



ANNUAL REPORT

2021 – 2022



Hannah Busing

LETTER FROM EXECUTIVE DIRECTOR AND BOARD CO-CHAIRS

Intersectional feminism describes how our overlapping identities - gender, race, language, class, ability, sexual orientation, to name a few - impact how we experience oppression, power and discrimination. As intersectional feminists, we want to make Ottawa better for everyone by making sure it is better for people who live at the intersections of various forms of oppression.

In this report, you will see the many ways CAWI's work is intersectional. For example, our advocacy on the City's Official Plan this past year was successful in directing language changes that will result in more equitable policies. We developed a toolkit for other municipalities to create their own Intersectional Feminist COVID-19 Recovery Plan. With the Envirocentre, we created an accessibility toolkit for climate organizations to help them be more inclusive. And we have created a feminist Housing Advocacy Toolkit with OCTEVAW, with input from our members, to provide resources for the municipal and provincial elections.

However, we don't just want intersectional feminism to drive our external work, we also want it permeate our internal structures and systems. Last year we began a journey to explore how our values of intersectional feminism, decolonialism, anti-racism and anti-oppression, and grassroots inclusion could shape not just our work, but also *how* we work. That journey has proven to be a lot longer, and more difficult, than we imagined. But it is also exciting and rewarding.

We are pleased to share some exciting developments in our organizational journey. In February, we transitioned to a 4-day work week. Recognizing that women still shoulder a disproportionate amount of unpaid care work, a 4-day work week is one way we honour our team's time and recognize that we all come into work as whole people, with varying family and community commitments. We are conducting an evaluation of the first eight months of our 4-day work week pilot and we're excited to share it publicly in the fall.

As we have been thinking more deeply about the organizational structure we would like to see, we've done some research on different models. The structure we decided on with board, staff and membership this past year is called sociocracy, which looks like a large Venn diagram, or series of interconnected or nesting circles. We will be experimenting with this structure this year, before we fully implement it. It is our hope that this structure will provide a framework for our grassroots membership to hold more power and for power to be shared more equally between staff.

On that note, in the early part of 2022 we also decided to switch to a co-executive director model. Valerie will move into the role of Operations Director and we will fill a new position of Programs Director. While this may not be the final stop on our journey, we hope this power-sharing transition will set a solid foundation for more changes to come. The journey will continue well into the years ahead. We are excited to be traveling this road with you!

COVID-19 and the convoy-occupation made 2021-22 another very difficult year for all of us. It is important to continue organizing and advocating for social justice during these times. We are filled with gratitude and joy for the ongoing participation of all our members, facilitators, our volunteer board, staff, and our partners. Thank you

for all the great things we have accomplished together this year!

Finally, we would like to thank those Board members who have had to leave us over the past year as well as those who are stepping down at this year's AGM. Valérie Assoi, Patricia Harewood,

Kelsey Lemon and Jill Wigle have each added so much wisdom to our many Board discussions and helped us to make informed decisions as we carried out our fiduciary responsibilities. We thank you so much for your important contributions to CAWI. We hope you stay in touch.

In solidarity,

Sado Ibrahim and **Jenny Gullen** (co-chairs), on behalf of the Board of Directors

& **Valerie Stam**, on behalf of the staff team



Sado Ibrahim
Board Chair



Jenny Gullen
Board Chair



Dr. Valerie Stam
Executive Director

ABOUT CITY FOR ALL WOMEN INITIATIVE

City for All Women Initiative (CAWI) works alongside diverse women with lived experiences of marginalization and community organizations to train and support their capacity building, civic engagement, and collective advocacy. CAWI ensures that gender equity is systematically considered in municipal policy and practice by working with decision-makers to make Ottawa a more inclusive city. Rooted in the community, we learn through relationships, use creative, participatory popular education approaches, and commit to the life-long journey of anti-oppression, anti-racism and decolonial practices.

CAWI BOARD

Sado Ibrahim - co-chair
Jenny Gullen - co-chair
Mary Ellen McDonald
- treasurer
Aysegul Aykol Kocabas
- secretary

Valérie Assoi
Andrea Balfour
Kelsey Lemon
Pascasie Minanie Passey
Delores Peltier-Corkey
Jill Wigle

CITY OF OTTAWA BOARD
REPRESENTATIVES
(ex-officio)

Sawsan Al-Refaei
Stephanie Stewart

Staff at Just Food Community Farm. A local, non-profit, community-based organization that works on both rural and urban food and farming issues in Ottawa and the surrounding region.

From right to left: Joël Jones, Hana Aman, Pei-Ju Wang, Laïs Maurilio, Rochelle Sealy (summer student), and Valerie Stam.





Cathy Hamilton at the Clementine Towers Food Pantry that she started as a volunteer project.

