



TOGETHER, WE'RE ADVANCING GENDER JUSTICE

IMPACT REPORT
2021-2022



CANADIAN
WOMEN'S
FOUNDATION

UNPRECEDENTED. UNTHINKABLE. UNPREDICTABLE.

Those words continue to punctuate our lives as our reality shifts on a daily basis. Perhaps it proves again that we need to be better prepared for more of the unexpected.

That's why I'm so thankful to you as tireless supporters of gender justice.

You continue to play a vital role in addressing the gendered impacts of current events in people's everyday lives. Your support means that women and gender-diverse people living in poverty can access employment programs. It means that girls and teens can access transformative programs to boost their confidence, relationships, resilience, and overall mental health. It means that women, gender-diverse people, and their families facing abuse can get the services they need to start rebuilding their lives.

But you also play a vital role in protecting gender justice against an uncertain future.

We know that emergencies including pandemics, economic downturns, and disasters will keep coming. And we know that many of the gendered impacts we're facing can be prevented if we put the right stabilizing supports in place now.

With your support, we are listening, reflecting, strategizing, working with partners, and advocating for gender justice (learn more on p. 10). We are connecting across movements to better understand the impact of climate crisis on the safety and livelihoods of women and gender-diverse people – and what it means for our journey to equity.

Your generosity supports the work of our small but mighty team. We are particularly pleased to share that Keetha Mercer, Senior Director of Community Initiatives, has been named a Future of Good Young Impact Leader to Watch. She has been instrumental in the rapid distribution of millions of dollars in emergency pandemic funds for gender-based violence organizations.




And we couldn't get anywhere without the dedication of our board, grantees, partners, Youth Advisory Committee, volunteers, and friends.

As ever, your steadfast support and solidarity remain critical as we strive toward a safe, just, and gender-equal future that benefits everyone.

With tireless gratitude,

A handwritten signature in black ink, appearing to read 'Paulette Senior'.

Paulette Senior
President and CEO
Canadian Women's Foundation



The Canadian Women's Foundation is a national leader in the movement for gender equality in Canada. Through funding, research, advocacy, and knowledge sharing, we work to achieve systemic change. We support women, girls, and gender-diverse people to move out of violence, out of poverty, and into confidence and leadership. Since 1991, our generous donors and supporters have contributed more than \$185 million to fund over 3,000 life-transforming programs throughout Canada.

The work of the Foundation and the organizations we support takes place on traditional First Nations, Métis, and Inuit territories. We are grateful for the opportunity to meet and work on this land. However, we recognize that land acknowledgments are not enough. We need to pursue truth, reconciliation, decolonization, and allyship in an ongoing effort to make right with all our relations.

Challenging Systemic Racism

Working for gender justice in Canada includes building anti-racist practices in our own operations. We're implementing a multi-year action plan to:

1. Ensure our funding continues to centre women and girls and Two Spirit, trans, and non-binary people most impacted by systemic racism, especially Black and Indigenous communities.
2. Monitor and evaluate our granting approach to ensure we support Black and Indigenous-led programs and organizations.
3. Continue our internal work to learn and act on our commitment to equity and truth and reconciliation.
4. Use our organizational voice to promote accountability and systems transformation in law enforcement and legal systems.
5. Explore innovative approaches and partnerships to move philanthropic and government funds to anti-racism initiatives.

Key Progress

- Strengthening diversity, equity, and inclusion in board nominations and human resources (e.g. recruitment, hiring, orientation, training)
- Enhancing procurement policies with equity, environmental, and social purpose lenses
- Implementing stronger tracking of communities served to enable us to grow the diversity of our donor and volunteer bases
- Building the inclusivity of our capacity building training and tools for Grantee Partners
- Creating a program to help corporate donor partners improve their diversity, equity, and inclusion plans and environmental, social, and governance approaches
- Growing our policy leadership in key systems: policing and law, child and youth, social work, immigration, and charity legislation

THANK YOU FROM THE BOARD OF DIRECTORS

On behalf of the Board of Directors, I want to thank you for the countless ways you've helped the Canadian Women's Foundation advance gender justice.

Few of us would have believed that the events of the past year would eclipse those of the previous one, but they have. Along with the pandemic, we have new outbreaks of upheaval and war, as well as shaken reproductive rights underscoring the importance of what we collectively do.

It is your support that helps us to confront the systemic barriers that women, girls, and gender-diverse people face; to address systemic racism and colonialism; and to help future generations grow in confidence and into leadership. It is your continued support that will help shockproof our gains and propel us to achieve more.

As I look at the programs we support and the societal changes we advocate for, I am immensely grateful to our donors who enable this work. I am proud to support the staff and volunteers of these organizations.

And I am thankful to staff, volunteers, and committees of the Foundation for their energy and dedication. I am appreciative of the input and counsel of my fellow board members, who bring a wealth of expertise and lived experiences to our decision-making.

Whatever the coming year brings, rest assured that your ongoing commitment to the Foundation will strengthen movements for gender justice and keep the momentum alive.

With heartfelt thanks,



Laurie Young
Chair, Board of Directors
Canadian Women's Foundation



IN TRIBUTE TO FOUNDING MOTHER SUSAN WOODS

1941-2021

"Radiant. Feminist. Changemaker. Open hearted." Deb Woods offers

these apt descriptors for Susan Woods in the [*Globe & Mail's Lives Lived*](#). The Canadian Women's Foundation itself was born out of a visionary conversation between Susan and her friend, Nancy Ruth. Known for her avid community volunteerism and nonprofit leadership in Toronto, Susan became the Foundation's very first staff member. She played an essential part in our early visioning and planning.

"I knew Susan for more than 40 years," says Beverley Wybrow, the Foundation's first President and CEO. "She was a smart, passionate, committed feminist and a wonderful friend."

THANK YOU

to our Board of Directors

We are indebted to our brilliant board members, who channel their expertise from diverse sectors, industries, regions, and communities into our work.
We also thank our many volunteer committee members, who steer our grantmaking forward.

Laurie Young	Board Chair (term started 2021); Consultant/Instructor	Dr. Dawn Lavell-Harvard	Director, First Peoples House, Trent University
Angela Johnson	Board Chair (term completed 2021); Director, Internal Communications and Strategic Relations, Nova Scotia Government	Janan Lewars	Girls on Boards Participant, G(irls)20; Product Marketer, Top Hat
Laurie Clarke	Board Vice Chair; Fundraising Strategist and Consultant	Peggy Moss	Author and Freelance Strategic Communications Advisor; Board Director, PrevNet
Sarah Mariani	Board Vice Chair (term started 2021); Strategic Projects Manager, Venture for Canada	Meenu Sikand, M.A.	Critical Disability Studies CEO, Accessibility for All
Dr. Ramona Lumpkin	Board Vice Chair (term completed 2021); President Emerita, Mount Saint Vincent University	Olivia Sobey	Legal Counsel Empire Company Limited/ Sobeys Inc.
Lisa O'Connor	Board Treasurer; Vice President, Finance, Superior Plus	Sandy Vander Ziel	Partner, Dunphy Best Blocksom LLP
Jas Kaur Hothi, CPA, CA	Board Secretary (term started 2021); Partner, National Enterprise Risk Leader, Ernst & Young LLP		
Kimberly Hu	Vice President, Investment Counsellor, Guardian Partners		



IN GRATITUDE TO PATT LENOVER-ADAMS

After 26 years, Patt is ending her tenure as our longest-serving volunteer. She served as board member between 2003 and 2010 and has chaired and participated in nearly every grant committee. Most recently, she chaired our Community Needs Grant Committee. Patt has touched the lives of many and we are better for it. Her ability to mentor and guide fellow volunteers is unmatched. We thank her for her time and energy and wish her the best in what life has in store.

