



YWCA
C A N A D A

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

2022 ANNUAL REPORT



MESSAGE FROM

CEO AND BOARD CHAIR



**ALINE NIZIGAMA,
CEO**

As we reflect on the last 12 months, it is difficult to settle on a theme that neatly describes the year behind us. It was a year of transition, returning to the new normal, building teams to support the movement, all at a time when we took on more projects and initiatives than ever before and thrived. Pressed, we would say that our year was almost inspired by the film *Everything Everywhere All at Once*.

To keep us on track, the national office team developed a series of objectives and key results to ensure our work remained focused.

So, though we were everywhere, we were ever guided by our mission to advance gender equity for women and girls and gender diverse people through informed advocacy and stronger member associations.



**SUSAN KENNARD,
BOARD CHAIR**

GOVERNANCE

The national Board went to task to conduct an executive search and successfully transitioned into new leadership at the national office. We are grateful for Raine Liliefeldt's diligent work and support as interim CEO for this past year.

INFORMED ADVOCACY AND PUBLIC POLICY

We grew our advocacy team and were in action guided by research and knowledge mobilization to move our key priority areas forward. After pandemic lockdowns, we returned to Parliament Hill for our third lobby day, breaking records for the most meetings held by any one organization in October 2022. Our social media platforms remained active on a series of campaigns, we amplified the work of our member associations and other civil society organizations.

COMMUNITY ACTION

We secured funding from federal departments, foundations, and the corporate sector and partnered with our member associations on several projects and initiatives. Our projects build capacity in communities, in such areas as youth engagement, violence prevention, labour market access,

EQUITY AND RECONCILIATION

We know that the pandemic deepened the inequities towards the women and gender diverse individuals accessing our services locally. That is why we are excited to continue building our team and support our member associations to progress on reconciliation, justice, equity, and antiracism work. From our Truth and Reconciliation actions to holding space for employee/board resource groups for Indigenous, Black and soon Francophone colleagues, we look forward to fostering an intentionally more inclusive movement.

MEMBER ASSOCIATION SUPPORT

With a larger mandate of strengthening YWCA member associations, YWCA Canada is committed to envisioning and implementing a strategy and tools to attain excellence in governance and operational leadership at the national level and in associations throughout the country. We updated key resources to align our work. We convened a Finance Resource Network, made up of staff and board members from across the YWCA interested in developing resources/checklists and training to bridge the gap and enhance the skills of staff and board around finance communication, and reporting. We are planning to expand this support in other areas, notably childcare responding to emerging focus areas for government investments.

It is with deep appreciation that we acknowledge the radical kindness, work, wisdom and dedication of our staff, board of directors, volunteers, partners and supporters.

Your support allows us to make the impact we do.

1 ENDING GENDER BASED VIOLENCE DRIVES EVERYTHING WE DO.

The YWCA movement is dedicated to ending violence against women and girls. It is an essential part of achieving gender equality and drives everything we do. This year we brought forward projects and initiatives to reduce and prevent gender-based violence in the many forms it manifests in our communities and online and in partnership with member associations and funders.

NATIONAL EMERGENCY SURVIVOR SUPPORT FUND



One of the major barriers to women and gender-diverse people escaping intimate partner violence is the lack of financial resources. With support from The Slight Family Foundation, our founding partner, we responded to survivors' most prevalent and pressing needs by launching the National Emergency Survivor Support (NESS) Fund. The fund is the first of its kind in Canada, the NESS Fund offers one-time financial grants of up to \$2,000 in order to assist survivors of gender-based violence (women, gender-diverse people and their families) in leaving abusive housing situations, emergency shelters, or unstable living arrangements. Twelve member associations are action partners in communities as they are distributing grants to survivors, providing referrals and wrap-around supports. Our goal is to distribute 1500 grants over four years. As we write, over 500 survivors have received financial support through NESS. The

most common request for support has been payment of rent and rental deposits, moving costs and furniture purchases, highlighting the importance of connecting gender-based violence response and prevention work with Canada's ongoing gendered housing crisis.

We are grateful for the support of our inaugural partners: The Slight Family Foundation, Aviva Canada and The Torrid Foundation, and our incredible community of individual donors.

