



ANNUAL REPORT

2020 - 2021



LETTER FROM EXECUTIVE DIRECTOR AND BOARD CHAIR

What a year! We started off the year in a new office - a big milestone for CAWI. Two weeks later, COVID-19 lockdown measures came into effect and we moved back into our home offices. We never would have predicted that we would still be working from home one and a half years later.

This past year has been a challenging one, but also a time of growth. We transitioned all of our programming online, including our facilitation services. This means that we have seen some regular CAWI members a lot less and we've gotten back in touch with other CAWI members that we haven't seen for a long time. We hope to continue a hybrid form of virtual and in-person programming after COVID restrictions are lifted so that we can be as accessible as possible.

We continue to focus our attention on the City Council through Making Voices Count and Maamawe: Women Reducing Poverty Together. Our main priorities this past year have been

ensuring a gender equity and inclusion lens in the Official Plan - a policy document that will guide City growth for the next 25 years - and advocating for affordable housing and an end to the housing crisis. As co-chair of the Women and Gender Equity Strategy, we were pleased to see Phase 1 of the Strategy passed earlier this year. We continue to work with other feminist organizations to ensure Council's commitment to gender equity is maintained and strengthened in future phases.

While our decolonization workshop was put on hold because of COVID-19, we continue to work with Righting Relations and support the growth of CAWI's facilitators network to work for social change through popular education.

Our budget nearly doubled this year, thanks to COVID-19 relief funding and increased funding from WAGE. With this funding, we focused on addressing emerging needs from the pandemic which included supporting neighbourhood peer pods, training our facilitators in online learning techniques,

and advocating for an intersectional gendered lens on COVID-19 response and recovery.

During the pandemic, we hired three new staff: Hana Aman, our Administrative Assistant; Jhoanna Gonzales Miners, our Business Manager for the social enterprise; and Amanda Lowe Warnakulasuriya, our Policy and Communications Coordinator who was hired through COVID-19 support funds. At the end of the year, we said good-bye to both Amanda and Khulud Baig, our Community Engagement Coordinator, as they went on to other employment opportunities.

In the midst of the pandemic, our attention was also focused on the calls to action of the Black Lives Matter movement and reconciliation with Indigenous peoples. We held a number of webinars about safety and access to public spaces for racialized people that are leading into an education campaign around defunding and detasking policing. We want to collectively determine our stance on defunding the police with our membership - stay tuned for opportunities to join the conversation!

We've also started a process of reflection as staff, board and members, looking at how we can structure our organization to be truly reflective of our intersectional feminist values as well as being decolonial and anti-oppressive. Some things we are considering are how we make decisions, how to be less hierarchical, and how to maintain our grassroots culture while fulfilling our legal requirements as a nonprofit. This exciting process will continue well into next year.

Our social enterprise continues to grow at a fast pace, demonstrating the big need for training and support in diversity, equity and inclusion work as well as anti-oppression and anti-racism. Our facilitators network is thriving and it is a true pleasure to hold space for this community of care.

We hope you and yours have been safe and healthy this past year, and we wish you all continued good health. We look forward to seeing everyone in person again soon!



Sado Ibrahim
Board Chair



Dr. Valerie Stam
Executive Director

ABOUT CITY FOR ALL WOMEN INITIATIVE

CAWI works to ensure that the issues that impact women and gender-diverse people from a diversity of backgrounds are systematically considered in city decision-making. We do this by training people in civic engagement and community facilitation, and by working with the city and community organizations to apply equity and inclusion to all aspects of their work.