Your Tireless Impact

April 2021-March 2022



521

gender justice programs*
funded all over Canada



1,024,094

lives impacted**



184

programs serving First Nations,
Métis, and Inuit communities



219

programs serving rural, remote,
and Northern communities



275

programs serving people under 30



114

programs serving
Black women and girls



127

programs serving
2SLGBTQI+ people

* Multi-year and annual grantees and grantees receiving emergency funds. For descriptions of each, visit canadianwomen.org/program



190

programs serving racialized people



166

programs serving newcomers



127

programs serving people
living with disabilities



112

programs serving people over 65



\$3,229,600

contributed by donors



2,547

individual, foundation, and
corporate donors



27,000+

Signal for Help Responders

*** Based on projections of program participants,
people indirectly impacted by the program, and
people reached by the grantee organization*



Your Tireless Impact

April 2021-March 2022

Our work and that of the organizations we support takes place on Indigenous land. Learn more at Native-Land.ca

Territories

Yukon, Northwest Territories, Nunavut

- ▶ 12 programs
- ▶ 13,660 lives impacted*

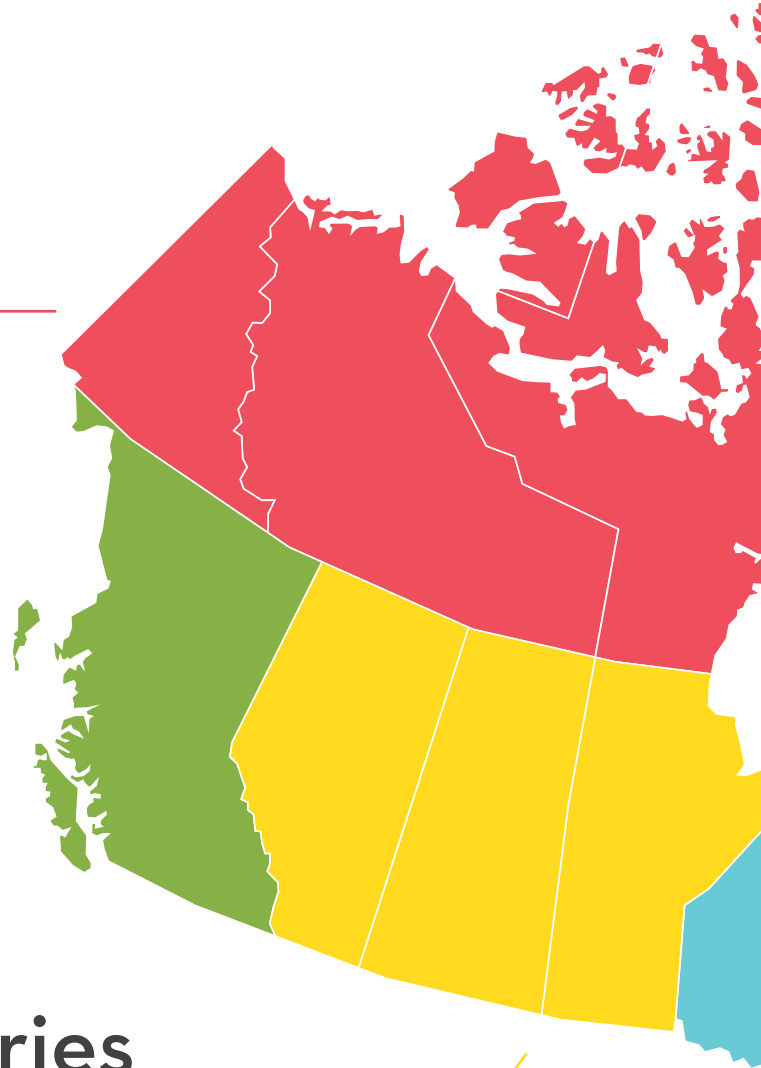
British Columbia

- ▶ 113 programs
- ▶ 175,036 lives impacted*

Prairies

Alberta, Saskatchewan, Manitoba

- ▶ 120 programs
- ▶ 337,683 lives impacted*



* Based on projections of program participants, people indirectly impacted by the program, and people reached by the grantee organization



Quebec

- ▶ 14 programs
- ▶ 37,027 lives impacted*

Atlantic

Newfoundland and Labrador, Prince Edward Island, Nova Scotia, New Brunswick

- ▶ 66 programs
- ▶ 116,387 lives impacted*

Ontario

- ▶ 196 programs
- ▶ 344,301 lives impacted*



WHAT IT TAKES TO SHOCKPROOF GENDER EQUALITY GAINS

The future remains uncertain. And we can be certain that the reverberations of the past few years – of shaken gender equality gains – will continue to disproportionately impact the most marginalized women, girls, and gender-diverse people in Canada.

Like everyone, we've had a steep learning curve at the Canadian Women's Foundation. We've had to figure out how to bolster gender justice programs struggling in every region to keep up with unpredictable community needs. It means we've had our own challenges "resourcing-up" to meet funding needs. We've had to figure out how to connect with people who care and build partnerships at a time when rallying together has been more challenging than ever.

But there is good news. We're seeing unprecedented public interest in gender justice matters. More people want to make change in their communities and workplaces. More people want to take action to end inequity and injustice.

We've learned to move fast to address urgent needs without losing sight of the big picture. We've experienced how important it is to set up a "big tent" with lots of ways for people to dialogue with each other and get in on the solutions.

These are learnings we will bring into the future, because shocks and shakeups are inevitable and hurt those most vulnerable, most of all. As said by the Honourable Rosemary Brown, one of our Founding Mothers, "Until all of us have made it, none of us have made it."



YOUR IMPACT AT A CRITICAL TIME

Emergency Response Grantmaking to End Violence

Gender-based violence such as intimate partner abuse and sexual assault has spiked since the start of the COVID-19 pandemic. Femicides and police-reported sexual assaults have both risen. With the support of generous donors and partners, we moved more than **\$93 million** in emergency grants to gender-based violence prevention and intervention programs, serving an estimated four million people in every region of the country.

Shockproofing Our Communities Against Violence Project

Gender-based violence increases in disaster and crisis – but it doesn't have to. We launched the Shockproofing Project to:

1. **Spark culture change** through the Signal for Help Responder campaign, which helps people learn how to better support survivors of abuse (read more on p. 25).
2. **Research** what policies and practices Canada needs to prevent spikes in gender-based violence.
3. **Enable opportunities to share learnings** across gender-based violence organizations.

"We are able to hire a new intake worker to not only increase our ability to help more women in-house, but also extend our reach out into the rural community to ensure those living out of town have the same access to help and services that the women in the city get. We found a huge gap in services to women and children fleeing domestic violence who live in small rural communities and now we can address that gap."

- Grantee Partner, Airdrie P.O.W.E.R., Alberta

"[We] managed to set up a computer-based centre enabling children with their families to come and access learning materials ... [We] procured sewing machines to provide a safe space for women experiencing gender-based violence so that, in the process of receiving counselling, they can be developing survival skills."

- Grantee Partner, Somali Community Outreach Centre, Winnipeg, Manitoba

"The Shockproof Funding has been invaluable to Islands Wellness Society being able to deliver increased direct service to our most vulnerable community members: Indigenous women, women impacted by poverty, and those in the 2SLGBTQI+ community. COVID created so much disconnection and uncertainty that we created a weekly women's drop-in group using these funds. It has been a great success."

- Grantee Partner, Islands Wellness Society, Queen Charlotte, British Columbia



YOU

**Change Lives,
Communities,
and Systems**

Thanks to you, women, girls, and gender-diverse people receive the support they need to not only survive, but to thrive.

Between April 2021 and March 2022, you supported more than 500 programs that address gender-based violence and poverty and empower participants with confidence and leadership skills to move forward.

These programs go above and beyond to serve their unique communities – particularly in times of crisis.

Your support also enabled our Grantee Partners to share best practices, improve outcomes, and strategize for systemic change.

OUT OF VIOLENCE

Together, we can break the cycle of violence – now and for future generations.

You support programs that offer the services survivors need to rebuild their lives – emergency shelter, sexual assault crisis support, child witness to violence programs – as well as programs that prevent violence.

- ▶ **Teen Healthy Relationship** programs enable young people of all genders to learn about dating violence, sexual assault, and how to build safe, healthy, and equal relationships.
- ▶ **Rebuilding Lives** programs help survivors find safe housing, sexual violence support, counselling, and legal support, as well as help children heal from witnessing violence.

Program Spotlight: The Art of Rebuilding One's Life, La Maison Marguerite de Montréal, Québec

This art therapy program empowers shelter residents with creative tools and collective action strategies to help them process their experiences of violence and reclaim their place in society.

"I have really benefited from the serene environment where I have been shown how to manage my anxiety with different activities. Some of the activities that help me have been gardening, a vision board I am making, working with clay, and painting. I have learned that there is no right way to do things, it is what I feel that is right. This has been very empowering for me."

– Program participant



Images: From The Art of Rebuilding One's Life



Program Spotlight: Establishing Community Partnerships for a Victim Advocate Program, Sexual Violence New Brunswick

Only six per cent of sexual assaults are reported to police in Canada, often because survivors don't feel they'll be believed or served by the justice system. This project aims to support survivors of sexual violence throughout the justice process, by strengthening partnerships with services including police, government victim service providers, and other community agencies.

