

YWCA TORONTO  
2019 ANNUAL REPORT

# CHAMPION WOMEN

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### GRIEVANCE OFFICER

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### SECRETARY TREASURER

Courtney Hogan

### TRUSTEE

1 YEAR TRUSTEE - Tracy Chow  
2 YEAR TRUSTEE - Julia Haylock  
3 YEAR TRUSTEE - Farah Ramhormozian

\*Retired in 2019.

\*\*Nina Gorka on parental leave & Leslie Russell  
Acting Director.



HEATHER M. MCGREGOR

Chief Executive Officer

BARB KEENAN

Board President

## MESSAGE FROM OUR CEO & BOARD PRESIDENT

At YWCA Toronto, we are committed to ending poverty, violence and systemic oppression faced by women, girls and gender-diverse communities in Toronto. As the world is rapidly changing around us, we are more determined than ever to empower marginalized communities and advance substantive gender equality in our city, our province and our country.

2019 was marked with both significant and somber milestones. We opened a new emergency shelter for women and gender-diverse folks experiencing homelessness on Davenport Road. We marked the 30th anniversary of the National Day of Remembrance and Action on Violence Against Women, and we produced a poignant report titled *The Forgotten Victims of Gun Violence*. We also launched *Champion Women*, our first large-scale public awareness and fundraising campaign highlighting the strength of the women we serve.

We are proud to present this Annual Report and to share the impact of your support. The resilience of our participants, dedication of our staff, passion of our volunteers, and generosity of our donors makes this work possible. We thank you for your commitment to transforming the lives of women, girls and gender-diverse communities in our city.

# LOOKING TO THE FUTURE

Arriving in Canada for the first time the only thing Rita carried with her was hope. An abusive relationship had forced her to flee her home country, leaving everything behind, and she spent her first months in Toronto moving between drop-in shelters.

At Davenport Shelter, Rita finally felt safe. Her family can hear the difference in her voice when she calls home.

*"Everything I was told about YWCA Toronto is true. The support, the love, the assurance. It's just overwhelming."*

For the first time in a long time, Rita is looking forward to seeing what the future brings. With the support of shelter staff, she is searching for a job and housing, and considering a master's degree. Her dream is to bring her children to Canada.

Rita is proud of how far she has come. In the fall, she decorated her first ever pumpkin, and this winter she experienced snow. *"I feel like a Canadian already!"*

RITA | YWCA TORONTO DAVENPORT SHELTER PARTICIPANT

## YWCA TORONTO BUILDS SAFETY FOR WOMEN & THEIR FAMILIES

Every year, thousands of women are forced to leave their homes, many with their children, for the temporary safety of a shelter. Gender-based violence is the leading cause of women's homelessness. For women seeking refuge from violence, options are limited as most shelters do not accept children and are not safe places for women. For these reasons, YWCA Toronto remains

committed to building safety for women and gender-diverse people through a network of shelters and support programs.

In 2019, 963 women and their children found safety and support at a YWCA Toronto shelter. Our shelters provide emergency services, individualized counselling, and a continuum of trauma-informed supports. As part

of a broader municipal strategy to combat the rising rates of homelessness, we opened an emergency shelter on Davenport Road in January 2019. YWCA Davenport is our first pet-friendly shelter. We believe that being a good neighbour is essential to the success of our programs and the safety of the women we serve.

**\$4.3 million**  
invested in emergency  
shelters for women &  
gender diverse people  
experiencing homelessness

**963**  
women, gender-  
diverse people  
& children found  
safety & support  
at a YWCA  
Toronto shelter

**483**  
women, gender-  
diverse people &  
children overcame  
trauma in healing  
& expressive  
arts programs

**538**  
teen moms &  
families increased  
social networks,  
& developed the  
confidence & skills  
to raise healthy  
children

## DECEMBER 6 FUND

It took a huge amount of courage for Brenda to leave her abusive partner. As she fled to a women's shelter in York Region, she had no support network in Canada, and no means to start a new life. A talented make-up artist and interior designer, Brenda's immigration status meant she was unable to work. She became increasingly isolated, and as her financial challenges mounted, it felt as if there was no way to move forward.

