

# CREATING PROMISING FUTURES

YWCA Toronto's  
2023 Annual Report



# LAND ACKNOWLEDGEMENT

We would like to begin by acknowledging the sacred land on which YWCA Toronto operates. This land is the traditional territory of the Huron-Wendat and Petun First Nations, the Seneca, and the Mississaugas of the Credit River. This territory is covered by the Dish With One Spoon Wampum Belt Covenant, an agreement between the Anishinabeg and Haudenosaunee allied nations to share peaceably and care for the lands around the Great Lakes.

Toronto is covered by Treaty 13 with the Mississaugas of the Credit, and we are all treaty people. Many of us have come here as settlers, immigrants, or newcomers in this generation or generations past. We also acknowledge the many people of African descent who are not settlers but whose ancestors were forcibly displaced as part of the transatlantic slave trade against their will and made to work on these lands. We honour and pay tribute to the ancestors of African origin and descent.

European colonialism and institutional racism have resulted in a great deal of harm to Indigenous Peoples – the effects of which continue to be felt today. As treaty people, we resolve to do better, in our actions and our thoughts, in order to defend Indigenous self-determination, protect Indigenous women, girls, Two-Spirit and gender diverse people, and make right with all our relations.



CHARITABLE BUSINESS #10822 9865 RR0001

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## BOARD OF DIRECTORS

### PRESIDENT

Sarah Yaffe

### VICE-PRESIDENT

Richel Davies  
Sonia Sahdev

### SECRETARY

Catherine Milne

### TREASURER

Lee-Anne Kovacs

### MEMBER-AT-LARGE

Leah Bae

### MEMBERS

Doris Chan  
Alexis Eun Young Choi  
Priyanka Debnath  
Christina Dorey-Gray  
Megan Fowler  
Uchenwa Genus  
Kelly Goldthorpe  
Angie Han  
Sobiga Kamalakaran  
Lorrie King  
Fatema Lotia  
Naba Saeed

## EXECUTIVE TEAM

### CHIEF EXECUTIVE OFFICER

Heather M. McGregor

### INTERIM DIRECTOR, ADVOCACY & COMMUNICATIONS

Sami Pritchard\*

### DIRECTOR, EMPLOYMENT & TRAINING

Tsering Tsomo

### DIRECTOR, EMPLOYMENT & TRAINING

Petya Nacheva

### DIRECTOR, FINANCE & INFORMATION TECHNOLOGY

Lo Fine

### DIRECTOR, GIRLS', YOUTH & FAMILY PROGRAMS

Racheal Lawrence

### DIRECTOR, PERMANENT HOUSING

Alethia Lewis

### DIRECTOR, PHILANTHROPY

Firoozeh Radjai

### DIRECTOR, HUMAN RESOURCES & ADMINISTRATION

Jeannette Manguiat

### DIRECTOR, SHELTERS & CLINICAL SERVICES

Nina Gorka

### DIRECTOR, PROPERTY SERVICES & ASSET MANAGEMENT

Dongmei Xiang

## CUPE LOCAL 2189

### PRESIDENT

Jo Anne Rabanillo

### VICE-PRESIDENT

Sanna Toelke

### RECORDING SECRETARY

Bethany Jolliffe

### GRIEVANCE OFFICER

Elizabeth Legenza

### SECRETARY TREASURER

Amanda Kinna

### TRUSTEES

1 YEAR - Nicole Sutherland

2 YEAR - Vandana Sharma

3 YEAR - Russhna Munir

### CREATIVE DESIGN & PRODUCTION

Sara Loos

### PHOTOGRAPHY

Jen Squires

(on pages 4, 12, and 16)

### PROFILES

Bethany

Anissah

Loo-Cresha

Paola

\*Jasmine Ramze Rezaee on parental leave and Sami Pritchard was the Interim Director.

## MESSAGE FROM OUR BOARD PRESIDENT & CHIEF EXECUTIVE OFFICER

2023 was a year of meaningful growth for YWCA Toronto. While we were confronted with similar challenges to those faced in 2022—a housing crisis, increased poverty, and epidemic levels of gender-based violence, we persevered. We remained steadfast in our advocacy efforts to advance gender equity, and provided adaptive and transformative programming that ensured women, girls and gender diverse individuals could access housing, and build sustainable lives free from violence.

Notably, 2023 marked YWCA Toronto's 150th anniversary. We commemorated this milestone through the launch of a year long celebratory campaign, beginning with the City of Toronto proclaiming February 22, YWCA Toronto Day. Celebrations continued at YWCA Canada's annual meeting as we were recognized for our advocacy work. Rich Indigenous teachings were shared at this annual gathering of YWCAs across the country, and our place in the international feminist movement was re-affirmed.

Driven by community action, YWCA Toronto led efforts to see the City unanimously pass a motion to declare intimate partner violence and gender-based violence an epidemic – a significant step toward ending gender-based violence.

Embracing growth, we invested in new roles to strengthen our work. A Manager of Administration was created to lead an Association-wide evaluation process. To help implement the recommendations of our racial equity audit, a Senior Manager of Equity, Diversity and Inclusion was hired. Additionally, we added a second Employment and Training Director to address the growing employment landscape, and to enhance staff supports, a Wellness Co-ordinator position was developed.

Our 2023 Annual Report presents moving stories, and demonstrates progress—all possible because of the commitment of our donors, funders, community partners and staff. Thank you! Together, we will continue to help our communities build what they dream of most—a promising future.

**SARAH YAFFE**  
President, Board of Directors

**HEATHER M. MCGREGOR**  
Chief Executive Officer





**“What I experienced through the Adventures in Sharing program was life-changing.”**

BETHANY, ADVENTURES IN SHARING, PROGRAM PARTICIPANT

## HEALING FAMILY BONDS

**I did not grow up talking about my feelings, so when my three children and I left my abusive partner last year, I did not know what to do with all of the emotions I was feeling. While I have a wonderful group of friends and family who helped me navigate some of my feelings, I needed the support of a community, where my children and I could share our experiences and our full selves.**

*YWCA Toronto’s Adventures in Sharing program* was referred to me as an arts-based support group for women, gender diverse parents and their children who have experienced violence in the home, but it turned out to be so much more. I was nervous to join the program at first, but I knew that it would be a critical step for my children and me to take. We had been struggling for months with the emotional and physical trauma that we had gone through.