"Without the support of [the victim advocate], I would have quit this process months ago. With [their] help I was able to go through a trial and still live my life. I was able to see that there is more to my recovery than seeing [the abuser] in prison, that this is about me and my mental health, not him."

– Program participant

Program Spotlight: The Way Out Work Therapy Program, Castlegar and District Community Services Society, Castlegar, British Columbia

For those rebuilding their lives after trauma or abuse, many psychological and systemic barriers stand in the way of finding stable work. This work-reintegration program helps participants develop strategies for adapting to new work placements, boosting their confidence and independence in a therapeutic environment. A staff member shared how a single mother in the program started out "working through a very challenging historical trauma, as well as fighting the cycle of poverty." After gaining workplace experience through the program, the program participant has since secured stable housing and work. "She has also now volunteered with our agency as she feels the need to give back," the staff member said.

Program Spotlight: UPstanders Against Violence, Prince George Sexual Assault Centre, British Columbia

Only one in five people in Canada are very confident they would know what to say to someone experiencing physical, sexual, or emotional abuse. UPstanders Against Violence is equipping teens with the knowledge and skills to help recognize and prevent gender-based violence.

"I really enjoyed the program and learned a lot. I was able to advocate for myself in the face of gender-based violence. With my new skills I was able to teach my friends and family about the effects of violence in relationships ... I feel much more confident moving forward in my ability to self-advocate and understand my peers when they come to me with problems. The things I learned in this program should be taught to everyone in school as I learned so much!"

– Program participant



OUT OF POVERTY

Together, we are supporting diverse women's journeys toward financial stability, and breaking down barriers to workforce entry and advancement. The programs you help fund:

- ▶ **Offer wrap-around support** to maximize participants' ability to participate and succeed
- ▶ **Enable participants to access lucrative sectors** including technology, construction, carpentry, electrical, and auto mechanics
- ▶ **Empower participants** to launch and strengthen their own businesses
- ▶ **Offer work experience opportunities** in social purpose enterprises run by non-profit organizations

Through the **Investment Readiness Program**, we also support Social Purpose Organizations (SPOs) spearheaded by and for diverse women and Two Spirit, trans, and non-binary people. SPOs advance social, cultural, or environmental missions at the same time they receive financial returns, part or all of which are reinvested in their socially oriented missions. It's a model that can help gender justice organizations both fund and boost the change they create. In all, 69 organizations are SPO Investees through this program – 80 per cent of which are led by the communities they serve.

Program Spotlight: EntrepreNorth, MakeWay

EntrepreNorth supports entrepreneurs in the Northwest Territories, Yukon, and Nunavut who are working to overcome barriers to business growth. The program supports Indigenous-focused businesses that strengthen Northern ways of life and honour cultural ways of knowing, being, and doing.

"I left the program with so much more confidence than I had when I started. That was a huge part of my healing journey as an Indigenous woman going into business. I now know that I'm in the right place doing the right things, and that I'm providing a sense of empowerment to women who wear my work."

- Program participant Vashti Etzel (right)



Photography: Brooke Martel

Program Spotlight: Women Unlimited, Nova Scotia

This program supports diverse women to build careers in lucrative trades and technology fields. Throughout participants' journeys toward employment and certification, the program provides supports to address the barriers women face. The organization also works to build more inclusive learning and workplace cultures in the skilled trades.

"Being a single mom who has only held customer service jobs I knew that I couldn't continue living the rest of my life like this. I wanted better for myself, and my kids deserved better ... When you are told all your life that trades are not for women, an internal fire gets lit to prove those people wrong. The Women Unlimited Career Exploration Program helped me figure things out. Supporting me with childcare and transportation helped alleviate the financial burden so I could focus on my time and learning in the program ... My confidence and capabilities are improved, and I am happy that I made the choice to make a change!"

- Program participant



Image: President & CEO Karen Ramchuk (right) and Grace Rodgers of WINS

Program Spotlight: The Women in Need Society of Calgary (WINS), Alberta

WINS runs thrift shops and community resource hubs to help women and their families on their journeys toward self-sufficiency. The revenue they generate from their social enterprises helps fund critical programs and services. Their Investment Readiness Program funding allowed them to expand into e-commerce with a subscription service delivering to customers' doors. The return on this investment is big – donations have broadened, their operating income is more sustained, and they're well-positioned for more social finance investment. And this increased revenue means more support for vulnerable women facing crisis.



INTO CONFIDENCE

Thanks to you, the Girls' Fund enables programs to support girls and gender-diverse young people at a critical time in their lives, when confidence tends to drop. Through activities that build confidence, connection, community spirit, and leadership skills, participants emerge better equipped to deal with life's challenges.

Girls' Fund programs offer:

- ▶ STEM education
- ▶ Sports and physical activity
- ▶ Media literacy
- ▶ Indigenous culture and connection
- ▶ Mentorship and leadership

Program Spotlight: HERd Zine League, LUSO Community Services, London, Ontario

In the HERd Zine League, girls develop media literacy skills and learn to think critically about how commercial media promotes gender stereotypes. Girls also learn how to use zines and other media to promote positive, empowering images and messages. "One of our HERd Zine League participants was new to both Canada and the London area," said Mariah Ford, youth support worker at LUSO Community Services. "With the school year being mainly virtual, she was having difficulty meeting friends.... Halfway through the program, her mother phoned to thank us for running it because it was the first time that her daughter talked about new friends. The mother reported that her daughter's self-esteem, confidence, overall mood, and mental health had greatly improved since the beginning of our program. This participant was incredibly artistic and creative, and it was so wonderful to see her come out of her shell and share her art with the group - she even helped some of the other participants with different art techniques that they could incorporate into their zines."

Images: From HERd Zine League



Program Spotlight: ʔiʔiɕatukwitasin (“Steer the Canoe in the Right Direction”), Huu-ay-aht First Nation, British Columbia

This program helps girls to develop meaningful relationships with themselves and others, while strengthening cultural identity and mental health. Through weekly sessions, mentoring and retreats, young Huu-ay-aht women connect with one another, their traditional lands and culture.

“Inclusion, family connections and time to have fun together was so important to the participants, during a time when social interactions were limited to households and girls were lonely and disconnected,” said a staff member. “Sending packages and providing online space to be together gave the message that they belonged to the Nation, were connected to family, and that they mattered.”

“For many of the girls, the program provided an opportunity to participate in some cultural activities for the first time! For example, many girls had never stripped cedar bark, harvested the Devil’s Club plant or seafood, or paddled the Klee-Klee-Ha canoe.”



Images: From GirlSpace

Program Spotlight: GirlSpace, YWCA NWT, Yellowknife, Northwest Territories

Girls build self-esteem and leadership skills while learning about the root causes of gender-based violence. Having a safe place to learn and grow and make friends is important, especially for those who may feel more isolated. A program participant who is transgender told the group, “It has always been my dream to be a part of a girls-only group, and that dream has come true.”



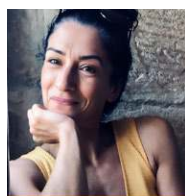
INTO LEADERSHIP

Your support enables inclusive, community-grounded leadership for gender justice and strengthens the leadership capacity of women, girls, and gender-diverse people.

- ▶ You enable grantee partners to design and/or deliver programs by participants, for participants, and provide leadership and mentorship opportunities.
- ▶ You enable feminist research and platforms and systemic change efforts.
- ▶ Your support offers opportunities for professional development, training, and best-practice development for gender justice leaders and service providers.

In Good Company partnership for workplace advancement and diversity

This collaboration between business leaders, the Foundation, YWCA Canada, Plan International Canada, and Catalyst Canada aims to break the barriers women and gender-diverse people face at work - especially in workplaces where women are under-represented - and promotes diversity, equity, and inclusion solutions. Learn more: igcompany.ca



Landsberg Award to lift leaders in feminist journalism

Excellent journalism exposes gender gaps and catalyzes systemic change. This year's Landsberg Award, co-presented by the Canadian Women's Foundation and the Canadian Journalism Foundation, went to freelance journalist Christina Frangou (left) for her stories revealing discrimination in Canada's medical and legal systems.

Building the Field of Teen Healthy Relationships

This collective action initiative brings together young people, community programs, academics, policy-makers, and funders to share successes and challenges and strategize the future of teen healthy relationships programming. Regional hubs - for Quebec, the Atlantic provinces, and First Nations, Métis, and Inuit communities - focus on strategies tailored to young people in their areas.

