



A TURNING POINT
FOR WOMEN



United Way
Toronto & York Region

87 Elm Street, Toronto, ON M5G 0A8 · 416.961.8100 · ywcatoronto.org
Charitable business number 10822 9865 RRO001

A photograph of a young woman with long, dark, curly hair, wearing a grey turtleneck sweater, smiling warmly. She is holding a young child with curly hair, who is also smiling. The background is a solid light yellow color. The image is framed by blue and white diagonal stripes on the left and right sides.

YWCA TORONTO

2017 ANNUAL REPORT

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2 Year Trustee - Jenny Lin
3 Year Trustee - Julia Haylock

*Maureen Adams retired from this position July 2017.
**Marilda Tselepis retired from this position June 2017.

MESSAGE FROM CEO & BOARD PRESIDENT



At YWCA Toronto a resurgent feminist movement inspires us. From the Women's March to #MeToo, women and allies are taking action for gender equity, social justice and better futures. This is what our YWCA movement has always been about - courage in the face of adversity.

With more than 32 programs across Toronto, YWCA Toronto helps women escape violence, move out of poverty and access safe, affordable housing. Our range of employment programs guide women to decent employment opportunities. Through our advocacy, we ensure women's diverse voices are heard as Canada embarks on necessary strategies on affordable housing and gender-based violence.

In 2017, we celebrated three important milestones in the history of our Association: the 60th anniversary of 1st Stop Woodlawn Housing, the 10th anniversary of Bergamot Apartments, and the 5th anniversary of Elm Centre. Bold risk-taking advanced these critical women's housing programs in times of financial and political uncertainty. YWCA Toronto is a reflection of the strength of our women's community

and our success is a reflection of the power of our movement.

In this Annual Report, we are proud to share the impact of your support. The resilience of the women we serve, the passion of our staff, the dedication of volunteers and the generosity of our donors anchor our tenacity and unwavering commitment to transforming the lives of women and girls.

A handwritten signature in black ink, appearing to read 'B. Triantafyllos'.

BESSY TRIANTAFYLLOS
President, Board of Directors (left)

A handwritten signature in black ink, appearing to read 'Heather M. McGregor'.

HEATHER M. MCGREGOR
Chief Executive Officer (right)



PHOTOCREDIT | Ryerson University

JOANNE DALLAIRE *Elm Centre, Winona's Place* CREATING COMMUNITY

A place to belong – that is what Winona’s Place symbolizes to Elder Joanne Dallaire, Shadow Hawk Woman of the Wolf Clan, who is Cree Omushkego with ancestry from Attawapiskat First Nation. Joanne facilitates monthly circles and runs healing groups for tenants at Winona’s Place, an affordable and culturally appropriate home for Indigenous women and their families in downtown Toronto.

“With every circle, the commitment of women who come into the room, the safety that goes into that circle and the friendships that develop are constant.”

For Joanne, safe housing and support are intertwined. She

shares her own experiences of abuse and violence and helps to empower women on their healing journey. Joanne creates a safe place for women to share their stories, honour their language and celebrate drumming traditions. This is how healing begins.

“I’ve overcome a lot of adversity and from that came strength and the ability to say to whoever is in front of me – you can get through this.”

Joanne acknowledges the power of helping women without judgement.

“We need to be empowered to take care of ourselves and that is what happens at Winona’s Place.”

CREATING INDIGENOUS WOMEN’S HOUSING

Five years ago, YWCA Toronto opened the doors to Winona’s Place, our affordable housing initiative for Indigenous women and their families. With 50 units of permanent housing, Winona’s Place is centrally located in downtown Toronto. Staff offer traditional healing programs developed in collaboration with Indigenous partners. Women build community in group activities and enjoy the rooftop garden where herbal medicines grow in the summer. Generous donors raised over \$500,000 to ensure that the building is secure for women and children impacted by violence.

