



YWCA
CANADA



2023
ANNUAL REPORT

REFLECTIONS FROM THE NATIONAL CEO AND BOARD CHAIR



Aline Nizigama, CEO, YWCA Canada



Susan Kennard, Board Chair, YWCA Canada



Marina Banister, Interim Board Chair, YWCA Canada

As we look back at 2023, there is a great sense of pride at the incredible accomplishments of the YWCA National Office's staff and Board volunteers. From the moment the organization welcomed new executive leadership, the Board of Directors and the operational team went to task for successful National Office transformation. As the largest and longest standing gender equity organization in the country, our priority has always been to foster meaningful dialogue on equity, racial justice, and truth and reconciliation. Through ceremony and through the leadership of - and collaboration with - Indigenous communities, the federation made strides in learning about how to acknowledge its past and shape a more equitable future.

This work also ties into renewed commitment to equally prioritize addressing anti-Black racism as we continue to explore how to combat racism in all of its forms, push back against anti-trans rhetoric, and reimagine what solidarity looks like in all of these struggles. We can only do this together, capitalizing on our strength in numbers.

We have advanced further in our resolve to continue to push ourselves to do more in a number of ways, including new investments put in place to strengthen the National Office by enhancing capacity, tackling digital infrastructure needs, and fostering equity; diligent efforts exerted to launch strategic planning to develop a roadmap and a new theory of change to guide everything we do nationally; as well as work done to advance our advocacy and brand promotion initiatives, furthering our reach through external speaking opportunities, public education, high visibility research, and a refreshed strategy for appeals. We have done all of this work by engaging in deep conversations with our Movement which continues to be a source of inspiration in terms of the diverse services offered and the excellence and innovation showcased in housing, employment, anti-violence, childcare, family support, newcomer settlement, and youth leadership programs across the federation.

We take this opportunity to acknowledge the long-standing dedication of Susan Kennard, our outgoing Board Chair, Beth Lyons, our outgoing Board Vice-Chair, and Yulena Wan, our outgoing Treasurer, for their unparalleled commitment to the organization and its mission. A heartfelt thank you to Marina Banister who stepped into the Interim Board Chair position. We also extend our gratitude to Michelle Smith and Charlotte Yates who ended their tenure on YWCA Canada's Board this fiscal year. None of the work done this year would have been possible without the dedication of National Office staff and the entire Board.

As we prepare to welcome new Board members, we look forward to the added strength and energy each one brings, as we forge ahead on our relentless march toward equity. We are heartened to continue building on past successes, learning from our past, and building a strong federation that is anchored in excellence and truly centers a progressive, decolonial, antiracist, and reconciliation-focused ethos in everything we do.



YWCA CANADA'S VISION & IMPACT

Since 1873, YWCA Canada has been on the frontline working to protect and advance the rights of women, girls, and gender diverse people across Canada. We respond to urgent needs through community action while driving systems change through national advocacy and research. Through this unique combination, we will achieve our Vision.

NATIONAL VISION STATEMENT

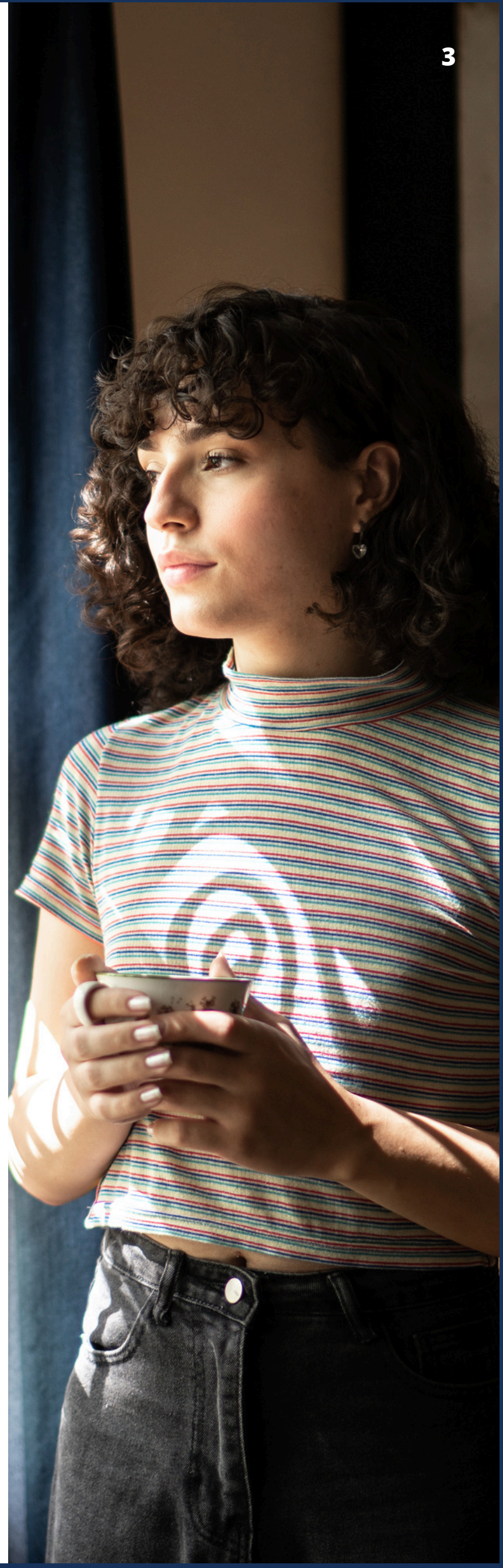
Empowered women, girls and gender diverse people living in a safe and equitable society.