Youth Advisory Committee

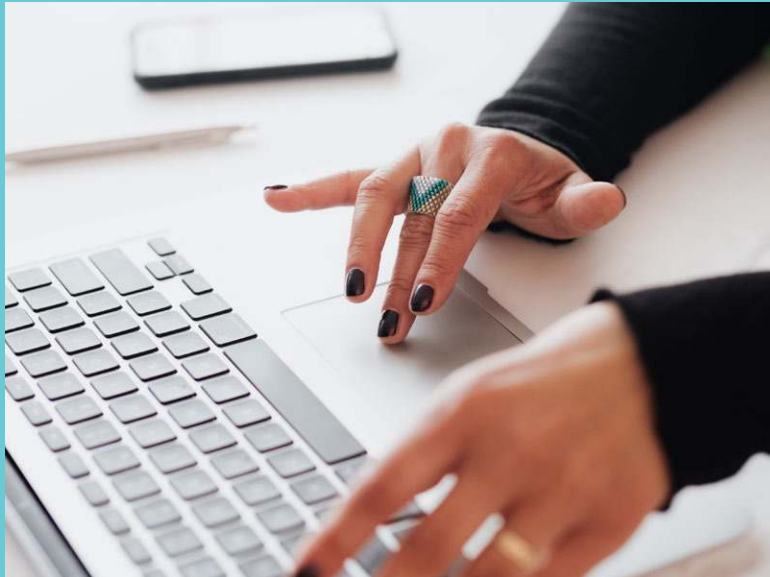
These young gender justice leaders aged 15 to 29 from all over Canada bring important perspectives to the Foundation's governance, operations, strategies, and planning.

WE HOSTED WEBINARS FOR GRANTEE

PARTNERS ON: Decolonization and Indigenizing practices, pandemic impacts on communities and service provision, meeting needs of refugee women, supporting 2SLGBTQI+ communities, disability justice, sexual violence and young people, fundraising for collective action, and social finance for non-profits.

WE SUPPORTED GRANTEE-DRIVEN COMMUNITIES OF PRACTICE ON:

Gender-based violence, teen healthy relationships, women's economic development, social finance for nonprofits to grow revenue and achieve impact, and empowering girls and gender-diverse youth.



Program Spotlight: Digital Skills at Long Lake 58, Ontario

In this First Nation-led economic development program, participants learn skills that pave the way toward employment. And the impact ripples out: “A star participant has continued as a mentor this year,” says a program staff member, “while also working on her own jewellery business. At the same time, she also runs our Internet café and supports the instructor as the lead/mentor during classes.”

Program Spotlight: End Violence Against Women Renfrew County, Ontario

With funding from the Foundation, End Violence Against Women Renfrew County led community consultations to add residents’ voices into the inquest into the 2015 triple femicide of Carol Culleton, Anastasia Kuzyk, and Nathalie Warmerdam. This community involvement contributed to one of the inquest jury’s key recommendations: that the Ontario government formally declare intimate partner violence an epidemic. This and 85 other recommendations were made to prevent future incidents of femicide.



NORTHERN STRATEGY

Indigenizing grantmaking for gender justice in the North

Northern communities face unique challenges and work in unique ways to address them. Indigenous gender justice leaders in the region are best positioned to lead the way toward solutions. They are the catalysts for sustainable and healthy futures.

The Canadian Women's Foundation is honoured to partner with MakeWay Foundation on a Northern Strategy, guided by the Northern Women and Girls Advisory Committee with representatives from Yukon, Northwest Territories, Nunavut, Nunavik, and Nunatsiavut. This committee is built on relationships that enable the Canadian Women's Foundation to grant towards these excellent initiatives:

- ▶ **The Northern Birthwork Collective** offers Indigenous doula training, aiming to increase the number of doulas in the region and revitalize traditional birth practices.
- ▶ **The Akpaliapik Program of Ilitaqsiniq** helps girls age 9 to 13 in Rankin Inlet gain culturally-grounded life skills and mentorship opportunities.
- ▶ **The Messy Book Program** of Arctic Rose Foundation, which benefits girls and young people aged 12 to 19, is expanding its reach through after-school programs in North Qikiqtaaluk, Arctic Bay, and Pond Inlet.
- ▶ **The Kitikmeot Heritage Society** offers a program for women and girls to learn the sewing and skin-preparation techniques to make a traditional Kalikuk parka, while fostering self-care and community connection.



Image: Participants in the Kitikmeot Heritage Society program wear their finished traditional Kalikuk parkas



Image: Gathering of knowledge keepers who advise development of Indigenous Birthwork Training at Northern Birthwork Collective

- ▶ The Ilitaqsiniq – Nunavut Literacy Council’s **Ajuungi Anaanas pilot program** in Rankin Inlet empowers diverse mothers with parenting skills, connecting them with role models, mentors, and community resources. It is grounded in traditional Inuit principles and values.
- ▶ **Northern Youth Leadership**, based in Yellowknife, empowers a generation of courageous young Northern leaders through camps that inspire confidence, cultivate independence, and instill healthy relationships and lifestyle behaviours.
- ▶ **Umingmak Child and Youth Support Centre** in Iqaluit supports children and young people who have experienced abuse through land-based education like dog teaming, sewing warm clothing, berry picking, and clam digging.
- ▶ **Baker Lake Prenatal Nutrition Project** improves nutrition of expectant mothers and babies through nutrition education and practical hands-on cooking classes using traditional foods and basic store-bought ingredients.

Granting focus identified by Northern Advisory Committee:

- Uplift women’s contemporary roles and responsibilities in family and community, often through the reclamation of Indigenous culture and tradition.
- Empower programming led by Indigenous health and wellness institutions and increase cultural competency within public health and wellness institutions.
- Centre and reconcile gender relationships in family and community as a pathway to end violence.
- Expand culturally appropriate, community-driven, and secure childcare services to reduce barriers to northern Indigenous women’s economic independence.



YOU KEEP GENDER JUSTICE ON THE AGENDA

Your support enables the Foundation to be a strong national voice, thought leader, and partner on pressing concerns today, including:

- ▶ Childcare and early learning
- ▶ Federal budget investment in gender equity
- ▶ Gender-based violence prevention and better support for abuse survivors
- ▶ Gun control
- ▶ Better funding for local gender justice service providers
- ▶ Better conditions for mothers and caregivers
- ▶ Better conditions for care workers and frontline workers
- ▶ Refugee protection and support for women, girls, and gender-diverse people
- ▶ Community-based programming for girls and gender-diverse young people



Facing the climate crisis: 66th Annual UN Commission on the Status of Women

The Foundation led two thought-provoking feminist panels on the gendered impacts of climate change – particularly how it increases vulnerability for those facing gender-based violence.

- **Forging Vital Connections** focused on collaboration across gender justice and climate justice movements.
- **Shockproofing Communities** features our Grantee Partners discussing their experiences with climate disasters and lessons learned from the pandemic.

Putting a Gender Lens on Government Spending

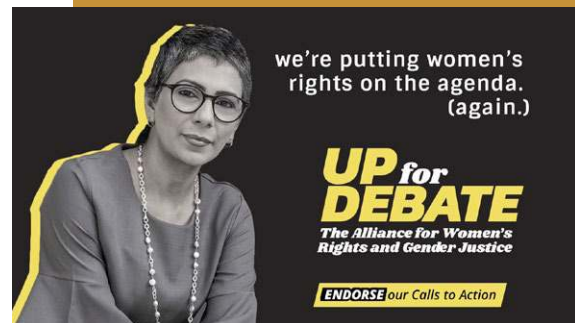
How Feminist is the Federal Budget?, co-hosted with Oxfam Canada, offered analysis from 13 major feminist organizations on how this year's budget measured up in advancing gender justice.



Image (left): Anuradha Dugal, VP Community Initiatives, facilitated the budget discussion

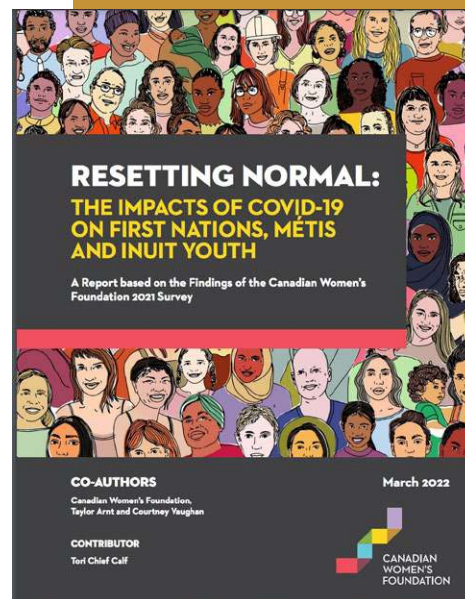
Up for Debate

In the run-up to the last federal election, we participated in this multi-partner alliance to call on political parties to make gender justice a priority in their platforms.