To quote journalist Connie Walker, a 2017 Woman of Distinction, “It is important to truly understand the realities that Indigenous women and girls face in this country, but we also need to showcase the incredible strength and resilience in our communities.” At YWCA Toronto, we take these words to heart. We stand alongside Indigenous women for truth and reconciliation, starting with addressing violence against Indigenous women, girls and Two Spirit people. In the face of injustice, we take action.

> **\$12.3 million**
invested in permanent housing programs

> **972 women**
& children live in safe affordable housing

> **248 women**
received specialized mental health & addiction supports

> **50 units**
of affordable housing designated for Indigenous women



CHYANNE *Teen Mothers' Program* BUILDING CONFIDENCE

Chyanne is kind and nurturing: determination and boldness shine in her eyes. Her son, wide-eyed two-year-old Jessiah loves helping in the kitchen, Elmo, reading books and getting his photo taken.

Chyanne came to the Teen Mothers' Program when she was five months pregnant. She was shy and uncertain about what motherhood entailed. The program offers free support for mothers 14 to 22 years of age and a place to build positive parenting skills, access resources, and learn from specialists.

Although hesitant at first, Chyanne began participating in empowerment workshops,

received support from staff and was encouraged by the strength and stories of the other mothers around her.

"There was so much I didn't know. I have learned a lot about children, but a lot about myself too."

Now, she beams with pride when she talks about setting goals for herself, like returning to high school, and being the best role model and mom she can be.

"I see myself very differently now. I am able to speak up not only for myself, but for my son."

EMPOWERING TEEN MOTHERS

YWCA Toronto helps young mothers gain positive parenting and life skills in our Teen Mothers' program. Launched in 1976, the Teen Mothers' program was the first of its kind in Scarborough. We continue to offer young mothers parenting information and holistic support on life skills, financial literacy, healthy relationships, food security, housing assistance and educational pathways. Young women benefit from support on their parenting journeys, and from the bonds they form amongst one another.

Young women also tell us about the challenges they face in securing safe, affordable housing – not only for themselves, but also for their children. Across Toronto, rent costs are skyrocketing. More than 180,000 people fill waiting lists for homes that they will never see. YWCA Toronto works alongside young women to provide support and we advocate at all levels of government on the issue of women's access to safe, affordable housing. Housing is a human right.

> **\$2.5 million**
invested in girls
& family programs

> **779 girls**
built friendships & became leaders
at YWCA's Camp Tapawingo

> **363 girls**
became better critical thinkers,
challenging sexualized & violent media
images of girls at the Girls' Centre

> **525 teen moms**
& families increased social networks, & developed
the confidence & skills to raise healthy children



SONIA *JUMP Settlement Services* FINDING HOME

When Sonia thinks back on her arrival in Canada from the Philippines she remembers minus 18°C weather, and a time marked with apprehension and fear. Daily activities such as grocery shopping created crises of confidence because colloquial English was hard to follow.

“I wanted to explore the possibility of settling, but it was very challenging.”

Sonia was working as a live-in caregiver, but was looking forward to doing more. Her self-esteem was plummeting and the challenge of adjusting to Canadian life was weighing heavily on her heart. That is

when her friend introduced her to JUMP, a settlement support program for newcomer women and girls. It helps women and girls explore career options, build skills, job search and integrate into Canadian society. For Sonia, this is when things began to change.

She participated in many training programs including office administration, cashiering and entrepreneurship and received the support she needed. Sonia’s smile now brightens the room and she has a renewed sense of self-confidence.

“I was not like this before. There is a lot of support here. It is like a second home.”

UNLOCKING NEWCOMER WOMEN’S POTENTIAL

In 2017, YWCA Toronto’s two Join, Unify, Motivate and Participate (JUMP) programs helped 1,284 newcomer women and girls with comprehensive settlement support. With locations in Scarborough and Etobicoke, JUMP offers employment training, job search support, and professional workshops in individualized and group sessions. Women tell us that they come to JUMP because it is a women-centered learning environment. It is a safe space where they can build connections, receive support and leave feeling more confident and prepared to take on the Canadian labour market.

