



# **Action Plan Updates/Annual Reports 2016-2017**

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**CFUW Board of Directors, Regional Directors,  
Committee Chairs and Appointees**

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## BOARD OF DIECTORS

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**Grace Hollett,  
President CFUW  
January to June 2017**

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### **Becoming President**

Prior to becoming CFUW President my Board position was as VP Atlantic and Acting President, a role that required that I assume the Presidency on the resignation of a current President, and call a meeting of the Board to have a President appointed as per the requirements of CFUW Bylaws. Having the support of all Board members, I agreed to accept nomination and was duly appointed. Other personnel changes in leadership at the VP, RD and Committee levels, though challenging, were met and have been reported to the membership. I acknowledge the contributions to the Board and the membership of Karen Dunnett, Brenda Robertson, and of Sharon Crabb who left her new and satisfying role as RD to become VP Advocacy until personal reasons caused her resign and be replaced by Cheryl Ambrose.

### **Transition**

To effect a smooth transition conversations were held with Karen Dunnett, President for the first six months of the Biennium, and other recent Past Presidents who called to offer support. To ensure that the record of the Presidency is complete for the whole period of the Biennium Karen was invited to write her report. It follows mine.

### **Committee involvement since assuming the Presidency of CFUW**

- Chaired the Follow-up Committee to the Task Force.
- Continued as chair of the Advisory Committee on CFUW History Project, and the History Committee
- Continued as a member of the Education and Advocacy Committees
- Moved from chair to member of the Human Relations Committee
- Became a member of the CFUW Charitable Trust
- Became an ex-officio member of all Provincial Councils and of all other Standing Committees except Nominations
- Continued as a member of CFUW St. John's Book Sale Steering Committee as publicity co-chair, and on the Issues and Resolutions Committee

I have chaired all Board meetings, participated in all meetings of the Finance, Human Relations, Governance, Education and Charitable Trust Committees, most of the Membership

meetings, an Executive meeting of the Albertan Council, and the most recent Regional Directors' meeting.

### **Follow-up to Task Force Report Going Forward.**

I would like to thank all Clubs and individual members who responded to the original Task Force Report of December 2016, the Chair and committee members who developed that report and Bilkies McKen, Dominique Racanelli, Janet Willwerth and Robin Jackson who joined me as chair to review member proposals relating to the Task Force. The unanimous report from the committee was accepted without amendment by the Board on May 11, 2017, and was subsequently sent to the membership along with links to the original submissions and the categorized summaries prepared by Robin Jackson. Recommendations from the Follow-Up Committee are being actioned or are in the planning stages for action:

1. A working group is being set up to examine Board structure and effectiveness. A call for members will be made shortly.
2. AGM 2017 will be held electronically and other cost saving measures for AGMs are being investigated.
3. Education efforts of Clubs/Regions will be collated/published to determine further efforts that are needed.
4. The Charitable Trust is assuming the cost of online fellowship applications and a transitional meeting of the Fellowships Committee.  
Information about fellowship costs born by each of the Trust and CFUW is prepared and will be circulated.
5. Distribution of a paper on general liability and directors' and officers' liability insurance, and a survey of members will help determine if this will be offered.
6. Data is being collected to determine if changes are needed in the distribution of scholarships at the graduate and undergraduate levels.
7. The requested discussion forum was set up.
8. GWI information continues to be posted.
9. CFUW financial reports are posted after each Board meeting Information about fellowship costs born by each of the Trust and CFUW is prepared and will be circulated. Consideration will be given to adding an inflationary amount to the budget yearly as needed. GWI dues – at the current rate and the increased rates will be shown in separate columns in the 2017-2018 budget.
10. All GWI dues, but not the deferred dues increases, have been paid for 2017.  
Membership drives will be launched.
11. CFUWs involvement on the international scene with the UN CSW has been published by the VP International. CFUW will maintain an international presence
12. Improvements to the website are being investigated/piloted.  
Information on personal liability for CFUW will be made available in the summer through CFUW's various distribution vehicles.
13. Information sheets have been prepared and distributed on the roles of the Vice Presidents and the Regional directors.

### **Travel on CFUW Business**

Having assumed the presidency quite unexpectedly midway through the first year of the biennium, in the middle of a Newfoundland winter, when there were pressing CFUW issues to consider, I did not start Club visitations immediately.