YWCA Canada is collectively advancing gender equity by working across 6 Impact Drivers:

- | | |
|--|---|
| <p>1</p> <p>Ending Gender-Based Violence
Prevention & Intervention Programs
Violence Against Women Staff Network
National Action Plan to End Gender-Based Violence</p> | <p>4</p> <p>Championing Childcare & Women's Wellbeing
Early Learning and Childcare
Afterschool Programs
Wellness Supports
Newcomer Settlement Programs</p> |
| <p>2</p> <p>Building Women-led Housing
Crisis and Temporary Shelters
Affordable Housing
National Emergency Survivor Support Fund
National Community of Practice for Housing Providers</p> | <p>5</p> <p>Empowering Diverse Young Leaders
Youth Leadership Opportunities
Youth Empowerment Programs
National Youth Council of Young Women</p> |
| <p>3</p> <p>Achieving Economic Equity
Employment Counselling
Reskilling Programs
Apprenticeship Programs
Continuing Education Services
Workplace Supports</p> | <p>6</p> <p>Informing & Shaping Our Feminist Future
National Research
Policy Change Submissions
Public Engagement
Education and Advocacy</p> |

YWCA Canada is dedicated to strengthening the YWCA Federation by providing member support services, relevant and timely national training, research, leadership, advocacy and partnership opportunities. In this Annual Report, we are proud to describe our national work across 3 key areas:

1. **National Advocacy, Public Engagement & Research**
2. **National Convening & Capacity Building**
3. **National Program Enhancements**



NATIONAL REACH



Over 5,000

YWCA's across Canada employ over 5,000 people, **90%** of which are women.

720,000

Between 2019 and 2023 YWCAs across Canada reached over 720,000 women, girls and gender diverse individuals.

135,000

Over 135,000 were under 30 years old.

26,000+

Over 26,000 women, girls and gender diverse people were reached within YWCA prevention or intervention programs designed to end-gender-based violence.

257 gender-based violence intervention programs operated nationally.

758 gender-based violence prevention programs operated nationally.

6,324

Collectively YWCAs operate 6,324 shelter beds across Canada.

11

In response to Canada's housing crisis and the rise of gender-based violence, YWCAs are currently breaking ground on 11 new builds.

645

In 2023, YWCAs across Canada offered over 645 public education sessions designed to build awareness on gender issues or gender justice.

23,356

Children and youth attended YWCA childcare, afterschool programs and camps this year.

72,906

Youth were engaged in YWCA youth programs.

13,000

Nearly 13,000 women, girls and gender diverse people accessed YWCA employment services and programs this year.

TRUTH & RECONCILIATION

YWCA Canada acknowledges the privilege and responsibility of living and working on the traditional territory of Indigenous Nations. As a legacy institution that benefited from and contributed to colonial policy, YWCA Canada is committed to centering decolonial efforts and supporting the work of Indigenous communities, Elders, and knowledge keepers. Through our work on gender equity, our objective is to advance the safety, worldviews, and self-determination of Indigenous people.