When women in our programs share stories, we hear about hope – the hope to improve their lives, and to provide better opportunities for their children. Yet in Canada, newcomer women face systemic barriers to reaching these ends, over-representation in precarious jobs and a larger pay gap. YWCA Toronto speaks out strongly in support of decent work, fair pay and updated labour standards. We honour newcomer women’s resilience, and recognize the gifts and skills they bring to Canada.

> **\$7 million**
invested in employment & skills training

> **6,630 women**
in employment & training programs gained stronger economic futures

> **1,407 newcomers**
developed job-readiness skills to prepare them for the Canadian labour market

> **1,095 women**
built business and career skills in YWCA Toronto’s social purpose enterprise



PROGRAM PARTICIPANT *December 6 Fund* A NEW BEGINNING

Three years ago one participant discovered firsthand how the December 6 Fund has the potential to transform a life.

This fund provides interest-free loans to women fleeing abuse and enables them to establish themselves in safety.

By accessing the fund, at what this participant describes as the lowest and hardest point in her life, she was able to alleviate some of the overwhelming pressures of her circumstances and focus on the future. Receiving support when she needed it the most was critical.

"If I didn't get that initial support I don't think I would be here," she says.

A proud mother of three, a Child and Youth Worker, makeup artist and model, this participant is still finding time to give back. She has started a not-for-profit called New Genesis in the hopes of helping other women counteract hardship and find their new beginning the way she did.

"I was able to better myself in order to be there for my kids... there comes a point where we all need help or support."

INVESTING IN WOMEN'S FUTURES

In 2017, YWCA Toronto's December 6 Fund provided interest-free loans to 323 women and children fleeing violence. With this fund, we help women establish themselves in safety, heal from trauma, and move on from violence. Our loans range from \$500 to \$1,000 and can be used towards rent, moving costs, furniture or utility deposits. When women are able to get back on their feet, they repay the loans and free up the funds for other women in need.

YWCA Toronto's commitment to social justice is strongest in our work to eliminate gender-based violence. In 2017, it gave us hope to see feminists come together for gender equity, racial justice and action - from the millions who took part in the Women's March worldwide, to the online #MeToo campaign where more than 4.7 million people used the hashtag to speak out about sexual violence. We believe survivors and stand alongside them to advance systemic change.

> **\$3.7 million**
invested in violence against women shelters & programs

> **427 women**
& children found safety & support at a YWCA Toronto shelter

> **444 women**
& children overcame trauma in healing & expressive arts programs

> **323 women**
& children received interest-free, micro-loans that helped them escape violence



SYSTEM CHANGE ADVOCACY

In 2017, the YWCA movement proved to be a force of influence on Parliament Hill. YWCA leaders successfully advocated for a gender lens on the National Housing Strategy. Together, we called for a minimum of 25% of funds to be dedicated to projects and services for women, girls and their families. We spoke out - and government heard our call to action.

The inclusion of our 'ask' in the National Housing Strategy is a hopeful step forward. It signals the possibility of new investment in women's emergency shelters, permanent housing, and supportive housing. It may lead to additional funding for staff

support to address mental health and addiction challenges that women may experience.

Looking ahead, we will continue advocating until the women's housing crisis is averted, Indigenous women are prioritized, and funds flow for critical staff supports. We are just getting started and will need your help to keep the pressure on. Advocacy works!

ADVOCACY WORKS!

YWCA Toronto works tenaciously to break down barriers that hold women back from achieving equity. Our advocacy is driven by the experiences of women. In 2017, we focused on:

- **Joining the movement** for a \$15 minimum wage in Ontario, making clear that women are over-represented in precarious jobs.
- **Supporting Indigenous women leaders** in calling for the elimination of sex discrimination in the all too controversial Indian Act.
- **Leading the call** for dedicated funding for women-centred employment programs to promote economic empowerment.
- **Advancing gender-based violence prevention** strategies at the provincial and federal levels.
- **Demanding action** on Toronto's poverty reduction strategy and gender equity in the City Budget alongside other civic leaders.
- **Working with child care advocates** for new subsidies, and funding to achieve professional pay for early childhood educators and childcare workers.
- **Standing in solidarity** with Muslim women in fighting Islamophobia, xenophobia and racism.