Resetting Normal: First Nations, Métis, and Inuit youth speak out

This new report focuses on the pandemic's impacts on First Nations, Métis, and Inuit youth and what needs to be done now to address them.



More National and International Action

President and CEO Paulette Senior (right) participated in the 2022 Women's Forum for Economy and Society panel on Breaking the Bias in Berlin, Germany. Paulette is a member of the G7 Gender Equality Advisory Council, an advisory body that develops recommendations on gender equality issues across the G7 agenda.



Image: VP Public Engagement Andrea Gunraj speaking on The Five Cs and the Care Economy at Concordia Presents The Walrus Talks: What's Next?



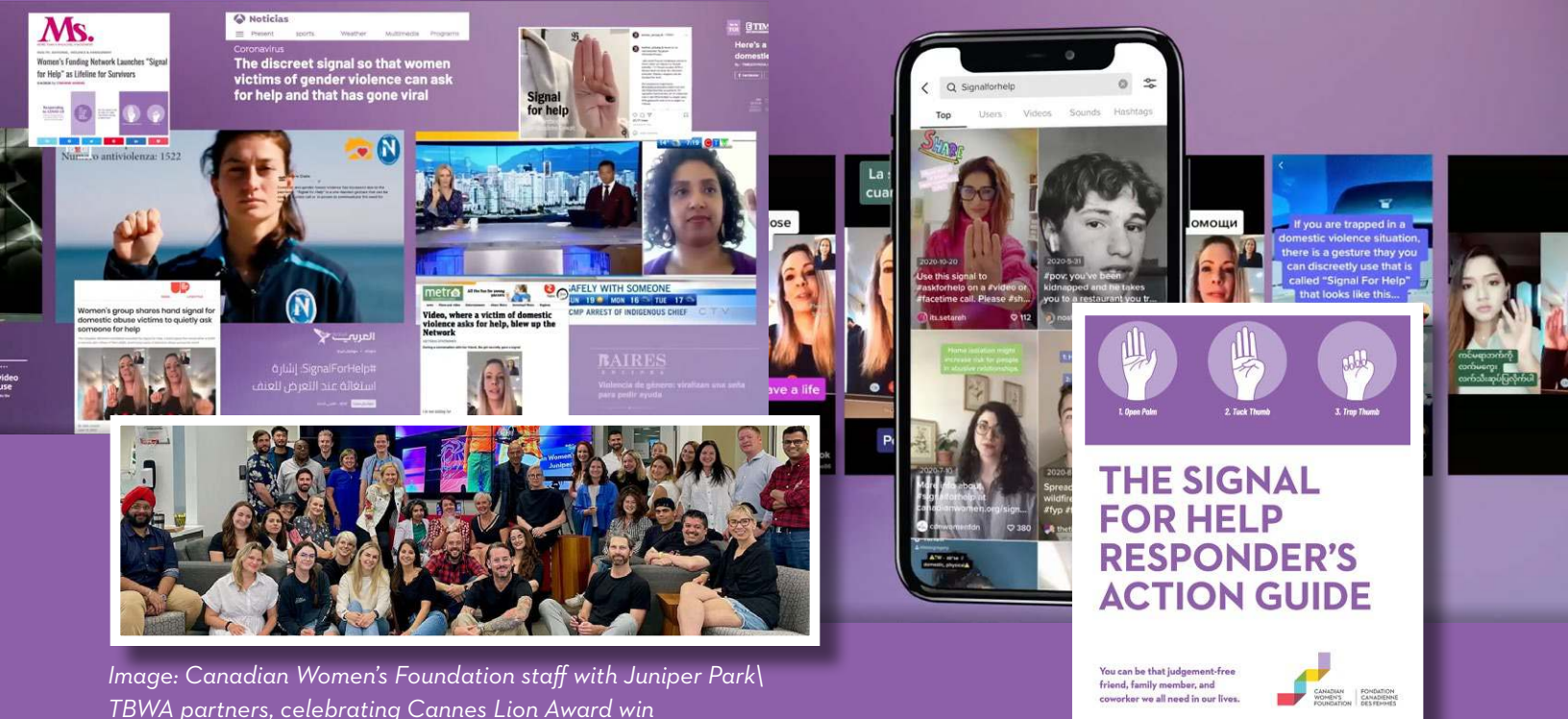


Image: Canadian Women's Foundation staff with Juniper Park/TBWA partners, celebrating Cannes Lion Award win

SIGNAL FOR HELP

Responder Community Grows to 27,000+

Featured at:



CANNES
LIONS

CLIO
AWARDS



Since the Signal for Help was launched in April 2020 by the Canadian Women's Foundation, it has gone viral around the world. It has been adopted regionally by 200+ organizations across 40+ countries and shared millions of times on social media. It has also been recognized with multiple social change and innovation awards. It has made global news where survivors of abuse have used it to get help in situations of danger.

Transforming stigma to support

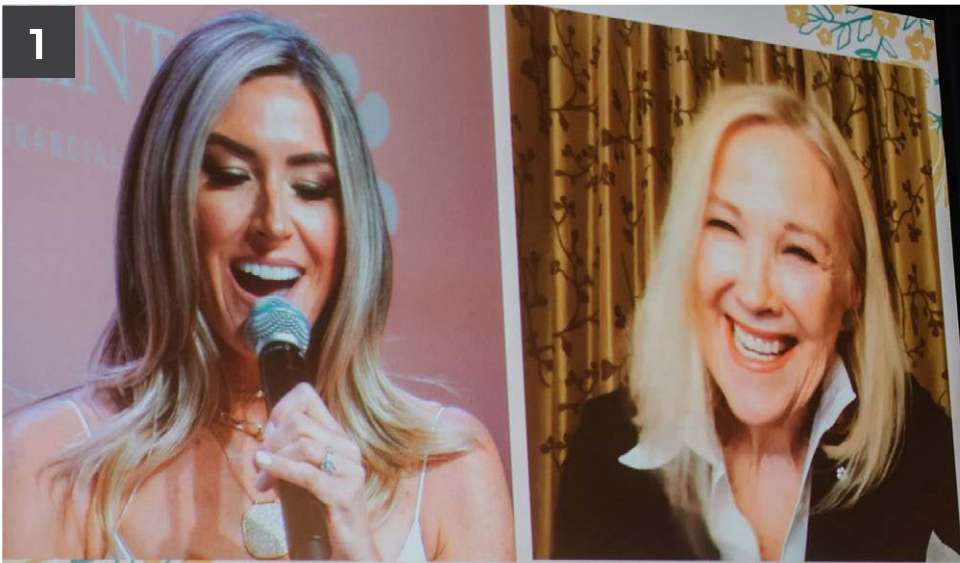
But a Signal is only as effective as its response. Our research found that 64% of people in Canada know a woman who has experienced physical, sexual, or emotional abuse but only one in six are "very confident" that they would know what to say or do. And almost one quarter of people say "intimate partner abuse is none of my business if it doesn't directly involve me." We need to do something about this.

Are you a Signal for Help Responder?

That's where people like you who care about building a culture of support for survivors come in. By signing on as a Signal for Help Responder alongside over 27,000 like-minded people, you will join an online learning journey to get skills and tools to better help friends, coworkers, and neighbours. It's all about learning how to proactively offer your judgement-free support and being ready to respond.

Sign up at signalresponder.ca. You'll get the Signal for Help Responder's Action Guide right away, and you'll get more great tools and information. You'll also be invited to take a brand new interactive online course, available on demand, to practice everything you learn.

1



2



3

CORPORATE CITIZENSHIP FOR

**GENDER
EQUALITY**

March 8, 2022
1:00pm ET



4

100% Of Proceeds Go Directly To
[@canadianwomensfoundation](https://www.canadianwomensfoundation.org)



Every
Dollar
Counts. It's
Time To
Act Now.