This year, YWCA Canada welcomed our new National Director of Indigenous Relations and Reconciliation who has begun to ensure reconciliation, partnerships, education, and diversity is priority for the YWCA Federation. In 2023, she began developing a Reconciliation Framework for YWCA Canada aspiring to make YWCA a leader in reconciliation, diversity, inclusion and equity, walking beside Indigenous communities.

Through our national Truth and Reconciliation Action Committee, YWCA will continue to implement practical ways to support the Missing and Murdered Indigenous Women and Girls Calls for Justice, the Truth and Reconciliation Commission Calls to Action and supporting and implementing the resolution United Nations Declaration on the Rights of Indigenous Peoples.

Demonstrating this commitment in 2023, YWCA Canada provided thought-leadership through intergovernmental, interagency as well as departmental speaking opportunities including a presentation at the United Nations, taking the floor at the Permanent Forum on Indigenous Issues.

Led by our National Director of Indigenous Relations and Reconciliation, the Indigenous Circle, a space for Indigenous staff and Board volunteers in the YWCA movement, attended a working retreat in the beautiful territory of the traditional territories of the xʷməθkʷəyəm (Musqueam), Skwxwú7mesh (Squamish), and səliłwətał (Tsleil-Waututh) Nations now known as Vancouver, BC.



NATIONAL ADVOCACY, PUBLIC ENGAGEMENT & RESEARCH

National Public Engagement

YWCA Canada engaged in dozens of public speaking opportunities in 2023. We engage the public and our sector allies on issues that are critical to achieving gender equity. Some notable speaking opportunities for YWCA Canada in 2023 include:

Global Voices for Reproductive Justice Panel hosted by Mediators Beyond Borders International & Young Diplomats of Canada at the 68th Annual Commission on the Status of Women

Enhancing Resilience & Inclusion in Canadian Workplaces hosted by the Canadian Coalition of Women in Engineering, Science, Trades, and Technology

Black Leadership in Social Impact Summit: A Panel on Black Power hosted by the Future of Good

Online Hate, Media (Mis)Representation and Systemic Racism hosted by Ted Rogers School of Management's Diversity Institute at Toronto Metropolitan University

Government Relations Tools & Tactics shared at the Canadian Alliance to End Homelessness Conference

Black History Month Panel hosted by the French Oasis Centre des femmes

Symposium on Digital Safety: Building a Safe and Respectful Digital World hosted by the General Governor of Canada

Public Engagement

With the support of the Cedrus Foundation, YWCA Canada hosted a series of national public education examining what is needed to end gender-based violence in Canada. This series ran from Gender Equality Week through to the 16 Days of Activism to End Gender-Based Violence. This series brought frontline service providers and community-based organizations into conversation with journalists, academics, and elected representative to discuss how we can collectively imagine and create society where every survivor receives care and services that respond to their unique needs. We examined the role that public transit, public health, and affordable housing play in ending gender-based violence and ensuring that every woman, girl and gender diverse person can live in safety and dignity.

Our online events included:

Opening Doors: Towards Inclusive and Affirming Gender-Based Violence Supports

A Long Road: The Links Between Gender Justice and Safe, Affordable Transportation

When Home Isn't Safe: A Panel Discussion on Housing and Gender-Based Violence

A Preventable Epidemic: Taking Urgent Action to End Gender-Based Violence



NATIONAL ADVOCACY, PUBLIC ENGAGEMENT & RESEARCH

Public Engagement

Block Hate

Building on the community-based research at the center of YWCA Canada's national project, YWCA Canada hosted a series of digital literacy and advocacy trainings in partnership with local YWCAs in 6 communities across Canada. The Block Hate Resilience Roundtables brought together local experts, practitioners, and young advocates working in the areas of Digital Rights, Technology-Facilitated Gender-Based Violence, and Online Advocacy to discuss digital rights and safety while creating opportunities for community education and collective healing.

Our collective efforts to end tech-facilitated gender-based violence and create safer and more inclusive environments for all, were featured in several conferences and speaking engagements. YWCA Canada's team joined Canadian Women's Foundation's Alright, Now What? Podcast as part of their Gendered Digital Hate, Harassment, and Violence series. The segment titled 'Being Young and Facing Gendered Digital Abuse' featured critical insights from the Block Hate project. Aligned with our Impact Driver to End Gender-Based Violence and Shape our Feminist Future, YWCA Canada is committed to mobilizing and advocating for violence free spaces both online and offline.