> **1 in 2**

Canadian women have experienced sexual harassment at work

> **60,000 women**

and allies marched for gender equity in Toronto's Women's March

> **42%**

of recent immigrant women will benefit from a \$15 minimum wage in Ontario

> **94**

calls to action to address inequities facing Indigenous Peoples



THE POWER OF COLLECTIVE ACTION

In 2017 we established the Circle of Distinction to bring together 264 Women of Distinction Award recipients from the last 37 years, who together, have enormous power to change the world for women and girls.

The Circle is also a call to collective action. Its exceptional members motivate, inspire and lead to amplify women's voices and mobilize for the advancement of women and girls in Toronto and around the world.

The Distinction Fund was launched in concert with the Circle to bolster YWCA Toronto's capacity to help women and girls move out of poverty and away

from violence, build sustainable futures, and provide girls and young women access to the extraordinary opportunities that make becoming a Woman of Distinction possible.

Thanks to an amazing lead gift from the Irma Brydson Foundation, and the generosity of Circle members, an impressive \$400,000 has been raised so far.

The Circle is changing the face of philanthropy in Toronto to become a unified, powerful force committed to fundamental change for women and girls.

MULTIPLYING IMPACT

Toronto's only and Canada's first full-time Girls' Centre – is the inaugural three-year focus of the Distinction Fund.

This vital program is drastically under-funded, yet immensely impactful. The transformative Distinction Fund is crucial to sustaining and strengthening the Girls' Centre.

Thanks to the Distinction Fund, we can provide opportunities to an increased number of girls to enhance their confidence, skills, security and long-term stability – propelling girls and women into leadership roles. This contribution to collective action sets an inspiring example that will galvanize long-term investments in a future that is equitable and filled with opportunities for women and girls.

"In our world we are equal. The cool staff at YWCA Toronto give us the space to talk about what matters to girls. We can have fun, be who we are, and strive to be who we want to be without judgement. We learn how we can change the world for the better."

> Maykah and Mahayah – Members of the Girls' Council

> **\$2.8 million**
donated in 2017

> **\$670,626**
raised at YWCA Toronto
Women of Distinction Awards

> **\$355,420**
in Gift-in-Kind donations

> **682 volunteers**
contributed 20,160 hours to help transform
lives in programs across the Association



YWCA TORONTO BOARD OF DIRECTORS

(Back Row) Naomi Sayers, Christine Tekker, Christina Dorey-Gray, Brenda Andress, Julie Neff, Bessy Triantafyllos, Nora Nestor

(Front Row) Sabrina Wu, Carlene McCubbin, Barb Keenan, Nikita Patel

Absent Suhuyini Abudulai, Doris Chan, Pierrette Dosanjh, Kellie Hodges, Sarabeth Holden, Silvia Jacinto, Alice Wright

YWCA TORONTO BOARD OF DIRECTORS

YWCA Toronto's Board of Directors is committed to creating change for women and girls across Toronto. The Board ensures that our work is aligned with our vision and mission, stewards our financial and donor resources, and provides leadership and oversight of our strategic plan and initiatives.

OUR VISION

YWCA Toronto will be a leader in transforming the lives of marginalized and disadvantaged women and girls in Toronto.

OUR MISSION

YWCA Toronto accomplishes this vision by being a strong advocate for women and girls, providing transformative services in the areas of employment support and training, housing options and shelters, leadership development programs for girls and key supports for women and children who have experienced violence.

OUR STRATEGIC PRIORITIES

> **STRENGTHEN** awareness of YWCA Toronto, leveraging our credibility and reputation.

> **ENSURE** financial and organizational sustainability.

> **INTEGRATE** continuous quality improvement in operations and programs.