Already on the delegate list for a week in March at the Commission on the Status of Women (CSW), sessions in New York, organized and led by Cheryl Hayles as VP International, I changed focus to concentrate on networking as CFUW President. We met with Federal and Provincial Status of Women Ministers and others, presented a paper with Cheryl Hayles at a private meeting with Canada's Ambassador and Deputy Permanent Representative at the UN, Michael Grant, to discuss our response to the Draft Agreed Conclusions being negotiated by government representatives. We celebrated having CFUW's statement read in the General Assembly. It was heartening to see the positive reaction to Parallel Presentations by CFUW members and CFUW's profile being enhanced. An added excitement was the evening planned by Doris Mae Oulton for us to attend 'Come From Away'. Please see the May Communicator for a full CSW report.

From New York I attended a full day meeting of the Finance Committee in Ottawa and met with Robin Jackson at National Office to meet the staff and work with Robin on various issues. A train ride to Toronto gave me an opportunity to attend a Charitable Trust meeting and to join with the Ontario Council for their standing committee speakers' series on Early Learning and Childcare.

During May I attended the Regional Council AGM and Conference of the Albertan Council at Lethbridge, and later the Ontario Council at Stratford.

Both were well-planned, informative and marvelous examples of the value of Councils in the CFUW governance structure. It gave me an added opportunity to meet with Club Presidents and members and discuss issues of importance to them.

### **GWI and CFUW**

While CFUW is my full daily agenda, certainly GWI has been a part of that agenda. The motion of AGM 2016 to remove membership in GWI from the Bylaws did not pass but the issue remained and intensified with the realization that significant dues increases had passed at the GWI August 2016 Triennial. Dissatisfaction with the decision, and the inability of NFAs to collect from clubs whose budgets were already set, resulted in the dues being deferred and then the whole issue being passed over to a GWI Ad Hoc committee of 10 that includes CFUW member Joy Hurst, CFUW's Representative to the Canadian Commission for UNESCO. Throughout, CFUW has asked numerous questions of GWI in an attempt to understand GWI financials. The most recent papers from GWI have been posted, (as were previous financial statements), along with an analysis by two financial experts. As requested

NFAs were sent an interim statement by the GWI President who states that the considered parameter for dues increases is now no more than 6 Swiss Francs for Canada.

Throughout, CFUW has requested, received, and examined carefully, GWI financial statements and although we appreciate the effort of GWI not our questions and concerns have not been answered satisfactorily.

## **Advocacy**

CFUWs Advocacy priorities are currently: Violence against Women (including, but not limited to, sexual assault, Missing and Murdered Indigenous Women, human trafficking and harassment in the workplace); Early Learning and Child Care, (including poverty, the wage gap and pay equity); Indigenous Education; Electoral Reform (including electoral literacy, education of members/the public); United Nations Commission on the Status of Women; Women, Peace & Security; Climate Change. CFUW publications share how those priorities are realized at all levels of the organization. As reported, Clubs and Councils have been very creative and successful in their advocacy endeavours,

One of the stated duties of the president is to ensure that CFUW maintains positive and productive relationships with government, media, partners, and other organizations, and provides visibility for the work that CFUW does while interpreting and supporting CFUW policies and programs to members, Clubs, Councils and the community at large.

Below is a sample of correspondence from March 22-June 2, 2017 from CFUW to the Prime Minister, Federal MPs/Government Departments, done with major contribution by the Advocacy Coordinator, Clubs who sponsored the relevant policies, vetting by the VPs of Advocacy and Education, and VP International as applicable and editing and approval by me before being forwarded under my signature on behalf of CFUW.

All letters identify CFUW as "... a national, non-partisan, voluntary and self-funded organization with over 100 clubs across Canada. With over 8400 members, we work to improve the status of women in Canada and abroad." They also include background to the issue and explain CFUW's concerns, and offer constructive suggestions.