WHAT WE HEARD REPORT

In 2013, YWCA Canada launched a campaign to end violence against women on Parliament Hill with a call for a National Action Plan Against Women, beginning with a National Inquiry into Missing and Murdered Indigenous Women. In November 2022, the federal government finally announced their plan to phase in the National Action Plan to end gender-based violence. We have been unstoppable with ongoing research, knowledge mobilization and advocacy to end gender-based violence.

Earlier this year we released a preview of the What We Heard: Survivor-Led Strategies to Inform the National Action Plan to End Gender-Based Violence. In it, we uphold our collective efforts and actions to ensure that survivors of gender-based violence are heard and inform systems level change. This report draws from the cornerstone community engagement work that YWCA Canada coordinated in 2021 and highlights concrete calls to accountability and action co-developed by 60+ civil society organizations and the communities across Canada that they engage and represent. They shared the solutions, and we will continue to amplify their voices so that policy makers listen and act on their expertise and experiential learnings.

BLOCK HATE NATIONAL REPORT

In 2022, we published Canada's first national study on online hate as experienced by women and gender-diverse people, aged 14-30. [#BlockHate: Centering Survivors and Taking Action on Gendered Online Hate in Canada](#) spotlighted the alarming prevalence of gendered online hate, its impact and, most importantly, interventions and prevention recommendations designed by survivors themselves. Our report was grounded in community-based research, led by survivors through our innovative Block Hate Disrupt and Dismantle Fellowship program. We commissioned a national survey of women and gender-diverse people's experiences of online hate and engaged in community-generated, survivor-centric solutions. We found that 44% of women and gender-diverse people 16-30 across Canada reported being personally targeted by hate speech online. In response, YWCA Canada has called for feminist regulatory response to online hate,

Survivors and the sectors that support them have spoken, and they demand action. Action that is community informed and collaborative. Tangible action that results in meaningful change for the multitude of survivors and service providers that remain closest to this issue.



Artist: Tsista Kennedy & the Indigenous Friends Association

recognizing that this is a federal responsibility. Since launch, we've been mobilizing our findings with key stakeholders including tech partners, gender-based violence support workers, and policy makers at the federal level. In 2023, we'll continue to build effective intervention and prevention models to address tech-facilitated violence, radicalization, and online hate.

2 CAMPAIGNS FOR CHANGE

We amplified our collective voice and engaged thousands of Canadians in a conversation on the prevalence of gender-based violence through our campaigns.

WEEK WITHOUT VIOLENCE



Artist: Selina Ashi

Each year during the third week of October, Canadians and people around the world come together to mark YWCA's Week Without Violence, a week-long series of community events promoting diverse approaches to creating a violence-free world. Our theme for the week was **Not In Our Streets. Not On Our Screens: Centering & Supporting**

Survivors Experiencing Tech-Facilitated Violence. We brought attention to the connection between gender-based violence and tech-facilitated violence and centered the needs, experiences and wisdom of survivors in our efforts to take action against online hate, abuse and harassment and its far-reaching impact on

women and gender-diverse people's safety, well-being and freedom. Our campaign included commissioned #heartspeech art activations, a #ClapBackWithKindness social media challenge inviting people to share messages of support to survivors of tech-facilitated violence, the launch of our #BlockHate report with an online event on the state of gender and online hate in Canada, sharing our #BlockHate videos and discussion guide, as well as other resources.

16 DAYS OF ACTIVISM

YWCA Canada and our member associations are working daily to support survivors of gender-based violence. In the last years we have seen the rise of risks to the rights of women and gender-diverse folks at home and globally which have shown us that this work is more urgent than ever. Escaping an unsafe situation is often a matter of life and death, but the harm of gender-based violence doesn't stop there. Our theme for the 16 Days of Activism Against Gender-Based Violence campaign was #LeavingIsNotTheOnlyPart. Gender-based violence is reflected in widespread beliefs and behaviours, which shape who gets listened to and whose needs are prioritized when we build social programs and systems. Our digital campaign shined a light on the reverberating impacts of gender-based violence in all spheres of life and highlighted the work of our member associations to respond to and prevent gender-based violence through housing, employment services, youth programming and childcare.