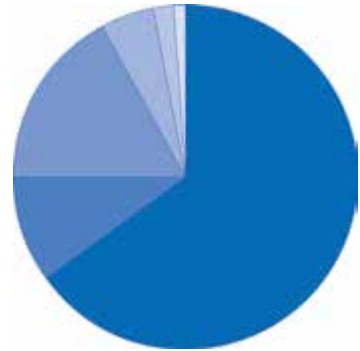
> **DELIVER** high-impact, life-changing programs for women and girls.

> **ALIGN** advocacy with mission priorities, supported by program expertise.

> **PROMOTE** strong governance and employer best practices.

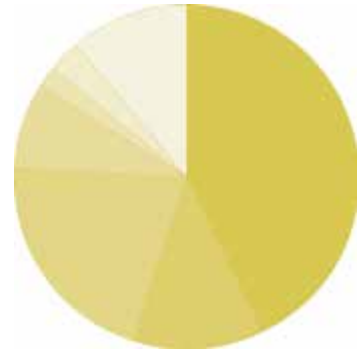
2016 REVENUE & EXPENSES

Year ended December 31



REVENUE | TOTAL \$30,250,437

- 65% GOVERNMENT
- 10% PHILANTHROPY
- 17% FEES & RENT
- 5% UNITED WAY
- 2% INVESTMENT INCOME
- 1% MISCELLANEOUS



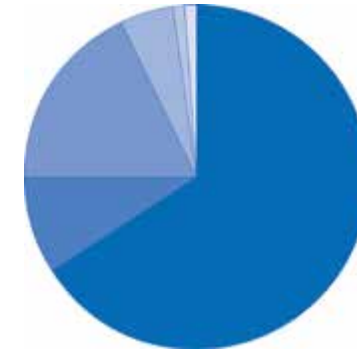
EXPENSES | TOTAL \$30,170,330

- 43% HOUSING
- 12% VIOLENCE AGAINST WOMEN
- 21% EMPLOYMENT
- 8% GIRLS' & FAMILY PROGRAMS
- 2% ADVOCACY & COMMUNICATIONS
- 3% PHILANTHROPY
- 11% ADMINISTRATION

2016 EXCESS OF REVENUE OVER EXPENSES
FOR THE YEAR: **\$80,107**

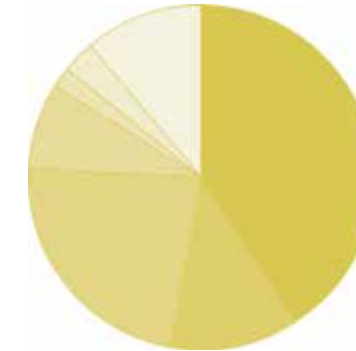
2017 REVENUE & EXPENSES

Year ended December 31



REVENUE | TOTAL \$30,547,798

- 66% GOVERNMENT
- 9% PHILANTHROPY
- 18% FEES & RENT
- 5% UNITED WAY
- 1% INVESTMENT INCOME
- 1% MISCELLANEOUS



EXPENSES | TOTAL \$30,522,699

- 41% HOUSING
- 12% VIOLENCE AGAINST WOMEN
- 23% EMPLOYMENT
- 8% GIRLS' & FAMILY PROGRAMS
- 2% ADVOCACY & COMMUNICATIONS
- 3% PHILANTHROPY
- 11% ADMINISTRATION

2017 EXCESS OF REVENUE OVER EXPENSES
FOR THE YEAR: **\$25,099**

Auditors: Ernst & Young LLP | A full set of Financial Statements is available upon request. Charitable Business #10822 9865 RROOO1
Information filed under the Public Sector Salary Disclosure Act, 1996 is available on the Ministry of Finance website: <http://www.fin.gov.on.ca>.