Everything changed for Brenda when she was referred to the December 6 Fund.

*"I felt like this was the right place for me to get help."*

Receiving the loan was an incredible relief, allowing Brenda to pay off her debt, improve her credit score, and move out of the shelter into an apartment. Having secured a work permit, Brenda's goal is to find a stable job and go back to school. She feels positive about the future.



BRENDA | YWCA TORONTO DECEMBER 6 FUND PARTICIPANT

## YWCA TORONTO SUPPORTS SURVIVORS

On average, one woman or girl is killed every 2.5 days in Canada. Many more women experience the harmful effects and trauma of gender-based violence. For survivors, moving on from violence can be extremely challenging. YWCA Toronto's December 6 Fund provides interest-free loans of up to \$1,000 so that women can re-establish themselves, and their families, in safety. Funds can be

used to pay rent, cover the cost of movers, new furniture, outstanding bills, or other expenses incurred in the process of setting up a new life.

2019 marked the 30th anniversary of the National Day of Remembrance and Action on Violence Against Women. We continue to honour and remember victims of gender-based violence through the December 6 Fund.

Without access to community supports, many women are not able to escape their abusers. Girls impacted by violence can also access supports through our girls-specific programming and art-therapy services. YWCA Toronto is strongly committed to supporting survivors and ensuring violence-free lives for all girls, women and gender-diverse communities.

**\$3.6 million**  
invested in violence  
against women shelters  
& programs

**197**  
women received  
interest-free loans  
that helped them  
escape violence

**702**  
girls & gender-  
diverse youth  
built confidence  
& became leaders  
at YWCA Camp  
Tapawingo

**165**  
girls became better  
critical thinkers,  
challenging  
sexualized & violent  
media images of  
girls at the Girls'  
Centre



# CONNECTING TO TRADITION

Growing up in a First Nations community on Manitoulin Island, Sarah had always dreamed of living in the city. Moving to Winona's Place a few months ago felt like an important milestone: her first Toronto apartment, her first job as an aesthetician, and her first real taste of independence.

Although Sarah's parents were initially apprehensive about her living alone, they relaxed when they saw the welcoming staff, traditional drumming workshops and tight-knit community at Winona's Place, which

provides housing specifically for Indigenous women and their families. Like most 24-year-olds, Sarah is relishing the excitement of life in the city, and loves exploring Toronto's countless shops and restaurants with her friends. At the same time, she is happy her new home will keep her connected to her Indigenous roots and culture.

*"I'm so glad I found out about Winona's Place. I miss my family but this is the perfect place for me to start my own life."*

SARAH\* | YWCA TORONTO WINONA'S PLACE TENANT

\* This profile is a composite based on real experiences of tenants at Winona's Place.

## YWCA TORONTO BELIEVES SAFE HOUSING IS A FUNDAMENTAL HUMAN RIGHT

More than 110,000 households are waiting for a home in Toronto. This housing crisis means that women and their families are faced with a lack of affordable housing options often leaving them in unsafe situations. The lack of adequate housing disproportionately impacts marginalized communities of Indigenous and racialized women. YWCA Toronto's Irma Brydson Place and Winona's Place make

up one of the largest affordable housing sites in Canada. These buildings provide safe, sustainable, affordable and centrally located permanent housing for women and their children.

Winona's Place includes 50 units dedicated to Indigenous women and their families who reside there. We offer culturally competent programming in collaboration with

Indigenous partners and other community agencies. In 2019, we ran a Cree language group, an Ojibway language group, a group on the Four Sacred Medicines, and an Anishnawbe Health Kitchen. The integration of Indigenous specific programming is essential to our part in meeting the Truth and Reconciliation's Calls to Action.