What I experienced through the *Adventures in Sharing* program was life-changing. With the help of the incredibly caring facilitators, expressive arts became a way for my children and me to work through our feelings, and find community with other survivors of violence. The program gave us the tools we needed to rebuild the parts of our family bond impacted by abuse and violence.

Now, my kids and I look forward to *Adventures in Sharing* every week. It has become an important part of our time together as a family, and I am grateful for the wonderful community we have become a part of through the program. Survivors need a space like this: a space where we feel safe, where we can feel supported and express ourselves, and where we can heal.

# EXPLORING ARTS-BASED THERAPY

At YWCA Toronto, we recognize that everyone's healing journey is unique, and as such, we offer a range of therapeutic models, including expressive arts-based therapy. Our *Adventures in Sharing* program offers avenues for survivors of violence to explore art expression while also providing a space for reflection, healing, and growth.

In its inaugural year, 2023, *YWCA Toronto's Adventures in Sharing* program supported 22 participants, ranging from 5 to 24 years old. Program participants utilized expressive arts including visual arts, creative writing, movement, mindfulness, and music as tools for self-discovery, self-expression and healing. Our expressive arts therapy programs, including *Breakthrough*, *Inspirations Studio*, *Here to Help*, *Choices for Living* and *Adventures in Sharing*, work to meet the diverse cultural and linguistic needs of survivors of violence, recognizing that art can offer a common language of expression. This creative, therapeutic and skill-building work fosters confidence, community, passion and joy.

Through the *Public Health Agency of Canada*, and in partnership with the *University of Toronto*, *Adventures in Sharing* participants provided feedback on the impact of expressive arts-based interventions during the program evaluation process. Their responses strengthen

the knowledge base on how expressive arts can empower and equip caregivers and children who have survived violence with the opportunities to address their trauma.

*YWCA Toronto's Inspirations Studios*, similarly, recognizes the transformative power of art as a catalyst for healing, gaining self-confidence and developing as an artist, through the skill-building work of pottery.

Collaboration, donor support and the commitment of our staff enables us to offer these transformative and unique art-based programs.



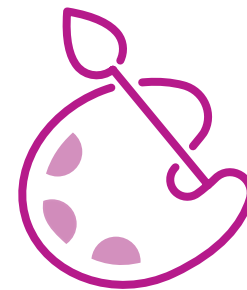
269

women and their children were supported by *Adventures in Sharing*, *Breakthrough* and *Choices for Living*



429

women, gender diverse people and children engaged in the transformative art practise of pottery at *Inspirations Studio*



74

women and girls were supported in healing past trauma through art-therapy at *Here to Help*



**“Camp’s ability to become more inclusive is directly linked to the collective efforts of our staff and partnerships with diverse community organizations.”**

ANISSAH, CAMP TAPAWINGO, COMMUNITY OUTREACH AND DIVERSITY SECTION HEAD

## SUPPORTING EQUITABLE OUTDOOR EDUCATION

**I believe that the valuable experience one can have at YWCA Toronto’s Camp Tapawingo is immeasurable.**

At six years old, I attended YWCA Toronto’s Camp Tapawingo and immediately fell in love with it. In my teens, I relished the thought of returning to my friends at camp and the prospect of new experiences every year. Fast forward to 2024, and I am a proud YWCA Toronto Camp Tapawingo staff member.

As Camp Tapawingo’s Community Outreach and Diversity Section Head, I help our campers build confidence and gain a sense of empowerment through outdoor education. 2023 was an important year as Camp Tapawingo implemented a plan to create a more inclusive and equitable camp experience.

Collaborations, such as that with the Parry Sound Friendship Centre, greatly contributed to our efforts to bolster the camp experience. Through this partnership, campers had the opportunity to learn from a Knowledge Keeper about medicinal plants, and from an Indigenous men’s drumming group, who shared songs and teachings. Campers were completely enthralled with these unique learning opportunities.

Camp’s ability to become more inclusive is directly linked to the collective efforts of our staff and partnerships with diverse community organizations. And, while change takes time, campers have already expressed seeing themselves better reflected in staff, programing, and other campers.

My mom sending me on the bus to camp, all those years ago, was one of the best decisions she could have made for me. YWCA’s Camp Tapawingo changes lives and shapes young leaders of tomorrow, like me.

# SHAPING YOUNG LEADERS

Every year, *YWCA Toronto's Camp Tapawingo* offers campers a unique opportunity to learn, grow, and develop long-lasting friendships and connections. As a three-season camping and outdoor education site on Georgian Bay, *Camp Tapawingo* welcomed over 700 girls and gender diverse youth in 2023.

Ensuring an inclusive and equitable camp experience is of the utmost importance to YWCA Toronto. In 2023, *Camp Tapawingo* prioritized the advancement of diversity, equity and inclusion (DEI), in all of its programs and services. To support this important work, we created a new position whose responsibility is to ensure that our diversity goals and campers' culturally specific needs are met. Our re-affirmed DEI goals also resulted in a renewed partnership with the *Parry Sound Friendship Centre* and welcoming participants from the *Native Women's Resource Centre* to camp.

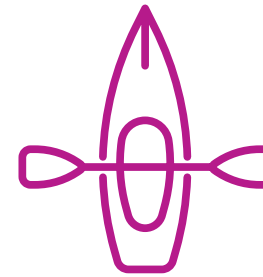
Notably, we offered 116 camperships—a scholarship, for girls and gender diverse youth who would otherwise not be able to afford camp.

*YWCA Toronto's Camp Tapawingo's* belief in the potential of girls and gender diverse youth is unwavering. Our programs support leadership skill development and the building of meaningful peer connections, which help girls and gender

diverse youth to realize their fullest potential. The magic of *Camp Tapawingo* is unmatched and something we are proud to foster.