2017 GIVING

\$100,000+

Irma J. Brydson Foundation
RBC Foundation

\$50,000+

Ontario Trillium Foundation
The Joan Wright Family

\$25,000+

S.M. Clarkson
Linda Chu & John Donald
Echo Foundation
The Harry E. Foster
Charitable Foundation
The Honourable Margaret McCain
Margaret Newall,
in memory of Ted Newall
Royal LePage Real Estate Services
Ltd., Johnston & Daniel Division

Royal LePage Shelter Foundation
Shoppers Drug Mart
Life Foundation

\$10,000+

Arrowsmith School
Dan & Carolynne Boivin
The Catherine and Maxwell
Meighen Foundation
The D. H. Gordon Foundation
Edelman Public
Relations Worldwide
Joan E. Eddy
Grey Birch Foundation
The late Helen Gurney
Jerry & Joan Lozinski
Rosedale United Church
Rosemary Speirs
Tippet Foundation
Toronto CREW
William & Betty Finch Fund
at the Strategic Charitable
Giving Foundation

\$5,000+

Anonymous
AMR Barristers & Solicitors LLP
Downtown Toyota
Harriet & Jonathan Goodman
Katherine Govier
Jackman Foundation
Kanetix Insurance
Ruth Mandel
MFS Investment Management
Canada Ltd.
Ontario REALTORS
Care Foundation
Nancy Ramalho & Jeff Graham
R. L. Signature Shelter Fund
Royal LePage Signature Realty
Conrad Santos
Shum Yourkoutiotis Fund
at Toronto Foundation
St. Andrew's Charitable Foundation
Catherine Steele
Steve and Sally Stavro
Family Foundation
The Toronto Star Fresh Air Fund
Jane Wilson

\$1,000+

Anonymous (15)
Suhuyini Abudulai
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Susan Aharan
Mohammad Al Zaibak
Shahin Alizadeh
Rebecca Ruth Allen & Jeffrey Levitt
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Mary-Kate Anderson
Sally Armstrong
Margaret Atwood
Tanya Babalow
Tina Bakin
Maureen Bell
Carrie Blair
Cindy Blakely
Lindsay Blakely
Olivia & Eric Blanchard
Blended Perspectives Inc.
Paul Brehl & Ann Lawson Brehl
John Bruner
Budge Studios
Helen Burstyn & Family
Canadian Tire Jumpstart Charities
Canadian Women's Foundation
Mary Anne Chambers

Vincenta Cheng
Olivia Chow
Christian Science Society,
Scarborough
CHUM Charitable Foundation
Cisco Canada
City View Alternative Sr. School
Brian Clarke
Collier Fitness & Nutrition
Crestview Investment Corporation
Kathy Cunningham
Donna Dasko
Ellen Denoon
DevTO
Christina Dorey-Gray
Dorothy and Oscar Rogers
Foundation at Toronto
Foundation
Michael Dwyer
Elementary Teachers'
Federation of Ontario
Enterprise Rent-A-Car
Canada Foundation
Environics Analytics Group Ltd.
Eyereturn Marketing Inc.
Lois Fine
Margaret Fischer

FMAV
Nancy Foster
Janice Fukakusa & Greg Belbeck
Catherine Gagne
Gandy Charitable Foundation
Geoffrey B. Scott Memorial Fund
at Toronto Foundation
Sharon Geraghty
Catriona Gold
Lee Gold
Granite Real Estate Inc.
John & Judith Grant
Ruth M. Grant
Yola Grant
Susan Guichon
Katherine Gurney
Sharilyn Hale
Heather Leckie Bryant
Memorial Fund
Steven Hilditch & Nikki Yokokura
Marion Holmes
Maruja Jackman
Colin & Tricia Jarvis
Sylvia Jones
K. M. Hunter Charitable Foundation
Gale Kelly
Sheryl L. Kerr