CAWI

Executive

Sado Ibrahim - Chair
Anita James - Vice-chair
Jenny Gullen - Secretary
Kelsey Lemon - Treasurer

Board members

Patricia Harewood
Valerie Assoi
Andrea Balfour
Delores Peltier-Corkey
Zainab Muse
Jill Wigle
Pascasie Minani

City of Ottawa board representatives

(ex-officio)
Sawsan Al-Refaei
Stephanie Stewart



Hana Aman

Hana Aman is the Administrative Coordinator for CAWI. She enjoys being part of eye-opening conversations addressing complex underlying issues within our society. With CAWI, her primary focus is administrative duties, which enables her to be a part of several projects and operational tasks. She hopes to amplify CAWI's impact in communities by supporting its ongoing work and members. Before moving to Canada in 2019, Hana worked as an educator, an academic advisor and an administrator at a primary school. She enjoyed teaching young girls to seek higher academic and economic statuses, and encouraged the change of social norms and views of women within her community.



Jhoanna Gonzales Miners

Jhoanna Gonzales Miners is CAWI's Business Manager where she collaborates with CAWI's Facilitators Network, staff and board to develop CAWI's social enterprise. Prior to joining CAWI, Jhoanna was a public servant for almost two decades (she started as a summer student!). She has worked in all three levels of government across Canada. Her family immigrated to Canada from the Philippines in the early 1990s, and her diverse lived experiences give her a strong foundation and inspiration to contribute positively to democracy, public service, women's equality and well-being, and equity and inclusion. She helped launch the national online course for Gender-Based Analysis Plus (GBA+) in 2011, organized numerous campaign schools for women in Nova Scotia, helped lead the Atlantic Cybersafe Girl initiative, and was part of Canada's delegation to the UN Commission on the Status of Women in 2014. Jhoanna is also an entrepreneur and an artist; including an exhibition at the Canadian Museum of Immigration and at Ottawa's *No Borders Festival*.

NEW STAFF

TRAINING AND FACILITATION FOR CHANGE

City Budget Training 2020

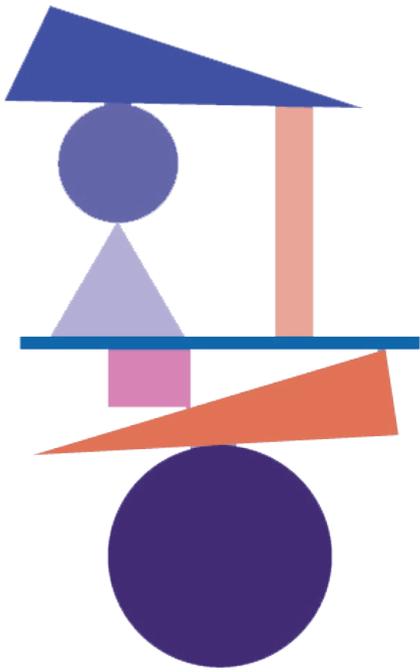
Every year, CAWI facilitators train residents recruited through the Community Health and Resource Centres on the City's annual budget. The workshop provides an understanding of City government and services, the relationship between the municipal, provincial and federal levels of government and an overview of the annual City budget. We also train residents how to communicate their knowledge and lived experience to influence city decision makers by submitting letters to the standing committees, giving deputations at a committee meeting or meeting with councillors. This year we included a module on the Alternative Municipal Budget and trained 41 residents of diverse backgrounds. Many of these residents went on to speak at committee meetings and meet with councillors.



CITY BUDGET VIRTUAL WORKSHOP

LEARN HOW TO INFLUENCE CITY DECISION MAKERS BY UNDERSTANDING CITY BUDGET AND LEVELS OF GOVERNMENT





WEEKLY CHECK-IN

Early in the pandemic, CAWI launched virtual Weekly Check-In sessions in collaboration with the Community Development Framework (CDF). The co-hosted check-ins created a warm space for residents to virtually meet, do wellness checks, share their concerns and support each other. Community service providers attended these sessions to listen to the issues raised by communities across the city, provide vital and current information, resources and follow up.

These sessions drove discussions around the different ways COVID-19 impacted different communities, support centers, resources and peer support. As the sessions progressed, we invited several guests to speak to a range of topics residents were interested in such as legal services, education, city policy and gardening to name a few.

HONEYCOMB PROJECT

In collaboration with the Community Development Framework and funded by United Way, this past year we addressed neighbourhood COVID-19-related needs through the Honeycomb Project.