### **June 2, 2017. To Chemicals Management Division Environment and Climate Change Canada 35**

*Thanking Government for the opportunity to participate in the Consultation on the proposed regulatory approach to prohibit asbestos, and products containing asbestos, noting government's support in advocating for the inclusion of chrysotile asbestos to the Rotterdam Convention, and suggesting adding specific references to worker's safety and education on the dangers involved in dealing with this product.*

### **May 16, 2017. To the Minister of the Environment and Climate Change**

CFUW's policy on banning the mining, use, and export of all forms of asbestos, adopted in 2010, was explained, and the failure of Canada at that time to support either the ban or the inclusion of chrysolite asbestos as a hazardous substance at the Rotterdam Convention was noted. In contrast the letter went on to congratulate the minister on having supported the inclusion of chrysolite asbestos as a hazardous substance at the Rotterdam Convention.

Convention of the previous week (May 2017) and say how pleased CFUW was with the news late last year that the import, use and sale of asbestos and asbestos-containing products would soon be banned in Canada. We went on to state the dangers still remaining for workers and the need for educational programs for workers dealing with those products.

**May 11, 2017. To the Minister of Families, Children and Social Development**

This noted that CFUW was particularly pleased with the indication of a Canadian national framework for early-learning and childcare, and with the new investments in the care economy – child and elder – promised in the 2017 Federal Budget, including \$7 billion in Early Learning and Childcare and a new Caregiver Benefit, but pointed out that it is not the universally affordable, accessible, childcare system with consistent standards we have been calling for and that In addition, no measures were taken to address poverty among senior women in the 2017 Federal Budget.

**May 4, 2017. To The Minister of Innovation, Science and Economic Development**

We learned with great pleasure that Statistics Canada, after 14 years, will resume collecting data on cases classified as “unfounded” and that this relates particularly to cases of sexual assault and gender-based violence. The importance of this information cannot be overstated when looking to develop, review, improve and implement better response and accountability We further applauded leadership and commitment to end gender-based violence in Canada by strengthening the criminal justice system and increasing the services available to victims.

**April 6, 2017. To The Prime Minister**

We congratulated the PM for tabling the first gender-based analysis federal budget in Canada, taking a hard stance against Gender-Based Violence, and bringing renewed commitments and increased investments in social infrastructure and affordable housing, education and skills development – in particular adult learners, climate change and youth. We said, however, that we were disappointed to see that the proposed investments in childcare will respond to less than 10% of the current childcare needs across Canada; proposed changes to parental and maternity benefits do little to support low-income families; no measures were taken to address poverty among senior women; and no steps were taken to address regressive tax measures that negatively impact women.

**April 19, 2017. To The Minister of the Environment and Climate Change**

*We wrote to protest the delayed reforms to the Access to Information (ATI) Act and noted that such reform is integral to proper realization of open government. The Liberal party included ATI Act reform as an important campaign promise and, recently, the Government included it as a commitment in Canada's 2016-18 OGP Action Plan. We asked that significant reforms be enacted into law by the end of 2018.*

**March 21, 2017. To the Minister of the Status of Women**

*Our letter welcomed the indication of a Canadian national framework for early learning and childcare. Since we had met Minister Monsef and discussed SW issues with her while attending the UN Commission on the Status of Women, our letter went to say "It was an honor for members of the CFUW delegation to meet you in New York on the occasion of the 61st UN Commission of the Status of Women. We look forward to the opportunity of supporting your efforts in early learning and childcare. Together, we can make Canada a leader in this area."*

CFUW is a respected organization whose contributions to Canadian society are recognized. I wish to extend thanks and appreciation to our members, and especially to those who emailed about their concerns, Club leaders, Regional Directors, our guests at Board meetings, and our invaluable professional staff at National Office; Executive Director, Robin Jackson, Sarah Schattmann, Betty Dunlop, Rabbi Hossain and Ryszard Kowalski. The CFUW Board is a group of 11 strong, successful, thoughtful women, dedicated to the ideals of CFUW. Obviously, and thankfully, members have different views, which are expressed with logic and supported by fact. Members debate, decide, and work with each other, the membership, and National Staff, to action Board decisions for the benefit of all.

As CFUW goes forward into its 100<sup>th</sup> Anniversary, members are involved in decision making to effect positive change, maintaining friendships with Club members, outreach into the community, and forming Club-Community partnerships while continuing their advocacy for education which includes their generous support of scholarships, the impressive annual one million dollars!