\$1,000+ *continued..*

Jan Kestle
Tamara Kinsman-Berry
John Krzysz
Julie Y. Lee
LoyaltyOne Inc.
Anne Macdonald
Judith Mandel
Jeannette Manguiat-Stoecker
Lorna Marsden
Martha LA McCain
Heather M. McGregor
Marcia McKay
Eric McKnight
The McLean Foundation
Ian & Hilary McLean
Keith McQueen
Mary Pat Moore
Janice Moro
Mary Mowbray
Maud Murray
Michael W. Norgrove
Mary Ann O'Rourke
Sally Palmateer
PhemPhat Entertainment Group
The Philip Smith Foundation

Karen Pitre
Frances Price
Karen Pullen
John Quinn
Marli Ramsey
Sharon Ranson
Linda M. Rapson
Raschkowan Foundation at
the Strategic Charitable
Giving Foundation
Reliant Web Hosting Inc.
An Richardson
Catherine Riggall
Gail Robinson
Lucille Roch
Geoff Rytell
Aleksandra Sagan
SAP Canada Inc.
Say Yeah Inc.
Sexy Food Therapy
Candace Shaw
Kathryn Shaw
& Giovanni Strazzullo
Annabel Slaight
Andrea Stewart
Margaret Tang
Tenzing, Managed IT Services

The Boiler Inspection
and Insurance Company
of Canada
Jan Ruby & Mary Thomson
Toronto Education Workers,
CUPE Local 4400
Bessy Triantafyllos
Marilda L. Tselepis
United Way Toronto
& York Region
Jill Valentine
John van Nostrand
& Kate Wilson
Ranjit Virdee
Volunteer Builders
Diane Walker
Lenore Walters
Anne Wood
Patricia Wood
Kathleen Zimmer

2017 YWCA TORONTO WOMEN OF DISTINCTION AWARD SPONSORS

PRESENTING

Sun Life Financial

CHAMPION

Elmwood Spa/Bangkok Garden
KPMG LLP
RBC Royal Bank
Shoppers Drug Mart
TD Bank Group

PATRON

The Globe and Mail
Ryerson University

TRIBUTE

BMO Financial Group
FMAV
The Hon. Margaret Norrie McCain

FUTURE LEADERS

Costa Leclerc Design Inc.
Chalkboard Media
Interprovincial Group
McCarthy Tétrault LLP
Power Workers' Union
Torys LLP
University of Toronto

OFFICIAL MEDIA SPONSOR

CBC Toronto

WINE SPONSOR

Château des Charmes

ESTATES

*We honour the memory
of individuals whose legacy
was realized in 2017.*

Rita Kwei-King Lee
Cornelius Anderson Silber

COMMUNITY FUNDRAISERS (\$10,000+)

HoHoTO

GIFT IN KIND (\$1,000+)

Adath Israel Synagogue
Au Lit Fine Linens Outlet
Basketeers
Barbara Bean
Joseph Bidner
Mitzi Bidner
CHUM Charitable Foundation
Michele Cleary
Clementine's Luxury
Covenant House
Cystic Fibrosis Canada
Diva International Inc.
Dress for Success
Duet Public Relations

GIFT IN KIND (\$1,000+) *continued...*

Edelman Public
Relations Worldwide
Environics Analytics Group Ltd.
Grace Church-on-the-Hill
Gymboree
Henkaa
J. Crew
J. Crew Sherway Gardens
J. Crew Vancouver
Jaytex Group
Susan K. Kennedy
Kids For Kids Inc.
Sabrina Lavista
Loblaws Companies Ltd.
Look Good Feel Better
Morag MacGougan
Anne Maizia
Medcan Clinic
Olga Milionis
North Strategic & NOTCH VIDEO
Oxford Properties
Morton and Fran Ross
Royal LePage Signature Realty
Royal Ontario Museum

Scarborough Titans
Shalit Foods
Shoebox Project
Shoppers Drug Mart
Shelter Movers
Sleepking/Crown Design
Sunwing Travel Group Inc.
The Food Dudes Inc.
The Humphrey Group Inc.
The Period Purse
Toronto Centre for the Arts
Uniqlo Canada
VIA Rail Canada
Whole Foods Market
York Heritage Quilters Guild