IT'S NOT JUST CAMPAIGN

Youth are taking on leadership roles starting new conversations, challenging the beliefs and power structures that inform and fuel gender-based violence. From fighting sexist dress codes to growing consent culture in their schools and communities, young leaders are driving critical changes in how we think about and respond to gender-based violence. We are excited to work with Banfield Communications who are leading the work of Women and Gender Equality Canada's "It's Not Just," a national campaign to raise youth awareness of gender-based violence. Our project team supported community based participatory research and recommendations that will further inform the campaign. In partnership with other non-profit organizations, we are developing a national training and suite of resources for youth on gender-based violence prevention and education.



3 YOUTH LEADERSHIP

YWCA Canada is a launchpad for our next generation of trailblazers. We build leadership skills and capacity in young women and gender-diverse youth as a way to prevent violence, build futures and career possibilities and create change. We continue to ensure that youth voices, expertise and insights are included in leadership and decision-making spaces.

THINK BIG, LEAD NOW! YOUTH PROGRAM



In March 2023, we hosted [Think Big. Lead Now. Young Women's National Leadership Program](#), it included an in-person three-day immersive summit once again since moving the event totally online during the pandemic. 110 young women, non-binary, gender-diverse, genderqueer, Two-Spirit, and trans youth 18 to 25 years of age from across the country participated in the immersive learning event. The summit had fantastic speakers, skills-building workshops,

conversations on leadership with peers and Indigenous mentors, team building and networking. Activities enhanced delegates' knowledge and understanding of Canada, providing opportunities to connect with peers and find commonalities across the diversity of Canadian experience.

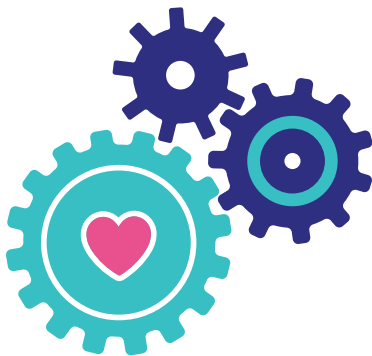
In May 2023, we issued a call for members of a new [National Youth Leadership Advisory Council](#) where we have invited youth

to share their thoughts, ideas, and reflections on resources, projects and YWCA initiatives. The council will be made up of 15 young women and gender-diverse youth from across Canada. Council members would consult with YWCA staff on projects and initiatives like the **Week Without Violence**, **Block Hate**: Building Resilience against Online