National Campaigns & Advocacy

Week Without Violence

Every year during the third week of October, YWCAs observe the Week Without Violence to envision and advocate for a violence-free world.

Our 2023 theme, "Not On Our Screens | Not In Our Streets: A Movement Towards Violence-Free Communities", highlighted the deep connection between online and offline hate speech and violence against women, girls, and gender diverse people. YWCA Canada collaborated with World YWCA and YWCA USA in a rich campaign filled with online panel discussions, resources and toolkits, interactive social media content, and graphics that were shared globally, fuelling the movement to end gender-based violence in every space where it occurs.

The 16 Days of Activism Against Gender-Based Violence

The 16 Days of Activism Against Gender-Based Violence is an annual international campaign that begins on November 25, the International Day for the Elimination of Violence Against Women, and goes until December 10, Human Rights Day. Our 2023 theme "A Preventable Epidemic: Taking Urgent Action to End Gender-Based Violence", explored the key recommendation by the jury on the inquest into Renfrew County's triple femicide and the authors of the Final Report of the Mass Casualty Commission responding to Nova Scotia's April 2020 mass shooting to declare gender-based violence, intimate partner violence, and femicide as epidemics. Such a declaration reframes these crises as a public health issue, an approach that creates awareness, dismantles stigma, and demands a full community and all-of-government response.



#BLOCKHATE



NOT ON OUR SCREENS NOT IN OUR STREETS

A MOVEMENT TOWARDS VIOLENCE-FREE COMMUNITIES



Gender-based violence is a Preventable Epidemic.

Nov 25-Dec 10, 2023
#16DaysOfActivismAgainstGBV



“

Creating respectful digital spaces is a priority for me as governor general. Countless public figures, especially women, have withdrawn from public life because of toxic online spaces. Luckily, more and more people are saying 'enough is enough'. Together we can build a digital landscape that is safe and respectful for all.”

**The Right Honourable Mary Simon
Governor General of Canada**

Her Excellency, Mary Simon, Governor General of Canada, together with YWCA Canada CEO Aline Nizigama during the occasion of The Governor General's Symposium: Building a Safe and Respectful Digital World

Shaping Our Feminist Future

YWCA Canada made a written submission to the National Housing Council's first-ever review panel, on the financialization of purpose-built rental housing.

YWCA Canada participated in Imagine Canada's Hill Day advocating for federal funding reform and a home in government for charities and in Aftermetoo's Hill Day advocating for continued funding for workplace sexual harassment prevention and response resources.

YWCA Canada brought 70 leaders from YWCAs across Canada to Parliament Hill to advocate for decisive action to fund women's shelters, transitional housing and permanent affordable housing for women-led families.

Parliament enacted firearm safety legislation to better protect survivors.

YWCA Canada's CEO co-authored an op-ed published in the Hill Times titled "Who Cares for the Carers". The op-ed highlighted importance of the charitable sector in supporting the emotional, physical and economic well-being of Canadians, and the critical need to care in turn for the well-being of workers in our sector.

The Government of Canada signed bilateral agreements with provinces and territories to implement Canada's National Action Plan to End Gender-Based Violence.

Parliament enacted legislation enshrining Canada's system of early learning and childcare.

YWCA Canada delegates attended the 68th United Nations Commission on the Status of Women. We hosted an event bringing the learnings of YWCA Canada's National Emergency Survivor Support Fund to the global stage.

A delegation of Indigenous staff and volunteers represented YWCA Canada at the 23rd United Nations Permanent Forum on Indigenous Issues. Our Director of Indigenous Relations and Reconciliation delivered a statement.

August 2023

September 2023

October 2023

December 2023

March 2024

April 2024

YWCA Canada's ongoing national advocacy led to major legislative victories this year:


We achieved the legislation enshrining a Canada-wide system of early learning and childcare. For over half a century, YWCA Canada has been at the forefront of the movement to demand a universal childcare system as an essential pillar of gender equity. To help make that system a reality, YWCAs are the second-largest childcare provider across the country, providing high-quality, flexible and inclusive childcare to meet the needs of parents and children.

We lobbied for and achieved legislative protections to better address the role of firearms in intimate partner and gender-based violence. For nearly 30 years, YWCA Canada has advocated for gun control as an essential part of preventing femicide and acts of gender-based violence.

