

City for All Women Initiative

The background of the report cover is a vibrant, abstract illustration composed of overlapping silhouettes of women's heads and shoulders. The silhouettes are rendered in a variety of colors including green, yellow, pink, red, blue, and orange, representing a diverse group of women. The text 'ANNUAL REPORT 2022-2023' is centered over this background in a large, white, bold, sans-serif font.

ANNUAL REPORT 2022-2023

cawi-ivtf.org

LETTER FROM THE BOARD CO-CHAIRS

Dear CAWI Members and Supporters:

We are very pleased to welcome you to CAWI's 2022–2023 Annual Report. It has been a pleasure to serve as members of the CAWI Board this past year, working with our other Board Directors.

The Board and Staff share the vision of CAWI as an accessible, inclusive and “sociocratic” organization, working from an intersectional feminist perspective. We have worked hard to build a Board that is diverse in terms of lived experience, age and ethnocultural and racial background. This diversity gives us the opportunity for rich and informed discussion as we endeavour to support the CAWI organization.



CAWI board and staff retreat: [Left to right, Front row - Darlene Kaboni, Sado Ibrahim, Hana Aman, Nayeli Sosa, Kate Macmillan Second row - Morissa-Dalia Ellis, Sawsan Al-Refaei, Claudia Lahaie, Jennifer Gullen, Andrea Balfour, Valerie Stam, Pascasie Minani Passy Third row - Lais Maurilio, Aysegul Aykol Kocabas, Stephanie Stewart, Delores Peltier-Corkey, Laura Shantz]



CAWI Board and Staff Retreat

We will be sad to lose three of our wonderful Board members this year. One of our newer Board members, Kate MacMillan, is moving to London, England to pursue a Master's Degree. Stephanie Stewart, one of our liaisons with the City of Ottawa, has left the City for another job. And Aysegul Kocabas has received a promotion at her place of work and is currently extremely busy with that. We will miss their thoughtful contributions and they are all welcome back anytime.

The CAWI Board is a governance Board. This means that we establish the policies and procedures, in close consultation with staff, that allow the organization to function smoothly and effectively. We strive to create an environment in which the staff can then concentrate on CAWI's important day-to-day activities. The Board also plays a significant role in community advocacy initiatives, in collaboration with the staff.



Please read our Annual Report at your leisure. We hope our efforts inspire you. We look forward to your continued participation and support as we work to move Ottawa towards even greater equity, diversity and inclusion.

Thank you,



Pascasie Minani Passy and **Jenny Gullen**
CAWI Board Co-Chairs

LETTER FROM THE CO-DIRECTORS

This year, CAWI transitioned to a co-director model as part of our efforts to share power, create pathways to leadership, and embody our intersectional feminist values. Morissa-Dalia Ellis is our new Programs Director, joining Valerie Stam who became Operations Director. As a staff team and Board, we have also been playing with novel ways of working together to flatten the organizational structure. We are transitioning to a circle structure where decision-making is distributed throughout the organization as well as between members, staff and Board.

CAWI has also done much internal work this year in developing a robust Theory of Change and Intended Impact Statement to better understand our “how” and our driving force. In doing so, we articulated that policy change is the core of what we do. Through this process, we have reflected on and refined our approach to policy change to include the following principles:

- 1 Empower people to advocate for themselves (e.g. through training, tools)
- 2 Open doors for residents to advocate for change (e.g. by helping people get comfortable being in the seat of power and breaking down legislation into bite-sized pieces)
- 3 Make policy impacts real for decision-makers (e.g. through relationships, visibility, research)
- 4 Work in partnerships (e.g. through coalition work, bringing policymakers and residents together).

At the same time, we developed a new four-year strategic plan. One way we will take action on policy change over the next four years is through the adaptation of the Caring Cities model to the Ottawa-Gatineau context. This framework has been adopted globally in cities like Bogota and Barcelona. Caring Cities incorporates equitable layers and inclusive dimensions to the 15-minute neighbourhood concept by including provisions for paid and unpaid care work in urban planning and design, so that we can better build and create a city that cares for all. Caring Cities puts people and the care economy at the centre of urban planning.