**Over 910**  
**women, girls, gender diverse youth and families attended Camp Tapawingo in 2023**



**116**  
**camperships were offered to girls and gender diverse youth**



**1053**  
**women, young women and girls were supported through Girls' and Family programs**

*“As a Child and Youth Worker at YWCA Toronto’s Women’s Shelter, I help children find safety and heal from violence.”*

LOO-CRESHA, WOMEN’S SHELTER, CHILD AND YOUTH WORKER



## HELPING CHILDREN AND YOUTH FIND SAFETY

**I love my profession. As a Child and Youth Worker at YWCA Toronto’s Women’s Shelter, an emergency Violence Against Women shelter, I help children find safety and heal from violence. Whether I am providing one-on-one counselling, finding supports in the community or helping with school assignments, I am working to make sure that the children we serve have the best opportunities to succeed.**

Sometimes, it can be challenging to see these children and youth struggling with trauma, especially when I know what it feels like to be in their shoes. Seeing and being able to relate to their struggles, and knowing I have an opportunity to shed light on their day, is what motivates me to create space for the children in our program to *just be kids*. We have movie nights and outings around the city, and I help ensure that their school breaks are full of opportunities to have fun and try something new. I aim to foster a sense of community amongst the children and it is extremely rewarding to watch their friendships form and grow.

While it is heartbreaking to grasp that these children have had to witness and endure violence, to see them regain their sense of self, and then flourish, is a gift.

I am grateful for my role at YWCA Toronto’s Women’s Shelter. It allows me to give back to our community and help children and youth attain both safety and hope for a bright future.



# REBUILDING LIVES

No one should be forced to remain in a violent situation or return to a violent partner simply because they cannot secure safe and affordable housing. For many women, gender diverse people, and their dependents fleeing violence, emergency shelters serve as a first step in rebuilding lives and futures free from abuse. Since opening its doors in September 1991, *YWCA Toronto's Women's Shelter* remains the only emergency Violence Against Women (VAW) shelter in East York. For more than 30 years, the shelter has provided a safe haven for people fleeing violence, where basic needs are met, and a plethora of support services are provided.

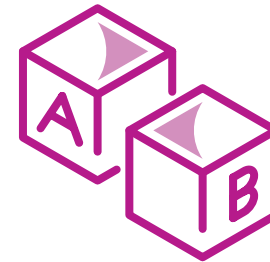
In 2023, the shelter welcomed 40 children and 24 parents. Notably, many toddlers and newborns stayed at the shelter last year, with 16 children under the age of five.

The work at the *Women's Shelter*, and our three other shelters, is intrinsically linked to our long history as a housing provider. Unaffordable housing, financial insecurity, and limited access to support services exacerbate experiences of intimate partner violence. We believe housing is a human right and central to an individual's ability to flourish. This is why we take a holistic approach to addressing gender-based violence. It is not only through our dedicated shelter staff,

but our housing staff, community development workers, children and youth workers and so many others who contribute to our service ecosystem, that we are able to offer women, gender diverse people and their families a safe place to heal, and to hope.



**For over 30 years,  
Women's Shelter has provided a  
safe haven for women, gender  
diverse people and their children  
fleeing violence**



**40 children &  
24 parents**

**lived at our violence against  
women shelter in 2023**



**16 toddlers & newborns,  
stayed at our shelter last year**



**“I am reminded most of the value of my work when I witness acts of kindness between women staying at YWCA Toronto shelters.”**

PAOLA, ARISE SHELTER, TRANSITIONAL AND HOUSING SUPPORT WORKER

## SUPPORTING FAMILIES

**Working with YWCA Toronto for almost 17 years seems to have flown by. Throughout my tenure, I have been reminded most of the value of my work when I witness acts of kindness between the women staying at our shelters. Because of the supports we provide, women are hopeful and able to rebuild their lives beyond their trauma.**

In 2007, in my first role as an Immigration Worker with *YWCA Toronto's Women's Shelter*, I recall helping newcomer women and their families as they started new lives in Canada. I had a deep appreciation for and understanding of these women as I had only immigrated from Colombia in 2004.

Today, as a Transitional and Housing Support Worker at *YWCA Toronto's Arise Shelter*, I am proud to continue supporting women, gender diverse individuals and their families start “anew” after living in a shelter. My work involves helping families navigate the journey of finding safe, affordable housing and moving to their new homes. I also support participants through referrals, case management and advocacy.

*Transitional and Housing Support Programs (THSP)* are provided through various YWCA Toronto shelters and permanent housing sites. For up to two years, THSP staff work closely with families after they leave our shelters, ensuring they have the support they need as they rebuild their lives.

I firmly believe that *YWCA Toronto's Transitional and Housing Support Program* ensures that women, gender diverse individuals and their families feel supported, respected and valued.

For as long as there is need within the community and I am in this role, I am committed to helping families succeed as they move from one of YWCA Toronto's shelters to affordable permanent housing.

# PROVIDING WRAP-AROUND SERVICES

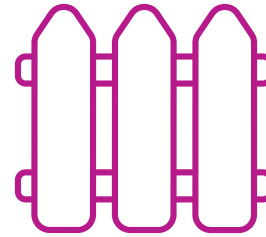
For women, gender diverse people and their families fleeing violence, stable and affordable housing is integral to creating lives and futures free from violence. YWCA Toronto recognizes the value of wrap-around support services as tools for rebuilding lives after experiences of violence, and offers a *Transitional and Housing Support Program* (THSP).

For those who are able to move out of the shelter system, the process is cumbersome. More than 150 women, gender diverse people and their families were supported by YWCA Toronto's THSP wrap around supportive services. For up to two years after they transition out of shelter, this programs allows us to work closely with families as they establish more independent lives free of violence.

YWCA Toronto's *Transitional and Housing Support Program* knows that "home" means more than four walls and is driven to assist women and families fleeing violence by offering safety planning, counselling, referrals, system navigation and advocacy. Referrals to our THSP often come from our own YWCA Toronto shelters, but we also welcome referrals from other community support programs and shelters.

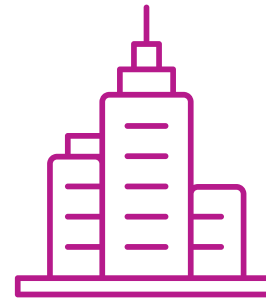
As a member of Toronto's THSP Network, *YWCA Toronto's Transitional and Housing Support Program* actively supports the community and nonprofit sector by sharing resources, expertise and knowledge, to improve service delivery, and create a community for THSP staff.