CAWI STORIES

A WOMAN FIGHTING HUNGER, ONE BAG AT A TIME

With CAWI since 2004, Cathy Hamilton is always present at the civic engagement tables – Making Voices Count and Maamawe – and last year she started a remarkable volunteer project, the Clementine Towers Food Pantry. The pantry delivers fresh produce and grocery items for the residents of Clementine Towers, in Heron Park, every Thursday. After trying to pick up items at the nearest food bank for her neighbours and learning that each person needed to go there, Cathy had the idea. “Many neighbours have mobility impairments, and two kilometers is too far for them to walk. I couldn’t stand to see my neighbours, all elders, experiencing

hunger on top of the isolation COVID brought. I witnessed people fainting for not eating anything in a day”, tells Cathy.

The Clementine Towers Food Pantry relies on donations and volunteers. Cathy Hamilton says that her experience with CAWI was fundamental for her initiative. “It was here, with these women that are my family, that I saw how powerful mobilization can be. I realized how much we achieved together and the change we can bring about when looking into our communities’ necessities, [this] is something that CAWI brought to my life”, Hamilton states. “I also learned how to speak and pitch my ideas to

anyone, from neighbours to politicians, skills that are my bread and butter for keeping the pantry going for a year now.”

Among the stories she gathers from the pantry, Cathy tells a special one, with tears in her eyes: “One day a younger man came to the pantry in a very aggressive manner, but I can’t allow people to leave without any food, so I gave him a bag. The other week, he was back, with a banana and an apple to donate. He was an example of how everyone just needs a hand in a moment of need and always wants to help. This is something that I believed my whole life and CAWI encouraged me to put it into action”.

CIVIC ENGAGEMENT

In 2021-22, CAWI continued to work with community leaders and partners on municipal advocacy through our projects **Making Voices Count** and **Women Reducing Poverty Together (Maamawe)**. This year, our priorities included **affordable housing**, the **Official Plan**, and **accessible transit**.

MAAMAWE (Women Reducing Poverty Together)

In March, we completed a media training with ten Maamawe members to support them to speak to the media and create advocacy content. In collaboration with OCTEVAW, we developed a **Housing Advocacy Toolkit**. This toolkit was developed through two focus group sessions (in French and English) with Maamawe members and covers recommendations for the province and the municipality. On Dec 6, we launched our #noplacelikehome campaign and hung 10,000 purple ribbons at City Hall to represent 10,000 households on the social housing waitlist in Ottawa.



ACCESSIBILITY TOOLKIT Climate and Social Justice Leaders

CAWI participated in a Climate and Social Justice leadership project with Ecology Ottawa and the Ottawa Climate Action Fund. As part of this project, with Envirocentre, CAWI staff created an accessibility toolkit targeted to climate organizations to help them reflect on their existing practices and to become more inclusive. **The toolkit** was developed in collaboration with CAWI members with lived experience of disability, and reflects our shared vision for a more accessible and inclusive future.



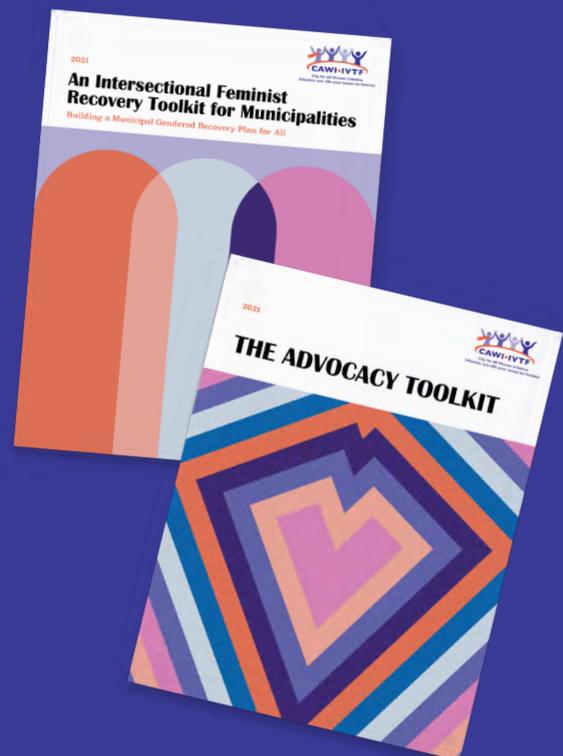
MAKING VOICES COUNT

MVC was busy this year reviewing the City's Official Plan, preparing for the provincial elections in June, and piloting a participatory budgeting workshop. CAWI engaged community members and partners on the Official Plan through workshops, panels, Making Voices Count's monthly civic engagement table, and the People's Official Plan (an alliance of several Ottawa organizations). CAWI also wrote two motions on affordable housing and equity and inclusion that were successfully passed when the plan was approved by city council. These motions directed language changes that will result in more equitable policies. We will continue to monitor this piece while the province reviews the plan and subsequent master plans are developed.

