

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.

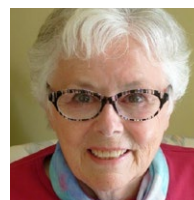
And I am thankful to staff, volunteers, and committees of the Foundation for their energy and dedication. I am appreciative of the input and counsel of my fellow board members, who bring a wealth of expertise and lived experiences to our decision-making.

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.