We celebrated the signing of bilateral agreements between the federal government and provinces and territories to implement Canada's first-ever National Action Plan to End Gender-Based Violence. Grounded in the learnings of YWCA Canada's National Research Report "What We Heard: Survivor-Led Strategies to Inform the National Action Plan to End Gender-Based Violence", we will continue amplify the voices of survivors as we support the 10-year implementation of this plan.



NATIONAL CONVENING & CAPACITY BUILDING



YWCA Canada is a central source for our Federation to convene nationally, share knowledge, build best practices, make national connections and grow capacity to deliver programming or services aligned with achieving our shared YWCA Vision.

Annual Members Meeting

In May 2023, YWCA Canada's Annual Members Meeting, hosted by YWCA Prince Albert, brought together to Waskesiu Lake, SK, over 160 delegates from across the country. With the theme "Leading Through Changing Landscapes", the three-day conference was filled with timely decision-making, capacity building workshops, and meaningful connection-building among participants.

One Movement Meeting

In October 2023, over 70 CEOs and EDs, Board volunteers and staff members from our Member Associations convened in Ottawa for our One Movement Meeting. Canada's first Ambassador for Women, Peace and Security Jacqueline O'Neill was the keynote speaker. Staff members had the chance to participate in the workshop "Bridging advocacy and healing justice in our movement to end gender-based violence" led by Yamikani Msosa, Executive Director of Ottawa Coalition to End Violence against Women.

National Strategic Planning Launched

In February 2024, YWCA Canada engaged Shades of Humanity Inc to guide us towards our new, national, 4-year Strategic Plan.

We have embarked on an extensive consultation plan centering truth, reconciliation, antiracism and fostering a future where YWCA Canada models decolonial and inclusive approaches. We are excited to co-create and build a strong, resilient, and sustainable unique Strategic Plan that will move us towards a bold feminist future.

Connect, Collaborate, Learn & Sustain

YWCA Canada is positioned to connect, collaborate, learn, and sustain our local 29 local YWCA Members.

- ▷ Violence Against Women Staff Sector Network
- ▷ Communications Staff Sector Network
- ▷ Finance Resource Network
- ▷ Housing & Shelter Development Community of Practice
- ▷ Human Resources Staff Network
- ▷ Youth Programming Network
- ▷ Black Caucus Board & Staff Resource Network
- ▷ Indigenous Circle
- ▷ Young Women's Leadership and Engagement Committee
- ▷ Volunteer Committee - National Youth Advisory Council

NATIONAL PROGRAM ENHANCEMENTS

YWCA Canada coordinates national programs and projects that enhance and strengthen existing local YWCA programs or services, enriching outcomes and aligning our impact across Canada.

To end gender-based violence, we lead the following national initiatives:

National Emergency Survivor Support Fund

The YWCA Canada National Emergency Survivor Support (NESS) Fund is a first of its kind in Canada, providing concrete support to survivors of gender-based violence. The NESS Fund offers one-time financial grants of up to \$2,000 to assist survivors of gender-based violence (women, gender diverse people, and their families) leave abusive housing situations, emergency shelters, or unstable living arrangements and begin a healing journey with wrap around social supports.

With seed funding from The Slaight Family Foundation, a route to safety was forged for 405 survivors of gender-based violence across Canada in 2023. 90% of recipients reported that the NESS Fund was a primary reason they were able to leave violent living situations.

Since 2022, we have empowered 733 survivors of gender-based violence to begin their healing journey and we aim to continue this fund as the need increases across Canada with rising cases of femicides and the pan-Canadian housing crisis.

Violence Against Women Staff Sector Network

The Violence Against Women Staff Sector Network is a national, free, bilingual online community of practice where frontline anti-violence professionals across the country come together to share their expertise, discuss trends, network, and stay up to date on emerging issues related to gender-based violence. The Network welcomes over 600 colleagues from YWCAs, partner organizations, and service providers who are working to support survivors. Throughout the next years, with support from Women and Gender Equality Canada, YWCA Canada will scale up the training, resources, tools and peer support features of the network to improve worker wellness, capacity, and connectedness.

“

As a woman who grew up around domestic violence and never thought there was a different way of living, the YWCA and staff showed me that there are people and programs out there that do help. And because of this program, I'm able to take myself out of a violent living situation and focus on myself and my unplanned pregnancy.”