**Karen Dunnett,  
CFUW President  
June to December 2016**

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Planned and led the new biennium orientation attended by the Board and RDs  
Initiated a complete review of our Strategic Plan, including a review of our vision, mission and value statements with board, staff and RD involvement (Part 1, face to face meeting in June; Part 2, teleconference), facilitated by Trish Ruebottom, Ph.D. (Assistant Professor of Strategic Management, Department of Marketing, International Business and Strategy, Goodman School of Business | Brock University) who wrote the final report.

- Attended the GWI Triennial meeting in South Africa as the head of CFUW's delegation.
- Was a member of the CFUW's Way Forward Task Group.

Planned and chaired seven board of directors meetings with notable motions approved:

- Call for Special General Meeting to Discuss CFUW Response to GWI Dues Increase
- Young Working Women: Building Careers while Breaking Barriers – Recruitment and Retention Proposal
- Advocacy Priorities 2016-2017
- Approval to Implement the Women in Universities project
- Approval of Sexual Assault Research Document and Questionnaire

As a member of the Charitable Trust board, I attended its AGM and meeting in September

- Attended the Ontario Council Meetings (incl. executive meeting) in September.
- As a member of the HR Committee, I participated in matters brought to it.
- As a member of the Governance Committee, I participated in their teleconferences in the fall.
- Participated in 2 Finance Committee Teleconferences.
- Participated in 2 Advocacy Committee Teleconferences; worked with Advocacy to send a number of letters to various government officials supporting our CFUW policy.
- Attended and was a panel member at the Atlantic Regional Council AGM and Conference in St. John's, NL in October.
- Planned the Special General Meeting and the communication strategies around it in consultation with the Articles & Bylaws Chair/Committee.
- Worked with the Richmond LAC to secure the keynote speaker for the 2017 National AGM.
- Began discussions with the Executive Director about the plans (communication, etc.) to have CFUW's 100th as a membership drive launch.

Please note: On all meetings, I worked in collaboration with our Executive director, Robin Jackson, and CFUW staff, as it applied to their portfolios

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**Ruth Mellor,  
Vice President British Columbia**

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### **Membership:**

Attended gatherings of BC West and BC Vancouver island to inform myself about fees, meeting places, speaker protocols etc. to better understand operation of clubs and advise when asked about what makes might be helpful in making membership appealing.

### **Advocacy**

- Was a member of Advocacy committee & took part in advocacy teleconference.
- Encouraged BC 'Aging Out of Foster Care' project.
- Made this the topic for Sunday morning workshop at BC Council AGM
- Offered to have members of Aging Out of Foster Care project take part in an Advocacy workshop at national AGM
- Sent email supporting Jane Blackmore's testimony at Bountiful trial
- Encouraged CFUW Kelowna to answer the questionnaire on campus sexual assault policy at UBC including UBCO (Okanagan)

### **Scholarships/Fellowships**

- At BC gatherings encouraged clubs to offer support for less traditional areas of studies such as women in trades.
- Obtained two speakers for workshops at CFUW BC Council AGM who had previously won Charitable Trust scholarships to increase awareness of these scholarships (both now on faculty of UBCO).

### **Sustainability**

- Encouraged clubs to try new formats, meeting times, increase visibility in the community
- Co-chair for CFUW BC Council AGM May 26-28
- Took part in many CFUW teleconferences

### **CFUW profile**

- Promote use of CFUW instead or as well as Canadian Federation of University Women to attract women without degrees, but who share interests
- Working on BC Council website policy about what would attract and inform members

- Encourage attendance at BC & National AGMs
- Encourage wearing of name tags to identify club members at community functions like election forums

### Community Partnerships

- Encourage clubs to partner with other community groups with similar goals such as BC Poverty Coalition to sponsor community events such as election forums
- Wrote letter to relevant BC government officials in support of South & North Surrey clubs to open a shelter for women at risk

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**Bilkies McKen,  
Vice President Prairies**

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### Membership

“For membership to grow staying relevant is crucial.”- (Michael McQueen, Rotary Club, Crows Nest, New South Wales, Australia)