The Honeycomb project supported 14 peer pods: peer networks focusing on connecting people during the pandemic and sharing civic engagement knowledge and skills. This program contributed to a greater sense of social cohesion and mental and physical wellbeing in neighbourhoods and a greater sense of ownership, agency, and empowerment in marginalized communities.

Peer pods included Francophone groups, a rural youth group, an Indigenous beading group, and new Canadian groups. The Honeycomb Project also provided groups/supported groups with technology to stay connected.

The Honeycomb Project recruited the help of 200 volunteers and reached 2,500 community members. Through research with youth residents, the need for a youth-specific group became clear and developed into a Youth Peer Network: a BIPOC group led by youth for youth. The Honeycomb Project wrapped up with an online beekeeping workshop by Sadia Abdullahi of Sadie and the Bees.

COVID-19



GENDERED RECOVERY PLAN

Ottawa's Municipal Gendered Recovery Plan for All - Launch Webinar

<https://www.youtube.com/watch?v=GvksNt69PZM&t=2s>



Canada's Feminist Recovery Plans

<https://www.youtube.com/watch?v=c7RLZbHwoJE&t=1s>

As the pandemic gained momentum, it became increasingly apparent that women, particularly racialized and low-income women, were disproportionately affected. Using data from our online survey, our weekly check-ins and other sources, we developed a

Gendered Recovery Plan for Ottawa, which provides recommendations to the City of Ottawa for planning for recovery from COVID-19 with an intersectional feminist lens. This was the first feminist recovery plan in Canada to focus on the municipal level! We hosted a local webinar and a national webinar on

feminist recovery plans. We encourage you to use our feminist recovery plan to advocate with your city councillor for a just recovery from COVID-19. We're also working with a national working group to create a toolkit for other municipalities wishing to create their own feminist recovery plan.



Canada's Feminist Recovery Plans Webinar

Moderator: Beth Woroniuk (Equality Fund)

Speakers: Valerie Stam (CAWI), Anjum Sultana (YWCA Canada), Angela Marie MacDougall (Feminists Deliver)

ADVOCACY AND EDUCATION

Public Event - Re-Imagining our City

<https://www.youtube.com/watch?v=IN6HG7C2Yzg&t=916s>

RE-IMAGINING COMMUNITY SAFETY AND PUBLIC SPACES
SEPTEMBER 9TH, 2020 | 8PM - 9PM

PANELISTS

- DAHABO AHMED-OMER
- TAMIKA L. BUTLER, ESQ
- KWENDE KEFENTSE

MODERATORS

- PATRICIA HAREWOOD
- RAWLSON KING

CAWI IVTF
 CITY FOR ALL WOMEN INITIATIVE
 INITIATIVE: UNE VILLE POUR TOUTES LES FEMMES

RE-IMAGINING COMMUNITY SAFETY AND PUBLIC SPACES

Moderators: Patricia Harewood (CAWI), Councillor Rawlson King (City of Ottawa)

Speakers: Tamika Butler (Tamika L. Butler Consulting), Dahabo Ahmed-Omer (Justice for Abdirahman, Federation of Black Canadians) and Kwende Kefentse (City of Ottawa and now KCUCU)

Carleton

The Faculty of Arts & Social Sciences Presents
HEALTHY CITIES
 Exploring the Contemporary Healthy City

JAN 19: #JustCityOtt - Imagining a Just City

Patricia Harewood Valerie Stam Hayley Millington Julie Tomiak Naini Cloutier Ifrah Yusuf

MODERATORS

PANELISTS

IMAGINING A JUST CITY

Moderators: Valerie Stam (CAWI), Patricia Harewood (CAWI)

Speakers: Hayley Millington (Union of National Employees, National Equity representative), Julie Tomiak (School of Indigenous and Canadian Studies, Carleton University), Naini Cloutier (Somerset West Community Health Centre) and Ifrah Yusuf (Justice for Abdirahman)

SOCIAL ENTERPRISE

CAWI advances equity and inclusion in organizations and in communities in Ottawa by providing training, consultation and organizing public forums. By collaborating with a diverse group of women from the community, CAWI's social enterprise offers:

- » Customized facilitated training,
- » Community dialogue and research, and
- » Training courses in justice, diversity, equity and inclusion and anti-racism, anti-oppression.