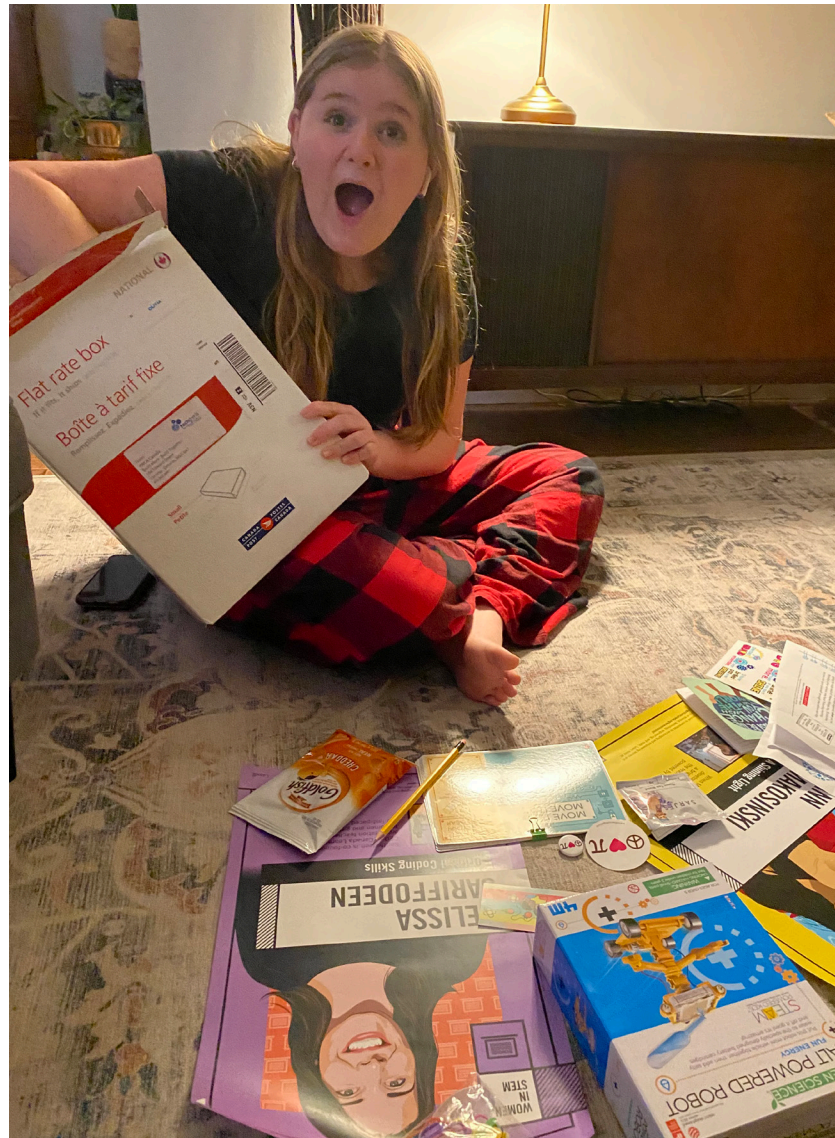
TECHGYRLS

YWCA Canada works with our member associations to secure resources, develop capacity and scale best practices and projects across the movement. We secured funding from Employment, Skills, Development Canada's Student Learning Partnership Program to scale up YWCA Cambridge's TechGyrls program. TechGyrls aims to improve the mental well-being, community connections, essential skills, access to technology and education outcomes for girls and gender diverse youth between the ages of 9 and 13. One of the main goals of TechGyrls is to expose participants to a wide range of topics to help them understand the breadth of opportunities that exist for them in STEM, and the ways in which they can use those skills to create a difference in the world.

We launched the program on the International Day of Women and Girls in Science, February 11, with Build More, a national online STEM celebration. Over 100 girls and gender diverse youth connected with STEM leaders to learn about their journeys, participated in hands-on activities, and created together.



Hate Speech and YWCA Canada's forthcoming continuation of **Not Online. Not On Campus**, a project dedicated to building capacity among post-secondary campus and other community leaders to better support people who report technology-facilitated and sexual violence.



Participants received a Build More Box containing everything they needed to participate in the event.

Economically empowering women is a key priority to advance gender equity.



IN GOOD COMPANY

We moved work forward on the In Good Company project. Funded by RBC Foundation in partnership with Canadian Women's Foundation, Catalyst, and Plan International Canada, we have convened a Community Learning Group of leaders connected to small and medium enterprises. The leaders have taken a bold step to create meaningful change for women and gender-diverse people at work. They have made a commitment to learn and positively influence their teams in implementing JEDI (Justice, Equity, Diversity and Inclusion) tools and practices. YW Calgary, YWCA Halifax, YWCA Toronto, YWCA Metro Vancouver and Y des Femmes Montréal continue to participate in the program, providing employment and training services to women in community.

UPLIFT PROJECT

Informed by recommendations of our labour market access research, YWCA Canada

stepped in to fill a regional coverage gap in the National Capital Region in support of YWCA Hamilton's Uplift Program. In partnership with the University of Ottawa, we provided women and non-binary people the opportunity to enhance and acquire skills and knowledge to enter the information and cybersecurity field through certification training, with ongoing wraparound supports related to networking, pre-employment and job development skills. We are excited that 54 of the 60 participants have graduated from the program, with 38 graduates going on to secure jobs, maintain their current job, or receive a promotion. The program has had the dual impact of breaking barriers for women and non-binary people in the traditionally male-dominated cybersecurity field while providing economic empowerment through paths to secure employment.

Move Forward

MOVE FORWARD – CREATING INCLUSION IN CONTEMPORARY WORK

In the Spring, YWCA Canada wrapped up Project Synergy: Workforce Development for Vulnerable Women to Succeed, funded by Future Skills Centre, it is a three-year national participatory research and knowledge mobilization project addressing the unique challenges of labour market access for vulnerable women in Canada. Through this project we created Move Forward, an equity-focused employment training series for people managers and business leaders. It included sessions on navigating hybrid work and performance management, identifying and addressing subtle acts of exclusion, and education on what it means for an organization to be trauma-informed.