The national issue of Membership decline is keenly felt on the Prairies, with the loss of two clubs. Although in the existing traditional market of membership where “a friend brings a friend” (CFUW Prince Albert’s continuous method of success), questions arising from the value potential members seek out when wanting to join an organization now, have been compelling. Creative suggestions include those which impact a club’s Profile, as well as its Advocacy/Actions. These in turn further affect its Sustainability. For instance, tapping into the new market of retirees (CFUW Portage La Prairie) reveals that minds are firmly set on shorter term commitments. Small clubs, like CFUW Strathcona County and now CFUW Yorkton, strategically, through re - positioning of roles are “maintaining” their memberships. Moreover, larger clubs like CFUW Calgary, Edmonton, Saskatoon and Winnipeg have witnessed more extensive collaboration with other like - minded community organizations. These enable dual as well as increased memberships. Understanding accessibility to, and execution of social media remain challenges, but are vigorously pursued in the quest for engaging with the younger generation. An Example is CFUW Calgary’s *New University Women* where mentorship strategies for success include interview techniques, networking and entrepreneurship.

### Suggested Actions/Recommendations - Membership

- Report (Regina), December 2016, and with Membership Committee to:
- Assist struggling clubs with targeted efforts in membership recruitment  
Reposition roles regarding executive

- Promote social and other media campaigns; accessing CFUW's and other resources  
Advertise strategically  
Boost existence of CFUW – Mission/Vision; no elitism  
Partner actively with like - minded community organizations  
Activate Virtual Membership

Actions on Suggestions/Recommendations as listed above:

- Telephone conversations, teleconferences, club visits with presidents and membership of CFUW Strathcona County, CFUW Yorkton, CFUW Prince Albert, Portage la Prairie and CFUW Lethbridge; membership “maintaining” and “retaining” through their Interest Groups; memberships (gratis) for seniors on fixed/low incomes; personal contacts to recognize needs (relocation, mobility, health, financial issues - literacy)
- Role - Splitting as in CFUW Calgary North, CFUW Strathcona County and CFUW Yorkton; best practices via teleconferencing among clubs to enable transitioning from traditional models; mentorship of interested club members eliciting their leadership skills for club executive roles.
- Updating websites; access to Face Book and Twitter; use of RD Toolkit; keynote speakers and public participation by all clubs; prospective live streaming of activities (CFUW Calgary North)
- Greater awareness of CFUW via advertisements in Alumni magazines by CFUW Calgary, Edmonton, Saskatoon and Winnipeg; using Twitter for attracting a younger demographic
- Existence of CFUW- acknowledgement of IWD in Saskatchewan; as a Status of Women stakeholder in Alberta and the Ralph Connor House - driven activities in Winnipeg
- CFUW prairie clubs have partnered with various community organizations. Some examples are: CFUW's Calgary with University of Calgary Faculty clubs and its wide network of community literacy activities, CFUW Edmonton with Women's Legal and Education Action Fund, CFUW Saskatoon with Business and Professional Women, UWC Winnipeg with the Council of Women, Winnipeg, and other smaller CFUW prairie clubs with local organizations
- Former CFUW prairie clubs' members are now Members - at - Large.

## Advocacy

*“All clubs established personal contacts with their local MPs and MLAs. By using these contacts, and asking how we may participate in publicizing, or acting on an issue which falls within the scope of declared CFUW policy, we can continue to play effective roles in civic life”.*

- (Dr. Dale Wilkie, RD, Alberta)

CFUW prairie clubs have actively advocated on six specific priorities listed below, some of which are embedded in recent resolutions.

1. Violence Against Women (and Others) This includes Activities on Sexual Assaults, Missing and Murdered Indigenous Women, Human Trafficking and Harassment in the Workplace.

Actions on Above Priority: Prairie clubs collaborated with many community organizations to bring awareness of the many forms of violence against women (VAW). An example seen, is a town hall gathering with the Living Peace Association on Human Trafficking, and the tackling of Sexual Harassment on transit and city streets through the WAVE program, by CFUW Edmonton. Clubs vociferously communicated with their MLA's, about the UN Campaign to End Violence Against Women. An example is the lighting up of City Hall, Saskatoon, in orange, to acknowledge the UN Orange Campaign to end Violence Against Women. Other activities participated in during the 16 Days of Activism Against Gender Based Violence included letter writing to MLA's, documentary/discussions of 1200 + Murdered/Missing Aboriginal Women, and the Ecole Polytechnique Massacre. IWD activities ranged from letter writing for funding, to marches. Presently, Prairie clubs are actively engaged in the National's "Sexual Assault Policies in Post-Secondary Institutions in Canada.