5



6

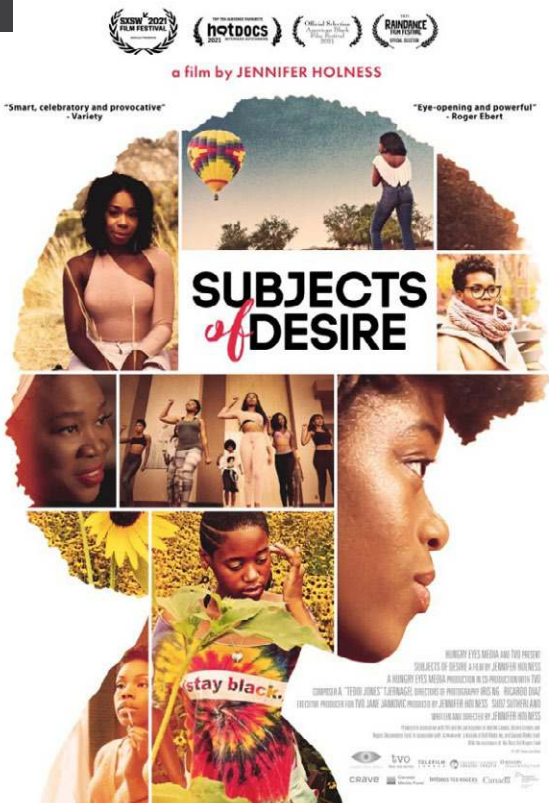


7



THANK YOU FOR YOUR TIRELESS SUPPORT

8



**BLACK
WOMEN +
BEAUTY
STANDARDS:
A CONVERSATION
ON
SUBJECTS OF DESIRE**

**FEMMES
NOIRES +
NORMES DE
BEAUTÉ :
UNE CONVERSATION
SUR LE FILM
SUBJECTS OF DESIRE**

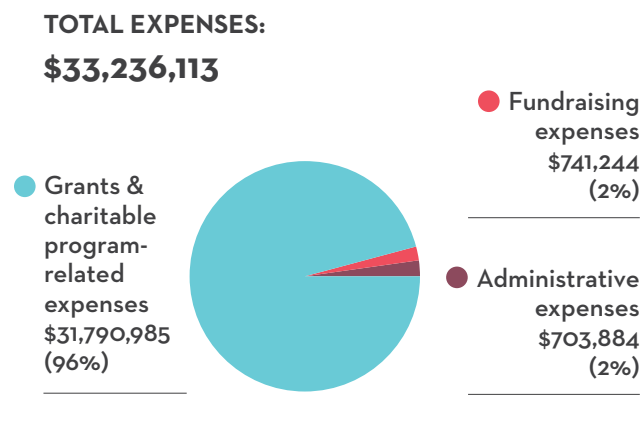
1. More than 800 people attended the 2022 Women + Wealth Gala in Edmonton, emceed by Carrie Doll (top left) and featuring actress Catherine O'Hara (top right) and Indigenous wellness advocate Shayla Stonechild (bottom centre). Hosted by Raintree Financial Solutions, the event raised more than \$37,000 for the work of the Foundation.
2. Iconic journalists Eternity Martis and Anna Maria Tremonti were featured at Gender-Based Violence: Behind the Stats, co-hosted with Women's Shelters Canada and YWCA Canada.
3. Corporate Canada tuned in on International Women's Day to discuss advancing gender equity.
4. A selection of art by Lori Burke, Adele Steinberg, and Amanda Pistillo, who hosted the With HeART art show fundraiser.
5. The Society of Beer Drinking Ladies has raised over \$50,000 for the Foundation's work over seven years while growing into North America's largest women's beer community.
6. Bill Shoup and his dog Yoshi embarked on a cycling trip across Canada to mark his 60th birthday and raise money for the Foundation and other charities.
7. Signal for Help Responder Ruby Bahugun spoke about gender-based violence in a live media interview with OMNI News: Punjabi Edition.
8. Many of you joined us to watch *Subjects of Desire* by filmmaker Jennifer Holness and participate in a riveting panel discussion about Black women and beauty standards and community action to challenge misogyny.

FINANCIALS 2021-2022

This impact report covers the 12-month fiscal period from April 1, 2021 to March 31, 2022.

Statement of Operations

	2021-2022
Total Revenues	\$33,959,235
Total Expenses	\$33,236,113
Excess/(Deficiency) of Revenues over Expenses	\$723,122



Statement of Financial Position

	2021-2022
ASSETS	
Current Assets	\$21,144,549
Investments	\$20,311,033
Equipment	\$61,839
Total Assets	\$41,517,421
LIABILITIES	
Accounts payable and accrued liabilities	\$977,766
Deferred revenue	\$22,015,665
Total Liabilities	\$22,993,431
FUND BALANCES	
Endowment fund	\$235,389
Restricted fund	\$1,669,856
Internally restricted fund	\$15,703,365
Unrestricted fund	\$915,380
Total liabilities and funds	\$41,517,421

YOU'RE PART OF THE TIRELESS MOVEMENT FOR A GENDER-EQUAL CANADA

Your giving enables strategic, rounded action: grants to Grantee Partners providing local services, learning and connecting opportunities for Grantee Partners to build their collective strength, and advocacy initiatives that spark systemic change. In this way, the combined contributions of our supporters and partners help meet immediate needs of the most vulnerable women, girls, and gender-diverse people, break down gendered barriers, and fuel the feminist movement for gender justice.

TOTAL INVESTED IN COMMUNITIES: \$31,790,985

Total grantmaking:
\$25,737,935 (81%)

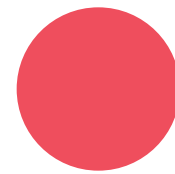
**Total capacity-building
& advocacy activities:**
\$6,053,050 (19%)

Northern Strategy Activities | \$1,167,875

For gender justice efforts by and for Indigenous communities in the North



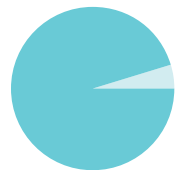
● **Capacity-building & advocacy activities**
\$761,370
● **Northern Strategy Grants**
\$406,505



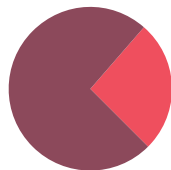
● **Government contributions**
\$1,167,875

Meeting Community Needs | \$540,924

Annual gender justice interventions to address poverty, violence, confidence, and leadership



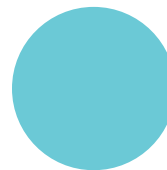
● **Community Needs Grants**
\$515,708
● **Capacity-building & advocacy activities**
\$25,216



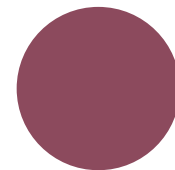
● **Donor contributions**
\$401,014
● **Government contributions**
\$139,910

Policy and Systems Change Projects | \$384,457

For change initiatives spearheaded by gender justice organizations and networks



● **Capacity-building & advocacy activities**
\$384,457



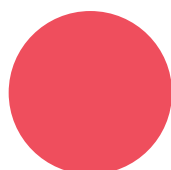
● **Donor contributions**
\$384,457

Responding to Emerging & Urgent Issues | \$369,839

Fast-breaking interventions to address urgent gender justice concerns



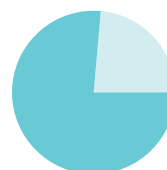
● **Emerging and Urgent Issue Grants**
\$369,839



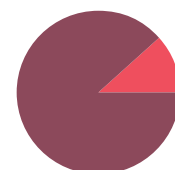
● **Government contributions**
\$369,839

Economic Development Efforts | \$849,550

To build economic security for women and gender-diverse people



● **Economic Development Grants**
\$650,000
● **Capacity-building & advocacy activities**
\$199,550



● **Donor contributions**
\$752,050
● **Government contributions**
\$97,500

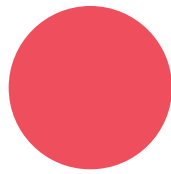
Investment Readiness-Building | \$392,149

To bolster local initiatives that create social, cultural, and environmental good and have gender justice impact



● **Capacity-building & advocacy activities**
\$363,081

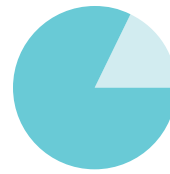
● **Investment Readiness Grants**
\$29,068



● **Government contributions** \$392,149

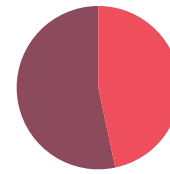
Survivors Rebuilding Their Lives | \$787,161

To support survivors of gender-based violence to find safety



● **Rebuilding Lives Grants**
\$656,305

● **Capacity-building & advocacy activities**
\$140,856



● **Donor contributions**
\$372,009

● **Government contributions** \$425,125

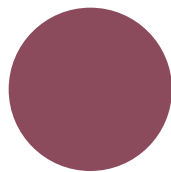
Empowering Girls | \$832,558

For programs tailored to girls and gender-diverse young people



● **Girls' Fund Grants**
\$687,845

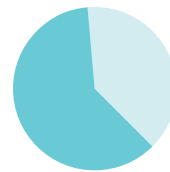
● **Capacity-building & advocacy activities**
\$144,713