NEXT ACCELERATOR & / DOLLARS & SENSE

For over 150 years, YWCAs have been engaged in helping women and their families build strong economic futures and taking on the systemic issues to help women move out of poverty. This economic empowerment work includes addressing the barriers that prevent women from accessing education, pursuing training to achieve their goals. It includes supporting women with financial literacy education.

Funded by Employment and Skills Development Canada, we launched two programs that continue this work. With Dollars & Sense, Member Associations are engaged in a multiyear project to improve the financial outcomes of women living on low income, who are newcomers, in employment training, entrepreneurial programs, women who survivors of gender-based violence living in housing and shelters, and those accessing parenting programs.

We launched Next Accelerator, a two-year project with an aim to increase the uptake of Canada Learning Bond (CLB) among low-income, single parent, and newcomer families across Canada in order to improve access to higher education and improve the financial acumen among families.

THE NEXT ACCELERATOR

15 INFORMED ADVOCACY

Our informed advocacy and public policy work is important as ever. Informed by the voices of women, girls, gender-diverse people and those who support them in community, YWCA Canada engaged in key conversations with leaders, decision makers and stakeholders. We developed tools, resources, policies and program recommendations based on the expertise and knowledge of frontline staff and communities, and responded to emerging issues. We invested in collaboration with our feminist and community service partner organizations to maximize our collective impact to advance gender equity.

COMMUNITY SERVICES RECOVERY FUND

After years of advocacy by YWCA Canada in coalition with other national community service federations, the Community Services Recovery Fund launched in early 2023. This historic \$400 million investment from the Government of Canada will support charities and non-profits as they focus on how to adapt their organizations for pandemic recovery. YWCA Canada was instrumental in lobbying for the creation of this Fund in recognition of the essential programs and services that the non-profits provide in communities across the country. We have continued our advocacy and government relations work to ensure a resilient, well-funded non-profit sector as a cornerstone of advancing gender equity.

DAY ON THE HILL

YWCAs are experts in housing solutions that meet the needs of women, gender diverse people and their families. YWCAs provide not only a safe place to sleep, but also the wraparound services and support that



women and gender diverse people need to thrive. In October, YWCA leaders from across the country were in Ottawa for our third Day on the Hill. We met with 58 Members of Parliament, Senators and staff from various departments and our call to action was for the government to address the gendered housing crisis by implementing shelter, transitional and affordable housing projects, including wraparound services and supports. We continue to advocate with government to build more affordable housing, to support a community of practice of member associations on housing development so that our associations can share resources and information on accessing funding, suppliers and advocating across systems.



67TH UNITED NATIONS COMMISSION ON THE STATUS OF WOMEN

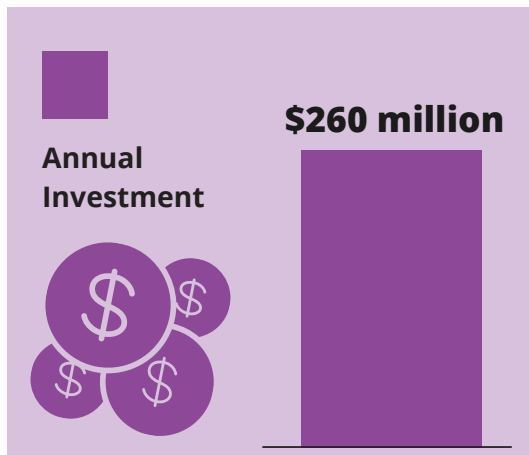
YWCA Canada actively participated in the 67th United Nations Commission on the Status of Women in March 2023. Interim CEO and Director of Member Services and Development Raine Liliefeldt was named to Canada's delegation. The majority of our delegation were young women, who provided positive feedback about how meaningful they found this event. This was an important opportunity to meet with and strengthen our connection with multiple strategic feminist partners, both in government and civil society, and to build YWCA Canada's profile. YWCA national staff members spoke at Canada's side event with the Canadian Women's Foundation and the Barbara Schlifer Commemorative Clinic's parallel event. We also hosted a parallel event highlighting our Block Hate work.