**\$11.2 million**  
invested in permanent  
housing programs

**934**  
women, gender-  
diverse people,  
youth & children  
live in safe  
affordable housing

**182**  
women &  
gender-diverse  
people received  
specialized mental  
health & addiction  
supports

**50**  
units of affordable  
housing designated  
for Indigenous  
women & gender-  
diverse people

## ACCOMPLISHING GOALS

An experienced software developer, Bilen exudes confidence and passion for her field. However, when she moved to Toronto with her young family in 2016, Bilen initially struggled to find work. Like many new immigrants, she found there was a gap between her qualifications and the Canadian job market.

The Mobile Application Developer program offered Bilen a free opportunity to bridge that gap by upgrading her technical expertise and developing transferrable skills. Undeterred by the gruelling four-hour commute, she signed up, determined

to kick-start her career.

Six months later, Bilen's hard work paid off when she secured her dream job in innovation at a bank. She has since taken on a leadership role, and has her sights set on a PhD.

Bilen still meets regularly with her former classmates, and she speaks at every program graduation. She hopes to inspire other women to launch a career in technology through YWCA Toronto.

*"This program is a stepping stone... the help is there."*



## YWCA TORONTO INVESTS IN A GENDER EQUAL FUTURE

Women are concentrated in precarious, minimum wage jobs that entrap them, and their families, in the vicious cycle of poverty. Newcomer women continue to face a gender wage gap that is racialized and is felt even more deeply as the cost of living rapidly grows in Toronto. For many women, the path out of poverty is paved with skilled jobs

that pay well, offer stability, and include health benefits.

YWCA Toronto is investing in women's economic empowerment through its skilled trades and employment programs. We have partnered up with community colleges to offer evidenced-based, gender-responsive employment modules. In 2019, 75% of our

iOS & Android Mobile Application Developer program graduates obtained a job upon graduation, many of whom had a starting hourly wage of \$45 per hour. We are helping women, particularly newcomer women who face additional employment barriers, reach their full potential in our city.

**\$7.3 million**  
invested in employment  
& skills training

**3,852**  
women & gender-  
diverse people  
in employment &  
training programs  
gained stronger  
economic futures

**1,482**  
women & gender-  
diverse newcomers  
developed job  
readiness skills  
to prepare them  
for the Canadian  
labour market

**541**  
women & gender-  
diverse people  
built business &  
career skills in  
YWCA Toronto's  
social purpose  
enterprise

# PROUD FEMINISTS

YWCA Toronto advocates for substantive gender equality and racial justice.

Our advocacy is driven by the experiences of the communities we serve and the expertise of front-line staff. We work closely with community and coalition partners, including 11 YWCA Member Associations across Ontario, to advance gender equality and racial justice in our city, province and country. We strive towards a society where every woman and child is safe; where access to housing and child care is a right, not a privilege; and, where all girls, women and gender-diverse communities are empowered to advance politically, socially and economically.

To this end, in 2019 we organized a federal election campaign in support of a National Action Plan against gender-based violence, applied an intersectional gender-equity lens to gun violence in our city, and fought to reverse the Transition Child Benefit cut - with success! We also forged new partnerships with the City of Toronto by joining the Equity and Inclusion Advisory Group, as well as the External Advisory Committee on the City of Toronto's housing strategy.



## 2019 ADVOCACY ACHIEVEMENTS

- Produced *The Forgotten Victims of Gun Violence* report. This report incorporates an intersectional gender lens to explore the impacts of gun violence on the women and girls YWCA Toronto serves.
- Launched *The Feminist Edge*, a monthly advocacy-driven e-newsletter.
- Led the call to reverse harmful social assistance cuts including successfully reversing the proposed cut to the Transition Child Benefit.
- Launched a federal election campaign calling for a National Action Plan to address gender-based violence in Canada.
- Organized to ensure the creation of a Gender Equality Office at the City of Toronto.
- Continued to influence policy and legislative change through meetings, submissions, deputations, consultations, coalition work, and media relations.