NESS Fund Recipient, YWCA Regina





“

The program equipped me with skills and confidence when I doubted my reach in the tech industry and has been instrumental in enabling me to demand a fair wage and equal opportunities and thrive in a challenging industry. Today, I'm working alongside ambitious, accomplished women and together we're paving a path for those who didn't have the same opportunities as us.”

YWCA Reskilling Program Participant

NATIONAL PROGRAM ENHANCEMENTS

To achieve economic equity, we lead the following national initiatives:

Dollars & Sense

Funded by Employment and Social Development Canada, the program focused on supporting marginalized groups, including low-income women, gender diverse individuals, and those leaving violent situations with financial workshops, counseling, and tax-filing clinics, fostering financial confidence and resilience.

Next Accelerator

Funded by the Government of Canada's Supports for Student Learning Program and strategically partnered with WealthSimple and the Canada Revenue Agency (CRA) this program has facilitated access to the Canada Learning Bond (CLB) for low-income, single parents and newcomer families.

In Good Company

Funded by the RBC Foundation, in partnership with Canadian Women's Foundation, Catalyst, and Plan International Canada, this project focused on strengthening the Justice, Equity, Diversity and Inclusion efforts in workplaces across Canada.

Uplift

Building on the last two years' success, YWCA Canada continued to partner with YWCA Hamilton and the University of Ottawa's Professional Development Institute to deliver cybersecurity training for women and non-binary people in the National Capital Region. The program's success is reflected in the 100% rate of completion for the core program and the 80% enrolment in the optional, six-week practicum that followed this year's in-class component.

FINANCIAL SUMMARY

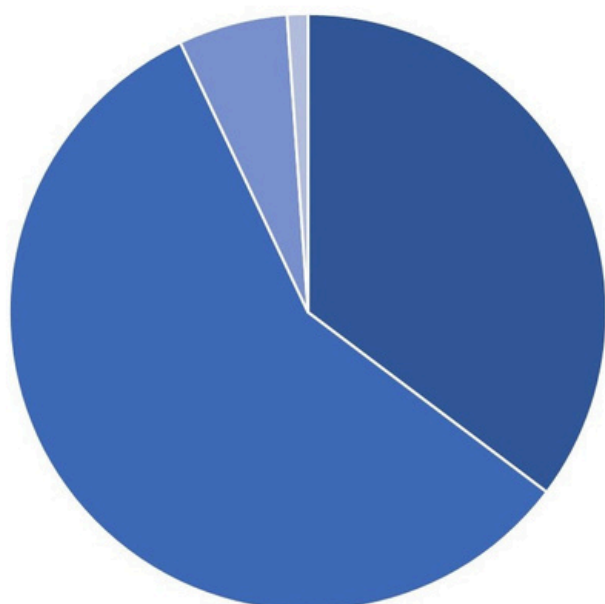
YWCA Canada flowed a total of \$1,636,762.00 to local YWCAs in 2023. This was a 29% increase from 2022.

YWCA Canada Financial Summary For the year ended December 31, 2023

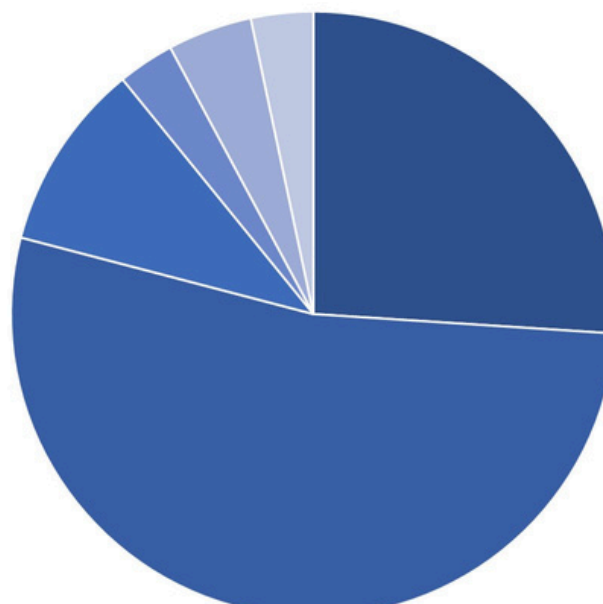
REVENUES	AMOUNT	PERCENTAGE
Affiliation Fees	\$1,692,435	35%
National Projects & Other	\$2,767,361	58%
Donations and Sponsorships	\$283,519	6%
Other	\$53,714	1%
2023 Total Revenues	\$4,797,029	100%
2022 Total Revenues	\$4,973,967	