INVESTING IN EARLY CHILDHOOD EDUCATION

In 2022, we celebrated the signing of thirteen Canada-Wide Early Learning and Child Care Agreements, a historic investment in the social infrastructure that helps advance gender equity, made possible by over half a century of advocacy by the childcare, feminist and gender justice movements. We know that a high quality, universal childcare system is only possible with a well-compensated and well-supported workforce of early childhood educators and childcare workers. We co-authored *The Burnout Crisis: A Call to Invest in ECE and Child and Youth Workers* Report with BGC Canada, the Canadian Mental Health Association and the Canadian Childcare Federation. During the pandemic, we saw an increase in burnout among frontline staff working with children and youth. The report addresses the deterioration of workers' mental health by advocating for increased funding for community-based mental health services and support delivered to the frontline child and youth workers, including health promotion and mental illness prevention programs and strategies, peer support, and self-guided mental health skills building.

OUR MOVEMENT OUR IMPACT

**Total Amount Invested in
the Community by YWCAs**



Supportive Housing Services and Shelters

**35
Shelters**



**2283
Housing
Units**



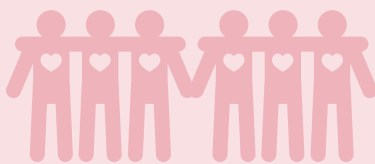
**3500
Housed**



**1200
Sheltered
Every
Night**



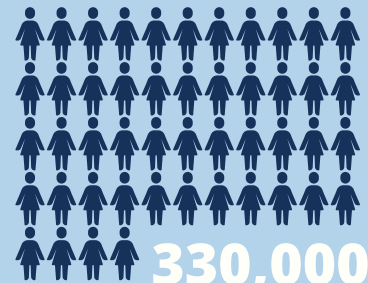
**30
Member
Associations**



**260
Communities
Served Every
Year in
9 Provinces &
2 Territories**



**330,000
Women, Girls and
Gender Diverse
People Supported
Annually**



Over 150 Years of Advancing Gender Equity

**Canada's
Second-
Largest
Provider
of Childcare**



**Canada's Largest
Provider of
Employment &
Counselling
Programs for
Women**



**Equipping Young
Women & Gender
Diverse Youth to
Lead**



FINANCIALS

YWCA Canada Financial Summary For the year ended December 31, 2022

REVENUES

	AMOUNT	PERCENTAGE
● Affiliation Fees	1,851,804	37%
● National Projects & Other	2,597,481	52%
● Donations, Sales & Other	505,163	10%
● Other	19,519	1%

2022 Total Revenues	4,973,967	100%
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2021 Total Revenues	6,016,810
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EXPENSES

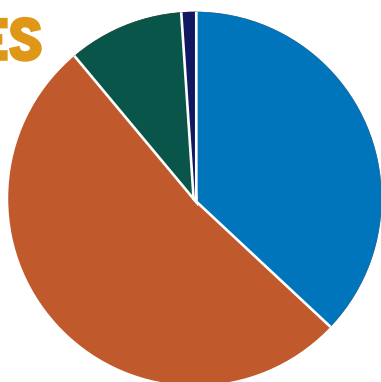
	AMOUNT	PERCENTAGE
● Salaries	982,620	21%
● National Projects & Programs	2,577,083	55%
● Administration	754,397	16%
● Public Policy, Communications & Member Support	105,976	2%
● Governance	257,140	5%
● World YWCA Program	51,163	1%

2022 Total Expenses	4,728,379	100%
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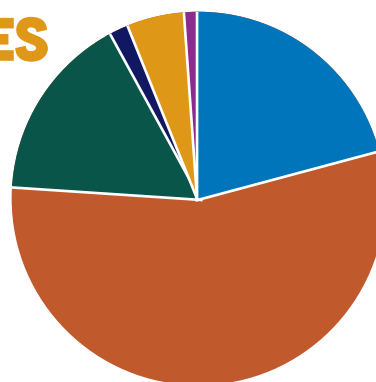
2021 Total Expenses - adjusted for reclassification	5,491,416
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Investment Income	(205,327)
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REVENUES



EXPENSES



BOARD OF DIRECTORS 2022–2023

EXECUTIVE COMMITTEE

Susan Kennard, Chair
Beth Lyons, Vice Chair
Yulena Wan, Treasurer
Shifrah Gadamsetti, Secretary