**59 cents**  
is earned on average  
by a racialized woman  
for every dollar earned  
by their white male  
counterpart in Canada

**\$1,685**  
a month is the  
average cost for  
a licensed infant  
child care spot  
in Toronto

**2.5**  
every 2.5 days  
in Canada a  
woman is killed,  
on average, as a  
result of gender-  
based violence

**6X**  
homicide rates  
for Indigenous  
women & girls are  
approximately 6x  
higher than rates  
for non-Indigenous  
women & girls



# CHAMPION WOMEN

**In 2019, over 500 people across Toronto demonstrated their commitment to social change by joining the YWCA Toronto movement by signing up or generously pledging their support to champion women.**

At the end of the year, we were thrilled to launch YWCA Toronto's first large-scale public awareness and fundraising campaign, *Champion Women*. The campaign was designed to raise the profile of systemic issues affecting women and girls, and increase our capacity to address those issues through philanthropic engagement.

The project commenced in late October with the release of our Safe and Affordable Housing Calculator, an interactive public education tool demonstrating the multiple barriers to housing faced by women in Toronto, and the ways in which YWCA Toronto addresses these barriers.

This was followed by a city-wide, multi-media marketing campaign highlighting the women we serve as champions, and asking the public to champion women.



## PHILANTHROPY AT YWCA TORONTO

The response to the campaign has been positive, and has done so much to bolster our work towards meaningful change for women and girls in our city.

The *Champion Women* campaign was the result of an exciting strategic collaboration between the Philanthropy, and Advocacy and Communications departments, made possible by a four-year federal grant from the Department for Women and Gender Equality.

Spanning diverse media, the campaign included more than 80 TTC posters, large digital screens, banners surrounding our head office on Elm Street, print advertisements in a wide range of publications, and online engagement across social media platforms.

It boosted and mobilized communities in every part of the city where YWCA Toronto provides transformative services, from downtown Toronto to North

York, and from Scarborough to Etobicoke in the east and west, reaching thousands of people and raising over \$55,000 through 250 donations.

Working together over the next three years of the grant, we will continue to amplify women's voices on issues of gender equity, grow our community of dedicated supporters, and optimize our ability to transform the lives of the champion women we serve.

**\$2.6 million**  
donated in 2019

**\$668,182**  
raised at YWCA  
Toronto Women of  
Distinction Awards

**\$626,312**  
collected in  
Gift-in-Kind  
donations

**783**  
volunteers  
contributed 14,761  
hours to help  
transform lives in  
programs across  
the Association



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 resources, and provides leadership and oversight of our strategic plan and initiatives.

OUR STRATEGIC PRIORITIES

- 1. Strengthen awareness of YWCA Toronto, leveraging our credibility & reputation.
- 2. Ensure financial & organizational sustainability.
- 3. Integrate continuous quality improvement in operations & programs.
- 4. Deliver high-impact, life-changing programs for women & girls.
- 5. Align advocacy with mission priorities, supported by program expertise.
- 6. Promote strong governance & employer best practices.

ABSENT Aditi Raina, Barb Keenan, Carlene McCubbin, Christine Tekker, Lee-Anne Kovacs, Pierrette Dosanjh & Sarabeth Holden



YWCA TORONTO BOARD OF DIRECTORS (Left to Right) Vahini Sathiamoorthy, Andrea Dang, Nikita Patel & Tharmini Kuhathasan

FACING PAGE – BACK ROW (Left to Right) Bessy Triantafyllos, Kelly Goldthorpe, Christina Dorey-Gray & Doris Chan

