



Action Plan Updates / Annual Reports 2021-2022

CFUW Board of Directors, Regional Directors,
Committee Chairs and National Office

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Board of Directors

Kathryn Wilkinson

National President

When I assumed the position of National President in June 2020, none of us could have foreseen the challenges we would face over the next two years as individuals, as an organisation, and on a global scale. Many of you will be familiar with the story of Chicken Little – an acorn falls on her head and she is convinced that the sky is falling in. When the pandemic was declared in March 2021, I felt a bit like Chicken Little – was the sky going to fall in and how, if at all, would CFUW weather the storm? In the past two years, we have certainly adapted and, I think, evolved as an organisation and for our 2022 Annual General Meeting we have chosen the theme of: Reconciliation; Revitalization; Renewal. I wonder if we should have added a fourth ‘R’ – Resilience - as I believe the resilience, we have demonstrated in the past two years has put us in a good position to move forward as a movement of influence in support of women and girls locally, nationally, and internationally.

In February 2021, after much debate, we adopted a new strategic plan that is intended as a way forward for CFUW. The timing could not have been worse, but I think there are silver linings to Covid. One is that we were all forced to stay at home and curtail or adapt many of our activities and we had time to reflect on what really matters. The plans and activities of our committees reflect the new plan. The national president is a de facto member of all CFUW committees other than nominations so, as you might expect, I have spent a lot of time on Zoom and cannot imagine how I would have done that had we not been in lockdown for over half of my period in office! But being part of the committees and seeing the work that is done has given me an insight into the multiple things that are happening in the organization.

When I came into office in June 2020, CFUW had just completed a mediation process around the conflict between Clubs wishing to support GWI and those who did not wish to do so. In December 2020, the Board made a decision to allow Clubs to elect to support GWI or to opt out. This was recognized as not being a perfect solution, but it was a compromise for promoting reconciliation. I feel that the past 18 months have been a period of relative peace in our organization, allowing us to focus on what it is that we want to do to remain a strong voice for women. One of the key recommendations of the report was the establishment of a communication strategy to improve internal communication around the issue of our membership in GWI. The committee was established as a special committee of the Board for one year that was then extended for a second year with an expanded mandate. I count the work of the Communication Committee as one of the major successes of this biennium and it is my hope that the incoming Board will make this a permanent standing committee. I have

spent a lot of my time answering emails and phone calls and these contacts have allowed me to interact directly with individual members. The challenge perhaps is to get the same message to all members. We now have 3500+ individual subscribers to our email distribution list - so over half of our members - but ideally all members would subscribe. We have probably all played 'Telephone' and know how messages can become confused. I have attempted through my communication, for example in the President's Message, to share our initiatives, update our news and answer member questions. To increase opportunities for participation, any webinars or zoom meetings dealing with controversial topics or topics of wide general interest are now offered twice during the same period, one in the evening mid-week and again at mid-day on the weekend. I have tried to follow the activities of the Clubs through club newsletters and social media posts. It's very easy to follow clubs on Facebook and the posts and sharing of posts have increased exponentially over the past two years. Clubs have been asked to share screenshots of their Facebook pages or posts for our Social Evening on the Friday of the AGM. A few years ago, at in-person AGMs, delegates would carry club banners that were hung (often with difficulty) in the meeting room. If our social media posts are any indication, many clubs are feeling revitalised and actively looking to promote CFUW and recruit new members by advertising their activities. Some of the workshops for the AGM will be offered in September and one of these will be a workshop on using social media hosted by two of our younger members. What a perfect segue to talking about membership!

CFUW has an aging demographic, and, like many service organisations, we face challenges in recruiting a younger, more diverse demographic that reflects Canadian society in 2022. At the same time, we must respect the wishes of those of our members who are long-term supporters of CFUW. We have a very strong advocacy voice and I have been pleased to sign letters to government and in support of other organisations for issues as diverse as Early Learning and Childcare, Gun Control, Sexual Harassment in the Military, Afghanistan, the Ukraine, Long Term Care and Elder Care, Indigenous Persons, and more. Many of our clubs are also active in local advocacy. Goal 1 of the Strategic Plan is: Advancement of the status of women, human rights and the common good locally, nationally, and internationally through effective mission focused advocacy. Goal 5 is: Recognition of CFUW's ongoing and significant contributions to Canadian society and support for women. CFUW is known as a movement of influence. In order to achieve these goals, we need members. We also need financial independence and stability to ensure our voice and grow our influence (Goal 6). If every person in CFUW recruited just one member, we would exceed our 2002 numbers of 10,108.

This year, we moved premises to the more affordable Hub in Ottawa. We also sought external funding to replace the government grant for pay equity work but have had no success to date. It is a competitive field and I believe our chances of success would be improved if we could demonstrate that we are truly an organization committed to revitalization, renewal, and rebuilding - yet another 'R'! If current plans come to pass, I think we may be on the way to demonstrating that.

A year ago, CFUW applied for charitable status to establish a Leadership Institute. Currently, there are three of us named as directors of the Institute, Doris Mae Oulton, past CFUW president, our executive director Robin Jackson and me. We are working with a volunteer consultant to establish the bylaws, articles of incorporation, vision/mission and strategic plan for an institute whose aim is to provide women with the skills, education and confidence they need to reach their potential and assume leadership positions in society. The institute will also advance education by providing leadership- and employment-related training to women thus building on our pay equity work. We also have plans to launch a Young Working Women's On-line Network with an initial event in the fall and also the launch of our Mentorship Program. Many current CFUW members joined the organisation as young women and the Leadership Institute, Young Working Women's Network and mentorship should introduce CFUW to a younger and more diverse audience.

CFUW is also undertaking a Visual Identity or rebranding project in conjunction with consultants, KiK. The timing of this project has been problematic; I had hoped that we would be able to make an announcement by the AGM that the branding process was complete and that we were moving on to implementation. Unfortunately, time does sometimes run out on us. As we began the process, it was evident that many members considered that our name is a challenge, so the rebranding project was halted to allow us to address the 'elephant in the room' – our name. An extensive report has been compiled and published in Club Action News and members are encouraged over the summer to share the materials and their thoughts and ideas with fellow CFUW members.

There is so much more that I could say but I have done a lot of reflection as I have compiled this report. What do I really want to say and what do you as a member want to hear? Serving as the CFUW National President has been an honour, a privilege, and an incredibly steep learning curve. I am humbled when I read the biographies of many of my predecessors who really were trail blazers. I could not have fulfilled my duties (I sincerely hope that I have) without the support of the Board, committee chairs and members, our Regional Directors, our Parliamentarian Beth Haynes, the National Office staff, and especially our ED, Robin Jackson. It has also been my privilege to serve as a trustee for the CFUW Charitable Trust and I am delighted that going forward we will no longer be charging our fellowship applicants as we have moved our application system to Universities Canada. I have also been a member of the GWI BRPID (Bina Roy Projects in Development). This past cycle was postponed as the pandemic halted or slowed a number of the projects but as restrictions are lifted, projects are being resumed. I encourage all members to read the report on the projects here - <https://graduatewomen.org/what-we-do/projects/brpid-project/>.

CFUW is facing some challenges, but we have a long history of which we can be proud. In the past two years, like many of you, I have missed the opportunity to meet face to face. Initially, it was hoped that we would hold an in-person or possibly a hybrid AGM this August but a survey of clubs showed a reluctance by delegates to attend in-person so this will be the third virtual AGM in succession. I may not have enjoyed the experience of past presidents who had the opportunity to travel to clubs across the country, but I have enjoyed meeting many of you on our many zoom calls and webinars and it was very special to be able to attend the BC AGM this past May in Kelowna and the 100th Birthday Party for CFUW St. Catharines – both live events. Some Clubs are beginning to resume in-person meetings, but I hope that we will keep the best of the pandemic and continue to share club activities, to meet from coast to coast to coast on Zoom calls and webinars. We are 103 years young.

Barbara DuMoulin

V.P. British Columbia

1. Advancement of the status of women, human rights and the common good locally, nationally, and internationally through effective mission focused advocacy.
 - a. Locally and provincially, as President of BC Council, attended all BC Advocacy meetings, as President advocated for seniors' rights, childcare, kinship care, ageing out of foster care, free contraceptives, and the opioid crisis
 - b. Local > International, my club, CFUW SSI, partnered with the Commonwealth Girls Education Fund (CGEF) to sponsor girls for their secondary education and donated over \$7000 to support the CGEF organization during the pandemic
 - c. Nationally – supported and attended the LTC study group, advocacy meetings, all board and committee meetings that I am either a member of or chair (HR) and all National AGM planning sessions
 - d. International Advocacy – Participated in the CaMeUs meetings, discussion, and planning for CSW66 parallel event
 - e. Attended CSW66 as a delegate
 - f. As Communication chair of the Canada GWI club participated in NFA meet and greets
2. Promotion of women as leaders and decision-makers socially, economically, and politically.
 - a. Held zoom meetings with BC club presidents and attended regional gathering where leadership and succession were issues discussed

- b. Encouraged advocacy through letter writing and meetings with MLAs and MPs
 - c. Supported my BC Council board members in their leadership roles and worked with and supported the Kelowna LAC organizing the BC Council AGM
- 3. Support of public education in Canada, advanced study and research by women, and a sound concept of lifelong learning.
 - a. Supported clubs in BC in encouraging diverse fundraising for Scholarships and Bursaries
 - b. Encouraged a range of scholarships and bursaries (IP, mature women returning, trades, etc.)
 - c. As BC Council president –
 - i. encouraged sharing amongst clubs of speakers (lifelong education) on the Zoom platform
 - ii. hosted speakers, and CFUW BC Council AGM
- 4. Diverse, vibrant, and committed membership based on cooperation, networking, support and understanding.
 - a. Encouraged clubs to share speakers through the Zoom platform
 - b. Encouraged greater interaction with Indigenous people and supported campaigns against Violence against Women especially red dress campaigns
 - c. Encouraged, supported and respected BC Council chairs to work together and with other organizations on shared concerns (no micro-management)
- 5. Recognition of CFUW's ongoing and significant contributions to Canadian society and support for women/ CFUW known as a movement of influence
 - a. Encouraged clubs to share newsletters both provincially and nationally and with the press
 - b. Part of Admin for the public national CFUW Facebook page
 - c. Regularly post to the CFUW BC Council FB
 - d. Facebook Admin for Canada GWI club
 - e. Facebook admin for my local club
 - f. As a member of the CaMeUs collaboration created and administer the CaMeUs FB page.
- 6. Financial independence and stability to ensure our voice and grow our influence.
 - a. Increased the contingency fund for BC Council with a financially successful in person AGM (over \$3000); encouraged attendees to contribute to the Charitable Trust (\$1125)
 - b. Encouraged diverse methods of fundraising for clubs

- c. Stability – as chair of HR, and as acting President and a board member reviewed Office staff contracts and participated in discussions of the budget.

Victoria Grabb

V.P. Prairies

I attended all Saskatchewan and Alberta Regional Council meetings to which I was invited. There is no longer a Manitoba region.

Clubs in the Prairies are engaged in scholarship and/or bursary programs. These activities support goal number three.

In addition, they are advocates for issues of concern to women – childcare, health care, elder care, the environment. These activities support goal number one.

Notwithstanding the pandemic, clubs have continued to meet virtually and are beginning to return to in-person meetings.

The pandemic has provided the opportunity for greater connection between club and individual club members through Zoom meetings. This has supported goal number four.

A number of clubs have sought to support goal number five by communicating the activities of CFUW in their local communities.

Some club meeting speakers have been women engaged in leadership roles, which supports goal number two.

Heather Lewis

V.P. Ontario

At the start of this year, I was optimistic that I would be able to meet with Ontario Club members in person, especially since there were initial plans for a National AGM in Hamilton and an Ontario Council AGM in Kitchener-Waterloo. COVID, however, pre-empted the in-person meeting plans. I attended all the Zoom Ontario Council Speaker Series meetings and the May AGM for Ontario Council.

I communicated regularly with the Ontario RDs by Zoom, email and phone. I also attended all the National RD Zoom meetings. Zoom technology helped the RDs stay in touch with their Clubs, and they supported them well. Clubs also cooperated creatively by arranging regional Zoom events. It was interesting to see that environmental issues were highlighted by many Clubs this year. Advocacy and fund-raising for scholarships

continued even in these challenging times. Some Clubs engaged in information sessions of various kinds before the Provincial election. Throughout the year I reached out to the Ontario Presidents by email and responded to questions for information by email and phone.

There were milestone Club Anniversaries: Kitchener-Waterloo, 100 years; CFUW Peterborough, 85 years; CFUW Etobicoke, 70 years; CFUW Aurora-Newmarket, 65 years; CFUW Burlington, 65 years; CFUW Renfrew, 65 years; CFUW Milton, 60 years and CFUW North Toronto 45 years. Congratulations!

In my capacity as Chair of the CFUW National Governance Committee, I was able to provide some leadership tools to the Ontario Clubs as well as to those across the country.

I note that an Eastern Ontario Regional Gathering and a CFUW Southwest Ontario Regional Gathering are planned for September, so there is again hope that some larger in-person meetings will be possible in the coming year.

Judy Hopps

V.P. Quebec

Membership:

- 6 active clubs (4 English language and 2 French language)
- 423 members; an increase of 23 from 2021 or 6% increase
- Clubs are reporting that they have had modest increases with some new members plus a few returning members now that face-to-face meetings on the increase.
- All clubs have embraced the use of Zoom to continue holding regular meetings with speakers, with one club able to hold all but one of its general meetings in-person.
- Quebec Council paid tribute to Dre Suzanne Lemire at their AGM. Suzanne, a long-time member and a driving force for the AFDU Quebec Club, passed away in March 2022.

Public Profile:

- Quebec clubs continue their outreach primarily through their Facebook pages which provides high visibility for their clubs.
- AFDU Quebec uses its awards evening to promote the club by inviting deans of faculties at Laval, government officials, donors as well as the recipients and their families and friends. They also distribute a press release about the evening. Sherbrooke & District published their award winners in their local newspaper.
- A number of the clubs have supported public events, as Covid allowed.

Advocacy:

- This year the Standing Committee on Advocacy continued its work with representation from 4 clubs. The committee promoted the cause of climate change to the Quebec government. Together with the Provincial Council of Women of Quebec, we sent letters to the Premier of Quebec, the Ministers of Environment and Climate Change, Health and Social Services, Public Safety and all other party leaders, asking that greenhouse gas reduction targets for 2030 and 2050 be enshrined in the Environment Quality Act. We have received acknowledgements of receipt.
- The Committee challenged members of 6 clubs to calculate their ecological footprint and held a friendly challenge with the club with the most participants receiving a cake to celebrate their participation.
- Earth Day Walk – Clean up– Inspired by the success of the walk to Kabul activity with our members, each member of the committee (4 clubs represented) organized a local walk and/or cleanup in the week of April 18 to 22, 2022.
- We were pleased to learn, in November 2021 and at the unveiling of the "Plan to Implement the Necessary Changes in Health" in March 2022, that the Ministry of Health and Social Services is working to increase the frequency of inspections in CHSLDs. If we are not satisfied with the Ministry's progress near the elections, we will take further action on this issue.
- The Chair participated in the GWI webinar on Elder Care as well as the CFUW Think Tank on Climate Change and the Post COP26 Townhall.
- Clubs continue with their local advocacy projects ranging from Women's shelters, Christmas baskets, community outreach, support for immigrants, MLUWC participated in a walk to support Indigenous children lost to the residential school system., and AFDU Quebec promoted and signed the Manifesto for Women in STEM.
- Our AGM speaker this year was Chief Sky Deer, the first women elected to the position of grand chief of the Mohawk Council of Kahnawake.

Scholarships:

- All clubs continue to support scholarship and bursary programs in their region. A total of \$106,000 was provided by our clubs towards education.
- All clubs allocate bursaries and scholarships to CEGEP and university students, and AFDU Québec, South Shore University Women's Club and Sherbrooke & District include Indigenous students. Sherbrooke & District also support bursaries at the local Vocational school and provide leadership awards at all four regional high schools. Montreal Lakeshore University Women's Club also gives bursaries for continuing education students at both English and French School Boards,

- Provincial Council continues to collect \$2/members for future projects, that may include bursaries.
- A \$1,000 donation to AFDU Quebec's Foundation from Quebec Council was made in memory of Dre. Suzanne Lemire. The Foundation will award a one-time scholarship to an Indigenous student in 2023 in her name.
- Clubs continued to be challenged to hold their regular fund-raising events due to Covid.

Sustainability:

- Clubs continue to have difficulty attracting members to take on executive positions within their clubs with some clubs going to a co-president format. One club shared the presidency role amongst 3 members, each taking a 4 month turn as President
- Clubs continue to use various methods to attract new members, especially younger members to sustain their clubs. For example, MLSUWC has a strong networking program open to working women and have had success at attracting some to join their club.
- Some clubs have added a GWI Liaison person to their Executive Committees to assist members in learning more about the work of GWI.
- Given Covid restrictions this past year, the Clubs continue to make good use of Zoom with interesting speakers
- Quebec Council has filled all its Executive positions with the exception of a Regional Director, French.

I would like to thank all Quebec Club Presidents for their work in sustaining and continuing to grow your clubs during this challenging period in our history.

Janet Willwerth

V.P. Atlantic

This last year (2021-2022) started out with continuing COVID 19 pandemic restrictions, which did not ease until this Spring. This has meant that most clubs were not able to meet in person for the much of the year. Zoom remained the meeting venue for a number of clubs, while some were able to have smaller in-person gatherings. As restrictions gradually are lifted, there is optimism that in-person meetings can fully resume in the Fall.

I was pleased to be able to attend several Atlantic Club meetings by Zoom. One of the disappointments in the last two years has been the inability to travel to meet the Atlantic club members in person. This has always been very enjoyable and important in maintaining contact and getting to know our individual members and the achievements and challenges that each club has.

The Atlantic Regional Council Annual General Meeting was held again by Zoom this year. Although we had an excellent registration from all clubs, only about half of the registrants were able to attend because of issues with the use of one of the National Zoom accounts. It was disappointing for our members and our speakers, who gave their time to educate us about their use of the Library and Creative Arts Awards. We are looking forward to an in-person gathering next year hosted by CFUW Charlottetown.