WORLD YWCA BOARD OF DIRECTORS

Jamie Medicine Crane
Brittany Tibbo

BOARD MEMBERS

Clarice Anderson
Marina Banister
Meghan Cadue
Peggy Chen
Shifrah Gadamsetti
Renata Huyghebaert
Dahlia Jiwan
Fae Johnstone

Susan Kennard
Beth Lyons
Delores Mullings
Kate Nelischer
Michelle Smith
Yulena Wan
Charlotte Yates

YWCAS ACROSS CANADA

1. COMMUNITY YMCA-YWCA KAMLOOPS, BC
2. YMCA-YWCA WINNIPEG, MB
3. YMCA-YWCA VANCOUVER ISLAND, BC
4. YWCA AGVVIK NUNAVUT
5. YWCA BANFF, AB
6. YWCA BRANDON, MB
7. YW CALGARY, AB
8. YWCA CAMBRIDGE, ON
9. YWCA DURHAM, ON
10. YWCA EDMONTON, AB
11. YWCA HALIFAX, NS
12. YWCA HAMILTON, ON
13. YWCA KITCHENER-WATERLOO, ON
14. YWCA LETHBRIDGE & DISTRICT, AB
15. YWCA METRO VANCOUVER, BC
16. YWCA MONCTON, NB
17. Y DES FEMMES DE MONTRÉAL, QC
18. COMMUNITY YWCA MUSKOKA, ON
19. YWCA NIAGARA REGION, ON
20. YWCA NWT
21. YWCA PETERBOROUGH HALIBURTON, ON
22. YWCA PRINCE ALBERT, SK



23. YWCA QUÉBEC, QC
24. YWCA REGINA, SK
25. YWCA ST. THOMAS-ELGIN, ON
26. YWCA ST. JOHN'S, NL
27. YWCA SASKATOON, SK
28. YWCA SUDBURY, ON
29. YWCA THOMPSON, MB
30. YWCA TORONTO, ON

**YMCA-YWCA National Capitol Region
disaffiliated in 2022.*

THANK YOU

for your commitment to women, girls and gender diverse people and the YWCA movement. Your support has powered our work to end gender-based violence, foster economic equality, end housing and homelessness, engage and equip young leaders and strengthen 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
Employment Skills
Development Canada
Future Skills Canada
Public Safety Canada's
Community Resilience Fund
RBC Foundation
The Slight Family
Foundation
Women and Gender
Equality

DONORS

We honour the memory of the individuals whose legacy was realized in 2022

Estate

Thomas C Logan

Legacy Makers Circle

Susan Denise Kennard
Margaret A MacKenzie
June Murdoch
Joan Tilt

Visionarys

Aviva Canada
Jenny Bird Holdings Inc.
The Cedrus Foundation
Torrid Foundation
The Slight Family
Foundation
Uber

Catalysts

Aritzia
Janice Wright
Nancy's Very Own
Foundation
Sun Life Financial
The Reay & Lynda Mackay
Foundation
Sheryl and David Kerr

Trailblazers

Jennifer Ashton
Associated Tube Group
(Samuel. Son & Co.,
Limited)
Ross Bletsoe
Erin Davis
Trevor English
Pawanjeet Gill
Diane Goodwillie
Sarah Kaplan
Chris O'Reilly
Jane Ramin
Catherine Riggall
Leonard Schein
Skyline Property
Management
Sysco Canada, Inc.
The Boiler Inspection and
Insurance Company of
Canada
Unifor Social Justice Fund
Van Vaerenbergh
Charitable Gift Fund
Yulena Wan
Winmark Fashions Inc.
Morden Yolles

Advocates

Gregory Adams
Whitney Alexander
Ihab Ali
Jill Anderson
Marina Banister
Lise Blanchette
Michelle Bullas
Elizabeth Burrell
Barbara Byers
Diane Carley
Anthony D. Carpeneto
Kirsten Chan
Peggy Chen
Meghann Crawford