FRONT ROW (Left to Right) Nora Nestor, Brenda Andress & Silvia Jacinto

YWCA TORONTO  
BOARD OF DIRECTORS



OUR VISION

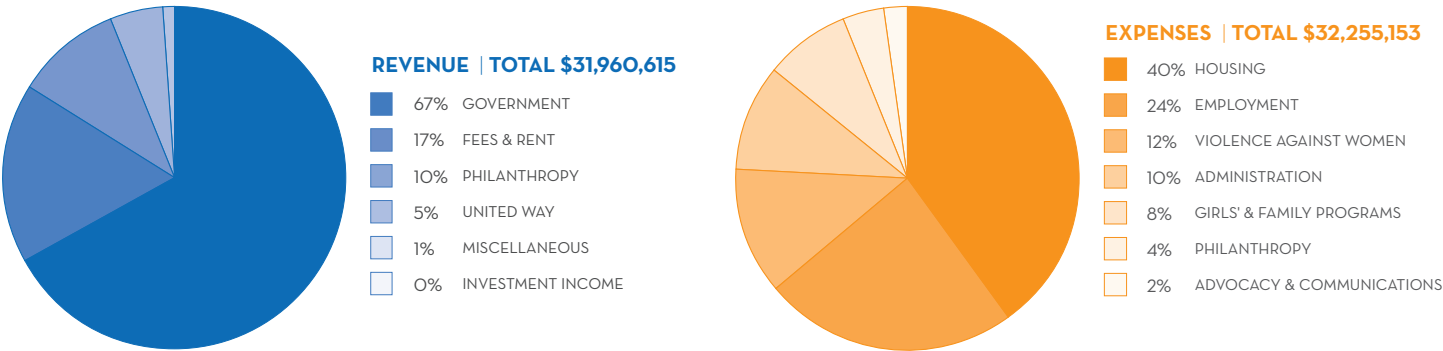
YWCA Toronto will be a leader in transforming the lives of marginalized and disadvantaged women and girls in Toronto.

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.

# 2018 REVENUE & EXPENSES

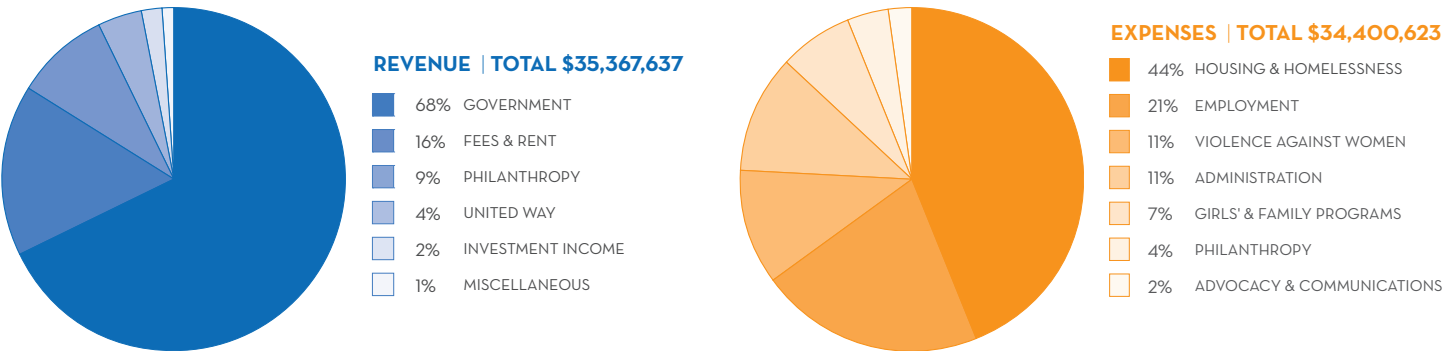
Year ended December 31



DEFICIENCY OF REVENUE OVER EXPENSES FOR THE YEAR **\$79,868\***  
\*2018 DEFICIENCY OF REVENUE OVER EXPENSES INCLUDES THE "GAIN ON SALE OF CAPITAL ASSETS" OF **\$214,670**

# 2019 REVENUE & EXPENSES

Year ended December 31



2019 EXCESS OF REVENUE OVER EXPENSES  
FOR THE YEAR: **\$967,014**

Auditors: Ernst & Young LLP | A full set of Financial Statements is available upon request. Charitable Business #10822 9865 RROO01  
Information filed under the Public Sector Salary Disclosure Act, 1996 is available on the Ministry of Finance website: <http://www.fin.gov.on.ca>.