Membership

Unfortunately, our overall membership in the Atlantic Region has fallen. We stand now at 249 members, down from 282 last year, a decline of about 12%. This is a smaller decline than last year, but still disappointing. The reasons for this are varied, but generally have to do with an aging demographic and the inability to have in-person meetings. Although some clubs have had visitors attend Zoom meetings it is not an ideal way to recruit new members. On the other hand, the clubs that have embraced Zoom technology have overcome some barriers to member participation at meetings, such as bad weather or reluctance to drive to events. We have traditionally found that new members are best recruited through personal contact and the ability to meet potential new members in various social settings has not been available until quite recently. We hope that the removal of COVID restrictions allowing for unlimited in-person gatherings will again allow for active member recruitment.

Fundraising for scholarships has been a challenge in the Atlantic Region as it has been across the country because of the inability to host fundraising events that involve the general public. That said, several of our clubs that hold fundraising book sales were able to host them this year as pandemic restrictions eased. Clubs have been able to adapt to health protocols in managing these events. Because a significant number of our clubs' scholarships are endowed, most clubs were able to continue to offer scholarships to young women at various stages of their academic careers. We all look forward to returning to a time that these funds can be augmented through fundraising events. These events also build cohesiveness within the club membership and most look forward to being able to fully resume.

The Atlantic Regional Council has not traditionally carried out **advocacy** as a council, because of the complications of dealing with four separate provincial governments with four different sets of legislation and policies.

However, clubs do carry on advocacy within their jurisdictions. Clubs have continued to educate themselves through speaker programs on local and national issues. We have been able to invite outside speakers to meet with us over zoom on topics such as reform of immigration detention and pay equity. Looking at the speaker programs of the Atlantic clubs shows that there is a lot of interest in national initiatives and strategic goals, such as indigenous issues, environmental concerns, and women in leadership. Hopefully the return of in-person meetings will still allow for regional zoom events to

take place. Both in-person and These gatherings do raise awareness on important topics, which leads to advocacy action by various clubs.

Sustainability continues to be an issue region-wide. There are two clubs that have been considering whether their future is viable. We hope that moving to a more “normal” society will assist them as we resume in-person events. We also hope to recruit two new Regional Directors for the Atlantic area.

As this will be my last report as Atlantic Vice-President, I wish to say how much I have enjoyed my time on the Board, and wish to thank the Atlantic Regional Directors, the Atlantic Regional Council Executive, and our members across the Region for their support. Thanks also to National Office staff for their continued assistance and support.

Beverly Rhodes

V.P Finance

See Business and Finance Booklet.

Jeannette Mergens

V.P. Advocacy

My sincere thank you goes to our committee and subcommittee members and guests who contributed to our advocacy work throughout the year. Thank you, also, to Charlotte Akins, our National Office Advocacy Coordinator, who hosted our ZOOM meetings and prepared many materials for club use and Federal Government attention.

Mandate

BOARD Goal 1: Advancement of the status of women, human rights and the common good locally, nationally, and internationally through effective mission-focused advocacy. The National Priorities are:

- **Early Learning and Child Care:** Advocate with decision policy makers to increase number of childcare spots; ensure well- funded childcare with reduction of fees.
- **Gender Based Violence:** Carry out December 6 and 16 Days of Action projects and raise awareness of Gender Based Violence
- **Indigenous Peoples Rights:** Determine which recommendations of the Truth & Reconciliation Commission and the MMIWG Commission CFUW will advance in its work and work to advance those recommendations

- **Climate Change and the Environment:** Work to ensure that Canada adopts the recommendations of the Paris Accord on Climate Change
- **Pay Equity:** With grant funding received from federal government, deliver workshops in selected provinces on pay equity and build awareness on Sustainable Development Goals #5 – gender equality and #8- decent work and economic growth.
- **Build and maintain relations** with federal elected officials, departments and parliamentary committees on Sustainable Development Goals #4 (Quality Education), #5 (Gender Equality), #8 (Decent Work and Economic Growth), #13 (Climate Action) and #16 (Peace, Justice and Strong Institutions)
- **Liaise with international organizations** advocating for women's issues (e.g., GWI, NFAs, IAW, UNCSW, UNHCR)

Meetings

2021- October 01, October 29

2022 – January 28, February 25, March 25, April 29, and a meeting scheduled for June 24

VP Advocacy attended additional meetings:

Some International Relations Committee including MOU
Education Committee
Resolutions Committee
Indigenous Peoples Committee
Regional Directors Committee
CAMEUS (Canada, Mexico, United States)
Long Term Care Study Group

The VP Advocacy Year: ably assisted by the National Advocacy Coordinator

In early October the **Action Package for 2021 policies** were sent out, as prepared by Charlotte. These policies included:

- Canada's Opioid Crisis
- Single use plastics and plastic packaging
- Right to repair for large household appliances
- Post-pandemic recovery for women

The National CFUW Strategic Plan and its specific Vision, Mission and Goals were circulated, with Advocacy being Goal #1.

The policy Book Review Committee revamped all the Advocacy 101 documents and had them updated on the website. As well, in their review of the current policy book, the committee

identified 44 policies that they felt could be removed from the active policy book to a historical book. This move has to be voted on by the membership, so the Advocacy Committee sent two resolutions forward for consideration at the 2022 Policy Session regarding removing these policies from the active policy book to a historical book.

The Environment and Climate Change Subcommittee was busy with COP26 - presenting the findings from the event in two Town Halls to the general membership in November, with suggestions for action to move the agenda forward. They also prepared a written submission for UNCSW66, the theme of which was the impact of Climate Change on women and girls.

The WHO DOES WHAT document was much discussed in each meeting of the Standing Committee as it was word smithed to ensure clarity and common feeling across regions. Final copy was posted to the Member Website in April 2022.

In November 2021, the **16 Days of Activism against Gender Based Violence** Toolkit was released by Charlotte. On November 3, a Think Tank inviting Clubs to discuss what they were planning for the 16 Days was hosted by Audrey Hobbs-Johnson and Charlotte Akin to help crowd source ideas among clubs for the events. Additionally, a webinar on Sexual Assault Violence Prevention Response was offered to the general membership by Courage to Act during the second week of the 16 days.

Relationship building with Federal Ministers - Upon being named to Cabinet, Charlotte wrote Welcome letters to Marci Ien the new Minister for Status of Women, and Karina Gould, Minister for Child Care and received replies from their offices. It might also prove worthy, in future, to write to Steven Guilbault Minister of Climate Change and Environment; Carolyn Bennett, Associate Minister of Mental Health and Addictions; and any other minister associated with our recent policies.

Pay Equity: Mackenzie held workshops at universities on Salary Negotiations - tips and raising awareness for achieving goals - over 500 attended. Also ran Train trainers' sessions. Now starting to work with care workers - PSWs, Child Care workers. Capstone was a national event inviting key speakers to present on issues related to achieving Pay Equity. Charlotte submitted a brief regarding a federal bill on employment equity

UNCSW66 - The challenge is finding a way to engage with governments, NGOs, UN Women all year long and keep momentum going; also involving Civil Society Organizations who are not in our choir. The message from others is that CFUW is an umbrella group and that is strength, but we must build partnerships to create bandwidth for our work e.g., Business & Professional Women.

Web Site - A Webinar on the Tools available for Advocacy that can be found on the Website - Advocacy 101 - will be produced and presented in the early part of the 2022 biennium. It will be aimed at Advocacy Committee members in Clubs across regions.

GWI Resolutions - 5 will go forward to GWI for November 2022 Triennial. These include:

- two on Environment and Climate Change,
- one on post-pandemic recovery for women and girls,
- one on single use plastics,
- one on violence against women in politics.

Two of the resolutions are from 2022 and will depend on the approval of the membership before being put forward for the GWI Triennial. IF they are not approved by the membership they will not be sent forward.

Note: If you are interested in joining the Standing Committee or one of the Subcommittees, please fill out the form for expressing your interest which can be found in the April 14 and 25, 2022 Club Action Newsletters. Further invitations will be sent out in and around the AGM, if you want to have more time to consider joining. As well as the Policy Review and Environment and Climate Change Subcommittees, there is a Status of Women and Human Rights Subcommittee that needs to be set in motion. I encourage you to submit your name if you are interested.

Lynne Kent

V.P. Membership

Introduction:

The pandemic presented challenges for many of our members, and some found the technology too much to manage such that they questioned their continued membership. We also saw many clubs rise to the challenge and find new ways of work that increased their participation levels and even their fundraising results.

With this awareness in mind, we identified the theme for this year's work as 'Embracing a Changing World' with the intent of honouring the different realities within our membership and exploring new ways to meet the differing needs.

Based on the 2021 Strategic Goals, the Membership Committee developed an Action Plan for September 2021-August 2022. The focus of the Action Plan was on support to clubs in profiling and marketing CFUW to encourage recruitment and in building a strong sense of belonging to encourage retention.

I would like to thank committee members Amy MacLeod, Lizz Wilfert, Patricia DuVal, Judy Hopps, Kathryn Wilkinson, along with our staff support from Robin Jackson and Brittany Sagriff for their insights and extensive contributions to the work of this committee.

Action Plan 2021-2022 and Outcomes Achieved:

1. Reviewed the 2021 Spring Dialogue Sessions and the 40-60 age group interviews to identify a key focus for membership development in 2021-2022 > profile and marketing CFUW in Community.
2. Created a theme for the 2021-2022 > 'Embracing a Changing World'
3. Developed an Action Plan for 2021-2022 based on the theme.
4. Announced the launch of 'Embracing a Changing World' campaign to Club Presidents, Membership Chairs, CFUW Liaisons, Regional VPs, and Regional Directors with an invitation to participate.
5. Updated the Membership Committee Strategic Plan in line with the 2021 CFUW Strategic Plan.
6. Prepared and distributed a fall 2021 and spring 2022 Membership Matters Newsletter focused on tools for success shared by clubs & members in the 2021 spring dialogues.
7. Updated the Membership toolkit for the website with marketing tools, succession planning & tools for relationship development with local universities as per CFUW Strategic Plan.
8. Followed up with Charlottetown new president, Valerie Campbell, with additional tools & resources as per the pilot project for supporting clubs at risk.
9. Hosted a meeting of E-Club members to inform them of membership benefits and identify their interest in areas of participation in CFUW.
10. The terms of reference and a list of potential Ambassadors was developed for use by the Membership Committee and shared in the 2022 summer Membership Matters Newsletter.
11. Developed & shared tools to promote our organizations > link to CFUW & GWI promotional materials in spring MM Newsletter and posted on the website. Link to 2021 At-a-Glance Report in summer MM Newsletter. Encouraged their use for recruiting purposes in the summer MM Newsletter.
12. Seek ways to increase CFUW's Public Profile with National Media – this was referred to National Office. C. Akin and K. Wilkinson would review and update the media list.
13. To build a sense of pride within our membership we shared success stories of clubs in our newsletters and encouraged peer to peer support within CFUW membership.
14. Collaborated with the CFUW Communications Committee to host a webinar 'Marketing and Recruitment on February 26th & 28th. About 100 members participated. The power point is on the website and the recording is available on the CFUW YouTube channel.
15. Held 10 dialogue sessions with clubs in spring 2022 to bring members together to learn from each other and support individual club needs. The information gleaned was summarized, sent to the participants, and included in the summer Membership Matters news.
16. Developed a workshop for the CFUW AGM on how to engage student volunteers to assist with organizational needs and to provide an overview of the updated CFUW Membership toolkit.

17. Presented the Membership Committee Awards at the CFUW AGM

Recommendations for 2022-2023:

1. Continue to produce 2-3 Membership Matters Newsletters per year. Add a section for national & international news.
2. Deliver one-page profile on the VP Membership to outline plans, actions and impacts of the Portfolio and send to membership once or twice per year – suggested timeframe – November/December and February/March.
3. Create an annual membership recruitment campaign with a theme based on learnings from the previous spring dialogues to address the needs of our clubs.
4. Share with and encourage clubs in implementing a marketing campaign developed by National for growing CFUW influence and membership locally.
5. Encourage Clubs to meet with their federal, provincial and municipal politicians once per year to make them aware of CFUW and its work. It is suggested that the CFUW advocacy package on resolutions from the AGM be shared with them as an opportunity to request a meeting.
6. Continue to encourage building a sense of pride – use stories about CFUW to promote awareness of our work in community.
7. Encourage the purchase of copies of **Our 100 Years** to gift to the local library, university/college libraries, women's studies programs, and/or guest speakers. Also see the 2021 At-a-Glance Report on the website to promote our work to the public.
8. Continue hosting spring dialogue sessions for clubs to meet to support each other, encourage recruitment of new members and grow their sense of belonging to a national movement.
9. Encourage and assist clubs in adopting and implementing the new branding.

Joy Hurst

V.P. International Relations

The activity of the VP International (IR), the International Relations (IR) committee and the National Advocacy Coordinator have contributed to the advancement of the status of women through mission focused advocacy and engaging a diverse network of women within CFUW who have worked collaboratively to contribute to CFUW's movement of influence.

Tools of formal advocacy at the national and international level were primarily written United Nations statements, namely: a Joint statement with GWI (Graduate Women International) for the Human Rights Council promoting increased domestic spending to mitigate the impact of COVID-19 on Education, CFUW's statement submitted for United Nations Commission on the Status of Women (UNCSW66) and CFUW submission to Government of Canada, responding to the UNCSW66 draft zero conclusions. The UN

Women's Forum on UNCSW66 was attended by VP IR and other members of the IR committee.

- Representing CFUW, Grace Hollett consultant to the IR committee attended and participated in the **Canadian Council for Refugees Fall 2021 consultation**.
- **International Day of Education and World Refugee Day** were highlighted with information and calls to action in national CFUW communications and social media.
- With regards to specific and pressing global issues, CFUW President and the VP IR wrote Canadian Government officials advocating for action to support vulnerable **Afghans** requesting assistance and Canadian government action regarding the invasion of **Ukraine**. In February, CFUW launched a joint advocacy campaign with Canadian Women for Women in Afghanistan (CW4WA) regarding the safe exit and resettlement of vulnerable Afghans in Canada
- A major initiative of the International Relations committee in 2021-2022 was revamping the annual CFUW International Woman's Day fundraising project into an **International Service Project** ensuring clarity that the selected project will be an International Service project. Starting in 2022, the fundraising period will be 12 months, beginning in the nationally celebrated international development week in February to the following February's international development week. The selected organization and project for 2022-2023 was Canadian Women 4 Women in Afghanistan's digital library project. This builds on the momentum within CFUW for supporting the precarious education of girls and women in Afghanistan. In 2023, a new process to call and select projects will be initiated.
- It should be noted that a number of clubs who did not choose to support GWI still wanted to be involved in international work and inquired about potential initiatives they could be involved with. The International Service Project may be an option for those clubs.

The annual March **United Nations Commission on the Status of Women (UNCSW)** session is CFUW's major learning and advocacy event providing an opportunity for exposure to domestic and global issues and activists. Preparations for the session begin in September and submission of written statements must be made by October, six months prior to the session.

- **UNCSW66 (2022)** was a virtual event for civil society. CFUW's UNCSW66 delegation was 18 women strong from across the country keen to learn more about Climate Change, the impact on women and to hear how women and youth are essential to Climate solutions. The delegation was able to attend sessions for the full two-week CSW session. Highlights of our experience included briefing sessions with the Government of Canada including Ambassador Bob Rae, Canadian civil society, UN Women, **Oral presentation of the CFUW statement** and parallel events organized by CFUW and CAMEUS (North American GWI NFAs, Canada, Mexico, and USA). By all accounts, the CFUW parallel event youth

speakers were a resounding success. Due to technical difficulties during UNCSW66, the CAMEUS session will be re-presented on September 9, 2022. CFUW also participated in discussion and provided feedback about UNCSW Methods of Work, a very important aspect of UNCSW. A special edition UNCSW66 report is available. Many of the civil society sessions and government sessions during UNCSW66 are recorded on YouTube.

Consensus among civil society participants is that we need to be engaged in an ongoing manner to optimize civil society impact during CSW sessions. What this translates into for CFUW remains to be determined.

- Meetings with **IAW (International Alliance of Women)** regarding organizational plans for 2021-2022 were attended by VP IR.

An important role of the IR committee is to facilitate discussion and learning regarding global issues. In addition to the UNCSW parallel event, the committee hosted two **webinars**. In January 2022, CFUW co-hosted a webinar with the Afghan Youth Engagement and Development Initiative (AYEDI) with a panel of experts on the topic of Safe Exit & Resettlement in Canada: More Work to do for Afghanistan. To celebrate **2022 International Women's Day**, CFUW collaborated with the Afghan Women's Centre of Montreal for a virtual conference of experts to discuss women's rights in Afghanistan and access to education.

The focus of the **2022 pre-AGM IR webinar** was to showcase the work of CFUW clubs in international activity with encouragement for clubs to amplify and replicate the action of other clubs. Unfortunately, limited information was provided by a 2022 survey of clubs about their international activities.

- I attended Lincoln Alexander School of Law, presentation of **Canada's Place on the World Stage**. Distinguished panelists included Kim Campbell, former Prime Minister of Canada, Beverley McLachlin, former Chief Justice of Canada, and Bob Rae, Ambassador of Canada to the United Nations.
- As a member of **CFUW Canada GWI**, I have assisted in organizing meet and greets with GWI Young Members Network and Turkish Association of University Women. Both sessions were very informative and inspiring. National Board members including myself attended GWI webinars and peer to peer conversations organized by CFUW clubs and GWI Headquarters.

Committee Participation: As VP IR, I chair the International Relations committee; have been a member of the Advocacy Standing Committee and the joint CFUW GWI Oversight Committee. A very collaborative and respectful relationship has been established between CFUW and GWI leaders.

The Board committed to **improved communication regarding GWI** (Graduate Women International) matters and to that end a member survey informed an information and dialogue session held in September 2021. Subsequently, a special GWI communication, "GWI Blast" was generated to circulate GWI relevant information for GWI supporting

clubs. At the time of writing this report, **preparation for the GWI November 2022 Triennial included the following:**

- Submission of CFUW advocacy resolutions to GWI
- CFUW Policy session was convened on May 24, 2022, and delegate instructions provided for GWI Urgent June 1-3, 2022, vote
- CFUW voted in Urgent GWI General Assembly
- The call for GWI delegates has been initiated
- A special Triennial committee has been formed

Two representatives from CFUW have been members of the GWI Organizational Development Steering Committee. Both the CFUW President and I have attended GWI sessions to update NFA (National Federations and Association) on the progress and recommendations of the committee.