Additionally, CAWI has been doing work on our branding, not only with a new website and refreshed social media posts but also with branding our social enterprise which offers equity, diversity and inclusion services. We hope you enjoy learning more about our social enterprise and its new look below.

In the midst of all these developments at CAWI, we have been able to strengthen and broaden our relationships with new and existing community members and organizations. We have a full staff team that is prepared to push boundaries and eliminate barriers, all while building community capacity and being the bridge between community and city decision-makers. We also have a new office! In April we moved into the Rideau Community Hub (the former Rideau High School). This year has been one of setting a solid foundation. CAWI is ready and excited to make change and assist in building and creating a caring city for all! Join us!



Morissa-Dalia Ellis and Valerie Stam
CAWI Co-Directors

ABOUT CAWI

As part of our 2023–2027 strategic planning process, we updated our vision, mission and values!

OUR VISION

A safe and equitable city where residents and communities are empowered, engaged, and thriving.

OUR MISSION

CAWI works alongside women of diverse lived experiences and community organizations to build their knowledge, skills and momentum to collectively advocate for economic, political and social justice.

CAWI works with decision-makers and partner organizations to advance public policies and practices that make Ottawa a more inclusive and caring city.

In the spirit of reconciliation with the Indigenous Peoples of Turtle Island, we strive to work with an inclusive and equitable lens that aligns with our mission and values, we seek to decolonize structures and systems, and we work to support self-determination.

OUR VALUES

- Grassroots
- Collaborative
- Equitable & Inclusive
- Compassionate
- Transformative

CAWI STORIES

BOARD

Jennifer Gullen – CO-CHAIR

Pascalie Minani Passy – CO-CHAIR

Mary Ellen McDonald – TREASURER

Aysegul Aykol Kocabas – SECRETARY

Andrea Balfour

Claudia Lahaie

Darlene Kaboni

Delores Peltier-Corkey

Kate McMillan

Nayeli Sosa

Sado Ibrahim

CITY OF OTTAWA BOARD REPRESENTATIVES (EX-OFFICIO)

Sawsan Al-Refaei

vacant

Women changemakers transform neighbourhoods through advocacy

Peggy Nesbitt is a resident leader who strives to make meaningful change in her neighbourhood for the causes she cares about—causes like ensuring people with disabilities and seniors have access to food, transportation, housing, and other basic needs.

To do this, Peggy builds up her leadership skills through her involvement with Making Voices Count, a CAWI civic engagement table that meets monthly to advocate for meaningful change in neighbourhoods and the city. For residents like Peggy, Making Voices Count offers civic engagement training and education on how to influence city councillors and candidates on the issues residents want known, and addressed.

Peggy attributes her involvement with CAWI as pivotal in growing her self-confidence and inspiring her to make a difference in her community.

“When I was first disabled, I didn’t have that confidence. Now I do. I see that I’m valuable. I also have the ability to see other people in CAWI that have skills that I would like to have, and so it empowers me to try more things.”

One issue Peggy highlights is when residents are unable to leave their homes because of improper snow clearing. For people with mobility impairments, snow can prevent access to a doctor’s appointment, buying groceries, or simply getting outside for some fresh air.

It’s a barrier that increases isolation, which isn’t seen by those who don’t experience it. By bringing this firsthand experience to the table, Peggy and other leaders recommend solutions to decision-makers and advocate for change. Having survived domestic violence, Peggy knows the importance of being heard. She feels it’s important that she work to bring positive change for the health and wellbeing of her community.

“When we come to the city councillors and the mayor, we do really feel heard.” Peggy says. “They want to consult with us because that’s why they have their job—it’s to help us, in our city, with housing, with roads, with snow clearance.”