With 32% of female-led sole parent households in Toronto in core housing need, *YWCA Toronto's Transitional and Housing Support Program* is there to support women, gender diverse people and their families with securing and maintaining affordable housing and connect with a range of support services in the community. THSP helps families build brighter futures.



**1404**

**women, gender diverse people, youth and children live in our safe affordable housing**



**210**

**individuals found housing through our Scatterhomes**



**Over 150**

**women, gender diverse people and their families were supported by our Transitional and Housing Support Program**

# ADVOCACY IN ACTION

As a proud intersectional feminist organization, YWCA Toronto believes in the power of change through systemic advocacy. We advocate on issues as they intersect with our three policy pillars: gender equity, poverty reduction, and racial justice, while recognizing that none of these are mutually exclusive.

2023 saw a notable increase in our organizing efforts to end to gender-based violence (GBV). We were energized by a gathering of GBV survivors, advocates and service delivery organizations in Petawawa, Ontario. We gathered to commemorate the one-year anniversary of the Culleton, Kuzkyk and Warmerdam Inquest, and together advocate for change. Following the gathering, and on the heels of our municipal election campaign calling for greater investments in community, we met with then mayor-elect Olivia Chow and collaborated on a motion to have intimate partner violence (IPV) and GBV declared an epidemic in Toronto. Two weeks later, Toronto's City Council unanimously passed the motion. This work continued throughout the year, manifesting through a YWCA Toronto-led *16 Days of Activism Against Gender-Based Violence* campaign which incited urgent action to end gender-based violence.

In December, we welcomed a momentous feat of legislation for the anti-violence movement.

As proud members of the Coalition for Gun Control, we attended the Senate of Canada to witness the passing of Bill C-21 - *An Act to amend certain acts and to make certain consequential amendments (firearms)*.

Additionally, we increased our government engagement, doubling the number of meetings with government officials and senior level policy staff from the year before, and contributed to numerous letters, submissions, and deputations, on systemic, gendered issues. With your support, our determined efforts for systemic change continue to actualize a world where all women, girls, and gender diverse people can thrive.



## 2023 ACHIEVEMENTS

- Bolstered support for gender diverse people and the 2SLGBTQIA+ community through multiple campaigns, a 2SLGBTQIA+ solidarity statement supported by the YWCA Ontario Coalition, demonstrations at Queen's Park and sharing resources with staff.
- In December, we facilitated an open letter signed by 110 gender-based violence advocacy and service delivery organizations calling on the province to declare IPV and GBV an epidemic.
- Hosted the Honourable Chrystia Freeland, Deputy Prime Minister and Minister of Finance, twice and had engaging discussions on support for refugees and asylum seekers, early childhood education, gendered housing, and more.
- In partnership with the Philanthropy department, we successfully led the end-of-year *Home Free From Violence Campaign* which included a petition, user generated videos, social media posts, and appeals for donations through ad placements in the TTC and e-blasts.
- In partnership with YWCA Metro Vancouver and Rethink, an external communications and advertising agency, and Iranian diaspora activists in Vancouver and Toronto, we organized the *Hopeful Hair Campaign*—an expression of solidarity with the Woman.Live.Freedom movement and the women-led revolution in Iran— which included speaking at rallies, launching a website (Hopefulhair.com) and a robust social media campaign.

In 2023, 184 women and girls lost their lives as a result of femicide across Canada

80% of the nonprofit sector labour force across Ontario and Canada consists of women workers, especially Black, immigrant, and Indigenous women, women with disabilities, and women from the 2SLGBTQIA+ community

The rate of gender-related homicide of Indigenous people is more than triple that of gender-related homicides of women and girls overall

32% of female-led sole parent households in Toronto are in core housing need

# A LEGACY OF CREATING CHANGE

YWCA Toronto would not be where it is today without the 150 years of donor, volunteer and community support that we have been so fortunate to receive. All that we have been able to accomplish in the last century and a half has been thanks to you, our exceptional community, who have proven your commitment to helping women, girls and gender diverse people build safe, vibrant lives.

This year was no different. You saw the disproportionate impact of the housing crisis and increased gender-based and intimate partner

violence on women and gender diverse people, and you responded in step by helping provide the life-changing programs and services needed to transform their lives. During our year-end *Home Free From Violence Campaign*, you donated over \$152,000 to support survivors of gender-based violence, and 1,400 of you signed our petition calling on the provincial government to declare intimate partner violence an epidemic.

A special highlight of every year for us is honouring YWCA Toronto's remarkable Women of Distinction with you and your guests. We are so grateful to all of the volunteers, sponsors, silent auction donors and, of course, the 730 of you who attended the *42nd Women of Distinction Awards Gala* on June 8, 2023 at the Sheraton Centre Toronto Hotel. It was an incredible evening of inspiration and connection as we celebrated seven amazing women who have dedicated their lives to championing gender equity. Together, we raised more than \$600,000 to help women, girls and gender diverse people escape violence, find stability and thrive.

While we are thrilled and grateful to celebrate the successes you made possible in 2023, we also want to take this time to honour a few dedicated members of YWCA Toronto's community whom we sadly lost. Margaret Newall, Marguerite Jean (Jeanne) Rowles, Barbara (Bonnie) Bean and Joan Eddy were all instrumental members of our



PHOTO: 2023 Women of Distinction Award Recipients. From left to right: Melissa Alexander, Daphne Taras, Manvir Bhangu, Dr. Umut Uzunel, Dr. Notisha Massaquoi, Agapi Gessesse and Charlie Wall-Andrews.

community who served as volunteers, donors and champions of our mission and values. Their dedication to helping systemically marginalized women and girls in Toronto, across Canada and around the world spanned decades. We miss these incredible women dearly and take comfort in the knowledge that their impact will resonate for years to come.