In summary, three goals are key to the International Relations and Action Framework, namely A.I.M.

A-Amplify collective action for the improvement of the status of women and girls outside of Canada

I-Influence public policy and instruments to support and empower women and girls outside of Canada

M-Mobilize and Enable Clubs: Educate and engage CFUW members in dialogue about global issues affecting girls and women through the development and/or dissemination of advocacy tools and encourage/support clubs taking direct action through international service projects.

H.E.A.L., four crosscutting domains of action has been identified by the IR committee for long term CFUW investment to improve the status of women outside of Canada.

H-Health and Wellness

E- Education and Economic Empowerment

A-Action toward Women, Peace and Security

L-Leadership by Women

It has been a pleasure to speak directly with various clubs. Thank you for reaching out and your invitations. I would like to take this opportunity to thank my fellow Board colleagues and members of the IR committee for their hard work and collaboration. A vote of thanks must also go out to the National office team for their support of the International agenda and all of its related activity.

I look forward to what will be done in the next CFUW biennium to grow CFUW's international footprint, focus our energy and impact, and partner and collaborate more effectively within CFUW and with other organizations.

Kathy Wosnick

V.P. Education

Actions of the Education Committee were based in the CFUW National Strategic Plan and were undertaken in response to current challenges and needs, based within CFUW Policies and Resolutions. For my role as Vice President, Education, and the work our committee took on this year, two of the National Strategic Goals are particularly relevant.

Goal # 3 Support of public education in Canada, advance study and research by women and a sound concept of lifelong learning.

Goal # 1 Advancement of the status of women, human rights and the common good locally, nationally, and internationally through effective mission focussed advocacy.

In October we updated our goals and action plans, set time frames, and decided our focus for the year.

- a. Educating ourselves as a national committee and members of CFUW about national initiatives/priorities (Pan-Canadian, nationwide) including but not limited to: Early Learning & Child-Care, Long-Term Care/ Elder Rights, Indigenous Peoples, Climate Change & the Environment, Gender Based Violence/Violence Against Women
- b. Researching and promoting action where applicable, in matters relating to National Education and/or Study Group or Committee work (Early Learning & Child-Care, Long-Term Care/Elder Rights, Indigenous Peoples, Climate Change & the Environment, Gender Based Violence/Violence Against Women)

We decided to divide our activities into three somewhat distinct time frames. The Education Committee coordinates activities in partnership and cooperation with the Advocacy committee and the V.P. Advocacy, President and Advocacy Coordinator all are committee members.

October to December we focussed on Violence Against Women. A Toolkit, *16 Days of Activism Against Gender Based Violence and Violence Against Women* was created for use by clubs and individual members. This package explained the annual campaign, defined terms, provided statistics, facts, and action plans as well as posters and media shareables. A Think Tank was held on November 3rd to introduce the Toolkit and discuss local projects or initiatives on GBV following a presentation from BC Council. A Webinar focussed on Violence on Campus was held on December 9th.

January to March we focused on Indigenous Education and Events. The Indigenous Peoples sub-committee meet frequently to secure speakers as well as to consider Indigenous issues and how CFUW can be a strong ally to our local communities. Resources were shared and updated on the National website. Courses and speaker series such as the one offered by Lakehead University were debriefed at IP committee meetings. Extensive planning went into our Webinar on February 22nd, Indigenous Perspectives on Improving Education: On the Path to Reconciliation. This year we surveyed clubs asking about specific scholarships offered for Indigenous women. Further details are available in the Indigenous Peoples Sub-committee report.

April to May we focussed on Long Term Care and Elder Rights, specifically planning for our second annual Elder Rights Day on May 4th. A media kit and shareable resources were created for all clubs and members to use in their own communities. Many meetings of the Long-Term Care/Elder Action Study Group discussed the current status of care and effective options seen in other countries or communities within Canada. We were pleased to see new LTC facility design and infection control standards. On April 27th, we had a CFUW members only session, National Standards for Long Term Care: A Conversation with Canada's Seniors Advocates. Our May 4th National Town Hall, Invisible No More: A Continuum of Care for Elder Rights and Long-Term Care Justice in Canada was hosted by CFUW in cooperation with HelpAge Canada and The Canadian Health Coalition, and open to the public. We will continue to advocate for a powerful National Secretariate as well as a Seniors Advocate for each province and territory, and for improved funding and programs to better support the majority of seniors who wish to remain in their homes within the community.

A celebratory win this year was the creation of Early Learning and Childcare Federal legislation. CFUW has been instrumental in lobbying and focussing on this issue for over fifty years. Finally, we have Federal/Provincial agreements signed by all ten provinces and three territories to make the dream of \$10 a day childcare a reality within the next four years. On an on-going basis the Education Committee followed the progress, similarities and differences of the ELCC Federal/Provincial Agreements. Our ask was "a nation-wide, affordable, accessible, well-regulated high quality early learning and childcare program that helps all parents become more effective contributors to the national economy" per our letter of November 25, 2021, to the Honorable Ahmed Hussen, at that time Minister of Families, Children and Social Development. Template letters to local MP's, MPP's were created for use by clubs and individual members to urge action. As V.P. Education I sit on the Toronto Caucus which has worked for decades on the ELCC issue in Ontario, the last province to sign the agreement.

On May 10, 2022, CFUW sent a letter to the Honourable Minister Karina Gould, current Minister of Families, Children and Social Development applauding the Federal government's success in creating a national childcare strategy. We urge collection and publication of baseline Early Learning and Child Care Data (disaggregated and specified by type of care, within each province/territory and municipality). We believe

that data collected now and on an on-going basis needs to capture the number of students enrolled in childcare, spaces available, number of ECE's, average rate of staff compensation and fees paid by parents. This data collection is essential to monitor and evaluate the progress and implementation of the country's early learning and childcare programs. CFUW will continue to monitor and track implementation of ELCC agreements across the country.

In August 2020, I set my priorities as a new Vice President and member of the National Board. They were Education focussed Advocacy and Communication, Co-ordination of National Study groups and Sub-committees, Support for Scholarships (through the Charitable Trust) and Lifelong Learning. Part of my role is sitting as a member of the CFUW National Charitable Trust Board; details of awards and financial reports are in the CT Annual Report. I work closely with and sit on the Advocacy committee, and I am also a member of the Human Resources Committee. This year for the second time I was able to attend the UN Status of Women meetings, CSW 66 in virtual format. My comments form part of the National CSW Report. I have found the role of Vice President of Education to be busy with unique challenges and many rewards. Thank you to the members of the Education committee—I have learned so much from and with you in the two years I've had the honour of being in this position.

Regional Directors

Sheila Service

RD Vancouver Island

Membership: This year most clubs have seen a slight increase in their numbers as members who did not wish to use Zoom were able to attend in person. During the fall many clubs had hybrid meetings as a compromise.

Public Profile: Most clubs have found ways to continue to make their voices be heard through being active in 6 days of Activism, Red Dress activities, Coldest Night of the Year and other local undertakings.

Advocacy: The Island Clubs continue to be active in highlighting issues concerning the Elderly and those living in Long Term Care.

Scholarships: All clubs have once again provided scholarships for girls leaving high school. I really do commend their ongoing efforts in spite of the fact that fundraising was a challenging undertaking again in 2021

Sustainability: Most clubs are using many methods of seeking new members and encouraging those who took a hiatus during Covid to return to active membership.

I would like to thank the Vancouver Island Clubs for their support and allowing me to act as their Regional Director for the last four years

Patricia Atkinson

RD British Columbia West

The B.C. West Region is comprised of 11 CFUW Clubs:

CFUW Abbotsford, CFUW Coquitlam, CFUW New Westminster, CFUW North Vancouver, CFUW North Delta/Surrey, CFUW Richmond, CFUW South Delta, CFUW Sunshine Coast, UWC Vancouver, CFUW West Vancouver, & CFUW White Rock/Surrey.

MEMBERSHIP:

Membership numbers range from 6 in CFUW New Westminster, to 370 in UWC Vancouver, for a total of approximately 871, which includes some dual memberships in several Clubs. All have been very focused on maintaining numbers; some have lost members, but some have gained. Some undertook telephoning to keep members

engaged early in the pandemic, and all continue to encourage the inviting of friends and associates to meetings as guests. They continue to set their own fees based on needs.

Meetings have now mostly progressed to in person, with a mask wearing option, and most offer Zoom as well, for members or Speakers. Interest groups and other events have now resumed. All the newsletters published by the larger Clubs have been outstanding; always keeping members informed and inspired.

PROFILE:

Clubs have been active in their communities in a variety of ways, which raises their profile. Sometimes they organized events and projects by partnering with other organizations or Clubs, and sometimes they invited others to join in theirs. Many wrote letters to elected government officials, or met with same, and many wrote letters or submitted other information to local papers; actions which also raise visibility.

ADVOCACY:

All Clubs have Advocacy Representatives, and are involved in advocacy work locally and beyond, always in keeping with the resolutions adopted at past CFUW National AGMs. Some examples of advocacy endeavours included actions around child care, violence against women; supporting Transition Houses, Indigenous issues, Long Term Care/Elder Care issues, environmental issues, human rights issues, and mental health issues. Some prepare and serve community meals.

Actions are carried out while being mindful of the National Strategic goals which are adopted, and follow: Advancement of the status of women, human rights, and the common good locally, nationally, and internationally through effective mission focused advocacy. Promotion of women as leaders & decision-makers socially, economically & politically. Support of public education in Canada, advanced study & research by women & a sound concept of lifelong learning. Diverse, vibrant & committed membership based on cooperation, networking, support & understanding. Recognition of CFUW's ongoing & significant contributions to Canadian society & support for women/CFUW known as a movement of influence. Financial independence & stability to ensure our voice & grow our influence.

SCHOLARSHIPS & BURSARIES:

All have done amazing fundraising for a total of approximately \$224,100.00,00. Some is awarded for scholarships and/or bursaries for High School Students, and many Clubs also award to University Students. Clubs generously shared fundraising ideas, and always showed support for each other.

SUSTAINABILITY:

Presidents & Co-Presidents were diligent about attending webinars and other informational sessions, and conscientiously handled National Issues that arose. The

activities mentioned in this report represent all the good work, advocacy and fundraising that these Clubs have been involved in, while supporting the CFUW National strategic goals. Almost all had representation at the B.C. Council AGM. I sincerely commend everyone for doing such an excellent job.

As Regional Director, I have shared pertinent communications; held a Spring and a Fall Virtual Gathering; endeavoured to attend a virtual or in person meeting with each Club over the past two years; attended the National Regional Directors' Meetings and all the B.C. Council Meetings, and also attended many virtual Speakers' events and Webinars. I had to cancel attendance at our in person CFUW B.C. Council AGM and Conference due to illness, but am registered to attend the virtual National AGM.

Alison Hutchinson

RD British Columbia Interior

The BC Interior area encompasses 4 CFUW clubs. They are:

- CFUW Kelowna
- CFUW Nelson and District
- CFUW Prince George
- CFUW Vernon

Two of the four clubs currently have fees of \$90.00 per year and Kelowna CFUW's fees are \$100.00. CFUW Nelson has adopted a sliding scale for membership, \$60.00 to \$120.00. Any extra funds from those who pay the higher amount are designated to support recruitment of new members. CFUW Nelson hopes to embark on a more specific membership drive this year.

Membership

Current membership numbers for BC Interior clubs are 157 including one student. This is down from 170 last year and down from 205 from 2020. Aging memberships and dwindling membership numbers are obvious ongoing concerns and pose a threat to the viability of clubs. All clubs have had members who have passed away in the last year and these members are missed and mourned. Clubs continue to try to recruit new members through their membership and via their social media avenues like Facebook, Twitter and Instagram. Along with challenges due to membership, recruiting existing members to be part of executives is also an issue. Three of the four clubs, Prince George, Vernon and Nelson have had their President step down and no one has come forward to take their places.

Profile

BC Interior clubs have promoted their clubs via articles in local newspapers, newsletters and Facebook, Instagram and Twitter Pages. CFUW Kelowna hosted an excellent BC

Council AGM in May. This event was well attended, and the quality of presentations was superb. CFUW Nelson is planning to hold their signature fundraising event, Stories Inspire Passion, or SIP Talks in September and in October will co-host an all-candidates forum along with the Nelson and District Teachers Association for the upcoming municipal elections. These two events help to raise their profile. CFUW Vernon has held public events to highlight the 16 days of activism for the issue of violence against women and has had letters published in the local paper to mark International Women's Day. CFUW Prince George has continued to promote their club through the sales of their book, "Street Names of Prince George, Our History". This book is available in a number of local stores and establishments.

Advocacy

Interior Clubs have continued to advocate for many issues affecting women in their local communities as well as issues that are important to everyone, whether it be local, national, or international. CFUW Nelson and Kelowna again both entered teams into the Coldest Night of the Year event to raise awareness and funds for affordable housing. CFUW Nelson also contributed to the Nelson Poverty Reduction Committee, providing honorariums to allow those with lived experience to participate. CFUW Prince George supports Association Advocating for Women and Community (AWAK) and the New Hope Society which is a drop-in centre for marginalized women. CFUW Vernon continued to advocate for violence prevention and International Women's Day through their events and outreach. CFUW focused their advocacy efforts on the Opioid crisis with meetings and letters with local MLA's and also sent letters to their municipal politicians regarding single use plastics.

Scholarships

BC Interior Clubs awarded a combined \$34,500 in scholarships over the past year, up from \$33,000 at my last report. This is pretty impressive considering the clubs did not meet much in person. Awards are given to local high schools, colleges, trade schools and universities. CFUW Kelowna also supported the Malawi Girls School, raising \$2300 from their membership.

Sustainability

All the activities of the BC Interior clubs support the national CFUW goals. The activities outlined in this report are a snapshot of all the good work, advocacy and fundraising BC Interior Clubs are involved with. BC Interior clubs have participated in the national workshops on succession planning and other topics with a focus on maintaining and growing our membership.

As Regional Director for clubs that are geographically remote and because of Covid restrictions, we didn't have opportunities to meet in person. I continue to send out communications as required when I receive information from BC Council and CFUW National. Clubs have been meeting using Zoom and we have had several Regional

Director and President's meetings via Zoom. I did attend the Kelowna AGMs in person. This was my last term, our new Regional Director is Charlene Hodgson from Kelowna CFUW

Amy Macleod

RD Alberta

No report.

Gerlinde Sarkar

RD Saskatchewan

No report.

Roline Maconachie

RD Ontario North

As COVID remained a deterrent to physical meetings this year, I continued to hold monthly meetings for the presidents of our region on Zoom. These meetings were very productive and helpful to both new and existing presidents. We discussed many challenges and successes of the clubs and shared ideas. I created the Agendas but asked the clubs for input as to desired topics. I believe that even when clubs return to physical meetings, it would be valuable to continue these Zoom meetings so that clubs in the region can continue with these worthwhile activities. These meetings touched on many subjects including Advocacy, Membership, Fundraising and Scholarships, Important Communications from National and OC, Club Issues, Club Successes, etc. I also participated in two conflict resolution situations.

Membership:

- Chaired the new Ontario Council Membership Committee and helped develop the Membership Challenge contest for all Ontario clubs
- Worked with clubs to help them overcome challenges in recruiting and retaining their members as COVID continued throughout the year and suggested ideas to implement.
- Learned more about using Social Media and encouraged clubs to use the various platforms in order to recruit younger women
- Encouraged clubs to partner with community or hold events involving the community to find more members

- Showed clubs ways to find other clubs that were not meeting in person and therefore approach women who were looking to connect
- Attended National workshops relating to Membership

CFUW Profile:

- Program sharing continued among the northern clubs and many members were able to enjoy and learn from varied speakers
- Publicity Chair for my own club- wrote many articles for the local media regarding our monthly speakers and sponsored events (IWD and CNOY) and advocacy (Single Use Plastics Contest)
- Shared all ideas with other regional clubs
- Invited Sandra Shaw, founder of ARROW to speak at a monthly presidents' meeting to promote the club for rural and isolated women
- Attended an ARROW meeting (Arrow is a member of Ontario Council but not of CFUW)
- Attended all Speaker Series programs
- Attended many webinars on various subjects throughout the year
- Attended Ontario Council Board Meetings and relayed all pertinent information from OC and National to clubs

Advocacy:

- Continued to sit on my local club's Advocacy Committee
- Wrote letters to government ministers re Laurentian/Lakehead situation involving NOSM severance
- Engaged other clubs in writing to government officials re NOSM
- Arranged a meeting between National Advocacy Chair and an influential member to try and set up a meeting with Patty Hajdu
- Advocacy was a topic at every monthly presidents' meeting to encourage action
- Arranged and hosted a meeting of the region's Advocacy Chairs to find common issues to address- will likely continue next year
- Helped find International Organizations for opt-out clubs to support- one club reported their findings at a monthly presidents' meeting and their reasons for supporting two particular organizations.
- Invited OC Advocacy Chair Isobel Boyle to speak at a monthly presidents' meeting re analyzing resolutions- resulted in a template developed by CFUW Orillia
- Participated actively in my local club's Advocacy events- IWD, National Day of Remembrance, CNOY, and Elimination of Single Use Plastics Contest
- Attended webinars hosted by various clubs and by National
- Participated in two sessions re Renaming with CFUW members across Canada.

Sustainability:

- All my actions in holding meetings with my regional club executives, participating actively in Ontario Council, attending all OC, National, and other meetings and webinars, actively working on membership recruitment and retention, communicating regularly with my presidents, writing articles for the media,

promoting the ARROW Club and other pursuits show my commitment to promoting sustainability of the organization.

Scholarships/Fellowships:

- Have a principle involvement in my own club's scholarship program and have worked to keep it viable- raised \$26,000 last year and am actively involved this year in the planning.
- Provide all clubs with ideas for fundraising and praise their efforts
- Have kept in frequent touch with all regional clubs as well as participated in events/webinars put on by clubs in other regions via Zoom
- Have encouraged clubs in my region to plan a Fall Gathering- interest for next year
- Attended all National RD Meetings
- Attended all meetings with VP Ontario

Elana Freeman

RD Ontario West

1. Advancement of the status of women, human rights and the common good locally, nationally, and internationally through effective mission focused advocacy.