EXPENSES	AMOUNT	PERCENTAGE
Salaries	\$1,357,935	26%
National Projects & Programs	\$2,705,536	53%
Administration	\$516,968	10%
Public Policy, Communications & Member Support	\$155,310	3%
Governance	\$232,264	5%
World YWCA Program	\$171,008	3%
2023 Total Expenses	\$5,139,021	100%
2022 Total Expenses - adjusted for reclassification	\$4,728,379	
Investment Income 2023 Total	\$ 242,763	

Revenues



Expenses



BOARD OF DIRECTORS 2023-2024

Susan Kennard | Board Chair until January 2024
 Marina Banister | Interim Board Chair since January 2024
 Beth Lyons | Vice Chair
 Shifrah Gadamsetti | Secretary
 Yulena Wan | Treasurer
 Clarice Anderson
 Charlotte Yates
 Dahlia Jiwan
 Dr. Delores Mullings
 Fae Johnstone
 Meghan Cadue
 Michelle Natalie Smith
 Renata Huyghebaert

World YWCA Board

Aldeli Albán Reyna (elected at World Council 2023)

YWCA Canada is a member association of the World YWCA, a global Feminist Movement, working for women's empowerment, leadership, and rights in more than 100 countries.



As part of our international engagement work, YWCA Canada deepened connections with our sister YWCAs around the globe, including YWCA USA, YWCA Palestine and YWCA Taiwan.

PAN-CANADIAN REACH



1. Community YMCA-YWCA Kamloops, BC*
2. YMCA-YWCA Winnipeg, MB
3. YMCA-YWCA Vancouver Island, BC
4. YWCA Agviik Nunavut
5. YWCA Banff, AB
6. YWCA Westman, 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 Northwest Territories, 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

*Community YMCA-YWCA Kamloops disaffiliated in 2023

THANK YOU

YWCA Canada is deeply grateful to our valued supporters who have fueled our important work this year. Every donation is an investment in our Vision of achieving gender equity for all women, girls and gender-diverse people across Canada.

In this report, we wanted to thank all supporters but if we missed a supporter or if there is an error in our list, we apologize and encourage corrections to be sent to philanthropy@ywcacanada.ca.

Visionaries

Slaight Family Foundation
RBC Foundation
Employment and Social Development Canada
Canadian Heritage
The Estate of Thomas C Logan
Toronto Metropolitan University
Banfield Communications
Women and Gender Equality Canada
Public Safety Canada's Community Resilience Fund
Aviva Canada
Torrid Foundation
Jenny Bird Holdings Inc.
Uber Canada

Catalysts

Janice Wright
Lauren Gehlen and Jamie Houssian
Canadian Women's Foundation
Canada Summer Jobs Program, Youth Employment and Skills Strategy
Sun Life Bright Women Fund
Jenny Bird
Sun Life Financial
Sheryl and David Kerr

Trailblazers

Anita Richardson
Bonnie Salsman
Kippo Management Limited
Claude Balthazard
Ms. Maureen Bell
Ms. Elizabeth Burrell
Chartered Professional Accountants of Canada
Dr. Dayna Beth Daniels

Susan Denise Kennard
Federation of Canadian Municipalities
Diane Goodwillie
Dr. Sarah Kaplan
Emma Kozak
Ms. Keitha McClocklin
QuadReal Property Group
Schlueter Hyundai Genesis
Kitchener Waterloo Employee United Food and Commercial Workers Union
Yulena Wan
YWCA USA
Zdy Orłinski Family Foundation

Advocates

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Mei Chung
Heather Leckie Bryant Memorial Fund
Jessica Joss
Ms. Catherine Riggall
Robert Allan Ltd.
Gurpreet Singh
The Boiler Inspection and Insurance Company of Canada
Mingyang Xu
Morden Yolles
Ms. Michelle Bullas
Jag Dost
Michael Fig
Future of Good
Ms. Karen Gilmore
Dale A Godsoe
Chris Graham
Anne and William Harker
INTENT
Julia Kossowski
Risa Levine
Amanda Mallow
Amy Whitehead
Women's Economic Council

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THANK YOU

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Ms. Margaret A MacKenzie
 Ms. June Murdoch
 Ms. Joan Tilt



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