# 2019 GIVING

## \$100,000+

Anonymous (1)  
Brydson Family  
Ontario Trillium Foundation  
Joan & Robert Wright

## \$50,000+

RBC Foundation

## \$25,000+

Anonymous (1)  
Dan & Carolynne Boivin  
S.M. Clarkson  
Echo Foundation  
The Harry E. Foster  
Charitable Foundation  
The Honourable Margaret McCain  
Margaret Newall,  
in memory of Ted Newall  
Royal LePage Shelter Foundation  
Ryerson University

## \$10,000+

Anonymous (1)  
Maureen Bell  
J.P. Bickell Foundation  
Canadian Western Bank  
Canadian Women's Foundation  
The Catherine &  
Maxwell Meighen Foundation  
The D. H. Gordon Foundation  
Frederick & Douglas Dickson  
Memorial Foundation  
The Goodman Family Foundation  
The Gordon & Ruth Gooder  
Charitable Foundation  
Jerry & Joan Lozinski  
McIntosh Perry  
MFS Investment Management  
Canada Ltd.  
Nancy Ramalho & Jeff Graham  
Royal LePage Real Estate Services Ltd.,  
Johnston & Daniel Division  
Royal LePage Signature Realty  
Tippet Foundation  
Toronto CREW

## \$5,000+

Anonymous (1)  
Anova Fertility & Reproductive Health  
Jill Burgin  
Joan E. Eddy  
Edelman Public Relations Worldwide  
Enterprise Holdings Foundation  
William & Betty Finch Fund at  
the Strategic Charitable  
Giving Foundation  
Sheldon Inwentash & Lynn Factor  
Steven Hilditch & Nikki Yokokura  
Sheryl & David Kerr  
Lindt & Sprungli (Canada) Inc.  
Jan Ruby & Mary Thomson  
Shoppers Drug Mart Life Foundation  
Shum Vourkoutiotis Fund  
at Toronto Foundation  
Catherine Steele  
Strategic Charitable Giving Foundation  
The Toronto Star Fresh Air Fund  
Upper Crust  
Kate & John van Nostrand  
Diane Volgyesi  
Jane Wilson

## \$1,000+

Anonymous (12)  
Suhuyini Abudulai  
Susan Aharan  
Rebecca Ruth Allen & Jeffrey Levitt  
Sally Armstrong  
Simon Ashbourne  
Solange Attwood  
Lindsay Blakely & Anthony Hammill  
Dr. Kristin Blakely-Kozman  
Paul Brehl & Ann Lawson Brehl  
Heather Leckie Bryant Memorial Fund  
Mary Anne Chambers  
Christian Science Society, Scarborough  
CHUM Charitable Foundation  
Brian Clarke  
Clayton Gyotoku Fund  
at Toronto Foundation  
Cloré Canada Inc.  
Collier Fitness & Nutrition  
Crestview Investment Corporation  
Kathy Cunningham  
Donna Dasko  
Ellen Denoon  
Lynn Eakin  
Elementary Teachers' Federation of Ontario  
Elementary Teachers of Toronto

Eric Grundy Sales  
Fidelity Investments  
Lo Fine  
FMAV  
Pinky & Rob Franklin  
Carly Friesen  
Julia Friesen  
Catherine Gagne  
Frances Gallop  
Gandy Charitable Foundation  
Bobbie Gaunt  
Kelly Goldthorpe  
Pam Graham  
John & Judith Grant  
Katherine Gurney  
Chaviva Hosek  
K. M. Hunter Charitable Foundation  
Lucy Iacovelli  
Carol Kaake & John Crouse  
Lisa Kimmel & Steve Schmidt  
Tamara Kinsman-Berry  
Anne Macdonald  
Judith Mandel  
Jeannette Manguiat-Stoecker  
Lorna Marsden  
The MasterCard Foundation  
McCall MacBain Foundation