Advocacy efforts were varied this year. Some clubs continued their work on long term care that was begun last year, others adopted new advocacy efforts. Several clubs in the region held meetings on the war in Ukraine. Several clubs also worked on issues around gender and politics. The following are a subset of advocacy activities undertaken by each club in the Ontario West region.

CFUW Cambridge

Cambridge held it's 10 annual International Women's Day Breakfast via Zoom. The speaker for this event was Dr. Winnie Lee the interim Chief of Staff at Cambridge Memorial Hospital. Proceeds and donations from this event went to CFUW Cambridge's Scholarship Fund.

CFUW Guelph

CFUW Guelph created an Emergency Food Relief Fund. CFUW Guelph's Executive and Advocacy Committee worked together and launched an appeal to its members to reduce food insecurity as a result of the Covid-19 crisis.

The Executive approved \$300 from the one-time community connections fund be donated to the SEED, a not-for-profit food project that delivers community programs to

address food insecurity. The Seed is located at the Guelph Community Health Centre and was created in 2015 by a coalition of community organizations.

They asked their members to donate to any of the agencies/organizations that provide emergency food relief locally.

CFUW Kitchener-Waterloo

CFUW K-W has an advocacy group that studies the topic of Fetal Alcohol Spectrum Disorder (FASD) led by Mary Cunningham. On February 1, 2022, Mary was able to arrange for some of their Advocacy group members to participate in a 90-minute FASD webinar given by 2 provincially supported FASD. The local group Parents for Children's Mental Health (PCMH) sponsored this Zoom webinar, and it was well attended by those needing more information about FASD.

In addition to this, the advocacy group also amplified local 8-year-old heroine Asena who wrote a letter about the appalling skit presented on Saturday Night Live on January 15, 2022. Asena has a brother with FASD.

CFUW London

CFUW London continues to host its meetings virtually. It celebrated Black History month by holding a meeting on The Underground Railway and amplified the story of Rose Fortune. In May they hosted an event on Ukraine. Their speaker was Mariya Tuzyk who was on the ground in Western Ukraine.

CFUW St. Thomas

In April, CFUW St. Thomas highlighted a remarkable local woman, L. Cdr Nadia Shields who was born and raised in St. Thomas. After 18 years in the Armed forces, in September 2020, she moved West and took Command of HMCS Saskatoon, deploying as part of Operation CARIBBE in 2021 and 2022. Upon return from deployment, LCdr Shields will be Officer-in-Charge of Patrol Vessel Sea Training with the goal of preparing other Commanding Officers and ships as they continue to support Canada at home and abroad.

CFUW Stratford

CFUW Stratford launched a campaign called Learning to do More with Less. This included a fact sheet with information about how Canadians' consumption is affecting our planet.

Some notable facts:

- LED bulbs use 75% less energy than incandescent lighting
- Fast fashion increased 60% in the last 20 years
- Homes and budlings of Canadians account for almost 20% of Canada's greenhouse emissions

CFUW Windsor

CFUW Windsor continued its advocacy work on Long term care by inviting new female provincial political candidates to discuss their and their party's position on Long Term Care issues.

CFUW Windsor held a Town Hall style meeting and fundraiser for Ukraine. This was a hybrid event with speakers from various Ukrainian support agencies from Windsor-Essex, as well as some speakers from Ukraine.

2. Promotion of women as leaders and decision-makers socially, economically and politically.

This strategic goal is at the heart of CFUW and is practiced by each club, including those in Ontario West, on an ongoing basis.

Specifically, this year On West clubs worked on succession planning by ensuring that we promoted leadership within the clubs and prepared members to take on new leadership roles.

In conjunction with the CFUW OC speaker's series on "*Protect, Elect and Respect Canadian Women in Politics*" some clubs worked on how to better support female candidates running for office.

3. Support of public education in Canada, advanced study and research by women, and a sound concept of lifelong learning.

The Clubs in ON West continued to offer bursaries and scholarships to women graduating high school, college students, undergraduate and graduate university students.

Clubs continued to champion lifelong learning by hosting meetings on topics such as the Underground railroad, the history of Ukraine, breeding and raising commercial racehorses, and Lyme disease to name just a few.

4. Diverse, vibrant and committed membership based on cooperation, networking, support and understanding.

Membership was an important focus for this year as we continued to deal with the effects of the global pandemic. Clubs found creative ways to attract and retain members. Interest groups were a focus for some clubs in order to maintain and grow the fellowship amongst members.

Diversifying membership was a topic of one of ON West's President's meeting. Suggestions were shared on how to attract younger members, the recently retired, and newcomers to Canada.

5. Recognition of CFUW's ongoing and significant contributions to Canadian society and support for women/ CFUW known as a movement of influence

Each club in ON West dedicates time and effort in studying, reviewing, discussing and voting on provincial and national resolutions. These resolutions then drive the advocacy work that clubs undertake.

As an ON West leadership group we discussed social media as a platform to advance CFUW advocacy and share CFUW events and ideas. Facebook, Instagram, and Twitter were used to raise the profile CFUW on such issues as the 16 Days of Activism against Gender Based Violence, International Women's Day, and the 2022 Ontario Provincial Election.

6. Financial independence and stability to ensure our voice and grow our influence

Fundraisers were held to fund scholarships. These events were still constrained by the pandemic.

Joyce See

RD Ontario South

On completing my second year as Regional Director, I have achieved a great deal of admiration and respect for the CFUW Clubs in the region. The club executives have done an amazing job at finding creative ways of recruiting new members, retaining their existing members and engaging all members even as Covid continued to challenge us all. Through our Ontario South Zoom meetings with club presidents, advocacy and scholarship leads, there has been a great deal of sharing and support, illustrating once again, *the power of women working together!*

Two clubs celebrated milestone anniversaries: CFUW Burlington at 65 years and CFUW Milton District at 60. Each club celebrates their longevity and years of working together in different ways. We congratulate them on reaching these significant milestones.

The following are the achievements for Ontario South:

- The club presidents met on alternate months for problem-solving, support and information and resource sharing;
- The club advocacy leads met on alternate months to share initiatives and successes for their club's advocacy priority. These meetings allowed for the initiatives in one club to be shared and amplified by others in the region;

- Clubs shared information regarding their monthly speakers and invited clubs from Ontario South to participate in the Zoom presentations;
- Information sharing regarding the Ontario Council Speaker Series with most clubs attending meetings and engaging in debriefs following;
- Promotion of National presentations and meetings via Zoom;
- The scholarship leads met once and shared their practices in identifying scholarship recipients, their partnerships with different community groups and their fundraising initiatives;
- Sharing ideas regarding membership recruitment and retention.

Ontario South, Club highlights

Brantford - CFUW Brantford held all its meetings by zoom this past year. Attendance at these meetings was quite good and we were treated to some excellent speakers. We were even able to have a lovely Christmas Party via zoom, hosted by the program committee. While many of the interest groups are able to meet by zoom, others are in abeyance until we are able to meet in person. Despite the Pandemic, club membership remains steady.

There was a successful fund raiser in December to support the local women's shelter. However, our Trivia night, the Club's major fundraiser for the scholarship fund, had to be canceled due to Covid. This is the second year in a row this fundraiser has been unable to proceed. Our 75th Anniversary party has been twice put on hold due to the pandemic, but we are, as a club, hopeful that the party will occur and are currently keeping our hopes high that we will be able to hold an in person AGM at the end of May

Burlington - The Burlington CFUW navigated through our second year of Pandemic restrictions with zeal, creativity, and enthusiasm. We held four in-person monthly meetings observing all Covid safety measures. We also set up Virtual meetings which gave us the opportunity to invite distant, excellent guests. We even continued our popular, annual February Virtual Tea where we dressed up in our finery and enjoyed a local historian's well researched presentation. Our many Interest Groups thrived as they combined virtual meetings with some outdoor gatherings and a few very safe indoor ones. We continued to support local Women's groups in our Community as well as donate funds to the Ecole Polytechnique Commemorative Awards and award Scholarships to our Burlington graduating high school students. Our Burlington chapter, faced with declining enrolment, aging members, and vacant Executive positions, formed an Ad Hoc Committee over the summer of 2021 to brainstorm ways to attract more members to our Executive team, streamline our club and work "smarter not harder". We put these in place for the 2021/22 year with major, positive changes to our procedures

Georgetown - By the end of 2021, CFUW Georgetown had capped off a yearlong celebration of our 50th anniversary. We set as a goal - and achieved – putting “50 Candles” on our anniversary cake, each earned through an act of community service

and activities in support of the CFUW mission. Besides providing the usual series of public lectures in partnership with our local library, distributing scholarships, making our elected representative aware of CFUW Resolutions, members picked up litter, planted trees, organized food drives, attended rallies, marched and e-blasted to draw attention to important dates and raised funds for local needs. We even curated an 50th anniversary cocktail.

In terms of advocacy 2021-2022, we continued to support climate action and environmental issues. Locally that meant drawing attention to urban planning that impacts farmland loss and promoting alternatives to the creation of another superhighway known as #413. We organized and hosted a public information forum via zoom on issues around urban sprawl. As a Club, we informed our regional government of our “zero sprawl” position and were happy to see the letter re-printed in local press. Members rallied in support of a local climate action group formed by two long time members. Many of us have “Stop #413” and “Save our Farmland” signs on our lawns.

We hosted an All Candidates/100 Debates on the Environment virtual event for the September federal election in partnership with Halton Environment Network and our Library.

We raised funds in support of a local women’s shelter and their Purple Bench initiative in recognition of intimate partner violence (IPV) and attended its local commemoration.

We marched in town for IWD International Women’ Day and again attracted local press coverage.

Drawing on our Scholarship Trust Fund and cookie sales fundraising plus some individual donations, we were able to continue with our annual scholarship awards both in number and amounts given. The normal source of funding, our Book Sale was cancelled for a second time because of Covid.

In this second year of the pandemic, all General and Executive meetings continued on Zoom but Interest Groups sought face to face gatherings when conducted outdoors or when protocols were intermittently eased. We are targeting our first return to in-person meetings with our June AGM. Given the virtual meeting format, our Social Committee has morphed into popular game/quiz masters at our meetings’ close, a change from the traditional role of providing dainties. Total membership numbers have remained stable but we have picked up four new members, who were welcomed with a virtual High Tea.

Grimsby - Membership at the Grimsby Club has decreased from 25 to 19. Meetings have taken place over Zoom and continue to start off with a speaker on various topics of interest. Attendance is down at the meetings, but the Zoom format has enabled us to discuss matters in more depth. The Executive has discussed the viability of the Club, given that membership numbers are so low. The Club decided to Opt-out of supporting GWI, largely due to the financial commitment required to back that organization.

The Club launched a new website and is exploring other methods of increasing their social media presence in the hopes of attracting new and younger members. The pandemic has derailed the social nature of the Club as dinner meetings have been cancelled. At this point we plan to go ahead with our annual trip to the Shaw Festival,

although the lunch that usually accompanies this trip has been cancelled. The Book Club has continued to meet virtually. The Club was not able to run their major fundraiser, the annual Lobster dinner due to Covid restrictions. The annual April book sale is scheduled to proceed. An on-line auction is planned for May as a secondary fundraiser. Nonetheless, Club finances are healthy enough to allow for the awarding of scholarships to local girls/women,.

Hamilton - We are still holding our general meetings on Zoom. A few small interest groups have been meeting in person but mostly everything is virtual. We are planning on meeting in person in the fall. We have a membership of 63 having lost a few and also had some new members join. One of our new members was someone who had belonged a few years ago but moved to another city. Because we are meeting on Zoom and she so enjoyed an interest group she went to, the member rejoined. This was only possible because of holding our meetings virtually. We are very pleased to have a full executive for next year. We will have a new president and vice president.

We had a very successful fundraiser in the fall, "The Woman Who Loves Giraffes" and raised \$3,800.00 for our scholarships.

Milton & District -After almost 2 years of meeting remotely, our club is transitioning to a hybrid model for 2022 / 23: We find that some members prefer to join meetings from their home, while others would rather skip a meeting than have to look at a computer screen. By offering both options, we hope to increase our meeting attendance. The hiking club has been a core success for members to meet, in the relative safety of the outdoors, throughout the winter months. Other special interest groups have also been active, albeit remotely.

Our advocacy work this year has continued the success of social media campaigns from previous years, with an ever-increasing following on Facebook, and Instagram. Throughout the year, we have been focused on 'truth and reconciliation' with our Indigenous sisters and have developed a Land Acknowledgement as well as action towards reconciliation through our general membership and special interest groups.

We will be having a book sale after a 2-year gap, and apparently the whole community has been saving up books for the entire time.

As a GWI Opt-in club, we are increasingly aware of our work on international relations and projects and strive to do more in support of international advocacy next year. We hope for some financial stability with regard to GWI dues after the triennium in November.

This year we celebrate our club's 60th anniversary and will have a year-end 'Bash' with all things 60's as our theme. As a club we are very proud of our ongoing success, and continue to seek ways of strengthening our club through social change, new challenges, and new opportunities.

Mississauga - CFUW Mississauga had a successful year, despite Covid challenges. Our membership numbers increased slightly from last year. Some of our achievements include:

- The establishment of a Fundraising Committee
- The establishment of an Issues and Advocacy Group and implementing our Minute for Advocacy
- Successfully handling over 100 membership applications and the publication and distribution of our Directory to each member
- Keeping in touch with those who were not able to attend our meetings because of illness and sending cards and support to those in need
- Raising almost \$5,000 for Armagh House, an interim shelter for women and their children fleeing abusive partners
- Having a wonderful and interesting roster of speakers
- And last, but not least, providing the opportunity for us to meet via Zoom both for our monthly meetings and Interest Group meetings.

Oakville - Like other Ontario South clubs, Oakville continued with a virtual platform for most activities, although our two hiking groups continued throughout most of the year. In mid-December, 70 members met “Under the Holiday Lights” in a park on a perfect weather evening for a meet and greet. Some members appreciated that the virtual platform made the excellent speakers easily accessible, and friendships continued in virtual interest group meetings.

Our members approved a one-time donation of \$2,200 to our Scholarship Fund, in recognition of the loss of fundraising revenue normally generated at in person events. The University Women’s Club of Oakville Scholarship fund is on track to award nine University/College entrance awards, one Alternate Education Award and eight named awards.

Dr. Pat Armstrong, in her presentation of new directions in Long Term Care at our March meeting, spoke about this spring being ripe for transformation in long term care. Both long term care and childcare share a historical underfunding.

On February 10, we co-sponsored with other Halton CFUW clubs, a presentation by architect Marina Huisson, President of CFUW Milton, on “Sustainable Design: Learning to Build a New Environment for a Livable Future.” Marina impressed on us the importance of protecting Halton’s Class A farmland from disappearing under developers’ houses, concrete, and asphalt.

St Catharine’s - During 2021-22, CFUW St. Catharines maintained their monthly meetings with a variety of excellent guest speakers on Zoom. While a few members left this year, we were able to attract new members who are actively participating in the organization’s activities. A policy related to Covid and activities was developed. Some of our social groups have regrouped in-person according to the comfort of the members. Our plan is to gather in-person in a new location in the fall. Our membership group has been very busy creating an online membership application to address privacy concerns and to streamline the renewal process for this fall. We are planning to celebrate our 100th Anniversary with an outdoor picnic on May 29th. at Club Roma. This will be our first in-person gathering in more than two years and a wonderful way to start our second century.

We have continued our monthly newsletters and access for members groups to use Zoom for online meetings.

As part of advocacy, we participated in the Region's recognition of the 16 Days of Activism and Raising the voice of Indigenous Women. As well we had a writing letter campaign to all of the regional high schools supporting the educational Program 166 *Keeping Students Safe: Policy Framework for School Board Anti-Sex Trafficking Protocols*.

An in-person and Virtual House and Garden Tour fundraiser is actively being planned for June 5th. The Homes and Gardens will be filmed by Niagara College students and streamed on the Club's YouTube platform. Dates to be confirmed.

Welland and District - Our membership remains at 47. All monthly and executive meetings have been on Zoom. Unfortunately, some of our members have not yet fully embraced the Zoom platform and do not attend the meetings. Monthly speakers have ranged from the owner of an Indigenous Consulting Company to a well-known local drummer. A Special Interest Group formed this year that allowed the members to connect outside the formal meeting setting and share in a conversation. Times and topics varied. The Club's second 16 Days of Activism campaign included Red Dress displays in Welland, Port Colborne and, new this year, Fonthill. Our efforts were well covered in two of the local newspapers. At Christmas, we donated 24 purses filled with personal care items to The Purse Project. The purses were then distributed to local shelters.

Even though we have not had a book sale since 2019, we are still able to award annual scholarships to eight local high schools

Judith Pownall

RD Ontario Central

It has been my privilege to serve as the Regional Director for the 11 Ontario Central clubs for the past biennium. The variety of activities, meetings, speakers, and advocacy efforts has been an eye opener and I am deeply grateful for the opportunity to visit, although virtually, with the clubs across the region. Clubs have embraced virtual meetings and are slowly shifting back to hybrid and in person meetings again. Many clubs were able to meet in person this spring and these events were joyful occasions.

All clubs worked to incorporate the strategic goals of CFUW into their events. In their own words:

Ajax-Pickering

- Awarded 9 scholarships, one to each high school in our area.
- Our membership number is down slightly but we attracted some new members

- Late in the year we were contacted through a CFUW club connection to see if we could help support an Afghan refugee family that was relocating to Pickering, several members have been very active in this endeavor, and all have been supportive

Aurora-Newmarket—Celebrating 65 years

- Our successful International Women's Day with speakers describing the plight and courage of women in Afghanistan under the rule of the Taliban.
- *Specifically* invited the community to join us for our January meeting focussed on Opioid crisis in Canada and our March meeting focussed on the Ukraine situation and how we can support people caught in the war and those fleeing as refugees to neighbouring countries
- Our very first Home and Garden Tour was held June 18th and we hope to raise a significant amount of money to boost our awards and scholarships

Barrie

- We successfully held hybrid meetings, an in-person banquet at Christmas, and Zoom Lunch and Learn meetings in January and February
- Our Scholarship Committee distributed \$5,000 in scholarships to 5 female high school graduates from our area to further their education
- Members contributed \$950 to local Food Banks at Christmas
- Our CFUW Warm Hearted Sisters, together with our members, raised \$1.290 for Youth Haven during the Coldest Night of the Year walk.

