



# ANNUAL REPORT 2019 – 2020



CAWI members at the International Women's Day march, March 7, 2020

# LETTER FROM EXECUTIVE DIRECTOR AND BOARD CHAIR

This has been quite a year of transition for CAWI. We started the year with a full staff turnover, as former executive director Suzanne Doerge retired and both Tong Zhao-Ansari and Fathiya Warsame pursued other opportunities. Dr. Valerie Stam joined as CAWI's new executive director and Khulud Baig joined CAWI's team as our community engagement coordinator.

For the past 16 years, CAWI has been working under the fiscal auspices of Lowertown Community Resource Centre. Part of the board's mandate was to transition CAWI to full organizational independence. As part of our expansion and growth, we obtained non-profit status in late 2018, held our first annual general meeting and elected a board in 2019, and transitioned to independent financial self-management in early 2020. In April 2020 CAWI became a fully independent non-profit!

We are grateful to Lowertown Community Resource Centre, and their staff and board for all their support over the last 16 years. We would not be where we are today without your support!

In becoming a fully independent non-profit, CAWI no longer has the ability to issue tax receipts. We may pursue charitable status in the future, but for the time being we cannot issue tax receipts for your generous donations.

CAWI continues our reputable civic engagement work in training community leaders to make social change at the municipal level. Our facilitation services are in high demand as organizations reflect on structural racism and institutional change. Nationally, we are pleased to be a member of Righting Relations as we collectively work for reconciliation and decolonization. We thank and acknowledge the Algonquin people on whose land we work. We thank funders, partners and most especially all the CAWI volunteers and members who make our work possible. We look forward to the collective work ahead.



**Sado Ibrahim**  
Board Chair



**Dr. Valerie Stam**  
Executive Director

# ABOUT CITY FOR ALL WOMEN INITIATIVE

City for All Women Initiative (CAWI) promotes and creates systemic change for gender equality and inclusion for all people. We start with concrete changes in our lives and in our city. We draw upon the strengths, cultural expression, values and knowledge that women across diversity have to offer. We envision an Ottawa in which the knowledge and leadership



of women and gender-diverse people are fully valued—a city where our diverse experiences, cultures and perspectives are honoured and viewed as an asset in building an inclusive, caring and just community.

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 BOARD OF DIRECTORS

### 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 representative (ex-officio)

Clara Freire



Front row: Zainab Muse, Jenny Gullen, Valérie Assoi, Jill Wigle  
Back row (left to right): Clara Freire, Andrea Balfour, Valerie Stam, Kelsey Lemon, Delores Peltier-Corkey, Pascasie Minani, Caroline Andrew, Anita James  
Absent: Patricia Harewood, Sado Ibrahim

# TRAINING AND FACILITATION FOR CHANGE

CAWI is proud to offer training and facilitation services to help organizations and individuals create inclusive workplaces and services, address oppression and work for systems-level change. Through our Facilitation Network, we help initiate and sustain social change processes —to promote equity, diversity and inclusion (EDI) in all areas of civic life. These services also generate a significant portion of CAWI's revenue.

Since our creation, CAWI has developed a robust social justice training portfolio using education methods focused on transformational change. Community leaders who have gone through CAWI's facilitator training program design, adapt and deliver our equity, diversity, and inclusion training to community groups and institutional partners. Our social enterprise provides valuable and empowering work experience for community leaders while creating a more vibrant and inclusive city through institutional change processes.

## Training and facilitation topics include:

- » Equity and Inclusion Lens training (developed with the City of Ottawa)
- » Anti-Racism and Anti-Oppression training
- » Inclusive Facilitation and Design

- » Municipal, Provincial and Federal Budget training
- » Civic Engagement training, including Voter Education
- » Decolonization workshops (in progress)

## Our clients

CAWI's Facilitation Network provides regular training on the Equity and Inclusion Lens to the City of Ottawa. This year for the first time our training included not only city staff but councillors, councillors' staff and senior management. This is an exciting development!

This year our facilitators also started working with the city's planning department. The department hopes to start including an equity and inclusion lens into their planning processes. Though interrupted by the pandemic, we provided some support to the Community and Protective Services Committee for their Community Safety and Well-Being Plan consultations. A daycare provider and Bayview Yards / Invest Ottawa received our EDI training. We delivered a community organizing workshop to the Nobel Women's Initiative. Finally, we were very pleased to support the Ottawa Carleton District School Board's community consultations regarding race-based data collection.

CAWI's Facilitator Network looks forward to working with you on systems-level change!



## NEW STAFF

We were pleased to welcome Khulud Baig, community engagement coordinator, this year.

Khulud has previous experience in community-based research, with a focus on gender-based analysis of housing and homelessness policies. At CAWI, she works with community leaders and partners to push forward a collective agenda on systems-level issues such as affordable housing. Khulud is passionate about empowering oppressed voices to advocate for change in the City of Ottawa's decision-making processes. You can often find Khulud facilitating meetings with Making Voices Count and Women Reducing Poverty Together (Maamawe) members.

# CIVIC ENGAGEMENT

## **Making Voices Count and Women Reducing Poverty Together (Maamawe)**

In 2019 - 2020, CAWI worked on collective strategic priorities identified by partners and community leaders through our Making Voices Count collective and the Women Reducing Poverty Together (Maamawe) project. These priorities included affordable housing, accessible transit and robust social infrastructure.

We kicked off the year by planning and delivering federal elections 2019 training workshops at city hall. Elections Canada supported the workshops by training a CAWI facilitator and providing voter information materials. That facilitator then shared their knowledge with other trainers. More than 50 residents and community developers representing eight community health and resource centres attended these train-the-trainer workshops.