Dayna Beth Daniels
Daniel Dillon
Pam Dillon
SC Dillon
Ed Douglas
Edgar D'Souza
Katie Enns
Kiersten Eyes
Michael Fig
Leorre Fishman
Darlene Forbes
Jessica Franklin
Juan Garrido
Dale Godsoe
Barbara Gordon
Ruth Koleszar Green
Carol Ann Guin
David Hawkings
Jessica Joss
Julia Kossowski
Emma Kozak
Cyndy Lee
Risa Levine
Sandra Lowry
Terry Luhoway
Margaret A MacKenzie
Kathleen Mary
Yaso Mathu
William Matiation
Katharine McBride
Vanessa Mccoll
Patricia McCraw
Kate Nelischer
Margaret Paterson
Francine Piché
Aurora Rawlings
Elsie Redekopp
Danny Richmond
Bonnie Robson
Anne-Marie Rodrigues
Talya Rotem
Mary Rowen
Paulette Senior
Lara Shewchuk
Sarah Simpson
Gurpreet Singh
Glenda Smith
Joao Souza
Laura Sproule
Heidi Stokes
Anjum Sultana
Brittany Tibbo
Carolynne Tracey
Chantelle Vanasse
Mariza Vocisano

Sandra West
Brenna Wilson
Jan Winhall
Cindy Weisbart
Winona Zelenka
Wendy Zink
Diane Zsepeczky

Nurturing Friends

Farnaz Abdollahi
Janice Achampong
Christopher Ackerman
Joanna Adamiak
Aramide Adebayo
Anuoluwa Adeyemi
Scott Adnams
Macrina T. Agapinan-
Francisco
John Kevin Agron
Johanne Ahier
Noran Ahmed
Olufunsho Alawani
Alex Keyzer- Cournoyer
Aniska Ali
Arshad Ali
Syed Ali
Aniisa Allahar
Danielle Allen
Doug Alley
Ruby Altoft
Shady Aly
Matilda Amato
Vavitharan Ambikainathan
Shawn Ambrose
Heather Amyotte
Abhishek Anand
Candace Anderson
Catherine M Anderson
Mark Anderson
Megan Anderson
Margaret Andrewes
Edwin Ani
Arthur Antoine
Okechukwu Anyanwu
Saad Arain
Sandra Arde
Amanda Arella
Jerry Armstrong
Elizabeth Arthurs
Del Artress
Moorthy Arumugam
Kamalpreet Athwal
Denise Atienza

Daniel Au
Jillian Aucoin
Benjamin Avery
David Bailey
Dawn Bailey
Jane S. Bailey
Ryan Baillargeon
Lauren Baker
Ravinder Bal
Mirela Balan
Jennifer Balme
Kevin Banks
Zainab Barbary
Andrew Barbaza
Ikramul Bari
Jason Baron
Jean-Marie Barrette
Swela Bashir
Michelle Basilio
Parmjit Basra
Jennifer Battista
Adolfo Bautista
Frank Baylis
Leilani Baytiong
Justin Beaudry
Amandeep Amy Bedi
Sarah Beldick
Melissa Bell
Ericka Belletth
Yolany Benavides
Guila Benchimol
Sebrina Benson
Koral Bernier
Chelsey Berrecloth
Janet Berry
Tarun Bhardwaj
Jaspreet Bhathal
Mital Bhatt
Rehan Bhatti
Anaclet Bigirimana
Carolyn Binney
Dary Bissonnette
Edna Mae Bjorgum
Thomas Blackburn
Chelci Blais
Sara Blake
Mae Boa
Nelson Bolo
Sarah Bondarenko
Dorothy Bonnenfant
Books by Yessicka
Elizabeth and Ollie Borg
Karin Borgersen
Leila Borrows
Afsaneh Borzooei

Stefani Boshkovska	Yu Li Chiao	Allan Bruce Dwornick	Xiao Meng (Cathleen) Gu	Iris Jiongco
Cassie Bosse	Yam Chung Choi	Renee Dwyer	Dorothy Guan	Rick Johal
Danielle Bourdeau	Fatima Choudhury	Alejandro Ebarvia	Yi Fan Guan	Bruce Johnson
Elizabeth Bourns	Stephanie Chui	Oren Edenson	Awassy Suzie Guelade Yai	Tracy Johnson
Kevin Boutilier	Pik Chung	Yannick Elharrar	Melanie Ha	Michael Johnston
Peter Bowie	Cloud Business Services	Rosa Elias Nudelman	Graeme Haig-Halsall	Jolin Joseph
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