Etobicoke—Celebrating 70 years

- Held a very successful February Stop The Violence Breakfast which raised over \$4500 for Women's Habitat, a women's shelter which we have supported for many years.
- Excellent speaker from Covenant House who spoke about human trafficking and what are the signs to look for.
- We had 3 former scholarship recipients speak at our meeting which focused on our Charitable Trust and Awards Program

Leaside-East York

- Fundraising and promotion for the following programs: seven local scholarships totaling \$9000, YWCA East York Women's Shelter, Wassail Zoom party \$3370, CW4W Afghan Zoom event \$3400
- A new interest group, NETWORKS, was born and began investigating what CFUW is.
- A NEW MEMBERS' HANDBOOK was produced to better understand how a member fits into our Club, Ontario Council, CFUW National and international organizations.

Markham-Unionville

- Our club continued to grow during Covid as our tech team not only made meetings on Zoom possible for Interest groups to continue to meet but provided tech help to members who were challenged with outdated equipment.
- Our Issues and Advocacy group continues to be dynamic. We now have representation on Markham Advisory Committees on Race Relations and Environment Committees.
- Our Club continues to support international advocacy and has sent funds to "Canadian Women for Women in Afghanistan".
- We now have two committees who are spearheading changes with a) our EDI survey (Equity, Diversity, and Inclusion) to move our club forward with strategies for recruiting and retaining our membership and our Constitution and By-Laws are revamping to reflect these changes.

Oshawa and District

- We had a small but successful book sale outdoors in the fall - the funds went to our scholarship fund and the remaining books were given to a local charity
- We were able to enjoy a lovely in-person holiday dinner in December in a private room at a local restaurant
- Some of our speaker highlights included a very interesting speaker on Residential Schools that attracted many guests, another on the expanding role of guide dogs, a speaker on a transgender person's transition and Moira Walsh from the Toronto Star on alternative living arrangements for seniors.

Northumberland

- We hosted Dr. Roberta Bondar as our guest speaker at our annual Scholarship fundraising event (virtually)
- We established 5 new one-time \$1500 scholarships in celebration of our 30th Anniversary and the 30th Anniversary of Roberta Bondar's spaceflight. These scholarships will be awarded to female students in our 5 high schools pursuing STEM post-secondary endeavours.
- We established 5 new scholarships for female students pursuing an apprentice program.
- We successfully held our second annual online auction in support of our scholarship programs.

North Toronto—Celebrating 45 years

- Design, develop and implement a modern, user-friendly website using a professional web designer
- Successfully sold poinsettias in November 2021 to raise over \$1,700 for the Club's Scholarship Fund.

- The Advocacy Committee hosted a Zoom presentation by Caroline Taylor on the Climate Crisis. The meeting was attended by members of Clubs from the Toronto area and across Ontario.
- Award and scholarship winners attended several General Meetings: a high school student in November and Ryerson STEM scholarship winners attended in March.

North York

- A new interest group, Listening to Indigenous Voices, was started.
- An inaugural Pink Tea was held on International Women's Day for our members - in the morning, pink boxes with tea bags and goodies were provided through driveway pickup or delivery arranged and, in the afternoon, a virtual event featured speaker, Wanda Bedard, founder of 60 million girls Foundation.
- A scholarship for a year-round Indigenous student at Seneca College was awarded starting this year bringing our annual scholarships to 19, for a total of \$18,500.
- In November 2021, our Gender Based Violence study group hosted a special meeting showing a 20-minute W5 documentary on bail laws affecting gender violence with Avery Haines, CTV, Host of W5 participating in the discussion that followed.

Scarborough

- Human Trafficking & Violence Against Women- speaker Shannon Mitchell and letters to MPPs
- Violence Against Women - Representative from Juliette's Place (Women's Shelter) spoke on the challenges with covid; + Hon Mitzie Hunter MPP for Scarborough- Guildwood was invited to share her petition on Bill 60
- Long term Care- we had Mary Connell speak to us about the Butterfly Model for Dementia Care
- Interest groups got creative with raising funds for Centennial scholarships – example- The Gourmet Lunch group have organized a High Tea for 8 people at \$25 per ticket to be held at a member's home.

Anne Cordon

RD Ontario East

I have thoroughly enjoyed working with the nine club presidents in Ontario East over the last two years. We confined our visits to electronic means, especially video chatting via Zoom or telephone conversations due to health concerns. I had my first (and only) club visit to Kingston May 11, 2022; meeting the inspiring women in person was very, very special.

In addition to my club presidents' meetings, I have also met monthly with the OC Board and almost as frequently with our VP Ontario and CFUW National and I have attended CFUW related webinars, and discussion groups.

My clubs won both the CFUW OC Membership contests for membership recruitment (Peterborough) and retention (Cornwall) plus Cornwall also was awarded the Carolyn Day Environment Award announced at the OC AGM May 14th!!

I asked my clubs to send me their thoughts again on what they wish to highlight about their club this year; I needed to drastically edit to keep within our space limit, so my apologies for the deletions. The themes that come out from all clubs is the importance to connect with members, to be heard locally and afar on heartfelt advocacy issues and to continue fundraising to allow them to maintain their scholarships and advocacy.

CFUW Belleville and District—Lynn Becker

We had a very active year. The co-presidency works very well, especially when faced with challenges of the last 2 years. We hosted a record garden tour in July 2021 that funds our scholarships. We gave out \$20, 500 in September 2021 to our 2021-22 scholarship winners. We filled our VP Education and Advocacy position aiding in advocating for LTC reform and environmental change. On a more administrative note, our governance committee completely revamped and rewrote our Procedures and Policy manuals. As always, we had some challenges such as loss of members due to Covid vaccination requirements and although we are still a vibrant group, we are aging. This is making it harder to fill all leadership positions, especially the presidency. Clearly, we need to figure out how to attract new, somewhat younger members.

Cornwall and District – Jackie Fraser and Susan Kail

Best Our year was once again shaped largely by the global pandemic. However, even during restrictions and adversity, we managed to enjoy many meetings and events both virtually and in person. The highlight of the year was “Environment Matters”, Cornwall and Districts’ 2021-2022 initiative to explore ways to nurture our fragile environment. Environment Matters has taken us on an interesting and lively journey through education and action. Monthly e-bulletins on environmental topics such as pollinators and keeping warm without raising the thermostat were sent to members. Challenges to avoid the use of single-use plastics and to wrap Christmas gifts using re-usable materials were met by our members with a sense of fun as well as education. The club collaborated with the City of Cornwall to clean up Cornwall during “Cornwall’s Great Big Clean-up” event and again in April 2022 with the City’s Eco day event.

Challenge Our biggest challenge this past year has been the constant struggle to remain connected with members. We approached this in several ways, including regular phone calls to every member from ‘sister members’, quarterly publication of a club newsletter, ‘The Dispatch’, and a concerted effort to expand our on-line presence via Facebook and the creation of a Media Liaison Committee to explore social media venues such as Twitter and Instagram.

CFUW Kanata—Elena Petrcich

In spite of Covid, restrictions and all, we put in a good year. We were able to expand our technology base with workshops for Zoom, webinars, and our website. This increased participation at the General Meetings. Fundraising for Scholarships included a VP challenge, Garage Sale, Interview with a local author Elizabeth Hay in a zoom conversation with Alan Neal a CBC host, and direct donations. We participated in a community fundraising Porch Concert Ten new members joined our club. We attended Christmas Luncheons in person YEA!

Kingston—Danna Dobson

Though we are a very small club with an aging membership, we care about each other and stay connected. Our dining out group met, and we have five interested women for next year! PLUS 2 PhD students at Queens (one is advocating for a Canadian women's museum!). Sadly, our wonderful vivacious Judy moved to Pembroke.

CFUW Nepean—Marcia Armstrong

Zoom meetings are being enjoyed! Club membership did not decline. We tried hybrid meetings in the fall of 2021 but discontinued in person meetings at the end of November. Cooperation with other Clubs on projects has been more easily facilitated using Zoom e.g., Ottawa, Kanata and Nepean Clubs worked together to plan and deliver three very successful evening speaker events in April on the theme of "Tackling the Environmental Crisis: Together We Can". These events were inspired by Nepean's resolution on single use plastics passed at the 2021 AGM. Thanks to Ontario Council for their support to each Club for speaker honoraria. Our Club thespians under the direction of VP and playwright Joan Conrod, performed *Women Like Us* at our March meeting. It is a fictional account about the three women who founded the International Federation of University Women (Graduate Women International). It is available for viewing on Nepean's YouTube channel as are the three environmental webinars.

Challenge for 2021-22 Fund raising for the Scholarship Trust is our greatest challenge. We partnered with the Rotary Club of West Ottawa to sell Cash Calendars and raised \$1800. We also awarded \$6500 in scholarships to Algonquin College students and to a resident of Cornerstone Housing for Women to improve her education.

Ottawa—Elizabeth (Lizz) Sleith Wilfert

We **redesigned our membership pamphlet** to be up to date with recent photos, terminology, an eye-catching design and pleasing colours (distributed throughout local libraries and community centres). Our **social media** presence now includes Facebook, Twitter, Instagram, and LinkedIn. We continue to **campaign with slogans** such a 'Bring a friend' 'Don't keep a secret'

We do 'Zoom Welcomes' in small groups for our new members in November and then in March with Board members and Membership Committee. We acted upon new members suggestions and engaged them in decisions.

Each month between the Speakers' Series portion of the evening and the General Meeting, we have what we call **Groups' Showcase**. We try to match the speaker's topic with the theme of the interest groups. We have the convenor or co-convenors talk about their program. **Scholarships:** We have teamed with the Heads of Mission Spouses Association (HOMSA) and are creating two endowed scholarships one at the U of O and one Carleton U. **Advocacy** Not only has Zoom given us the opportunity to have more people come to our Speakers' Series but we have allowed some interest groups like Environment Action and University Women Helping Afghan Women

(UWHAW) to extend their invitations of special speakers to outside our club members and invite members to share the invitation with their friends and we often get new members.

Perth—Carrey Duncan

We continue to thrive and have grown to pre-pandemic numbers. We find ways to get together, in person and virtually-- hybrid meetings have included those who prefer to attend virtually and we bring in speakers from across the country. The number of Interest Groups has expanded and is even more active including our Out and About Group which visits local historical sites, our Intrepid Hiker Group, Cycling Group, Potluck Club, Piano Group. The Social Justice Committee focuses on: Long Term Care/Elder Care, Homelessness & Affordable Housing, Community Involvement, Human Trafficking, and the Opioid Crisis. The Club hosted a panel presentation on the Opioid Public Health Crisis in March which was attended by people across the province. On International Women's Day, our very own Shelagh Stevens spoke on the Challenges and Successes of Women in UN Peacekeeping. One challenge we face is the limited interest in people joining the Executive and we have a number of positions vacant for next year including President and VP. We continue our efforts to 'think outside the box' in resolving this challenge.

Peterborough—Susan Weston

Highlights of our meetings include a speaker on the new Long-Term Care initiative – the Butterfly Project, a speaker from the Ontario Mental Health Association – speaking on mental wellness, our MP, Michelle Ferreri speaking on local issues and a wildlife photographer and Safari Leader to close out our year. Our advocacy has again focused on Long-Term Care and on Elder Care Day – May 4th we will be delivering chocolates to the staff at local LTC homes as a token of appreciation for all they have done over the past 2 years. Our newsletters provide great information including uplifting poetry, book reviews and recipes. One of our new Interest Groups – the Sunshine Sisters spread good will and cheer with a highlight delivering holiday ornaments in December made by the Arts and Crafts interest group. Our Club also raised and donated \$960 at Christmas which went to Community Care. This year is our 85th Anniversary—sadly no party like we had for our 75th: maybe we will get together in person in September.

Renfrew—Barbara Moogk

We have had some Zoom meetings and a few in person meetings— a Christmas dinner at a restaurant and visited our local Food Bank before one meeting. We are now allowed into the high school to mark books but not to have a Book Fair. Our small membership has remained loyal to CFUW and supportive of each other locally. This year is our 65th anniversary!

Lori Ker

RD Ontario Huron

Huron Region consists of four clubs: Orangeville, Kincardine, Southport, and Owen Sound.

The following is a description of Huron Region Annual Report for 2022 including the strategically related pillars: Membership, Profile, Advocacy, Scholarships and Sustainability covering the six CFUW strategic plan elements.

Membership: *Diverse, vibrant, and committed membership based on cooperation, networking, support and understanding.* Through monthly meetings, club reps have shared membership drive practices from Huron clubs and beyond. They are doing well to preserve and grow their membership by supporting member engagement in modified ways. All clubs in the region are adapting their activities in relation to the pandemic, mixing both in-person and virtual programming and events. Clubs have worked hard to stay connected and continue to support members adopting virtual meeting technology. Club membership levels have been maintained or slightly grown in the last year in all clubs. Leadership succession continues to be a challenge and a topic we discuss regularly at monthly meetings. Strategies include early identification of possible successors; shared governance models and other leadership supports.

Southport was successful at preserving their membership with 80+ members and is the largest of the Huron clubs. This past year they held virtual speakers' program, had in-person activities, and maintained a strong profile in their communities. **Headwaters** (previously Orangeville) maintained their membership numbers from last year at 75 and is working to recruit younger and diverse members through their programming. **Owen Sound** was able to maintain their numbers at 58-60 members again this year. They have a line for leadership succession and were able to expand their reach in the community. **Kincardine** was able to preserve the 20+ members and launched a new website with a grant from OC which helped them with outreach and staying connected as a club.

Profile: *Recognition of CFUW's ongoing and significant contributions to Canadian society and support for women/ CFUW known as a movement of influence.* In the Huron Region clubs are continuing to manage and promote their profile very well. Whenever possible their virtual programs are open to other clubs and the public, which helps with their community profile and their connections within the region and beyond.

Headwaters held their 4th Annual Persons Day event with a newly appointed senator as their program speaker which was open to the public and was well attended. They had two other programs that extended their reach into the community, one with a presenter from the Dufferin County Canadian Black Association (DCCBA) and another with Ontario Native Women's Association. Next year's theme 'From Personhood to

Equality' will include a Persons Day (October) event and an Equality Day (May) event. Both will be open to the public and in partnership with the municipality. They have applied for a CANwill grant to support these programs. They were an active partner with the Dufferin Board of Trade for an all candidates meeting for the recent Provincial election and ran radio spots advertising CFUW Headwaters. **Southport** consistently does an excellent job in maintaining a high profile in the community by participating in community events and by regular communications with local media. This year, they ran their ever popular 'Grandma asked me to vote' campaign for the Provincial election, participated in the local Take Back the Night events in support of MMIWG and held an in-person community wide Dec. 6 vigil for remembrance and action on violence against women. They were also very active in Afghan refugee support, specifically female athletes, and their families, garnering media spotlight of their resettlement of several families in Ontario. **Owen Sound** has had success with publishing articles/photos with local media, and recently re-launched both an Advocacy committee and an Outreach committee to elevate their profile further. The club had a significant presence at their local commemoration for National Truth and Reconciliation Day, held a IWD program and partnered on Earth Day programming with other local groups. **Kincardine** continually works to improve their profile and regularly puts out press releases to highlight their scholarships and other activities. The club was profiled in a local paper as well as the Toronto Star, regarding their support of the Afghan Women's Fund and Medical Mercy Canada.

High club profile requires a dedicated and knowledgeable communications resource on the club executive that gets the word out to the media. Smaller clubs are challenged to dedicate resources to communications. CFUW is encouraged to support smaller clubs by producing media toolkits or offering support resources. (e.g., how to do a press release, how to invite media to your programs, how to get on the community online calendars)

Advocacy: *Advancement of the status of women, human rights and the common good locally, nationally, and internationally through effective mission focused advocacy. Promotion of women as leaders and decision-makers socially, economically, and politically.*

In summary many of the advocacy related highlights overlap with the profile related highlights for each of the clubs. The **Southport** and **Owen Sound** clubs have both had events in partnership with their local Indigenous communities, friendship centres and women's shelters. As mentioned, **Owen Sound** is in the process of re-launching their advocacy committee and invited the National VP of advocacy and the National advocacy coordinator to their October program to increase advocacy awareness among their members. The advocacy programming for the year included a local centre providing services to adults with developmental disabilities, the women's shelter, immigrant and refugee families, Indigenous youth, environmental action, and women's entrepreneurship. **Southport** is diligent with their Postcards for Politicians work and once again held their 'Grandma Asked Me to Vote' campaign, as well as an in-person

community wide Dec. 6 vigil and day of remembrance. Additional advocacy priorities this year included health care updates including the Butterfly Model for long-term care as well as environmental priorities and actions. **Kincardine** continued with their focus on health issues like long-term care and mental health and addictions support in schools as well as keeping up pressure on universal childcare in rural Ontario. As mentioned above, **Headwaters** held their 4th Annual Persons Day event, with new senator, Karen Sorenson and local female politicians including Sylvia Jones, MPP, Solicitor General. They were an active partner with the Dufferin Board of Trade for an all candidates meeting for the recent Provincial election and ran radio spots advertising CFUW Headwaters. A large advocacy related undertaking was in the development of a national resolution “A Clean, Healthy, Sustainable Environment is a Human Right.” This national resolution would allow clubs across the country to advocate on the landmark declaration recently made by the United Nations

Human Rights Council.

Advocacy is not a primary factor for many individual club members but there is a good level of engagement in advocacy driven priorities. All Huron clubs survey their membership for club advocacy priorities.

Scholarships: *Support of public education in Canada, advanced study and research by women, and a sound concept of lifelong learning.* All Huron clubs are active in fundraising and promoting their Scholarship programs at the local level and beyond and regularly promote lifelong learning through their programming and award support for mature students. Again, this year, most awards are being funded through club reserves and membership dues along with whatever fundraising can be accomplished under the circumstances. Several clubs have adopted the practice of members donating to the scholarship fund when renewing their membership, in lieu of reduced fundraising opportunities. **Kincardine** locally administers two yearly bursaries to females going on to university or college. They annually hold a ‘Treasures Sale’ to help fund their scholarship program. **Owen Sound** has four scholarships and **Southport** has three scholarships including their Carolyn Day Memorial scholarship. **Orangeville** has scholarship programs in all four secondary schools and last year launched a new scholarship for two female BIPOC students from the Headwaters community with their Building Bridges awards. All clubs recognize that scholarships are a cornerstone of CFUW purposes and have no issues delivering on their scholarship programs.