Community developers and leaders brought this knowledge into communities. They encouraged voter turnout by hosting election workshops in their neighbourhoods and sharing information through their networks about voting.

Through our Federal Elections Training program we informed approximately 560 individuals about their right to vote.

CAWI held two workshops on the city budget 2020, attended by community developers and residents from our Making Voices Count and Women Reducing Poverty Together (Maamawe) projects. This workshop trained community leaders on how to engage with the city budget. We worked with the Coalition of Community Health and Resource Centres to advance budget asks to the city on social infrastructure, housing and affordable transit. Following the training, five residents and frontline workers presented deputations at budget subcommittees.

We also engaged residents in the Official Plan and other master plans at the city. Staff from Recreation Facility Infrastructure Standards and Strategy as well as the Women and Gender Equity Strategy presented to the Making Voices Count Civic Engagement table to collect feedback. Women Reducing Poverty Together - Maamawe focused on policy engagement and mobilization capacity in the Violence Against Women (VAW) sector. Organizations around the table were keen to get updated on the federal elections and city budget, provided input on crafting our core asks and brainstormed strategies on building better outreach.



Action Forum: Housing for a Diversity of Women, March 26, 2019



Michele Penney facilitating our decolonization workshop, September 11, 2019

## DECOLONIZATION WORKSHOP - RIGHTING RELATIONS

In the fall of 2019, CAWI facilitators and women representing diverse Indigenous partner organizations attended a pilot decolonization workshop. Designed over many months, the decolonization workshop was created in collaboration with Indigenous, racialized and white participants in Ottawa's Righting Relations Circle. This was led and coordinated by CAWI. The decolonization workshop builds on exercises 45 women experienced during our educational gathering at Kitigan Zibi in September 2018, hosted by Elder Claudette Commanda. This amazing experience was followed by a meeting of 35 women in Ottawa on putting decolonization into practice. This was an opportunity to debrief amongst those who had attended the Kitigan Zibi gathering, and to share some of the learning with those who couldn't.

Following the Ottawa gathering, a reference group was formed to provide resources, insight and

direction for the design of this workshop. The reference group was made up of 12 women: Indigenous, racialized and white. They came together over a period of seven months. Over kitchen-table meetings they first shared their experiences of colonization, then created the framework for this workshop and oversaw its design.

The goal of the decolonization workshop is to deepen our understanding of how colonization has shaped and continues to shape the lives of Indigenous, racialized and white women and gender-diverse people. Through the workshop, we celebrate and learn from stories of resilience and resistance, and identify individual and collective action we can take to disrupt colonization and its impacts. At the fall pilot, participants gave feedback on what worked well. They also made suggestions for improvement. The reference group revised the workshop based on feedback from the pilot.

### REPORT:

## A PLACE TO CALL HOME

### Housing for All Women in Ottawa

Ottawa is experiencing a housing crisis, which is having a disturbing impact on the lives of women across diversity in our city. In March 2019, City for All Women Initiative, in partnership with Women Reducing Poverty Together (Maamawe) and community organizations who are daily witnesses to the cost being paid by the women they serve, convened a forum: Housing for a Diversity of Women. [This report](#), published in May 2019, offers insights provided by the 130 people in attendance. Combined with supplementary research, this report aims to inform the refresh of the City of Ottawa 10-Year Housing and Homelessness Plan. Applying an intersectional gender lens to housing is one step toward actualizing the Women and Gender Equity Strategy to which city council committed in the 2018 Governance Report.

# PROVINCIAL SOCIAL ASSISTANCE

In September 2019, CAWI collaborated with Community Legal Services Ottawa (CLSO) to host the Action Forum on Cuts to Social Assistance.

The forum focused on two key objectives. First, to educate community members about proposed provincial cuts. And second, to mobilize a campaign to take action against the proposed cuts.

The forum was attended by more than 150 people from across Ottawa. Attendees appreciated receiving up-to-date and concise information about the proposed provincial cuts. There was high participation

in the rigorous questions and answers sessions throughout the event.

The forum generated more than 100 letters that were mailed to the Minister of Children, Community and Social Services to oppose the cuts to social assistance.

The campaign was a success. The provincial government pulled back from the proposed cut to the Transition Child Benefit. That is a big win!



Action Forum: Campaign against Cuts to Social Assistance on September 25, 2019, with our partner Community Legal Services of Ottawa

# PARTNERS AND DONORS

- Alliance to End Homelessness
- Coalition of Community Health and Resource Centres
- Catherine Donnelly Foundation
- City of Ottawa
- Community Development Framework
- Cornerstone Housing for Women
- Elections Canada
- Gignul Non-Profit Housing Corporation
- 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

[www.cawi-ivtf.org](http://www.cawi-ivtf.org)

 [cawi.ivtf](https://www.facebook.com/cawi.ivtf)  
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## FINANCIAL REPORT END OF FINANCIAL YEAR MARCH 31, 2019

### REVENUE

Women and Gender Equality Canada	138,163.00
United Way East Ontario	34,231.00
Catherine Donnelly Foundation	13,015.00
Ottawa Community Foundation	9,332.00
Lowertown Community Resource Centre	37,339.00
Fee for Service	25,342.00
Donations	18,044.00
Other	10,738.00
	<b>286,204.00</b>

### EXPENDITURES

Salaries and Benefits	151,122.00
Program and Administration	83,976.00
	<b>235,098.00</b>
Reserve Fund	<b>51,106.00</b>

CAWI is grateful to Lowertown Community Resource Centre (LCRC) for their final year of support as a fiscal sponsor, including annual audits of CAWI's finances as part of the financial reports of LCRC.

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