### 2. Electoral Reform (CFUW Resolution)

Action on Priority - Electoral Reform: Bold steps were undertaken by clubs across the Prairies to understand the processing of information regarding the new voting system - Electoral Reform - promised by the Federal Government. In order to digest what was expected of them, CFUW clubs initiated a fair number of progressive activities to enable this. Many started by attending CFUW's fall power point presentation on the literacy used. They accessed the Federal Government's former electoral reform survey for guidance. With other clubs they presented keynote speakers to inform themselves and the public. Although it is now "on the back burner", CFUW clubs are pursuing the results of their hard work via a private member's bill.

### 3. Early Learning and Child Care

This includes poverty, the wage gap and pay equity

Actions on Early Learning and Child Care Priority: Early Learning and Childcare are ongoing works of progress advocated for nationally and universally by CFUW clubs across the Prairies. They continue to emphasize access to these for low – income families. Powerful presentations to local, provincial and federal stakeholders are evidenced by:

- CFUW clubs, community organizers, single and/or low-income rental families, immigrant families together rallying for decent wages, pay equity, housing, daycare, and job training in eradicating poverty. From UWC Winnipeg's association with the Women's Housing Institute of Manitoba, to CFUW Calgary North's with The Renter's Action Movement and Calgary Women's Centre, community cohesiveness is bolstered. Rallies and sit – ins to protest literacy, library and transportation cuts affecting Early Learning and Childcare were held in front of provincial MLA's and parliamentarians' offices across Saskatchewan.
- Clubs are exploring CFUW's framework on Pay Equity by initiating pilots.

4. United Nations Committee on the Status of Women, & Women, Peace and Security  
*“Identify issues and trending procedures on the prairies” (Patricia Elliott, RD, Manitoba)*

Action on Status of Women Priority: Newly elected to set priorities for the United Nations Commission on the Status of Women, Canada is able to further advance its priorities on the rights of women and girls around the world (CFUW’s UN Statement and Mentorship presentation at the UNCSW). It follows that at home, it is firmly committed to Gender Equality, and has acted on the resolve of Civil Society.

Thus CFUW clubs across the prairies have seized this opportunity to promote the Status of Women at home and abroad (Graduate Women’s International - GWI). Championing these causes provincially, CFUW clubs in Alberta are actively shaping the agenda of their newly minted Status of Women Ministry. CFUW in Saskatchewan has collaborated with the Executive Director, Status of Women, Saskatchewan and UWC Manitoba with Manitoba Status of Women and others like the Institute of International Women’s Rights. Embarking on key projects with community collaboration, (CFUW’s Resolutions) many include actions on issues supporting Safe Houses; Shelters; Habitat for Humanity; Palliative Care; Education through Financial Literacy for Seniors and the replenishing of Food Banks. Emphasis has also been placed on urgent educational/advocacy and actions on the UN’s as well as on one of Canada’s emergent issue – The Empowerment of Indigenous Women.

5. Indigenous Education

*“All clubs organized events advocating understanding and unity with Indigenous Women and Organizations. Impressive presentations were shared” (Margaret Hendry – RD, Saskatchewan)*

Actions on Indigenous Education Priority: Prairie clubs prompt action for the education of Indigenous women in diverse ways. Apart from encouraging traditional, scholastic, undergraduate and graduate programs, they push for high school graduation, pursuits in trades and technology, and they make available scholarships for deserving mature students who wish to respond to market place demands. Clubs, like CFUW Yorkton encourage institutions to match contributions. They collaborate on projects with Aboriginal communities on the resiliencies of Aboriginal women - Saskatchewan Aboriginal Women’s Circle Corporation and the Institute for International Women’s Rights, Manitoba. Actions with other community organizations recommended by the latter are being considered.