Sustainability: *Financial independence and stability to ensure our voice and grow our influence.* Sustainability is the culmination of all the activities in the above categories as it ideally relates to maintaining and growing our club membership through our advocacy presence, our public scholarship programs, and any other high-profile activities. Sustainability also includes inter club work around financial stewardship, leadership succession and executive committee structure and governance. Happy to report that all Huron clubs are in good shape for the foreseeable future, and none are at risk of folding. This year, all clubs have identified presidents, and all have a succession plan

for next year. **Headwaters** has work to do regarding succession and bringing new members into the executive. There has been a vacancy in the vice president role for a few years now. In the monthly Huron Hub meetings, we have discussions regarding leadership and succession planning. In the past, all clubs in Huron struggled with club leadership development and succession. **Headwaters** and **Kincardine** have used a shared governance model in the past - essentially using a monthly rotating chair or co-chair structure among the club executive group to maintain operations.

CFUW could assist by continuing their efforts with club leadership and succession planning, specifically, how to monitor ongoing succession planning in a club instead of once annually. As mentioned previously, perhaps developing Membership recruitment materials for specific club leadership positions with a stated value proposition including those with governance background, communications, advocacy, finance, etc.

Linda Sestock

RD Quebec English – French

This was my 2nd and last year as Regional Director (EN) and I took over for Anne Lise Dupuis as Regional Director (FR) during the past year. It was a pleasure to have the opportunity to learn more about our Clubs and about how clubs work across Canada.

Membership:

Membership does not seem to have dropped and new members continue to join our clubs despite covid. Clubs continue to meet online and in-person when possible. Covid continues to impact the clubs.

I was able to participate in MLUWC, UWC and AFDU Montérégie in-person events. It would have been nice to visit more clubs, but covid and time restraints interfered with this.

As RD Quebec, a **Club Succession Planning Workshop** was sponsored, with the assistance of Heather Oxman and Heather Lewis. This was offered to all of the clubs, but only the English Clubs replied. It is possible to do this again in the future in both languages. There were approximately 15 in attendance. Recordings are available. Here are some of the ideas from the workshop:

- Members at large - good way to learn about the Executive. They are not committee Chairs, but they do have a vote and have an opportunity to see how the Executive works to encourage them to join the executive in the future.
- Members considering the Executive can attend several meetings to see how things are done.
- Reminder - no need to change bylaws so long as co-chairs share 1 vote only.
- Sharing of positions - can be quite creative. The South Shore Club had 3 Presidents this year.

- New Member packages – could contain club bylaws and information on CFUW.
- A “Frequently Asked Questions” page could be added to your website.

I participated in the **CFUW Membership Panel** – How to grow your membership garden through networking. I also presented this at the QC Council AGM.

Public Profile - Advocacy

Most clubs participated in the Ecological Footprint Survey put out by the Quebec Council Advocacy Committee many clubs also participated in Earth Day.

Facebook: The current petition Facebook page name changed to reflect the Québec Council in English and French. Posts regarding senior care in the current news are being shared on the page as well as other posts regarding Quebec Council Advocacy and our clubs’ news.

All clubs were active within their local community and are interested in climate change, indigenous issues, mental health care, long-term care and the opioid crisis.

Resolutions: none this year

Scholarships

All Clubs continued to fundraise; I had the opportunity to attend the AFDU Québec, in-person fundraising event. Other clubs continued with their fundraising, with covid limitations. Scholarships and bursaries went out to deserving women across the Province as usual.

GWI/International & CFUW

GWI – the Quebec clubs still support GWI – clubs are paying dues increases and continuing to opt-in.

C'était ma deuxième et dernière année en tant que directrice régionale (EN) et j'ai remplacé Anne Lise Dupuis en tant que directrice régionale (FR) au cours de la dernière année. Ce fut un plaisir d'avoir l'occasion d'en apprendre davantage sur nos clubs et sur la façon dont ils fonctionnent à travers le Canada.

Effectifs :

L'effectif ne semble pas avoir baissé et de nouveaux membres continuent à rejoindre nos clubs malgré le covid. Les clubs continuent à se réunir en ligne et en personne lorsque cela est possible. Covid continue d'avoir un impact sur les clubs.

J'ai pu participer aux événements en personne de MLUWC, UWC et AFDU Montérégie. J'aurais aimé visiter plus de clubs mais le covid et le manque de temps m'en ont empêché.

En tant que DR Québec, j'ai parrainé un atelier sur la planification de la relève des clubs avec l'aide de Heather Oxman et Heather Lewis. Cet atelier a été offert à tous les clubs, mais seuls les clubs anglophones ont répondu. Il est possible de le refaire à l'avenir dans les deux langues. Il y avait environ 15 personnes présentes. Les enregistrements sont disponibles. Voici quelques-unes des idées issues de l'atelier :

- Les membres en général - une bonne façon d'apprendre à connaître l'exécutif. Ils ne sont pas présidents de comité, mais ils ont un droit de vote et ont l'occasion de voir comment l'exécutif fonctionne pour les encourager à rejoindre l'exécutif à l'avenir.
- Les membres qui envisagent de se joindre à l'exécutif peuvent assister à plusieurs réunions pour voir comment les choses sont faites.
- Rappel - il n'est pas nécessaire de modifier les statuts tant que les coprésidents partagent une seule voix.
- Partage des postes - peut être très créatif. Le South Shore Club a eu 3 présidents cette année.
- Trousses pour nouveaux membres - pourraient contenir les statuts du club et des informations sur la FCFDU
- Une page " Foire aux questions " pourrait être ajoutée à votre site Web.

J'ai participé à la table ronde sur l'effectif de la FCFDU - Comment développer votre jardin de membres par le biais du réseautage. Je vais également présenter ce sujet à l'AGA du Conseil du Québec.

Profil public - Défense des intérêts

Je continue à participer au comité de promotion des causes. Tous les clubs participent à l'enquête sur l'empreinte écologique et nous espérons que les clubs participeront également au Jour de la Terre.

Facebook : le nom actuel de la page Facebook de la pétition a été changé pour un nom qui reflète le Conseil du Québec en anglais et en français. Les messages concernant les soins aux personnes âgées dans l'actualité sont partagés sur la page ainsi que d'autres messages concernant les nouvelles de défense des intérêts du Conseil du Québec et les clubs.

Tous les clubs sont actifs au sein de leur communauté locale et s'intéressent au changement climatique, aux questions autochtones, aux soins de santé mentale, aux soins de longue durée et à la crise des opiacés.

Résolutions : aucune cette année

Bourses d'études

Tous les clubs ont continué à collecter des fonds : J'ai eu l'occasion d'assister à la collecte de fonds en personne de l'AFDU Québec. D'autres clubs ont continué leur

collecte de fonds, avec des limitations de Covid. Comme d'habitude, des bourses d'études ont été remises à des femmes méritantes dans toute la province.

GWI/International et FCFDU

GWI - les clubs du Québec soutiennent toujours GWI - les clubs paient les augmentations de cotisations et continuent à s'inscrire.

Eleanor Palmer

RD Nova Scotia

During this second year of our CFUW Biennium I have continued to work closely with our CFUW Nova Scotia Clubs and with our VP Atlantic, Janet Willwerth. A major concern for both Janet and me is the future of CFUW Dartmouth, a Club that is struggling.

With the continuation of the COVID 19 pandemic, most of my contacts have of necessity utilized modern technology rather than the preferred face-to-face meetings. However, even technology is not one hundred per cent reliable as almost half of the delegates to our Atlantic Regional Council Meeting (including those of us in Wolfville) were unable to join the meeting.

For the most part, our Nova Scotia Clubs have met virtually. CFUW Wolfville held several in-person meetings after finding an alternate venue and has also utilized Zoom. Cape Breton met virtually up until recently as did Halifax.

Interest groups (including Issues) have been ongoing in our Nova Scotia Clubs. CFUW Wolfville (following COVID guidelines) held a successful Book Sale in the Spring having found a perfect location to prepare for the sale.

It has been my privilege to serve as Chair of the CFUW Regional Directors once again, a role in which I chair our Regional Directors' Meetings, attend all CFUW Board Meetings and participate as a member of the Governance Committee.

An idea that germinated in Winnipeg of having the Regional Directors meet virtually as a group on a regular basis to share ideas, concerns and become better informed regarding their role as RD's has proved to be a very positive initiative that has certainly strengthened our group. Our CFUW President, the Chairs of Membership, Advocacy, Governance, Finance, Articles and By-laws participate in these meetings. As well, during the "sharing" segment of the meeting, each RD gives a brief update on what is current in her area.

The RD Toolkit, an excellent resource, has been updated/revised with input from the RD's and will be available for the incoming Regional Directors.

Thanks, and appreciation to all our RD team and to those who have provided leadership at the National level during this challenging Biennium.

Valerie Campbell

RD Prince Edward Island

No report

Grace Stapleton

RD Newfoundland & Labrador

As my final term as RD NL comes to an end, I look back on another year in which the Covid pandemic affected our CFUW activities. The members of CFUW St. John's have shown resilience and adaptability as they became more familiar with the digital technology, we were all forced to learn. The social aspect of in-person interaction is still of primary importance, but we recognize that those zoom meetings – not limited by distance, geography or available funds – allow for greater diversity of speakers, topics and points of view, and contribute to the lifelong learning that is one of our goals.

Communications

Responsibility for communication from the national board/office to and from the CFUW clubs used to be part of the role of the RD. Now the office staff and the club PR Committee send the Club Action Newsletters, the various excellent toolkits, links to on-line events and reports or recordings of these events – all directly to the members. The president of CFUW St. John's also sent out a monthly *News & Notices* with club updates and announcements. As RD I wrote a message for each of these newsletters, highlighting some aspect of our organization: the changing role of the RD, the Charitable Trust and our NL award recipients, current resolutions and advocacy, CFUW governance structure and the nominations process. In October I gave an oral presentation – mainly for new members – on CFUW's organization and purpose, and our club's relationship to the national board and the Atlantic Regional Council.

Since CFUW St. John's is the only club in our province, this report is about that club's activities.

Membership/Meetings

The loss of in-person activities was likely the cause of a membership decline at the beginning of the year, but a personal contact campaign has raised the number to about

70% of our pre-pandemic peak. Monthly meetings were held by zoom, except in April, when we tried a hybrid event as an experiment; more attended by zoom than in person, despite the large-room venue at the university. That suggested members were not yet ready for face-to-face meetings.

Speakers represented issues related to CFUW policy and local concern: Wazhma Frogh on the plight of women in Afghanistan, Margot Duley on an early NL suffragist and leader, Elizabeth Siegel on Long Term Care in NL, Shelaigh Stevens on Women in UN Peacekeeping, Michelle Corbett on Support for Indigenous Women in NL, Kateri Salma-Delnath on the Women's Multicultural Organization of NL. Some members also joined events presented by other clubs on pay equity and environmental issues.

The various interest group' subdivided and met in homes, or by zoom. These included a craft group, bridge groups, and book groups (one of which was delighted to welcome writer Lisa See, who joined by zoom from California when they discussed one of her novels!) The walkers and tap dancers have been active, and as restrictions are lifted, the dining out groups are trying new and old favorites. The Sunshine Committee checks in with ailing members and offers support as needed.

Advocacy

The club Issues Committee researched the local situation re Pay Day Loans, and sent letters to the appropriate provincial ministers. They are also collecting material on Elder and Long-Term Care in the province: the regulations that apply to government and private care homes, the intake procedures, and the oversight process. The goal is to prepare an information package for our members, as well as to inform our advocacy efforts.

Public Profile: Fundraising and Scholarships

As always, our goal is to support the education of women and girls. Our scholarship program is funded by one major effort, our Giant Used Book Sale, which is so popular that it has become a community event. However, once again this year we were unable to hold a sale, and the books we collected remained in storage. We were able to award two university entrance bursaries of \$1500 each, funded by the CFUW Endowment Fund at MUN, and our two annual awards of \$2000 each to graduate students in Education and Gender Studies. The new scholarship established in memory of our life member Dr. Audrey Lee is being funded by her family and donations to a CFUW Fund set up for this purpose. We hope to give the first award in the coming academic year. In 2019 the recipient of our Grace Hiscock Hollett Anniversary Scholarship was a doctoral student named Amrita Ghosh. Last year she completed her work and was awarded a PhD in Biology at a recent convocation. She was also the winner of MUN's most prestigious award, the Graduate Student Leadership Award. We were delighted that

Amrita joined our club and has served on the executive for the past year.

Other good news: the club has obtained a venue for the Book Sale, and it will be held later this month.

Community Outreach

Under pandemic conditions outreach was limited to the donation each month of two “New Beginnings Baskets” of personal care items to a local women’s shelter. These are given to women as they leave the shelter to set up new homes.

Other:

I was able to attend the regular Regional Directors’ Meetings by zoom. I also participated in the Atlantic Regional Council executive meetings, the Council meeting in the fall, and the first spring ARC AGM held in May. Once again, thanks to zoom, I attended the various dialogues/webinars presented by national office and some from national committees and other clubs. I look forward to the national AGM at the end of August.

Finally, I want to welcome Jean Marks, a long-time member and former President of CFUW St. John’s, to the role of Regional Director NL for 2022-2024.

Committees

Fiorenza Albert-Howard

Articles and Bylaws Committee

The CFUW Articles & Bylaws Committee met every other month to consider eventual amendments to the Articles and Bylaws. Under directive by the Board, CFUW retained Drache Aptowitzer, LLP to complete a full review of our Bylaws. In the past, lawyers were consulted for individual adjustments or targeted issues and amendments were made accordingly. This year's organization driven amendments should complete the modernization of the CFUW Articles and Bylaws.

As a reminder, CFUW is a federal not-for-profit corporation, established under the Canada Not-for-Profit Corporations Act (CNCA). As such, it is legally governed by the following documents:

1. The provisions of the CNCA and associated regulations,
2. Its Articles of Incorporation, as issued by Corporations Canada, and
3. Its bylaws,
4. Procedures adopted by CFUW, and
5. The parliamentary authority: Robert's Rules of Order Newly Revised 12th ed.

These are listed in order, starting with the most authoritative. So, for example, if there is a conflict between the Bylaws and the Articles, then the Articles take precedence. The CNCA supersedes them both. CFUW's operational documents should be clear about this hierarchy and should not unnecessarily duplicate information between them. Doing so complicates their interpretation as well as creates confusion and additional work when one or the other need amending. To this end, going forward any communication of the Bylaws will also include the CFUW Articles document to present a complete picture of our governing documents.

In 2021, CFUW made amendments to their Articles of Incorporation and no amendments are required to the Articles of Incorporation in 2022. Duplicating our Articles in our Bylaws is not required or recommended by our legal counsel. We are proposing adjustments to our Bylaws to eliminate this duplication. The proposed Amendments were then presented to the Governance Committee and to the Board for their support. The final action on this regard, for the Committee at the end of the 2021-2022 year, is the presentation and vote at the AGM.

Thanks are due to Judy Gay, past Chair for her dedication to the committee, and to the extraordinary members: Kathryn Wilkinson (CFUW President - Ex-Officio), Robin Jackson (CFUW Executive Director - Ex Officio), Lori Kerr, Beth Haines and Karen Dunnett.

Grace Hollett

Resolutions Committee Chair

All Resolutions Committee members appointed by the CFUW Board for the 2020-22 Biennium continuing into the 2021-22 year are Margaret Therrien, Teresa Habs, Deborah Track, Bilkies McKen, Monique Sirois Kelly, Jeannette Mergens VP Advocacy, Kathryn Wilkinson National President, and Grace Hollett Committee Chair. Charlotte Akin is the staff consultant.

The four Resolutions reported in the June 2021 Resolutions Committee report were subsequently passed at the virtual Policy Session following the AGM. Their titles were: CFUW Nepean: Single use Plastics and Plastic Packaging; CFUW Cape Breton: “Right to Repair” for Large Household Appliances; Montreal Lakeshore UWC: CFUW International Relations Committee: Canada’s Opioid Crisis; Post-Pandemic Recovery for Women in Canada. As CFUW policy those became a focus of advocacy for fall 2021.

Between June and September 2021, the Committee finalized a thorough revision of the document Resolutions Information and Guidelines 2021-2022 which was subsequently accepted by the CFUW Board and circulated to Clubs. We also prepared and presented a Resolutions Workshop, with input from 2021 Proposers to introduce the revised document Resolutions Information and Guidelines and to discuss the process with Clubs interested in preparing a Resolution. The workshop may be accessed online.

The Resolution Committee’s Terms of Reference focus on ensuring that scheduled timelines set for Resolutions are circulated to the membership and that Resolutions are prepared properly for voting by delegates at a Policy Session. Reporting to the CFUW Board is through VP Advocacy who for 2020-22 has been Jeannette Mergens.

The schedule below summarizes the work of the Resolutions Committee and the Resolutions Process for 2021-2022. Regular meetings were held by the Committee via Zoom as well as email consultations as needed.

DATE	PROCESS
September 13	Resolutions Workshop

November 15	Clubs met deadline for the submission of <i>Intent to Submit a Resolution</i>
November 15 - 30	CFUW Resolutions Committee reviewed submitted Intents for six Resolutions and followed up with Proposers
November 30	Resolution Intents were published
January 31	Resolutions were due (Resolved Clause(s), Background, Implementation and Bibliography) to Resolutions Chair
January 31 - February 15	CFUW Resolutions Committee reviewed submitted Resolutions and provided feedback to Proposers.
February 15 - February 28	Proposers made changes based on feedback from CFUW Resolutions Committee and confirmed all Bibliography hyperlinks were active. Any problematic links were removed or adjusted by proposers.
March 2	Resolutions were reviewed by Committee and then published for Club review.
March 2 - April 15	Clubs Reviewed Resolutions.
April 15	Amendments were due from Clubs to Committee Chair and to Advocacy Co-Ordinator who forwarded them to Proposers and the Resolutions Committee and confirmed receipt.
May 15	Deadline for Proposers to advise Amenders regarding acceptance or rejection of their amendments. Proposers gave thorough respectful responses to Clubs proposing amendments.
May 30	Proposers and Amenders Workshop. This was attended by Proposers, Amenders and representatives of Clubs
As soon as possible after the Proposers and Amenders Workshop	<p>All amended Resolutions forwarded to Resolutions Chair for translation and publication. The titles and revised text follow:</p> <ol style="list-style-type: none"> 1. <u>Archiving Selected Policies I – CFUW Advocacy Committee</u> 2. <u>Archiving Selected Policies II – CFUW Advocacy Committee</u> 3. <u>Strengthening Employment Equity -CFUW Nelson & District</u> 4. <u>Strengthening Bail Laws to Protect Victims of Intimate Partner Violence – UWC North York</u> 5. <u>Violence against Women in Politics – CFUW Oakville</u> 6. <u>A Clean, Healthy & Sustainable Environment is a Human Right – CFUW Headwaters</u>
Mid-August	A Pre-Policy Session preparation meeting being held with proposers

I wish to thank Proposers, Amenders, Clubs, the Resolutions Committee, National Office staff, especially Charlotte Akin, CFUW Advocacy Co-ordinator, who worked with us all in this process.