In March, we held a workshop on participatory budgeting. This pilot project explored how the City of Ottawa can create space for citizens to decide how to spend a part of the municipal budget. While our pilot did not deal with real money, we were able to meet with some city councillors afterwards to share our experience. We look forward to continuing to advocate for people to have real power over real money at the city level.

COVID-19 & OUR INTERSECTIONAL FEMINIST RECOVERY PLAN

This year continued to be a challenging one for our membership, particularly around access to food. Nationally, we convened a working group of feminist organizations focused on municipal politics to create an [Intersectional Feminist Recovery Toolkit](#) and [Advocacy Toolkit](#) for Municipalities. This toolkit builds on our own Gendered Recovery Plan for Ottawa, the first intersectional feminist COVID-19 recovery plan to focus on the municipal level in Canada. The toolkit supports other municipalities to create their own feminist recovery plans.



COVID-19 RECOVERY

SOCIAL ENTERPRISE

The CAWI Social Enterprise has been hard at work. CAWI plays an active role in the not-for-profit & social change sector by providing training and consultation services to communities and organizations in Ottawa. The social enterprise proudly collaborates with our Facilitator Network - a diverse group of women from the community - to offer the following services:

- » Customized facilitated training,
- » Community dialogue and research
- » Training courses in justice, diversity, equity and inclusion and anti-racism, anti-oppression
- » Consultation services: organizational planning using the EI Lens; policy reviews; EDI committee support; board training; creating strategic partnerships in the community, and much more!

Here are some of the key achievements and milestones for the 2021-2022 fiscal year.

This year, CAWI's social enterprise and the Facilitator Network have undergone a lot of growth. In October 2021 we welcomed Joël Jones to the CAWI staff as our new Business Manager and said good-bye to Jhoanna Gonzales Miners. Joël was an active member of the CAWI Facilitator Network and we are excited to see where the social enterprise goes and grows under her leadership.

We welcomed 6 new facilitators to the network and made some welcomed changes to how we gather and learn from each other. COVID-19 changed how we were able to support and hold space for each other, but the Facilitator Network and the social enterprise did not allow that to slow us down. In the spirit of adapting to the changing times, the Facilitator Network revamped some of our standing gatherings and ushered in some new opportunities to connect.

These include:

- » Quarterly network meetings: larger meetings set in Spring, Summer, Fall and Winter where members have a chance to meet as a larger group, network, talk shop and receive CAWI updates.

- » Month facilitator chats designed to create learning containers where facilitators can submit desired topics of conversation, skills building workshops ideas, discuss current affairs and learn about useful tools to sharpen our facilitation skills.

The beauty of holding intimate conversations is the rich source of lived experience, practical application tips and opportunities to learn from each other directly.

THE SOCIAL ENTERPRISE

GENERATED \$65,044 IN REVENUE THIS YEAR, AN INCREASE OF 51% FROM THE PREVIOUS YEAR (UP \$22,091).

THE ENTERPRISE TOOK ON **11 CONTRACTS** FROM SEVERAL CLIENTS, 4 OF WHOM HAD MULTIPLE CONTRACTS. THE AVERAGE CONTRACT AMOUNT WAS \$5,913, AN INCREASE OF 70% FROM OUR PREVIOUS YEAR.

Congratulations to the social enterprise team!
These numbers reflect our commitment and drive to reach
and engage with our community.

PARTNERS AND DONORS

Alliance to End Homelessness
 Canadian Red Cross
 Canadian Women's Foundation
 Investment Readiness Program
 Catherine Donnelly Foundation
 City of Ottawa
 Coalition of Community Health and
 Resource Centres
 Community Development
 Framework
 Cornerstone Housing for Women
 Ecology Ottawa
 Elections Canada
 EnviroCentre
 Gignul Non-Profit Housing
 Horizon Ottawa
 Lowertown Community
 Resource Centre
 Nepean, Rideau Osgoode
 Community Resource Centre
 Ottawa ACORN
 Ottawa Climate Action Fund
 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



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FINANCIAL STATEMENTS

End of financial year March 31, 2022

REVENUE

Women and Gender Equality Canada	307,456
Catherine Donnelly Foundation	69,400
United Way	38,804
Ottawa Community Foundation	24,500
The Canadian Women's Foundation	20,031
Ecology Ottawa	12,500
The Ottawa Coalition to End Violence Against Women	10,000
The Canadian Red Cross Society	6,695
Fees for service	65,044
Other	49,135
	603,565

EXPENDITURES

Salaries and benefits	360,515
Program and Administration	221,244
	581,759

RESERVE FUND

113,350

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