● **Donor contributions**
\$832,558

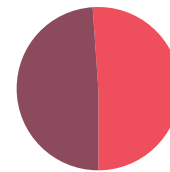
Building Teen Healthy Relationships | \$923,847

To grow young people's skills for healthy relationships and facilitate national action on healthy relationship programming with young people, service providers, researchers, policymakers, and funders



● **Teen Healthy Relationship Grants** \$565,540

● **Capacity-building & advocacy activities**
\$358,307



● **Donor contributions**
\$452,846

● **Government contributions** \$471,001

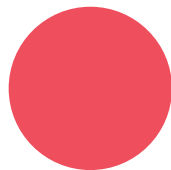
Emergency Pandemic Response and Shockproofing Communities Against Gender-Based Violence | \$24,296,104

For programs addressing gendered impacts of the COVID-19 pandemic



● **Emergency and Shockproofing Grants**
\$21,857,125

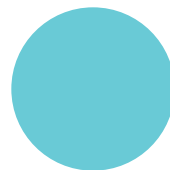
● **Capacity-building & advocacy activities**
\$2,438,979



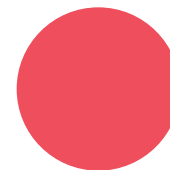
● **Government contributions**
\$24,296,104

Making Safer Workplaces | \$1,236,521

With Aftermetoo, a charity dedicated to ending sexual violence in the workplace*



● **Aftermetoo Project**
\$1,236,521



● **Government contributions**
\$1,236,521

*Canadian Women's Foundation acts as project partner to provide financial, administrative, and planning support



“We have three teenagers, twin girls and a boy. We hope and expect each of them to grow up with equal and fair opportunities to pursue their passions. We would love it if gender equality no longer needs to be discussed or worked towards - that it is simply the norm. And that our daughters, as well as our son, are valued for their character, intellect, and abilities above all else.”

- Jennifer and Stuart Rutledge,
Rosemary Brown Giving Collective
members and Foundation supporters
for 10+ years



“While preparing for our fall session on nonviolent communication, the Teen Healthy Relationships programs funded by the Canadian Women’s Foundation caught our eyes. These programs educate and mentor teens to communicate effectively across genders and

cultures ... especially during challenging times. The Canadian Women’s Foundation has been the leading force to protect, educate, and advocate for women. We feel thankful to be involved in this positive movement.”

- Action in Reading community group, which has raised \$8,000+ for Teen Healthy Relationship programs

“Our sales team is so passionate and proud of our work with the Foundation. They know we are making a meaningful difference in their own communities.”

- Assured Natural Distribution, which has raised more than \$600,000 for the Foundation's work over 10 years

Image: Foundation President & CEO Paulette Senior (left) with Assured Natural Distribution National Sales Manager Deb Larocque (middle) and Senior Director of Sales Rod Sidoroff (right)



“Upon seeing the programs and advocacy of the Canadian Women's Foundation, I knew this would be a

place where I could help create a positive impact and add value to their work.”

- Volunteer Amar Khanderia



“The Canadian Women's Foundation stood out to me as a national champion in the fight for gender equity. Through

volunteering with the Canadian Women's Foundation, I have had the privilege of working with like-minded and mission-driven individuals committed to gender equity!”

- Volunteer Karissa Avignon

“The work that the Canadian Women's Foundation does to help lift women out of poverty and into better lives is truly life-changing. As a company run largely by women, for women, our partnership with the Foundation has changed our lives too. We are thrilled to have partnered with the Foundation on the Out of Poverty initiative for over 15 years and look forward to many more. When women and gender-diverse people are supported, incredible things can happen. We can't wait to see what we can continue to accomplish together.”

- RICKI'S, which has raised more than \$2 million for the Foundation's work over 15 years

THANK YOU

2021-2022 Corporate and Community Partners

We are grateful to these supporters for their extraordinary investment in women, girls, and gender-diverse people and gender justice for all.

\$25 MILLION +



Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada

\$1 MILLION +

Canada*

The Shawana
Foundation



\$500,000 - \$999,999



TD READY
COMMITMENT

\$250,000 - \$499,999



Foundation

Anonymous

\$100,000 - \$249,999



RICKI'S



Scotiabank®



* Through Employment and Social Development Canada, Public Health Agency of Canada and Department of Justice

THANK YOU

2021-2022 Corporate and Community Partners

Thank you to the many supporters who helped women, girls, and gender-diverse people move out of violence, out of poverty, and into confidence and leadership. Together we are building a gender-equal Canada. This list represents partners who gave between April 1, 2021 and March 31, 2022.

\$50,000 - \$99,999

Kristin Blakely-Kozman
Giant Tiger Stores Limited
WomenSense

\$25,000 - \$49,999

Abliminal
Big Brothers Big Sisters of Canada
C.A. Delaney Capital Management Ltd.
Estate of Winnifred Curry
Judy McFarlane
Kiki Delaney
The Houssian Foundation
Lancôme
Metro Supply Chain
Margaret Newall
QuadReal Property Group
Liz Rykert in honour of Michele Landsberg
Pat and Barry Stewart

\$10,000 - \$24,999

Atkinson Foundation
Brent Allen
Nani Beutel
The Body Shop Canada Limited
Jim Burgess
Canadian Natural Resources Limited
CircleK
Economical Mutual Insurance Company
Ernst & Young LLP
Fairstone Financial Inc.
Fidelity Investments Canada Ltd.
Julie and Rick George
Groupe Dynamite Inc.
H&M
Hillberg & Berk
La Maison Simons Inc.

Linde Canada Inc.
Joan and Jerry Lozinski
Nancy MacKellar
Ruth Mandel - WHO GIVES Fund
The Margaret Ann and Donald S. McGiverin Foundation
Carol A. Newell
Matthew Phillips
Reitmans
Sleeman Breweries Ltd.
Superior Plus LP
Kim Tremblay
Viewpoint Foundation
Tony Zwig and Thea Caplan
Anonymous (2)

\$1,000 - \$9,999

ACI Architects Inc.
Action In Reading
Shibani Ahuja
ALT Recruitment Partners
Sally Armstrong
Alicia Augurusa
Paul Barber
Laura Beattie
Beedie Luminaries Foundation
BGC Engineering Inc.
Diane Blake
Sheryl Blazenko
Renee Bleeman
Bosch Rexroth Canada
Jessica Boucher
Nancy Bowman
Peggy Boyd
Dayna Bradley
Anita Bruinsma
Martha Butterfield
Calgary Foundation
Campbell Company of Canada

\$1,000 - \$9,999 continued

Nancy Caouette
Carthy Foundation
Lianne Cawley
Doris A. Chan
Amandeep Cheema
Helen Cheung
Wendy Chyzowski
Brenda Clark
Laurie Clarke
Eric Coffin
Nancy Coldham
Collective Arts Brewing Ltd.
Kathy Cooper
Shawn Cornett
MaryAnn E. Crichton
Mary & John Crocker
Donna Dasko
Katy Graham Debost
Erin Deck
DTA Services Ltd.
Suzanne Duncan and Randal Boutilier
Eastern Ontario OECTA
Elementary Teachers' Federation of Ontario
Enterprise Holdings Foundation
Epiq Canada
Doone & George Estey
Fable Home Goods Inc.
Fasken Martineau DuMoulin LLP
Carol Faulkner
Foodtastic Inc.
Darlene Gering
Teresa Gombita
Sally and John Goodings
Peter Dwyer and Serena Graham-Dwyer
Groupe Birks Inc.
Guardian Capital LP
Andrea Gunraj
Katherine Gurney
Lynda Hamilton
Hatch Ltd.
Hazelview Properties
Jessica Heideman
Jaspreet Hothi
Ryan Howard
Stephanie Howard
Laurie Hunt
Jeff Hutchison
Inflexion Studios Inc.
Veni Iozzo

IQ Office Suites Holdings Inc.
Emma Jarratt
Yixuan Jiang
Jody Johnson
Scott Johnson
Tanis Jorgenson
Sarah Kaplan
Kensington Brewing Company
Koskie Minsky LLP
Kathy Kranias
Cathy A. Lace
Lisa Landrey
Nancy Laurie
Sheelagh Lawrance
LBMX INC
Huguette Leclerc
Tina Levy
Sarah Lounsbury
Ramona Lumpkin
Mackenzie Investments
Tyler Maharaj
Malcolm/Dawson Family
Chad Mallow
Manulife Financial
Christian Mariani
Mary R. Di Salvo Financial Services Corporation & Associates
Aurelie Mazereau
MCAP Service Corporation
Martha McCain
Ellen McGillivray
McLean Smits Family Foundation
Meridian Credit Union
Minden Gross LLP
Ruchi Mohindra
Mary Mowbray
Anne Murray
Ron Nicksy
Noble
Lise Noël
Julie Nolke
Julie Nyman
Ontario Teachers' Insurance Plan
Pallett Valo LLP
Palo Alto Networks Canada
Paris Jewellers
Fanny Paz-Prizant
Christina Politis
Porsche Cars Canada Inc.