CAWI works to ensure groups who are often sidelined have their voices heard and concerns meaningfully addressed. In low-income neighbourhoods, it’s less likely that residents have access to the tools they need to influence social policy. Learning how to collaborate and communicate effectively is key to CAWI’s mission. Peggy’s story demonstrates how Making Voices Count makes a difference in people’s lives and in our communities.

Adapted and used with permission by United Way [“Women changemakers transform neighbourhoods through advocacy”](#)

Peggy Nesbitt, CAWI member, and
Lais Maurilio, CAWI Civic Engagement
Coordinator at Ottawa City Hall



CIVIC ENGAGEMENT

Provincial and Municipal Elections

Election year is always a big one for CAWI, and 2022 wasn't any different! With residents voting for the provincial and municipal representatives, we had two sessions of Elections Training, for a total of 50 participants. We partnered with Democratic Engagement Exchange to provide official elections-like stations to engage residents in reflecting on the issues they most care about and choose their candidates with that in mind. We joined other organizations at Horizon Fest, where we set up a booth with the Vote Pop Up! A total of 103 people cast their votes, and the two main issues were Housing and Transit.

Resident leaders from our two Civic Engagement Tables, Maamawe and Making Voices Count (MVC) worked intensely with staff and partners to actively craft the pledge we proposed to the candidates

» CAWI staff and members tabling at Horizon Fest before the 2022 municipal elections.



in five areas: Housing and Affordability, Safety and Social Services, Equitable Transportation, Social Assistance and Gender Equality. Among the councillors that got elected, nine signed the pledge for all items and three agreed partially, for a total of half of the newly elected council engaging in our action. The pledge will guide our work with City Council for the upcoming months.

Councillor Meet and Greet

After the elections, the Mayor and nine councillors with some of their staff, as well as some of the City's Senior Management Team, joined us for a meet and greet where we introduced CAWI to newcomers to council and staff, made connections, and discussed the Caring Cities model. We had a number of individual follow-up meetings with the hopes of expanding our reach and building rapport.

» CAWI staff join the protest against provincial bill C-23 the More Homes Built Faster Act, to advocate for more deeply affordable housing, transparency and accountability, and protection of green space.]



WEAVECHANGE BY CAWI

We are pleased to announce the branding and launch of CAWI's social enterprise: WeaveChange! In an effort to grow our social enterprise, we have been working tirelessly to develop a brand identity. This involves a logo, messaging and a new website to establish the social enterprise as a sub-brand of CAWI and distinguish its services. This was made possible by the Canadian Women's Foundation and the Investment Readiness Program, as well as the Department for Women and Gender Equality (WAGE).

WeaveChange works towards creating systemic change in communities and organizations by providing facilitation, training, and community-based research for groups and individuals to advance their equity, diversity, and inclusion journey. We collaborate closely with our partners to develop customized trainings and implement Equity, Diversity and Inclusion (EDI) practices. We continue to work hand-in-hand with CAWI's Facilitators Network – a unique community of women from all walks of life – , diversifying the education space and amplifying the voices of people with lived experience of marginalization. Our services include:

WEAVE CHANGE

EQUITY
DIVERSITY
INCLUSION

- Training on EDI, Anti-racism and Anti-oppression (ARAO) and Inclusive Facilitation
- Community-based Research
- EDI Application including consulting, assessments, audits, and coaching.

This year was a challenge in many ways, still we have continued to provide our services and deliver on contracts. We welcomed four new members to our Facilitators Network and delivered our **Introduction to Popular Education and Social Change Facilitation** training for network members as part of our capacity-building program. The enterprise took on nine contracts this fiscal year, four of them with new clients, and generated \$44,913 in revenue.

Introducing the Annual Caroline Andrew Award

The Caroline Andrew Civic Engagement Award, named after CAWI's cofounder Caroline Andrew, Professor Emeritus at the University of Ottawa, is a way to commemorate her legacy as a firm believer in the power of community mobilization to bring about change in society.