We would also like to take this opportunity to express our deep gratitude to everyone who has left, or intends to leave, YWCA Toronto a legacy gift. It is exceptionally meaningful for a person to commit to supporting YWCA Toronto beyond their lifetime. These donations have the power to ensure women, girls and gender diverse people get the help they need when they need it the most.

With your help, we accomplished a great deal last year in our mission to advance equity

and justice, and we are extremely thankful to every single one of you for making our 150th anniversary a banner year. We hope you will continue with us on this journey to a brighter, more equitable future for women, girls and gender diverse people.



PHOTO: Margaret Newall was the 2022 Women of Distinction, President's Award recipient and a valued member of YWCA Toronto's community.

# YWCA TORONTO'S BOARD OF DIRECTORS

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

## OUR VALUES

### INTERSECTIONAL FEMINISM

We strive to provide participants and staff of all races, religions, classes, ages, sexual orientations, gender identities, abilities and immigration statuses with programs, services and work environments that are culturally responsive, culturally safe, equitable and accountable.

### COLLABORATION AND PARTNERSHIP

We seek opportunities to strengthen our capacity and the capacity of allied and sister service organizations, to expand service offerings for participants, and to strengthen advocacy, and movement building initiatives.

### COMMUNITY VOICES

We center the voices and experiences of all participants in establishing our advocacy priorities and in developing and evaluating our programs.

### SOCIAL JUSTICE

We work tenaciously to create meaningful social change and equity for women, girls and gender diverse people. We specifically call out and work towards eradicating anti-Black and anti-Indigenous racism. We acknowledge the Indigenous land on which the Association works, and we are committed to meaningful acts of reconciliation with Indigenous Peoples.

### SERVICE EXCELLENCE

We hold ourselves accountable to deliver high-quality, trauma-informed services and provide programs that reflect the self-identified priorities of our communities.

### SUSTAINABILITY

We work to ensure that the resources and strategies of the Association will allow us to evolve and thrive.

## OUR STRATEGIC PRIORITIES

1. INVEST FOR IMPACT
2. STAND OUT, SPEAK UP
3. STRENGTHEN OUR RESPONSE
4. EXPAND PROGRAMS TO REDUCE POVERTY

## OUR VISION

YWCA Toronto seeks a radical transformation of society where all women, girls and gender diverse people can thrive.

## OUR MISSION

YWCA Toronto is a leader and collaborator in the provision of feminist, intersectional and transformative shelter and housing, employment and training, leadership, and advocacy for women, girls and gender diverse people.

Read the full 2021-2024 Strategic Plan at [aboldpurpose.ca](https://www.aboldpurpose.ca)



Sarah Yaffe



Richel Davies



Sonia Sahdev



Lee-Anne Kovacs



Catherine Milne



Leah Bae



Doris Chan



Alexis Eun Young Choi



Priyanka Debnath



Christina Dorey-Gray



Megan Fowler



Uchenwa Genus



Kelly Goldthorpe



Angie Han



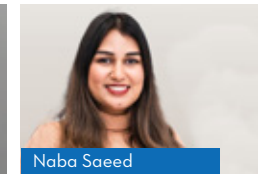
Sobiga Kamalakaran



Lorrie King



Fatema Lotia

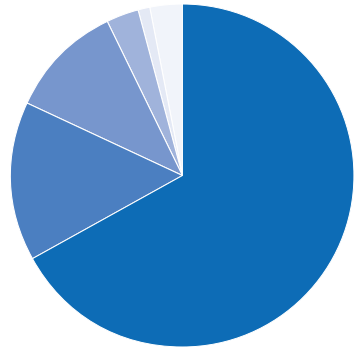


Naba Saeed

PHOTOS: Our Board of Directors in 2023

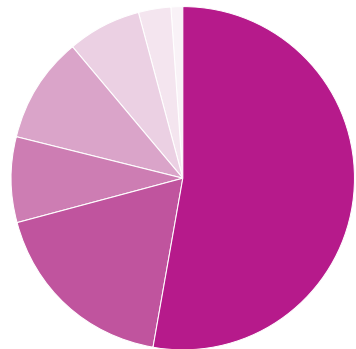
# 2023 REVENUE & EXPENSES

Year ended December 31



## REVENUE | TOTAL \$ 47,357,032

- 67% GOVERNMENT
- 15% FEES AND RENT
- 11% FUNDRAISING
- 3% UNITED WAY OF GREATER TORONTO
- 1% INVESTMENT INCOME
- 3% MISCELLANEOUS



## EXPENSES | TOTAL 47,896,017

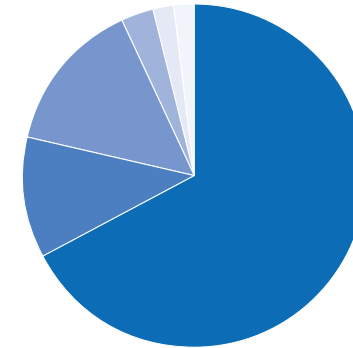
- 53% HOUSING & HOMELESSNESS
- 18% EMPLOYMENT
- 8% VIOLENCE AGAINST WOMEN
- 10% ADMINISTRATION
- 7% GIRLS' & FAMILY PROGRAMS
- 3% PHILANTHROPY
- 1% ADVOCACY & COMMUNICATIONS

2023 EXCESS OF EXPENSES OVER REVENUE FOR THE YEAR: **-\$538, 985**

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

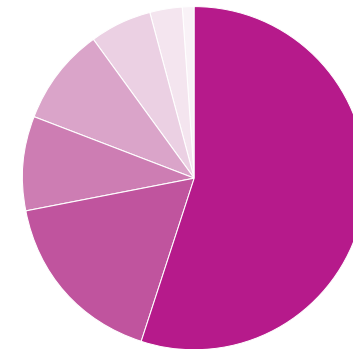
# 2022 REVENUE & EXPENSES

Year ended December 31



## REVENUE | TOTAL \$ 43,247,809

- 70% GOVERNMENT
- 15% FEES AND RENT
- 12% FUNDRAISING
- 3% UNITED WAY OF GREATER TORONTO
- 2% INVESTMENT INCOME (loss)
- 2% MISCELLANEOUS



## EXPENSES | TOTAL 44,023,187

- 55% HOUSING & HOMELESSNESS
- 17% EMPLOYMENT
- 9% VIOLENCE AGAINST WOMEN
- 9% ADMINISTRATION
- 6% GIRLS' & FAMILY PROGRAMS
- 3% PHILANTHROPY
- 1% ADVOCACY & COMMUNICATIONS

2022 EXCESS OF EXPENSES OVER REVENUE FOR THE YEAR: **-\$775, 378**

# HIGHLIGHTS FROM YWCA TORONTO'S 150-YEAR HISTORY



150<sup>th</sup> Anniversary

**1873**

The Association opens its first boarding houses at 19 and 33 Duke Street (now Adelaide Street).