Mary McDougall Maude  
Joan McGoey & Alan Hardy  
Heather McGregor  
The McLean Foundation  
Ian & Hilary McLean  
Nan McPhun  
Diane McQuaig  
Rishi Mehrotra  
Sharron Mollenhauer  
Mary Pat Moore  
Nancy Moore  
Vanessa Morgan  
Motion Clothing  
Nora Nestor & Alfred Avanesy  
Nordstrom  
Mary Ann O'Rourke  
Sally Palmateer  
Peloton Capital Management Inc.  
PhemPhat Entertainment Group  
Plumpton Hill Professional Corp  
Firoozeh Radjai  
Marli Ramsey  
Linda M. Rapson  
Raschkowan Foundation  
at the Strategic Charitable  
Giving Foundation  
An Richardson



Catherine J. Riggall  
Gail Robinson  
Mark Robson  
Lucille Roch  
Dorothy & Oscar Rogers  
Foundation at Toronto Foundation  
The Rotary Club of Scarborough  
Rotary International  
District 7070 Inc.  
Geoff Rytell  
Aleksandra Sagan  
Barbara Saipe  
Deborah Scott  
Geoffrey B. Scott Memorial Fund  
at Toronto Foundation  
Secord Public School  
Candace Shaw  
Kathryn Shaw & Giovanni Strazzullo  
Annabel Slight  
The Philip Smith Foundation  
St. Andrew's Charitable Foundation  
Andrea Stewart  
Renee Stoute  
Daphne Taras  
TD Securities Underwriting  
Hope Foundation  
Maura Thompson

Toronto Education Workers,  
CUPE Local 4400  
Bessy Triantafyllos  
Tsering Tsomo & Sunil Uppal  
Ranjit Virdee  
Diane Walker  
Lenore Walters  
Carolyn Whittaker  
Beth Wilson

## 2019 YWCA TORONTO WOMEN OF DISTINCTION AWARDS SPONSORS

### PRESENTING

Sun Life Financial

### CHAMPION

Elmwood Spa/Bangkok Garden  
Shoppers Drug Mart  
TD Bank Group

### PATRON

The Globe & Mail  
KPMG LLP  
RBC Royal Bank  
Willis Towers Watson

### TRIBUTE

BMO Financial Group

### FUTURE LEADERS

Morneau Shepell  
Society of United Professionals

### DESSERT SPONSOR

Cidel Asset Management

### OFFICIAL MEDIA SPONSOR

CBC Toronto

## “Home Is Where the Art Is”

Art Auction  
& other donations in support of  
YWCA Toronto 1st Stop Woodlawn

### ART AUCTION

#### SPONSORS (\$1,500+)

Susie & Greg Belton  
Bluboho Inc.  
Chestnut Park Real Estate Ltd.  
Dr. Peter Copp Dentistry  
Professional Corporation  
Diane McQuaig

### ART AUCTION

#### PURCHASERS (\$1,000+)

Susie & Greg Belton  
Jill Burgin  
Sheila Davis  
Eileen Farrow  
Pauline Lee  
Jacquie Martinez  
Diane McQuaig  
Sharron Mollenhauer  
Caroline Murphy  
Deborah Ng  
Glain Roberts-McCabe  
Diane Volgyesi

### ART AUCTION

#### DONATIONS (\$1,000+)

Anonymous (1)  
Eileen Farrow  
Vahan Kololian  
C. M. Odette Philanthropic Foundation  
Helen Vander Hoeven

## GIFT IN KIND (\$1,000+)

Anonymous (1)  
Access Alliance Multicultural Health  
& Community Services  
Adath Israel Synagogue  
David Angelo  
Maria Antoniv  
Aritzia  
Erin Armstrong  
Astellas Pharma Canada Inc.  
Atlas POS  
Basketeers  
Susie & Greg Belton  
Gloria Blatt  
Brands for Canada

Andrew Cheddie Sookrah  
CHUM Charitable Foundation  
City of Toronto - Revenue Services,  
Assessment Review & Analysis  
Cloré Canada Inc.  
Edelman Public Relations Worldwide  
Liz Falconer  
The Food Dudes Inc.

