary Donaldson	Edwin Harris	Rose Larmer
Rosemary Donegan	Diane Hartigan	Loeva Le Mentec
Ryan Doucett	Tom Harz	Isabella Lee
Marjatta Downie	Miranda Hassell	Cyndy Lee
Sandra Dunbar	Ann Hawkins	Johanne Lee
Suzanne Dunn	Cathryn Hay	Helen Lees
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Trish English	Randy Herr	Chen Ju Lin
Katie Enns	Kelly Hickman	Wendy Linnington
Courtney Erickson-Parent	Yvonne Hiemstra	Susan Loeppky
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Joanne Fairley	Michael Holmes	Jennifer Loomer
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Joseph Feist	Louise Hourston	Stella Lord
Robert Finnegan	Jennifer Howard	Iryna Luchak

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Huguette Lussier Tremblay
Beth Lyons
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Christina Macwilliam
Charmaine Magumbe
Vanessa Mccoll
Patricia McCraw
Amy McGregor
Karen Mclauchlin
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John & Janet McLenahan
Joan Mcmillan
Margaret McPhail
Judith Michael
Microsoft Canada
Giovanni Molinaro
Jennifer Moore
Mary Pat Moore
James Moore
Barbara Jane and Robert Moore
Ilda Moreyra Basso
Gwilym Morgan
Richard Dennis Morgan
Grant Morris
Glenda Morrisette
Elizabeth Mukherjee
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Margaret Needham
Monica Nelson
Wendy Nicholls
Faraz Noor
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Brian Sharkey
Narendra Nath Sharma
Patricia Shewchuk
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Linda Simpson
Lorne Sinclair
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Joan Slingerland
Helen Smith
Rhonda Smyth
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Matthew Williams
Lorraine Williams
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