**1929**

The Eaton family donates the Georgian Bay property that would soon become YWCA Toronto's Camp Tapawingo.

**'70s/'80s**

YWCA Toronto engages in significant social action, including advocating for lesbian rights, Indigenous rights, affordable housing, gender equity and participating in the anti-violence against women movement.

**2020s**

389 Church Street Housing Support Program opens. Inspirations Studio joins the YWCA Toronto community. After much advocacy and community effort, Ontario adopts a plan for \$10 a day child care.

**February 22, 2023**

Declared YWCA Toronto Day by the City.

**Circa 1912**

Ontario House, YWCA Toronto residence at 698 Ontario Street, is a thriving hub for Caribbean immigrant women working as domestic labourers and escaping abusive employers.

**1957**

Woodlawn Residence, an affordable housing building for single women, opens. The residence remains open to this day as 1st Stop Woodlawn Emergency Shelter and Residence.

**2012**

YWCA Toronto's Elm Housing Support Program building opens in downtown Toronto, making us the largest provider of women-focused housing options in Canada.

**2023**

We recognize YWCA Toronto's 150th anniversary.

Learn more about 150 years  
of national advocacy &  
community action





# 2023 GENEROUS GIVING

## \$100,000+

Anonymous (2)  
AIM Recycling  
Brydson Family  
S.M. Clarkson  
The Four Oaks Foundation  
Ontario Trillium Foundation  
Estate of Jeanne Rowles  
Shoppers Foundation for  
Women's Health™  
Women's Shelters Canada

## \$50,000+

Canadian Red Cross Society  
Carpenters' Regional Council  
General Fund  
The Honourable Margaret  
N. McCain  
RBC Foundation  
Estate of Marianne Weil  
YWCA Canada

## \$25,000+

Paul Barber Foundation  
Cadillac Fairview  
Dawson  
Echo Foundation  
The D. H. Gordon Foundation  
The Catherine and Maxwell  
Meighen Foundation  
Power Corporation of Canada  
Private Giving Foundation  
Royal LePage Shelter  
Foundation

Estate of Lloyd David Smith  
Toronto Foundation  
The Winged Achene  
Foundation

## \$10,000+

Anonymous (2)  
Grey Birch Foundation  
Dan & Carolynne Boivin  
Katy Graham Debost  
Frederick and Douglas Dickson  
Memorial Foundation  
Leslie Draper-Santos and  
Conrad Santos  
Yaffe Feld Fund  
William & Betty Finch Fund  
at the Strategic Charitable  
Giving Foundation  
Hanson Family Foundation  
Steven Hilditch & Nikki  
Yokokura  
The Henry White Kinnear  
Foundation  
The Paul and Elizabeth Martin  
Foundation  
Nancy's Very Own Foundation  
Jan Ruby & Mary Thomson  
Spear Realty Inc.  
TD Securities Underwriting  
Hope Foundation  
Toronto CREW and Toronto  
CREW at Toronto  
Foundation  
The Toronto Star  
Fresh Air Fund

## \$5,000+

Anonymous (4)  
Dr. Kristin Blakely-Kozman  
Andrea Boctor  
Shary Boyle

Canadian Women's Foundation  
Susan Eagleson  
Elementary Teachers'  
Federation of Ontario  
Enterprise Holdings Foundation  
The Goodman Family  
Foundation  
Franca Gucciardi with the  
McCall MacBain Foundation  
A.T. Kearney Ltd.  
Sheryl & David Kerr  
Michelle Koerner  
Lorna Marsden  
Estate of Fred Charles Mayor  
Martha LA McCain  
The McLean Foundation  
Motion Clothing  
MYR-Cliff Family Fund  
Peloton Capital  
Management Inc.  
Catherine Riggall  
Salt Experiential  
Commerce Inc.  
Vancity Community Investment  
Bank  
Joan & Robert Wright Family  
The Michael Young  
Family Foundation

## \$2,500+

Anonymous (3)  
Maureen Bell Fund  
CHUM Charitable Foundation  
Crestview Investment  
Corporation  
Donna Dasko  
Christina Dorey-Gray  
Element Fleet Management  
Laureen Ellis  
Pam Graham

The Griffith Laboratories  
Foundation  
Hirji Family Charitable  
Foundation  
K. M. Hunter Charitable  
Foundation  
Colin & Tricia Jarvis  
Ian and Hilary McLean  
Gifting Fund  
Kellett Patrick Family  
Foundation  
Gillian Riley  
Geoffrey and Mary Scott  
Memorial Fund at  
Toronto Foundation  
Spin Master  
Jane Wilson

## \$1,000+

Anonymous (14)  
Brenda Allen  
Rebecca Ruth Allen  
& Jeffrey Levitt  
Jane Ambachtsheer  
Bain & Company  
Nancy Barber  
Catherine Bateman  
Marilia Bothamley  
Kenton Bradbury  
Jane Broderick  
Clare Burns  
Leo Cahalan  
Martine Celej  
Brian Chafe  
Christian Science Society,  
Scarborough  
Corman Feiner LLP  
Michael Cianchetti  
Wendy Cukier  
Sibyl Cutcliffe  
Julia Deans