Sharon Crabb and Grace Hollett

Indigenous Peoples Sub-Committee

At our September 2021 meeting, the Indigenous Peoples Sub-Committee affirmed we would continue our theme, “Educating Ourselves and Others”. We identified three goals: (a) Educating Ourselves and Others, (b) Indigenous Education and (c) webinars. Throughout this year, our actions and activities have supported our theme and our goals. The Indigenous Peoples (IP) Committee members are Charlotte Akin, Wynne Blair, Heather Foss, Jeannette Mergens, Charlotte Rigby, Jacqueline Russell, Kathryn Wilkinson, Kathy Wosnick and co-chairs Sharon Crabb and Grace Hollett. Two guests, Helen Arnott and Gretchen Harlow, joined the Committee later in the year. Committee meetings were held via Zoom in September, October, November, January, February and May. Throughout the year, IP Committee reports and updates were provided to the CFUW Education Committee. Further, as appropriate items/articles were prepared for posting in the CFUW Action News Bulletins.

Educating Ourselves and Others: In reviewing the previous year’s webinar, “Indigenous Issues: Call to Action”, listening to Indigenous speakers and reading related documents, a clear message became evident, that being “we must listen, learn and accept the truth about Indigenous Peoples journey, history and ways of learning before we can move forward with reconciliation.” The power of education became evident. In following that direction, IP Committee members collected and shared numerous documents, articles and webinars/YouTube such as:

- ✚ We’re Making History, says one of the first high school graduates of a TDSB school that integrates Indigenous Language and Culture”—Maria Sarrouh, Staff Reporter, Sun—June 2021
- ✚ Reviewed the “Truth and Reconciliation Calls to Action” March 18 document, updated October 4, 2021, looking at calls to action specifically addressing Education: recommendations 6-12 and 62-64
- ✚ “In Plain Sight” addressing Indigenous-specific Racism and Discrimination in B.C. Health Care
- ✚ Documents discussing “Secret Path Week” and “Residential and Day Schools’
- ✚ HIP “Honouring Indigenous Peoples”—newsletter
- ✚ “Indigenous Rising: From Alcatraz to Standing Rock”—Bioneers

- ✚ Equal Future Network
- ✚ Gord Downie and Chanie Wenjack Fund Newsletter
- ✚ “Stolen Lands, Strong Hearts”, The Doctrine of Discovery (you.tube)
- ✚ “Picking Up the Pieces: The Making of the Witness Blanket”, Carey Newman
- ✚ Films produced by Alanis Obamsowin
- ✚ “Women of the Metis Nation” (film)
- ✚ “Understanding Indigenous Rights and Title in Canada”, Jack Woodward
- ✚ “First Nations Public Health Physician”, Dr. Sarah Minwanimad Funnell
- ✚ Equal Futures Network
- ✚ CTV’s Omar Sachedina’s Live Interview with Chief Perry Bellegarde
- ✚ “Indigenous Writing”, some of Canada’s Best Authors (list prepared by Charlotte Rigby)

IP Committee members continued to identify and create lists of books, films and speakers which were then uploaded to expand previously created lists on the CFUW Members website. Clubs are encouraged to visit this site and incorporate such materials and speakers as part of your Club’s activities, book clubs, interest groups and general meeting speakers.

Indigenous Education: The Committee revisited the document, “Indigenous Education Structure, Initiatives and Promising Practices”, Canadian School Boards Association Indigenous Education Committee published in January 2018. This document had not been updated thus we used it as a guide to determine what was currently happening with Indigenous Education in various provinces. Committee members engaged in this task and to date reviewed or are reviewing current Indigenous Education in the provinces of Alberta, British Columbia, Manitoba, New Brunswick, Newfoundland Labrador, Nova Scotia, Ontario (specific Boards of Education) and Prince Edward Island. A major finding in this review was although Indigenous Education may be in an Educational Plan at the provincial level, it was not necessarily incorporated at the local levels. A generalization is that where Indigenous Education was most prevalent locally was often determined by a Board of Education and/or specifically forming a relationship with the local Indigenous community and inviting elders into the schools.

IP Committee members shared sundry links to webinars, films, You Tube and other videos in support of our Indigenous Education journey. Some of those shared resources and the link to a recording of same when available are:

- ✚ “Indigenous education in schools” (webinar)
<https://www.youtube.com/watch?v=LScTURc-3qo>
- ✚ “Truth and Reconciliation: Community Dialogue”, Lakehead University (Speaker Series)
- ✚ The Power of Education in Advancing Reconciliation” Empire Club (webinar)
<https://www.youtube.com/watch?v=DsFNjSLuKcA>

- ✚ “Learning about Residential Schools “CFUW Oshawa (webinar)
- ✚ “Indigenous History and Indigenous-led Curriculum”, LON360°
- ✚ “Beyond the Curriculum—Building Hope and Opportunity for Indigenous Youth”, Empire Club.
https://www.youtube.com/watch?v=uG_F1fI54OE&ab_channel=EmpireClubofCanada
- ✚ “The Power of Education in Advancing Reconciliation”, Empire Club
<https://www.youtube.com/watch?v=DsFNjSLuKcA>

Webinar: Continuing with Goal 2, Indigenous Education, the IP Committee planned and presented a webinar on February 22, 2022, titled “Indigenous Perspectives on Improving Education on the path to Reconciliation”. This webinar featured three outstanding speakers: Kelly Brownbill, Educator, Facilitator, Consultant; Jessica Madiratta, Indigenous Advocate Teacher; and Michele-Elise Burnett, President, Kakekalanicks, Inc. and LON360°. These speakers presented a rich description of Indigenous Education currently happening in various provinces along with suggested actions in which CFUW Clubs might engage. The webinar also provided the opportunity to apprise attendees of the “Aboriginal Woman’s Award for an Indigenous woman studying in Canada”, one of the CFUW Charitable Trust Fellowships, as well as calling for donations in support of this scholarship. A link to this webinar can be found here.
https://www.youtube.com/watch?v=LSctURc-3go&ab_channel=CFUWNationalOffice

Prior to this webinar, the Committee sent a Survey Monkey to Clubs asking for Clubs to respond if they currently offered a scholarship specifically identifying Indigenous women. The results of this survey showed 18 Clubs as currently having an Indigenous woman’s scholarship.

Conclusion: As we held our May Zoom meeting, the Committee identified potential goals and actions the IP Committee might undertake in the 2022-2023 year. Thanks to all the work of IP Committee members, we have had a very successful year in addressing our goals and actions and hosting an exciting and very information webinar. Thank you to members for all your work, input, willingness to share and your ongoing support.

Heather Lewis

National Governance Committee

Members: Heather Lewis (Chair and VP Ontario); Kathryn Wilkinson (President); Victoria Grabb (VP Prairies); Judy Hopps (VP Quebec); Eleanor Palmer (Chair, Regional Directors Committee); Fiorenza Albert-Howard (Chair, Articles and Bylaws Committee)

Parliamentarian: Beth Haynes

Consultants: Barbara MacLellan; Christine Rollo

Student Participant: Risann Wright

The Governance Committee has had a busy year. The two aspects of the Strategic Plan which were most relevant to our work were the following:

Promotion of women as leaders and decision-makers.

Financial independence and stability to ensure our voice and grow our influence.

We provided several tools to support leadership in the organization. A webinar entitled ***What Does the National Board Do and Might I Want to Do it?*** ran on January 19th and 22nd. Last year we initiated the ***Club Succession Planning*** webinar, and we ran it again on March 18th of this year. A revised version of ***Leadership 101: An Introduction to Being a Club President or Leader*** will be given on June 21st and 25th. The National Board approved our recommendation for a ***Meet the Candidates*** webinar which will run in August. Updated versions of the ***Handbook for Club Presidents and Leaders*** and the ***RD Manual*** are now on the members only site. We prepared an ***Orientation Handbook*** for new National Board members which is now ready for the new Board.

It has been my pleasure to mentor Risann Wright, a student at ***McGill University*** who came to us from the ***Fora Network for Change***. She has been a non-voting participant on the National Board and on the Governance Committee. She is now a member of the Montreal Club, and we have every expectation that she will be a future leader and decision- maker.

Good governance documents and tools are important for the stability of the organization. In addition to the tools indicated above, we updated ***Administrative Procedures Volume 2***, and the updated version is on the members only website. The Committee provided feedback during the development of the ***Proposed Amendments to the CFUW Articles and Bylaws*** as well as the ***Guidelines for Policy Sessions***. I was available to provide advice on Governance matters to the ***Nominations Committee*** and others during the year.

I wish to express my sincere appreciation to all the participants on the Committee. Each one of them in her own way made a very significant positive contribution to the work of the Committee. Bravo and thank you. Robin Jackson, Executive Director, has always been available to assist us. Heather Oxman and Brittany Sagriff have helped us in supportive roles. I wish to acknowledge that help.

Special Appointees

Joy Hurst

Canadian Commission for UNESCO

2022 Update: Canadian Commission for United Nations Educational, Scientific and Cultural Organization (CCUNESCO)

CFUW continues to be a member of the CCUNESCO network. Given that CCUNESCO is a network of networks, CFUW with our network of clubs across the country is ideally positioned to advance and support the goals and programs of CCUNESCO. CCUNESCO helps Canadians share knowledge locally and globally to create better communities and build peace in minds and hearts.

CCUNESCO has 4 priorities: Gender Equality, Memory of the World, Reconciliation and Youth Engagement. CCUNESCO has experts and resources in many of the areas of interest and action in CFUW such as Education, Reconciliation in Action, Climate and Sustainability. UNESCO Chairs are a great source for potential CFUW speakers.

I encourage CFUW members to explore the many resources available through the CCUNESCO website including their blog and stay tuned to CCUNESCO activity by personal subscription to the CCUNESCO mailing list.

<https://en.ccunesco.ca/resources#sort=%40commoditypublishdate%20descending>

<https://en.ccunesco.ca/blog#sort=%40commoditypublishdate%20descending>

<https://en.ccunesco.ca/subscribe>

National Office Report for 2021-2022

Highlights of National Office Activities 2021-2022

The work done by the National Office to further the goals of CFUW and support the membership is carried out by:

Charlotte Akin, Advocacy Coordinator
Brittany Sagriff, Member Engagement Coordinator
Betty Dunlop, Fellowships Manager
Robin Jackson, Executive Director

Highlights from Staff Accomplishments over 2021 - 2022

- CFUW expanded its relationships with 14 organizations through work with the Canadian Beijing +25 Network
- Staff participated in three Ministerial Roundtables with government
- 977 participants were trained by CFUW staff on pay equity and salary negotiation
- During the course of the pay equity project, staff made contact with 91 universities and colleges and 825 individual departments, faculties, student clubs and associations
- 171 applications for fellowships and awards were processed
- 5,623 inquiries from CFUW members were responded to
- 631 zoom meetings were scheduled
- Savings of \$20,000 by office move and reductions in internet and telephone expenses
- Social media outreach was expanded: 12% growth in FB followers; 30% growth in Twitter followers; 109% growth in Instagram followers over last year

Goal 1: Advancement of the status of women, human rights and the common good locally, nationally and internationally through effective mission-focused advocacy.

Government Relations

- Staff prepared letter to Minister of Defence Sajjan on sexual misconduct in the Canadian Armed Forces/Department of Defence
- Staff invited by Global Affairs Canada to provide feedback on a document entitled “Feminist approaches to unpaid & paid care work” and attended Working Group meeting
- Liaised with Maria Campbell, Policy Advisor to the Minister of Seniors to attend the two CFUW events on long term care
- Attended Government of Canada event on the global care economy at the Generation Equality Forum

- Invited to a Ministerial Roundtable on Sexual Misconduct in the Military hosted by the Minister of Defence, Minister for Women/Gender Equality and was invited to subsequent consultations on this issue in the fall
- Submitted CFUW's 2022 Pre-Budget recommendations to the House of Commons Standing Committee on Finance
- Prepared letters under CFUW President & VP IR signatures to the Prime Minister, Minister of Immigration, Refugees and Citizenship, Minister of Foreign Affairs, Ambassador on Women, Peace and Security, Deputy Ministers of GAC/IRCC, on the need for Canada to provide assistance & resettlement programs to vulnerable Afghans, including women & girls
- Signed Women, Peace and Security Network Canada (WPSN-C) open letter to various Government officials on protecting vulnerable Afghans
- Prepared press release on the Federal Government's minority win & highlighting our national initiatives
- Provided feedback to Employment & Social Development Canada's consultation survey to restructure the Employment Insurance program
- Sent welcome letters to the new Minister of Women, Gender Equality and Youth & Minister of Families, Children and Social Development introducing CFUW to their office & requested a meeting with both Ministers in October 2021
- Submitted feedback on behalf of CFUW to Environment and Climate Change Canada's "Engagement on Canada's 2030 Emission Reduction Plan"
- participated in "Dialogue on Global Affairs Canada's \$100M Commitment on Unpaid and Paid Care Work" meeting with Global Affairs Canada civil society participants
- Monitored House of Commons, Senate Committee, and Canadian Human Rights Commission announcements throughout the year under review
- Attended roundtable discussion with Minister of Finance, Chrystia Freeland, with members of the Feminist Influencing Group, in March 2022
- Met with members of the Federal Pay Equity Commission team to discuss the CFUW March 30 Pay Equity webinar
- Submitted feedback to United Nations Commission on the Status of Women (UNCSW) team at Women and Gender Equality (WAGE) on the CSW66 Zero draft conclusions
- Attended Canadian civil society reception with UN Ambassador Bob Rae and Minister for Women and Gender Equality, Marci Len and asked question about the rights of Indigenous Peoples' in the UNSCW Agreed Conclusions
- Attended briefings given by UNSCW team at WAGE
- Attended roundtable discussion with Minister for Women and Gender Equality, Marci Len, with members of the Feminist Influencing Group, March 2022
- Provided feedback to the Health Standards Organizations on the proposed national standards for long-term care
- Signed Feminist Foreign Policy working group (WPSN-C) open letter to Minister Joly for speedy release of the Government's Feminist Foreign Policy Paper

- Supported social media promotion of Ontario Leaders' Debate on Equal Pay Day, April 12
- Invitation to New Brunswick (NB), Newfoundland, and British Columbia (BC) Seniors' Advocates to speak at April 27 members-only event on Long Term Care standards, BC & NB agreed to attend (NL still does not have a seniors' advocate)
- Prepared invitation to Minister of Seniors, Kamal Khera, office to attend May 4 Elder Action Day event.

Partnership and Network Participation

- Attended the Beijing +25 Gender-Based Violence & Economic Justice working groups meetings over the course of six months
- Contributed to developing B+25 Working Group documents on Gender Based Violence (GBV) & Economic Justice based on CFUW policy in these areas to highlight Canada's programmatic and advocacy commitments ahead of the Paris Generation Equality Forum
- Attended WPSN-C meetings throughout the year as a member and attended WPSN-C sub-group meeting on Military Sexual Violence
- Participated in childcare advocacy roundtables organized by Child Care Now
- Met with Shannon Boeckner, Director of Development, Community and Donor Relations at the Equality Fund about its work, partnering with CFUW
- Communicated with GreenPAC, a group organizing federal debates on the environment, connected interested clubs and members with GreenPAC organizers and provided communications support
- Corresponded with organizers of the Queen's Female Leadership in Politics conference to hold Salary Negotiation workshop
- Attended NGO/CSWNY monthly meetings
- Attended WEE COP (Women's Economic Empowerment Community of Practice) meeting with civil society & Global Affairs Canada partners
- Corresponded with new Internship Coordinator at St. Paul's University about hosting an intern in the Winter 2022 semester
- Met with Khalidha Nasiri of Afghan Youth Engagement and Development Initiative (AYEDI) to confirm sponsorship of CFUW "Safe Exit & Resettlement" webinar
- Corresponded with Sarah Keeler and Monique Sereneo of Canadian Women for Women in Afghanistan (CW4WA) about joint advocacy campaign
- In partnership with Khalidha (AYEDI), created agenda & discussion questions for "Safe Exit & Resettlement" webinar and did promotion for the event
- Attended Globe & Mail Pay Equity webinar
- Attended Ontario Equal Pay Coalition meeting, January 2022
- Hosted New Brunswick Pay Equity Workshop (salary + advocacy)
- Attended Beijing+25 Network preparatory UNCSW meeting
- Supported the Afghan Women's Centre of Montreal's IWD event (technical, logistics),
- Attended NGO/CSW Consultation Day, March 14
- Attended events from CFUW partners throughout the UNCSW

- Met with UNCSW Parallel event “Youth for Climate Action” speakers, secured follow-up meeting with Threading Change
- Met with SCWIST (Society for Canadian Women in Science and Technology) during Pay Equity Advocacy workshop to explore collaboration opportunities for mentorship
- Attended meeting with Feminist Influencing Group members to prepare for roundtable with WAGE Minister
- Met with Margaret Gillis, International Longevity Centre Canada to collaborate on LTC May campaign
- Recorded testimonial for Equal Pay Day Coalition’s video campaign about impacts of pay inequity on young women
- Promoted UNCSW parallel event on social media, in networks, throughout March
- Promoted pay equity webinar on social media, networks, with speakers from the Canadian Centre for Policy Alternatives, OECD, Association of Early Childhood Educators, Childcare Resource & Research Unit, Federal Pay Equity Commission, Workers’ Action Centre
- Staff met with representative of the National Council of Jewish Women to discuss CFUW support of the “Every Woman Treaty”
- Joined WPS Network Working Group on Canada’s National Action Plan on WPS, planning for consultations with Global Affairs & public webinars
- Approached several organizations to co-sponsor/present May 4 Elder Action Day webinar including Canadian Health Coalition, HelpAge Canada, CANAge, CARP, Ontario Health Coalition, (CHC, OHC, HelpAge Canada all agreed to co-present webinar), April 14
- Joined Ontario Climate Emergency Campaign
- Liaised with Canadian Health Coalition (CHC), Ontario Health Coalition (OHC) and HelpAge Canada staff for logos, graphic design and agenda- setting of May 4 event