Because of their shared commitment to putting academic theory into practice, Caroline and Fran Klodawsky, Professor Emeritus at Carleton University, obtained a one-year research grant back in 2004 to determine barriers to City decision-making faced by the full diversity of women. From there, the countless connections that Caroline forged at the local, national and international level laid a solid foundation for CAWI's work which provides paths for women from communities least heard at City Hall to make their concerns known and has made CAWI the organization it is today.

To honour Caroline's life, CAWI held a memorial for her at City Hall in January 2023 which was well attended by City councillors, former students and colleagues, and community partners who were all touched by Caroline's joie de vivre, support, and commitment to social justice. Every year, community members can nominate women

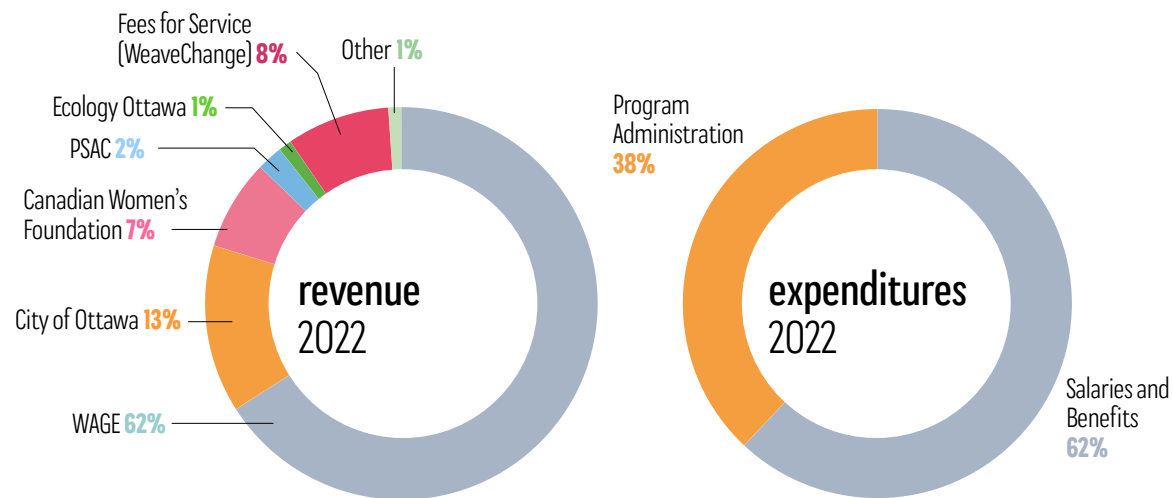


who demonstrate outstanding civic engagement for the Caroline Andrew award and the awardee will be announced at our AGM.



Caroline Andrew Memorial

FINANCIAL STATEMENTS



Revenue

Women and Gender Equality Canada	\$367,911
City of Ottawa	\$73,699
Canadian Women's Foundation	\$39,930
Public Service Alliance of Canada	\$10,000
Ecology Ottawa	\$8,167
Fees for Service	\$44,913
Other	\$6,195
TOTAL	\$588,832

Expenditures

Salaries and Benefits	\$367,425
Program and Administration	\$220,709
TOTAL	\$588,134
Reserve Fund	\$114,048

PARTNERS AND FUNDERS

Alliance to End Homelessness

Canadian Women's Foundation, Investment Readiness Program

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

Immigrant Women Services of Ottawa

Lowertown Community Resource Centre

Nepean, Rideau Osgoode Community Resource Centre

Ottawa and Gatineau ACORN

Ottawa Climate Action Fund

Ottawa Coalition to End Violence Against Women

Ottawa Community Foundation

Ottawa Community Housing

Ottawa Local Immigration Partnership

Ontario Nonprofit Network

People's Official Plan (POP Coalition)

Public Service Alliance of Canada

United Way East Ontario

Women and Gender Equality Canada

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



Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada



United Way
East Ontario



**HORIZON
OTTAWA**



Public Service Alliance of Canada
Alliance de la Fonction publique du Canada



**OTTAWA
COMMUNITY
FOUNDATION**
invested for good



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