Jack Gilbert  
Griffith Foods  
Julia Hacker  
Ashley Holzer  
Susie Hurst  
Alexander Irving  
J. Crew Vancouver  
Tosh Jeffery  
Nicole Katsuras  
Kids Up Front  
Kiki Fine Art  
Lindt & Sprungli (Canada) Inc.  
Louis Interiors Inc.  
Morag MacGougan  
Indrani Margolin  
Pennie Mathers  
Pamela Mayhew  
McMillan LLP  
Na'amat Canada (Toronto)

The National Ballet of Canada  
Northlea Elementary  
& Middle School  
Pamelajeau Phair  
Rundi Phelan  
Alexander Robinson  
Royal Ontario Museum  
Maha Sadat  
Shoebox Project  
Shoppers Drug Mart  
Simplii Financial  
Florence Solis  
Spark Ideas Inc.  
Tarragon Theatre  
Telus  
Toronto Wolverines A (2005)  
Cindy Torrisson  
Yasmin Virani, Hussein Virani  
& Laiq Siddiqui  
Weishaupt Design Group  
Tracey Williams

## MONARCH SOCIETY

Anonymous (3)  
Zanana Akande  
Dr. Kristin Blakely-Kozman  
Ellen K. Campbell  
Sarah Corman  
Debbie Dykes  
Nancy Foster  
Julia Haylock  
Martine Johnson  
Julie Y. Lee  
Joan H. McMillan  
Jannie Mills  
Mary Pat Moore  
Janice Moro  
Lorna Pike  
Marli Ramsey  
Catherine J. Riggall  
Marilyn A. Robertson  
Gail Robinson  
Jeanne Rowles  
Andrea Stewart  
The late Lloyd David Smith  
Beverly Stager  
Poopak Samimi

Vera Ingrid Tarman & Cathy Schwartz  
Marilda L. Tselepis  
The late John Henry Williams

## FUNDERS

### CITY OF TORONTO

Children's Services  
Employment & Social Services  
Services for Children With Extra  
Support Needs  
Shelter, Support & Housing Administration  
Social Housing Unit  
Supports to Daily Living Program

### GOVERNMENT OF CANADA

Employment & Social Development Canada –  
Office of Literacy & Essential Skills  
Immigration, Refugees & Citizenship Canada  
Public Health Agency of Canada  
Service Canada – Program Delivery Branch,  
Ontario Region  
Women & Gender Equality Canada

### PROVINCE OF ONTARIO

Ministry of Children, Community  
& Social Services  
Ministry of Education  
Ministry of Health & Long-Term Care  
Ministry of Labour, Training &  
Skills Development  
Ministry of Municipal Affairs & Housing  
Toronto Central Local Health Integration  
Network (TC-LHIN)  
United Way Greater Toronto

## PARTNERS

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Barbra Schlifer Commemorative Clinic  
Centennial College  
Centre of Excellence for Women's Health  
Community YWCA Muskoka  
Daily Bread Food Bank  
University of Guelph / Humber  
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Seneca College  
Wigwamen  
Women's College Hospital

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YWCA Metro Vancouver  
YWCA Moncton  
YWCA Saskatoon  
YWCA St. John's  
YWCA Thompson  
YWCA/Y des Femmes Montreal

## COALITIONS

Ontario Association of Interval &  
Transition Houses (OAITH)  
Ontario Coalition for Better Child Care  
Ontario Council of Agencies Serving  
Immigrants (OCASI)  
Ontario Network of Employment Skills  
Training Projects (ONESTEP)  
Ontario Non-Profit Housing  
Association (ONPHA)  
Ontario Non-Profit Network (ONN)  
Social Planning Toronto

### CREATIVE DESIGN & PRODUCTION

Kim Quashie

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Light Monkey (Pages: 15 & 16)

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Ella Mazur

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