MONARCH SOCIETY

Anonymous (4)
Zanana Akande
The late Carroll Allen Dale
Kristin Blakely-Kozman
Ellen K. Campbell
Sarah Corman
Debbie Dykes

Nancy Foster
The late Helen Gurney
Sharilyn Hale
Julia Haylock
Martine Johnson
Julie Y. Lee
Frances Mendez Barcelo
Jannie Mills
Mary Pat Moore
Janice Moro
Lorna Pike
Anne Reynolds and Derek Meehan
Catherine Riggall
Marilyn A. Robertson
Gail Robinson
Jeanne Rowles
The late Lloyd David Smith
Beverly Stager
Andrea Stewart
Vera Ingrid Tarman
and Cathy Schwartz
Marilda L. Tselepis

FUNDERS

City of Toronto
Employment and Social
Development Canada Office
of Literacy and Essential Skills
Immigration, Refugees
and Citizenship Canada
Ministry of Advanced Education
and Skills Development
Ministry of Community
and Social Services
Ministry of Status
of Women Ontario
Ontario Works
Public Health Agency of Canada
RBC Foundation
Toronto Central Local Health
Integration Network
Trillium
United Way of Greater Toronto
and York Region

PARTNERS

Academy of Learning
Access Employment Services
Access Community Capital Fund
Aisling
Art Gallery of Ontario
Barbra Schlifer
Commemorative Clinic
Black Creek Community Health
Care Centre
Brands for Canada
(formerly Windfall Clothing)
Canadian Immigrant Magazine
Catholic Cross Cultural
Canadian Association of
Women in Construction
Centennial, Sheridan, Trios,
Humber Colleges
Centre for Education & Training
Child Development Institute
Don Montgomery Community
Recreation Centre
Dress for Success
Driftwood Community Centre
East Scarborough Storefront
Employment Ontario

Finishing Trades Institute
George Brown College
George Hull Centre
for Children and Families
Habitat for Humanity
Highfield Community
Enrichment Project
Humber College
Inner City Health Associates
Jean Tweed Centre
Job Start
Landscape Ontario Association
New Horizons Media
Ontario Nonprofit Network -
Decent Work for Women
PAID ID Clinic
Rexdale Legal Clinic
Rexdale Women's Centre
Royal Bank of Canada
Royal Ontario Museum
Scarborough Business Association
Scarborough Employment
Opportunities Partnership Table
Scarborough University of Toronto
Scarborough Women's Centre
Second Harvest

PARTNERS *continued...*

Self-Employment Training
for Women
Signature Service Inc.
Sisters in the Trades
Toronto District School Board -
Essential Skills Upgrading
Toronto Dominion Bank
Times Change
University Health Network
Welcome Pack
Wigwamen
Women's College Hospital
Young Women's
Leadership Network

COALITIONS

Canadian Apprenticeship Forum
CAS/VAW Collaborative Network
Child Witness Network
Coalition for Gun Control
Commitment to Community
Equal Pay Coalition

Kennedy Eglinton Progressive
Engagement Collaborative
Local Immigrant
Partnership Council
Ontario Association of Interval
and Transition Houses
One Step Training and
Employment Programs
Ontario Campaign 2000
Ontario Coalition for Better
Child Care
Ontario College of Trades
Ontario Council of Agencies
Serving Immigrants
Scarborough Business Association
Scarborough Employment
Ontario Network
Scarborough Collaborative
Employment Network East
Social Planning Toronto
Toronto Coalition
for Better Child Care
Toronto Community
Partnership Committee
Toronto Newcomer Office
Toronto Shelter Network

Toronto West Local
Immigration Partnership
Transitional Housing Network
Violence Against Women
Shelter Network
Volunteer Canada
Woman ACT
Women's Mental Health
and Additions Network
YWCA Canada
YWCA Halifax
YWCA Hamilton
YWCA Iqaluit
YWCA Moncton
YM/YWCA National
Capital Region
YWCA Saskatoon
YWCA Thompson
YWCA Vancouver

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