CEO/Chair Message

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.

Susan Kennard
BOARD CHAIR

Maya Roy
CHIEF EXECUTIVE OFFICER

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Charitable Registration No. 88878 9393 RR0001

Join us in conversation
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twitter @YWCA_Canada
instagram @ywacanada
linkedin YWCA Canada
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

NEW PROJECTS
Telus – Unlocked Project: $100,000

AMPLIFYING YWCA CANADA CAMPAIGNS ACROSS THE COUNTRY

# 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

2018
255 members

2019
420 members

2020
700 members

57 Fundraising Professionals
12 Human Resources Professionals Network
40 Communications Professionals
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.
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 coordinated 70+ organizations to inform the National Action Plan to End Gender-Based Violence

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, 2SLGBTQIA+ 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 released Canada’s Feminist Economic Recovery Plan – the first nationally-focused recovery plan of its kind!
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

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.

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

In Good Company
https://www.youtube.com/watch?v=yJKkKoQ0l0w

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

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

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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

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Affiliation Fees</td>
<td>1,509,472</td>
<td>63%</td>
</tr>
<tr>
<td>National Projects &amp; Other</td>
<td>585,863</td>
<td>24%</td>
</tr>
<tr>
<td>Donations, Sales &amp; Other</td>
<td>184,457</td>
<td>8%</td>
</tr>
<tr>
<td>Government Subsidies</td>
<td>103,300</td>
<td>4%</td>
</tr>
<tr>
<td>Other</td>
<td>12,222</td>
<td>1%</td>
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</table>

### 2020 Total Revenues  
2019 Total Revenues: 2,199,566

## EXPENSES

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Salaries</td>
<td>993,275</td>
<td>44%</td>
</tr>
<tr>
<td>National Projects &amp; Programs</td>
<td>540,895</td>
<td>24%</td>
</tr>
<tr>
<td>Administration</td>
<td>423,247</td>
<td>18%</td>
</tr>
<tr>
<td>Public Policy, Communications &amp; Member Support</td>
<td>219,731</td>
<td>10%</td>
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<tr>
<td>Governance</td>
<td>31,886</td>
<td>1%</td>
</tr>
<tr>
<td>World YWCA Program</td>
<td>61,555</td>
<td>3%</td>
</tr>
</tbody>
</table>

### 2020 Total Expenses

2019 Total Expenses: 1,887,913

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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  Sereena King
Peggy Chen    Beth Lyons
Karen Gilmore  Yaso Mathu
Susan Kennard  Kate Nelischer

Marie-José Ouellet
Brittany Tibbo
Yulena Wan

YWCAs 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
Peggy Chen
Lisa Coltart
Sarah Corman
Daniel Dillon
Sonja Foley
Jessica Franklin
Joyce Galey
Dale Godsoe
Barbara Gordon
Chris Graham
Bailey Greenspon
Carol Ann Guin
David Hawkings
Joanne Keith
Sereena King
Ruth Koleszar-Green
Emma Kozak
Risa Levine
Raine Liliefeldt
Sandra Lowry
Terry Luhoway
Yasothini Mathu
William Matiation
Katharine McBride
Kate Nelischer
Dianne Newell
Anna Niemczewski
Jennifer O’Connor
Margaret Paterson
Francine Piché
Pro Act Consulting Inc.
City for All Women Initiative
CivicAction
Bronwyn Cline
Amanda Cogswell
Susan Colley
Ronald Collins
Suzanne Cook
Susan Cooley
Ian and Anne Cooper
Peter Corbett
Laurier Corriveau
Audrey Cowall
Paul Cowie
John Crisp
Arlene Crowe
Sandra Curtis
Barbara Czarnecki
Rosetta D’Souza
Adelah Dahlke
Barbara Danrel
Aaron Day
Ethel De Meerlee
Gloria and Lloyd Delisle
Jean Dempsey
Mary Denson
Lois Dent
Angela Dias
Shirin Divan
Gail Dodek Wenner
Hilary Donaldson
Rosemary Donegan
Ryan Doucett
Marjatta Downie
Sandra Dunbar
Suzanne Dunn
Mary Lou Ellan
Margaret Elson
Trish English
Katie Enns
Courtney Erickson-Parent
Robin Fair
Joanne Fairley
Elsie Farmer
Joseph Feist
Robert Finnegan
Irene Fizzell
Samuel Fleming
Erin Fletcher
Fondation Alex U. Soyka
Darlene Forbes
Anne Ford
David Forrest
Ellen Fraser
Vlad Catalin Frasineanu
David Fretz
G(irls)20
Jocelyne Gagné
Jamie Gale
Corrie Galloway
Jayne Garland
Anna Marie Gasbarro
Mary Gervais
Gail Gollan
Douglas Goodall
Elizabeth Gordon
Patricia Gouge
Brenda Grabell
Shari Graydon
Tarun Gupta
Frederique Halle
Judith Hamilton
Denise Hammond
Merry Harper
Brad Harrington
Edwin Harris
Diane Hartigan
Tom Harz
Miranda Hassell
Ann Hawkins
Cathryn Hay
June Herkner
Elizabeth Herman
Randy Herr
Kelly Hickman
Yvonne Hiemstra
Lois Hollstedt
Michael Holmes
Joyce Hopp
Louise Hourston
Jennifer Howard
Roy and Dianne Hunter
Husky Energy Inc.
Nicki Inch
Harvey Jackson
Garima Jain
Thomas Jakeman
Barbara Janes
Faruk Jashanica
Jewish Foundation of Greater Toronto
Sumiko Jin
Petrona Joseph
Shaheen Junaid Ashraf
Wafa Kadri
Isabel Kalpakian
Keiko Kashio
Behram Pirozshaw Kavasji
Lynn Kearney
Cristina Kelly
Lisa Kelly
Jen Kernaghan
Lynda Kerr
Peter Kerr
Edward Kim
Kathleen Kitchen
John Klassen
Uwe Krebs
Chin Pong Kwong
Vadim Labounski
Maggie & Dan Labricciosa
Rose Larmer
Loeva Le Mentec
Isabella Lee
Cyndy Lee
Johanne Lee
Helen Lees
Debra Leskiw
Allan Leuschen
Chen Ju Lin
Wendy Linnington
Susan Loeppky
Shih-Miin Loo
Jennifer Loomer
Eberhard Lorberg
Stella Lord
Iryna Luchak
Marlene Turner  
K. Valerie Turton  
Peter Uhlig  
United Steelworkers District 6  
United Way Centraide  
Bonnie E Vadacchino  
Gerry Van Der Ven  
Chantelle Vanasse  
Karen Vanthuyne  
Evelyn Veale  
Elizabeth Veenema  
Bonnie Veness  
Viswanathan Venkatraman  
Jean Paul Vienneau  
Peeranut Visetsuth  
Wendy Walters  
Xiaomei Wang  
Anthony M.C. Waterman  
Western University  
Peggy Wheat  
Joan Wheeler  
Neil Wheeler  
Erin Whitmore  
Cari Whyne  
Terry Wilkinson  
Matthew Williams  
Lorraine Williams  
Gordon Victor Williams  
WomanACT  
Patricia Wood  
Anne Wood  
Patrick Wright  
Ian Wrong  
Mary Wybrow  
Tammy Yates  
Ingrid Yeager  
Yvonne Yee  
Winona Zelenka  
Dianne and Don Zieman  
Wendy Zink  
Sarah Zmenak