\$1,000 - \$9,999 continued

Qualico
Raintree Financial Solutions Inc.
Raymond James Canada Foundation
Janet Riehm
Dorothy Ross
Stephanie Ross
Rubin Thomlinson LLP
Ruth Douglas Family Foundation at Toronto
Foundation
Edgar Sandulo
Scandaleuse Photography
Mona Schoenfeld
Richard & Mary Scott
Paulette Senior
Lorna Smith
Paula J. Smith
Bryan Snelson
Society of Beer Drinking Ladies
Sodexo Foundation Inc.
Christelle Soto-Suarez
Starbucks Coffee Canada, Inc.
Heather Stewart
Jolan Storch
Olga Svystun
Szio+ Inc.
Manoj Taank
Dawn Tattle
Timothy Thompson
Jennifer Tory
Vox Integrated Solutions
Tetiana Vynnytska
Susyn Wagner
Ann Watterworth
Laura White
Julie White & Ross McGregor
White Ribbon Campaign
Wolseley Canada Inc.
Elaine Wood
Yoga Jeans
Laurie Young
Youth and Philanthropy Initiative Canada
Susan and Rochelle Zorzi, The Mariano Elia
Foundation
Anonymous (14)

\$500-\$999

Ajax High School
Roger Allen
Roxanne L. Anderson
Natalia Antunes
Anzie Accessories & Design Inc.
Argyle Capital Partners Inc.
Aviva Canada
Paul Baker
JoAnne Barresi
Sylvia Bashevkin
Maxine Bass
Pat Baxter
Michael Belanger
Benevity Giving Platform
Beniva Consulting Group Inc.
Shannon Bennett
Christopher Bettencourt
Katherine Bilson
S Bradshaw
David Brennan
Shaundra Bruvall
Stephanie Bunch
Evelyn Burnett
Business Edge International
Jean-Pierre Buyze
Alizabeth Calder
Erica Campbell
John Capozzolo
Sam Casola
Aileen Choi
Jeff Coleman
Judith Crocker
Jill Curl
Monica Derksen
JoAnne Doyle
Lorie Dunbar
Tim Duval
Dynamic Funds
FTI Consulting
Grain Farmers of Ontario
HeartBead Jewels
Nevena Ivanovic & Eliot Tretter
Sheerin Sheikh
Bertha Ann Fisher
Jennifer Flanagan
Fleck Law Charitable Fund
Julie Francey
Leslie Gage

\$500-\$999 continued

Dr. Justin Geagea Medicine Professional Corporation	Lucas Pedrosa
Nadine Geddert	Simone & Allan Penner
Chanel Grenaway	Jane Potentier
Barbara Grossman	Tami Prince
Aimee Halfyard	Brian Read
Raymond Hickman	Dianne Reichenbach
Ellen Hoffmann	Kate Rhéaume
Shannon Hopkins	Diana Rivington
Shirley Humphries	Andrea Robertson
Susan P. Hutchison	Jo-Anne Ryan
Natasha Jackson	Laura Ryan
Lorraine John	Teresa Sarkesian
Angela Johnson	Stacie Scherer
KarmaDharma Creative Agency	Keli Schmidt
Vanessa Kennedy	Ida Ruth Scolnik, Alpscol Fund
Erin & Sami Kestenbaum Charitable Fund at the Jewish Foundation of Greater Toronto	Marsha Seow
Jane Kinney	Nedannis Sharp
Hendrik Kirik	Susan A. Shirriff
Estera Kostardjian	Tanya Sood
Tiffany Lau	Sylvia Spring
Adam Lazarus	Rodeen Stein
Julie Lemoine	Stephen Thomas Ltd
Kimberly Lesley	Jonathan Sterne
Tom Lester	Jennifer Stubbs
Lee Lockwood	Shannon Summers
Locole Inc	Lawrence Sutton
Linda MacKay	Susan Swackhammer
Elizabeth MacRae	Robert Szumlakowski
John and Sneha Madhavan-Reese	Genevieve Taillon
Nikki Maruzzo	Lisa Tant
Dyane Matthews	Victor Tavares
Olena Mazur	Alison Taylor
Laura McAnany	Timothy Taylor
Pat L. McGorman	Torque Brewing
Graham Mckelvie	Eric Tourigny
Jane McNichol	Marilda Tselepis
Heather McOuatt	Christine and Robert Vander Pyl
Nora G. McTague	Joy Waldie
Amy Mehta	WarnerMedia
Mariam Mendez	Lauren Wattam
Mevotech LP	Mikahelia Wellington
Patricia M. Murphy	Josanne White
Rana Nasser	Mary Anne White
Lisa O'Connor	Shelley Wilde
Ejidayo Oguneye	Janice Williams
Laura Owen	Murray Wong
	Beverley Wybrow
	Anonymous (16)

The Rosemary Brown Giving Collective

The late Honourable Rosemary Brown, who was the first Black woman elected as a member of a provincial legislature in Canada, exemplified a tireless commitment to advancing gender equality. The Rosemary Brown Giving Collective honours her, one of our Founding Mothers, and brings together a community of like-minded monthly donors who share her commitment to gender justice. The support of monthly donors helps sustain essential community-based programs and enable long-term interventions to advance gender justice. All year round, they help women, girls, and gender-diverse people reach their full potential, creating a better future for us all.

Kathy Aaron
Malena Aguirre
Cindi Alexander
Roxanne L. Anderson
Zoe Anderson-Jenkins
Sally Armstrong
Areeb Asif
Patty Auger
Darlene Bahlmann-Huber
Heather Bailey
Elizabeth Balkaran
Cori Balsdon
Hannah Bang
Donna J. Baptist
Pat Baxter
David Beaudoin
Kenzi Beaver
Tina Belcourt
Sarah Bennett
Shannon Bennett
Christopher Bettencourt
Lauraine Bilodeau-Brown
Katherine Bilson
Morgan Blackman
Katherine Blake
Tracy Blake
Emily Boiteau
Jennifer Bosch Gyuricska
Nancy Bowman
Peggy Boyd
Luke Boyko-Phelan
Carolyn Brandly
Susan Brinton
Carol Brouse

*“Until all of us have made it, none
of us have made it.”*

– The Honourable Rosemary Brown (1930-2003)



ROSEMARY BROWN GIVING COLLECTIVE

You'll join a special community of changemakers creating meaningful impact for gender justice in Canada.

► Learn more and give at canadianwomen.org/RBGC or give now by scanning the QR code below



The Rosemary Brown Giving Collective continued

Laura Brown	DTA Services Ltd.	Ryan Howard
Andrea Bruce	Anuradha Dugal	Wei Chieh Huang
Jacqueline Bukaluk	Fiona Duguid	Shirley Humphries
Stephanie Bunch	Lorie Dunbar	Selene Hur
Terry Burns and Paul Nicholson	Suzanne Duncan and Randal	Susan P. Hutchison
Janet Cabell	Boutilier	Tariq Iqbal
Michelle Cader	Megan Easto	Amy Iverson
Maria Luisa Cafazzo	Shagana Ehamparam	Natasha Jackson
Alizabeth Calder	Megan Ellison	Genevieve Jacques
Michelle Cameron	Ruth Farfan	Rebeea Jahangir
Ellen K. Campbell	Margo Farr	Pascale Jakobsson
Nancy Carlson	Donna Fedosoff	Mary James
Donna Carroll	Shawna Ferris	Karine-Myrgianie Jean-Francois
Lisa Casonato	Timothy Fess	Lynn Jermyn
Neeta Chakrabartty	Lana Finney	Lorraine John
Sherry Chisamore	Jennifer Flanagan	Angela Johnson
Nadia Chowdhury	Julia Ford	Jody Johnson
Seydou Cissé	Sylvie Forté	Scott Johnson
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- Ann Southam



ALRIGHT, NOW WHAT?

This podcast from the Canadian Women's Foundation is for those of you who wonder, "What's this about?", "Why is this still happening?", and "How is it possible we haven't fixed this yet?"

Our expert and partner guests put an intersectional feminist lens on current topics and recent news stories.

We explore systemic roots and strategies for change that will move us closer to the goal of gender justice.

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