Ellen Denoon  
Sarah Draper  
Michael Dwyer  
Wendy Ens  
Estelle Designs & Sales Limited  
Lo Fine  
Julia Friesen  
Gandy Charitable Foundation  
Gurinder Ghatorae  
Marc Glavin  
Kelly Goldthorpe  
Catherine Graham  
John Grant  
Griffith Foods Limited  
Franca Gucciardi  
Katherine Gurney  
Bryan Harvey  
Margaret Henderson  
Kathy Hogan  
Shirley Hutchinson  
IATSE Local 58  
Charitable Fund  
Silvia Jacinto  
Anna Kennedy  
Lorrie King  
Tamara Kinsman-Berry  
Julie Y. Lee  
David Licata  
Dr. Mona Loutfy  
Judith Mandel  
Jeannette Manguiat  
Cristina Marin  
Paul Massey  
Mary McDougall Maude  
Deborah McDonald  
Jenn McGoey  
Heather McGregor Chapman-  
Miller Foundation  
donated via Aqueduct  
Peggy Milne  
Derek Miners

Nancy Moore  
Mary Pat Moore  
Dr. Mayo Moran  
Vanessa Morgan  
Sandy Nelles  
Change to Nora Nestor &  
Alfred Avanesy  
Chris O'Reilly  
Elaine Osin  
Firoozeh Radjai  
Deepak Ramachandran  
and Alexandra Horsky  
Marli Ramsey  
Raschkowan Foundation at the  
Strategic Charitable Giving  
Foundation  
Dr. Gail Robinson  
Lucille Roch  
Janet Rosenberg & Studio Inc.  
Geoff Rytell  
Aleksandra Sagan  
Samara Contemporary  
Josephine Santaguida  
Kathryn Shaw  
& Giovanni Strazzullo  
Maria Smith and Eric Tripp  
Stephanie Smith  
Cathy Spoel and  
Michael MacMillan  
Marissa Stapley Inc.  
Starbucks Foundation  
Charitable Fund at The  
Vancouver Foundation  
SvN Architects & Planners  
Daphne Taras  
Toronto Education Workers,  
CUPE Local 4400  
Bessy Triantafyllos  
Professional Corp.  
Tsering Tsomo & Sunil Uppal  
Unifor

Unifor Local 79m  
Viola Ready Mix Inc.  
Diane Walker  
Lenore Walters  
Jennifer Wardrop  
Carolyn Whittaker  
Anne-Marie Widner  
Ann Wirsig  
Kathleen Zimmer

## GIFT-IN-KIND

Anonymous (1)  
A.T. Kearney Ltd.  
Access Alliance  
Acuity Brands Lighting Cares  
The Agency  
Ana Pascos Portrait Artist  
Aqua Medical Spa+  
Aritzia  
Ba & Sh Canada Inc.  
Diana Bahrami  
Sarah and Thomas Balzer  
Hyla Benson  
BMO Nesbitt Burns  
Fatima Bregman  
Abbey Butler  
Cambridge Group of Clubs  
Clio  
The Collective  
Gangbar Agency  
Shogher Garabedian  
Give To Get  
Tanya Haughey  
Holiday Helpers  
Holmes + Brakel  
Holy Name of Mary  
College School  
Jenny Bird Holdings Inc.

Jérôme Art and Photography  
Kelly Juhasz  
Kids Up Front  
Karen Lee  
Magen Boys Entertainment  
Mealcare Toronto  
Metrolinx  
Metropolitan Tea Company  
Milltex Sportswear  
Misazi Art Gallery  
Motion Clothing  
Northlea Elementary and  
Middle School  
Sahar Khanboluki Fine  
Art Gallery  
Sanofi  
Second Harvest  
Secord Public School  
Gluskin Sheff  
Joseph Shemesh and Superior  
Closets & Mirrors Ltd  
Sheraton Centre Toronto Hotel  
Shoebox Project  
Spin Master  
Starbucks Foundation  
Charitable Fund, held at  
Vancouver Foundation  
Ticketmaster  
Toronto Hydro  
Toronto Police Services,  
23rd Division  
Travel Brands  
UPS Canada  
Urbacon Design/Build Corp  
Verity  
York Heritage Quilters Guild

## 1ST STOP WOODLAWN SHELTER KITCHEN RENOVATION

Charles Newman

## MONARCH SOCIETY

Anonymous (7)  
Zanana Akande  
Maureen Bell  
Dr. Kristin Blakely-Kozman  
Ellen K. Campbell  
Sarah Corman  
Debbie Dykes  
Nancy Foster  
Julia Haylock  
Martine Johnson  
Julie Y. Lee  
Joan H. McMillan  
Jannie Mills  
Mary Pat Moore  
Lorna Pike  
Marli Ramsey  
Catherine J. Riggall  
Marilyn A. Robertson  
Dr. Gail Robinson  
The late Jeanne Rowles  
Poopak Samimi  
The late Lloyd David Smith  
Beverly Stager  
Andrea Stewart  
Vera Ingrid Tarman  
and Cathy Schwartz

Marilda L. Tselepis  
The late Marianne Weil

## 42<sup>ND</sup> YWCA TORONTO WOMEN OF DISTINCTION AWARDS GALA SPONSORS

### CHAMPION

Elmwood Spa I Bangkok  
Garden  
TD Bank Group  
Toronto Metropolitan University

### PATRON

Dawson  
RBC  
Shoppers Foundation for  
Women's Health™  
University of Toronto

### TRIBUTE

Deloitte

### FUTURE LEADERS

BMO Financial Group  
Society of United Professionals  
Tricon Residential

### VOLUNTEER

Cidel Asset Management

### OFFICIAL MEDIA SPONSORS

CBC Toronto  
The Globe and Mail

### OFFICIAL JEWELER

Fair Trade Jewellery Co. Ltd.