Advocacy on Resolution, Policy, National Initiatives

- With support from Board members and RDs, coordinated Long-Term Care campaign from April 27 to May 4 – hosted webinars on April 27 & May 4, developed advocacy toolkit, social media posts, gathered pictures, & testimonials from CFUW members,
- Completed a survey from NGO/CSW with feedback to make the UNCSW Agreed Conclusions process more inclusive
- Drafted condolence/solidarity letters to the Native Women’s Association of Canada, Assembly of First Nations, Metis National Council, and the Inuit Tapiriit Kanatami after the discovery of children’s bodies at the Kamloops Residential School
- Drafted press release for CFUW social media/website on the Kamloops Residential School discovery reaffirming commitment to Truth & Reconciliation

- With support from Grace Hollett, managed master lists of proposed amendments to the resolutions, distributed to resolution proposers
- Endorsed support for the “The Care Economy” statement and attended special forum of signatories
- Created backgrounders, take action pages for each new policy for the Fall Advocacy Package
- Researched and developed a Federal Election Toolkit for CFUW clubs which included information on getting involved in the election, a guide on hosting an all-candidates’ debate, a CFUW issues “scoresheet”, backgrounder, talking points, and sample questions for candidates in eight national CFUW policy areas
- Organized a virtual Naloxone training session for CFUW members with Mark Barnes of RespectRX at Opioid Crisis Presentation & Naloxone training and prepared introductory slides about CFUW’s new policy on the Opioid Crisis (54 registrants)
- Prepared Pay Equity Advocacy campaign toolkit
- Researched and designed 16 Days of Activism toolkit
- Prepared presentation for Gender-Based Violence Think Tank
- Prepared concept note and organized webinar during the 16 Days campaign about sexual violence on post-secondary campuses
- Attended 350 Canada & Council of Canadians launch of advocacy campaign towards a Just Transition from fossil fuels
- Signed CFUW onto Single-Use Plastics ban letter
- Submitted feedback on behalf of CFUW to Environment and Climate Change Canada’s “Engagement on Canada’s 2030 Emission Reduction Plan”
- Created infographic to commemorate the International Day of Education with statistics and narrative about the current state of international education, created accompanying social media posts to promote infographic
- Researched “sugar dating” in relation to gender-based violence, trafficking, and university students to report to Advocacy Committee
- With support from Pay Equity Coordinator, began planning topic, title, & speakers for Pay Equity capstone webinar/forum for March, 2022
- Organized and facilitated youth-friendly Jean Augustine Center workshop
- Published International Women’s Day (IWD) infographic & corresponding social media posts leading up to IWD
- Attended roundtables with Finance Minister and WAGE Minister
- Researched & submitted brief on Intimate Partner Violence for submission to Standing Committee on the Status of Women
- Monitored and compiled amendments from Clubs on 2022 Proposed Resolutions
- Researched & designed four graphics to promote Earth Day with tips for individuals
- Researched & designed fact-based graphics for seven-day social media campaign for Elder Rights & LTC Justice
- Completed CFUW Diversity toolkit

- Began research for global impact infographic of proposed 2022 resolutions
- Updated Take Action & Advocacy Scorecard pages on public/member resources website
- Designed & completed At-A-Glance annual report in English & French
- Formatted & translated document of proposed Resolutions ahead of the AGM Policy Session
- Prepared slideshow for AGM Policy Session

International Advocacy

- Liaised with Club representatives and formatted PowerPoint ahead of June 14 International Advocacy & International Women's Day Workshop, advertised event, facilitated technology
- With support from Joy Hurst, developed and circulated a CFUW IR Spring/Summer 2021 Newsletter
- With support from Joy Hurst, developed and circulated the CFUW Final Report on the UNCSW66
- Attended (virtual) Paris Generation Equality Forum events in the week leading up to the June 30th – July 2nd forum
- Signed a joint letter to the Minister of Foreign Affairs with Canadian Women for Women in Afghanistan (CW4WAfghan) and the Women and Peace Studies Organization (Afghanistan) on the peace process in Afghanistan
- Attended Global Affairs Canada Young Professionals Network event "Women, Peace and Security: The Role of Civil Society" on May 13, one of ten civil society participants
- Secured and followed up with presenters from Global Affairs Canada (Director of Feminist International Assistance Policy), InterPares, Cooperation Canada, and the Equality Fund for the June 7 IR Panel Presentation Workshop, advertised event, facilitated technology
- With support from Joy Hurst, prepared SurveyMonkey application for CFUW member to join the GWI Organizational Development Committee & survey for feedback ahead of the Sept. GWI Dialogue Session
- With support from Joy Hurst & other members of the IR Committee, prepared CFUW's Written Statement submission for the UNCSW66
- Monitored GWI Updates, included relevant GWI information (events, press releases, toolkits) in Club Action Newsletters/social media throughout October
- Monitored updates about UNCSW/NGO CSW formats, updated members, January 19
- Met with IWD Fundraising sub-committee to discuss revised fundraising project
- Attended GWI, CFUW St. Catharines / West Vancouver event "Empowerment: Education of Girls and Women Going Forward, January 21
- Created UNCSW delegate application form on SurveyMonkey
- Hosted "Safe Exit & Resettlement" webinar, 280 registered, 180 attended, January 27, 2022

- Signed up CFUW to deliver oral statement at the UNCSW, January 31
- Supported Afghan Women's Centre of Montreal IWD event
- Corresponded with Sarah Keeler from CW4WA regarding IWD fundraising project, throughout March
- Submitted feedback to WAGE with CFUW's recommendations on First Draft Agreed Conclusions, March 21
- Hosted UNCSW Parallel event with youth activists, created promotional graphics with quotes from panelists to promote recording, 68 registrants, March 23
- Created promotional graphics for IWD fundraising project, March 23
- With support from Joy Hurst, supported CFUW's UNCSW delegation throughout the two-week Commission with negotiations information, event updates, civil society briefings/meetings
- Monitored CSW66 delegate survey submissions, sent reminders to outstanding delegates, throughout April

Goal 2: Promotion of Women as Leaders and Decision Makers

Pay Equity Workshops

- In May 2021, CFUW received \$81,000 from the federal government for pay equity. The project, entitled Raising Awareness and Empowering Women through Pay Equity, addressed Sustainable Development Goal (SDG) # 8- Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all) and Goal #5- Achieve gender equality and empower all women and girls which includes ending all forms of discrimination against women and girls.
- Through the creation of a workshop series, CFUW provided specific and relevant information on pay equity, the gender wage gap, and its consequences for diverse women pursuing post-secondary education.
- The workshops provided resources, including workbooks, toolkits, and manuals, to help young women identify and articulate their personal and professional value. With a focus on women's economic participation and security, the workshops covered topics such as how to develop a personal budget, format a resume, conduct market research to benchmark a target salary and how to advocate for pay equity in their daily lives. Our training offered substantial information on the life cycle of negotiation, how to develop an arsenal of persuasive responses and strategies to use when negotiating and a list of benefits that one can negotiate for. We also focused on relaying important information about pay equity in Canada, including provincial and federal legislation that exists, raising awareness and support for Canada's 2030 Agenda, and rights as an employee, including questions employers cannot ask as aligned with Canadian Human Rights protections.

Project outputs:

- ✓ 977 young diverse female workshop participants gaining knowledge and skills about pay equity, the gender pay gap and SDGs #5 & #8.
- ✓ 5 workbooks in French and English on pay equity, as well as SDGs #5 and #8 with GBA+ lens.
- ✓ Train the trainer workshop, manual, and toolkit.
- ✓ 768 surveys administered to workshop participants
- ✓ staff made contact with 91 universities and colleges and 825 individual departments, faculties, student clubs and associations

Request for Charitable Status for CFUW Leadership Institute

- Application was made recently for charitable status for a CFUW Leadership Institute. The purpose of the Institute is to advance education by providing leadership and employment-related training to women.
- The Institute will focus on women-centered leadership through education, mentoring, research and policy development. It will endeavour to be on the forefront of women's leadership.

Mentoring Program

- Developmental work was begun on the CFUW Mentoring program. A request was sent out to CFUW membership for Mentors, Madeline Kalbach and Susan Stauffer have graciously agreed to lead the Mentor campaign to seek Mentors.
- Mentoring will initially be offered in three areas: education (i.e., women working on degrees looking for support); careers and advocacy.
- The program will be launched in the Fall of this year

Young Women's Online Network

- The Young Women's Online Network (YWON) will encourage young women to join the network and/or join a CFUW club at the same time or later once they wish to become more involved in CFUW.
- Developmental work was started in the year in review. As part of the YWON pilot project, the Network will offer an Advocacy Circle, mentoring and social events. Once the Leadership Institute has obtained its charitable status and has been set up, the mentoring program will be incorporated into the Institute. The program will be launched in the Fall.

Goal 3: Support of Public Education in Canada, advanced study and research by women and promotion of lifelong learning

- Total number of inquiries about awards and fellowships responded to: 1137

- Total number of applications processed 171 (52 French applications)
- Total number of applications sent forward to Committee 152
- Number of training sessions for Fellowship Committee members to use online application system: 10
- Total number of meetings held with Fellowships Committee to review applications: 12

Management of the CFUW Fellowships and Awards Competition for the Academic Year 2022-2023

- Prepared and emailed the official Letters of Offer to the winners and conducted follow-up correspondence.
- Vetted the acceptance documentation submitted by the winners.
- Prepared the March 2022 invoice for CFUW's Administration Costs billed to the Trust.

Assistance provided to the CFUW Charitable Trust (CT)

- Hosted CFUW CT Fellowships Committee Final Recommendations/Debrief Meeting on Zoom, March 28.
- Submitted the CFUW CT Fellowships Committee list of recommended winners for CFUW Fellowships and Awards to the CFUW CT Board for review and approval.
- Produced draft outline of the CT Annual Report 2021-2022 for CT Chair review, comments, and discussion.
- Requested an updated CT Treasurer's Report and list of CFUW Club donors for the draft outline of the CT Annual Report 2021-2022.
- Hosted CFUW CT Fellowships Committee Debrief Meeting on Zoom, April 26.
- Revised CFUW Fellowships and Awards application form, referee assessment form, and finalist review form based on proposed changes by the Fellowships Committee.

Goal 4: Engagement of diverse, vibrant and committed members based on cooperation, networking, support and understanding

Inquiries by members responded to	5,623
Certificates prepared	144
Club supplies	636
Saleable Items ordered	7 mugs, 2 bags, 1 pin, 3 notecards

Issues of Club Action Newsletters	92
Zoom Meetings Scheduled	631
Zoom Training Sessions Provided	5

Membership Support

- Set up zoom meetings and answered technical questions
- Attended monthly membership meeting and recorded minutes; assisted in the preparation of the Membership Matters newsletter and the Spring Dialogue sessions.
- provided directions to Clubs on how to receive their invoice and pay dues; recorded membership dues received and contacted clubs to remind them to send their payments.
- Assisted the CFUW Membership Committee and the CFUW Communications Sub-Committee with their Webinars.
- Collected membership numbers for GWI; this included sending out multiple emails and reminders, publicizing it in the newsletter, calling members as a reminder, and tracking these numbers into an excel spreadsheet.
- Sent out the refund cheques to the Opt-out Clubs.
- On behalf of the Indigenous Peoples Committee, created a survey to gather bursary and scholarship information.
- Worked on developing the next steps for the Young Women's Online Network including a plan for an Advocacy Circle and Mentorship Program, creating a mentorship application form.
- Hosted Resolutions Committee meetings, throughout the year
- Hosted IR Committee meetings, throughout the year
- Hosted IP Sub-Committee meetings, throughout the year
- Hosted LTC National Study Group meetings, throughout the year
- Hosted Advocacy Committee meetings,
- Assisted in development of Club Action Newsletters, throughout the year
- Hosted Proposers & Amenders (Advocacy Resolutions) meeting on May 30
- Supported Heather Oxman at the Climate Change Think Tank session, October 20 (~90 registrants)
- Updated public/member resources websites
- Created Eventbrite registration page for the 2021 AGM and registration guide
- Organized the 2021 AGM Awards Ceremony
- Organized the training for the AGM for the use of voting delegates
- Scheduled and advertised all AGM webinars
- Prepared the CFUW Directory

- Spoke at CFUW Cambridge monthly meeting on CFUW Advocacy Priorities & ideas for effective advocacy storytelling, April 6 2022
- Prepared & executed 45-minute presentation on CFUW Advocacy (National Initiatives, how to start a club group, ways to get involved, etc.) for CFUW Owen Sound & Area, October 2021
- Designed promotional graphics for BC Council event on violence against women on November 4
- Hosted & facilitated technology for the CFUW Stratford Indigenous Peoples workshop ahead of the AGM, June 21
- Set up the following webinars:
 - o September 9, 2021, Strategic Planning Town Hall, 110 registered
 - o September 11, 2021, Strategic Planning Town Hall, 98 registered
 - o October 12, 2021, Guest Speaker, CFUW St John's, 79 registered
 - o November 29, 2021, Ask Our Webmaster, 2 registered

Goal 5: CFUW is known as a movement of influence through collaborative engagement internally and externally

- Staff participation in the Canadian Beijing+25 Network's 25-year review and parallel report of Canada's implementation of the United Nations Beijing Platform for Action. Alongside 14 other organizations (Canadian Centre for Policy Alternatives, Canadian Labour Congress, Canadian Women's Foundation, Centre for Equality Rights in Accommodation, Child Care Now, Council of Canadians with Disabilities, Ending Violence Association of Canada, Feminist Alliance for International Action, Global Women in STEM, Les Femmes Michif Otipemisiwak / Women of the Métis Nation, National Association of Friendship Centres, National Association of Women and the Law, South Asian Legal Clinic of Ontario, and Oxfam Canada), contributed to policy review and policy advocacy areas in the areas of [Gender-Based Violence](#) and [Economic Justice and Rights](#).
- Invitation to three Ministerial roundtable discussions alongside other feminist organizations.
 - o July 16th – Ministerial Roundtable on Sexual Misconduct and Gender-Based Violence in the Canadian Armed Forces. Meeting with Minister of National Defence, The Honourable Harjit Sajjan
 - o March 8th – Ministerial Roundtable on the 2022 Federal Budget. Meeting with Minister of Finance, The Honourable Chrystia Freeland
 - o March 24th – Ministerial Roundtable on Priorities for Women's and Feminist Organizations. Meeting with Minister of Women, Gender Equality and Youth, The Honourable Marci Ien
- CFUW staff produced a [Federal Election toolkit](#) relating to CFUW's major federal policy priorities and ways for CFUW Clubs to take action in their local community
- CFUW staff prepared [campaign and webinars](#) on elder rights & long-term care justice in Canada, in partnership with the Canadian Health Coalition, HelpAge

Canada, the Ontario Health Coalition, and the Offices of the Seniors' Advocate in British Columbia and New Brunswick.

- CFUW [co-hosted a webinar](#) with the Afghan Youth Engagement and Development Initiative (AYEDI) advocating for the support of vulnerable Afghans requesting assistance from Canada and launched joint advocacy campaign with the Canadian Women for Women in Afghanistan (CW4WA) regarding the safe exit and resettlement of vulnerable Afghans in Canada.

Communications and Social Media Outreach

- ❖ -1,514 Facebook followers- increase of 12% growth over last year
- ❖ 1,252 Twitter followers- increase of 30% growth over last year
- ❖ 301 Instagram followers – increase of 109% growth over last year
- ❖ During the course of the pay equity project, staff made contact with 91 universities and colleges and 825 individual departments, faculties, student clubs and associations
- Staff completed the annual social media calendar and created & scheduled at least 7 posts per week
- Monitored activities on social media platforms – sharing/retweeting pertinent information from partners: GWI, Child Care Now, CDN Women's Foundation, etc.
- Created multi-day social media campaigns for the 16 Days of Activism, International Day of Education, International Women's Day, Equal Pay Day, Earth Day, and Long-Term Care & Elder Rights
- Created a new CFUW LinkedIn account and restored the CFUW National LinkedIn page.

Goal 6: Financial independence and organizational stability ensures our voice and grows our influence

- Staff continued to provide support to Board meetings and several committees by preparing documentation and preparing minutes
- Organized the office move from 331 Cooper Street to the Rideau Community Hub and arranged for storage at Dymon Storage
- Undertook financial operational review which resulted in savings of \$20,000 for CFUW (reductions in office rent, internet, and telephone expenses)
- Worked with advisor on CFUW investments
- Continued to execute human resources tasks: updating of staff contracts; revision of salary wages for each staff position; hiring of Pay Equity Coordinator; arrangement for one month contract to work on the promotional session for the

Young Women's Online Network and the mentoring program; recruiting of bookkeeper

- Monitoring and purchasing of Swiss francs
- Prepared drafts of 2021-2022 and 2022-2023 budgets
- Prepared request for proposal for CFUW branding and oversaw hiring of KiK Partners
- Organized the request to request to Fora Network to apply to the Girls on Boards program to have a young woman intern with the CFUW Board of Directors
- Oversaw the migration of Rogers staff emails to new cfuw-fcfd.ca domain
- Assumed bookkeeping tasks as required - paying bills; going to bank with deposits; sorting out Visa bills, etc.
- Participated on GWI Committee on voting research and prepared discussion paper for GWI voting entitlement options and reviewed revised GWI voting structure for independent members
- gathered audit documents for auditors: questionnaires, board minutes, staff leave credits, contracts signed during the past year; explanation of payments to GWI in fiscal year 2020-2021
- worked on the development of the proposed CFUW charity
- prepared three requests for students to U of O- assistance in marketing CFUW to graduate students and their associations; raising Club profiles in their communities and marketing and a recruitment communications plan to attract racialized and immigrant women
- draft of policy on vaccinations for CFUW clubs and members
- Filed 2021 Annual Return for CFUW with Corporations Canada.