This year was a productive and busy year for CAWI's social enterprise. We designed and facilitated numerous learning events focused predominantly on anti-racism, anti-oppression, bias awareness, diversity and inclusion, and intersectionality. We also provided in-kind support to a not-for-profit organization to conduct training in civic engagement and advocacy for survivors of gender-based violence. CAWI's social enterprise worked on 15 different contracts with over 600+ participants,

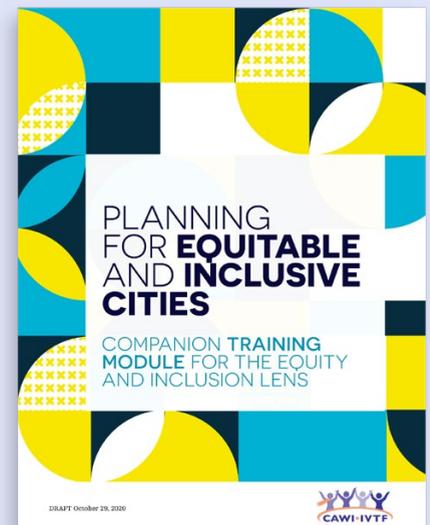
with nine (9) different organizations, including two (2) city departments and three organizations with multiple contracts. Our social enterprise brought in \$42,953 this year. Excluding in-kind workshops, the average contract amount was \$3,480.

This year, CAWI's social enterprise worked with 32 active members of the Facilitators Network, including six (6) new members. Twenty-three facilitators also participated in CAWI's professional development Online Learning Course (OLC). We designed and hosted the OLC to develop the online facilitation skills of our facilitators network while incorporating popular education and equity diversity and inclusion approaches.

CAWI received funding from the Canadian Women's Foundation's Investment Readiness Program to grow our social enterprise. We hired a part-time business manager, developed a three-year business plan and started branding for our social enterprise. Stay tuned for the brand launch of CAWI's social enterprise this fall!

NEW GUIDE: EQUITY AND INCLUSION LENS (for Planning Department)

CAWI developed a companion guide for the Equity and Inclusion Lens to support the Planning Department of the City of Ottawa to incorporate a gender equity and inclusion lens into their work.



PARTNERS AND DONORS

Alliance to End Homelessness
 Canadian Red Cross
 Catherine Donnelly Foundation
 City of Ottawa
 Coalition of Community Health
 and Resource Centres
 Community Development
 Framework
 Cornerstone Women's Housing
 Elections Canada
 Gignul Non-Profit Housing
 Healthy Transportation Coalition
 Lowertown Community
 Resource Centre
 Ottawa Coalition to End Violence
 Against Women
 Ottawa Community Foundation
 Ottawa Community Housing
 Ottawa Local Immigration
 Partnership
 Public Service Alliance of Canada
 Righting Relations
 Women and
 Gender Equality Canada
 United Way East Ontario
 XO Vélo



cawi-ivtf.org
 cawi.ivtf
 CAWI_IVTF

FINANCIAL STATEMENTS End of financial year March 31, 2020

REVENUE

Women and Gender Equality Canada	175,462
The Canadian Red Cross Society	95,639
United Way East Ontario	66,986
The Canadian Women's Foundation	29,969
Catherine Donnelly Foundation	18,895
Government of Canada - CEWS	18,787
Ottawa Community Foundation	17,424
Public Service Alliance of Canada	5,344
Fees for service	42,953
Donations	600
Other	2,990
Total Revenue	475,049

EXPENDITURES

Salaries and Benefits	240,072
Program and Administration	194,539
Total Expenditures	434,611

RESERVE FUND

91,544

Thank you very much to our partners
and our donors that make all this possible.