## COALITIONS

BRASS - Behavioural Risk  
Assessment Advisory  
Committee with SSHA  
CAS/VAW Toronto Region  
Advisory Committee  
Centre for Research &  
Education on Violence  
Against Women & Children  
Coalition for Gun Control  
Community Liaison  
Worker Network  
Defend Disability Coalition  
East Scarborough Works  
Employment and Labour  
Market Partners Working  
Group (ELMPWG) - Rexdale  
Casino Woodbine CBA Equal  
Pay Coalition  
First Work  
Imagine Canada Federal  
Budget Coalition  
Ontario Association of Interval  
and Transition Houses  
(OAITH)  
Ontario Campaign 2000  
Ontario Coalition for Better  
Child Care  
Ontario Council of Agencies  
Serving Immigrants (OCASI)  
Ontario Non-Profit Housing  
Association (ONPHA)  
Ontario Nonprofit Network  
Redesigning Community Safety:  
West Neighbourhood House

Scarborough Collaborative  
Employment Network East  
Scarborough Employment  
Ontario Network  
Social Planning Toronto  
South Scarborough Community  
Cluster  
Toronto Mental Health and  
Addictions Supportive  
Housing Network  
Toronto North Scarborough  
Cluster  
Toronto Shelter Network  
Transitional Housing and  
Support Program Network  
TTC Riders  
Violence Against Women  
Network  
Woman Abuse Council  
of Toronto  
Young Parents No  
Fixed Address  
Young Women's Empowerment-  
42 Division Metro Toronto  
Police Services  
YWCA Ontario Coalition

## PARTNERSHIPS

Access to Housing  
(Rent Café)  
Access Point  
Aisling Discoveries Child and  
Family Centre (Now named  
Strides Toronto)  
Barbra Schlifer  
Commemorative Clinic  
Brands for Canada  
Canadian College of Educators

# MAKE YOUR VALUES YOUR LEGACY



YWCA Toronto's Monarch Society is a special group of supporters who, through a legacy gift today, will transform the lives of women, girls and gender diverse people tomorrow.



To learn more about planning your legacy gift, contact Monika Sormova, Manager of Foundations & Planned Giving at [MSormova@ywcatoronto.org](mailto:MSormova@ywcatoronto.org) or 416.961.8101 x327.

Catholic Crosscultural Services  
Centennial College  
Centre for Inclusive Economic Opportunity - Golden Mile  
Circle of Care  
Coordinated Access  
CRA - Volunteer Income Tax Program  
CREATE art institute  
Daily Bread Food Bank  
Elizabeth Fry Society  
Ernestine's Women's Shelter  
Finishing Trades Institute of Ontario  
Guelph Humber  
Humber College  
Inner City Health Associates  
International Union of Painters and Allied Trades  
Jean Tweed Centre  
Lamp Lifeboat Ladder  
Margaret's Housing and Community Support Services  
Native Child and Family Services  
Native Women's Resource Centre  
Neighbourhood Land Trust  
NW Toronto Local Immigration Partnership  
Parkdale Queen West Community Health Centre (PSW)  
Parry Sound District Social Services Administration Board  
Planned Parenthood, Healthy Relationships  
Rexdale Women's Centre  
Right2Yoga Foundation  
Second Harvest

Seneca College  
Sprint Senior Care  
Street Health, ID Clinic  
TD Canada Trust Talent Lab Program  
Terrazzo, Tile and Marble Guild (TTMG)  
Terrazzo, Tile and Marble Setter Trade School (TTMTS)  
The Create Institute  
The Textile Museum of Canada  
The Works  
Toronto East Quadrant Local Immigration Partnership  
Toronto Humane Society  
Toronto Metropolitan University  
University of Toronto  
UP with women  
Wealthsimple Foundation - Financial Literacy Workshops  
Wigwamen  
Women's College Hospital  
Women's Habitat  
Yorktown Women's Shelter  
YWCA Cambridge  
YWCA Canada  
YWCA Durham  
YWCA Halifax  
YWCA Hamilton  
YWCA Kitchener-Waterloo  
YWCA Metro Vancouver  
YWCA Moncton  
YWCA Montreal  
YWCA Muskoka  
YWCA Niagara Region  
YWCA Peterborough Haliburton  
YWCA Prince Albert  
YWCA St Thomas-Elgin

YWCA Sudbury  
YWCA Thompson

## FUNDERS

City of Toronto  
City of Toronto - Children's Services Division  
City of Toronto Early ON  
City of Toronto Every Child Belongs Unit  
City of Toronto - Housing Secretariat  
City of Toronto - Ontario Priorities Housing Initiative (OPHI)  
City of Toronto - Shelter Support and Housing Administration  
City of Toronto - Supports to Daily Living  
Department of Employment and Social Development - Government of Canada  
Federal Economic Development Agency for Southern Ontario  
Immigration, Refugees and Citizenship Canada  
Julia Ruby Fund  
Lise Watier Foundation  
Neighbourhoods Program  
Ministry of Children, Community and Social Services  
Ministry of Education and City of Toronto - CWELCC  
Ministry of Health  
Ministry of Labour, Immigration, Training and Skills Development (MLITSD)

Ontario Health (LHIN)  
Public Health Agency of Canada  
The Ontario Arts Council  
The Toronto Arts Council  
United Way Greater Toronto

**YWCA TORONTO**  
WOMEN OF DISTINCTION

**YWCA TORONTO** | NATIONAL ADVOCACY COMMUNITY ACTION. | **United Way** Greater Toronto

### WHO INSPIRES YOU?

#### WE WANT TO CELEBRATE THEM

Every year, YWCA Toronto honours remarkable changemakers who are creating a difference in the lives of women, girls and gender diverse people across a range of areas such as business, education, social justice, advocacy, arts, health, philanthropy and more.

**NOMINATE** the next YWCA Toronto Women of Distinction today!

**Nomination deadline** Friday, November 1, 2024  
For more information contact Anna Borges, Manager of Events & Volunteers | [aborges@ywcatoronto.org](mailto:aborges@ywcatoronto.org) | 416.961.8101 x365

# FRESH START MONTHLY GIVING PROGRAM



**YOU** can help women, girls and gender diverse people escape violence, move out of poverty and access safe, affordable housing every month!

**GIVING MONTHLY** to YWCA Toronto provides stable and ongoing funding to sustain our transformative programs and services. It also helps us budget and plan better when we know what to expect each month, and many donors find it a more convenient way to give.

PLEASE SCAN THE QR CODE



OR CONTACT NALINI SINGH AT  
[NSINGH@YWCATORONTO.ORG](mailto:NSINGH@YWCATORONTO.ORG) OR  
416.961.8101 X 360 TO BECOME A  
MONTHLY DONOR TODAY.

**THANK YOU FOR YOUR  
CRUCIAL SUPPORT.**



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