6. Climate Change

Actions on Climate Change: Local to global issues and actions on Climate Change, on the prairies, included keynote speakers’ presentations to those lobbying on long standing issues. Guest speakers informed on Water Resources and Sustainability, and Infectious Diseases and Climate to UWC Winnipeg. Imidacloprids and the Collapse of Bee Colonies were presented by CFUW Yorkton and the Council of Canadians. Lectures from the Alberta

Government's Climate Change policy were heard, and lobbying for the protection and preservation of endangered natural areas, a long-standing issue – was carried out by CFUW Edmonton. UWC Winnipeg's 2017 Resolution Committee has seen support from the CFUW Resolutions Committee for their proposed resolution on "The Right to Safe, Clean, Accessible and Affordable Drinking Water and Sanitation on First Nations Reserves in Canada." This will be presented at the 2017 CFUW AGM in Richmond, B.C.

### **Scholarships/Bursaries/Awards and Education**

Actions on the Above: Advocating for higher standards of education for women and girls, and promoting lifelong learning, CFUW Prairie clubs support women of many age groups (mature women) whose education levels may span a continuum of learning from basic literacy to advanced research at the doctoral level. Clubs not only provide scholarships for students beginning their post-secondary and graduate studies at university and technical colleges, but have created bursary programs for needs-based students. More recently, clubs (piloted by CFUW Saskatoon and others) have gained inroads into the provisioning of education for students in meeting the demands of market-driven (trades) economies. Likewise, as women continue to be underrepresented in non-traditional occupations, specifically the skilled trades, CFUW prairie clubs continue to advocate for education and enrollment of women and girls in STEM (science, technology, engineering and technology) and now, in STEAM (addition of Arts) programs. All prairie clubs are active in raising funds to support scholarships, bursaries and grants. Some clubs provide charitable tax receipts for private donations. Prairie clubs have begun various creative fundraising activities for Centennial scholarships.

### **Profile on the Prairies**

Actions on CFUW's Profile: Among successful strategies used to raise CFUW's profile in prairie communities, are those achieved through community-based participatory initiatives. Many clubs have developed outreach programs targeting specific groups such as women at risk. Some gain attention when fundraising through profit sharing with, and donations to other organizations. Some directly contact their MLA's and parliamentarians to intervene on behalf of marginalized groups of women. Some protest cuts through rallies, sit-ins and marches. Most clubs' speaking events are open for members of the public. To project CFUW's Biennium theme - "The Power of Women Working Together" clubs showcase their activities on air, social media, posters, in newspapers, community flyers, publications, word of mouth, through forums and fundraisers. In addition to the above modes of exposure, propelled via banners, cards and alumnae journals, CFUW welcomes women who subscribe to its Mission and Vision.

### **Sustainability**

*As CFUW Lethbridge declares "by removing the word improving, and replacing it with MAINTAINING, ..... our club has sustained over many and a few years"*

*- (Patti Johnsen, President, CFUW, Lethbridge)*

Actions - Sustaining CFUW Clubs on the Prairies: The above quote shows an example in identifying opportunities as CFUW prairie clubs strive to maintain visibility. It is strengthened through listening to membership, and acting on recommendations for transitioning to current cultural trends where memberships voice their interests and are actively involved in relevant projects. As mentioned under the category of Membership, long-term commitment to executive positions may see a club's membership erosion. Another, linear club structures now need to re-align for more collective impact. However, prairie clubs see the latter two challenges as creating opportunities to be more intentional and strategic in terms of maintaining visibility – *Recommendations, Way Forward Responses*. Raising awareness through continuous communication – proposals, policies, resolutions - relevant community initiatives promote the sparking of CFUW club culture and hence its sustainability. Heralding its very essence of raising the status of women through advanced education, its actions on advocacy, membership, profile, vision and mission resonate at CFUW meetings open to the public, Annual General Meetings, Provincial Council Meetings, Prairie Gatherings and at the National Annual General Meeting. CFUW's Sustainability is successful on the Prairies.

### **Acknowledgements**

My sincere thanks to our Prairie Regional Directors, Dale Wilkie, Alberta; Margaret Hendry, Saskatchewan and Patricia Elliott, Manitoba, whose consistent support for your clubs is lauded.

I thank you Prairie Council Members, Club Presidents and your memberships! Your enthusiasm, diligence, and commitment to CFUW are exemplary. Welcome new presidents and new executives! What a wonderful opportunity to serve!

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**Sandra Thomson,  
Vice President Ontario**

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### **Membership**

Ontario Council comprises of 54 clubs, with 5,095 members. Included in this membership count: 16 life members, 50 dual members, 14 student members and 10 honorary members. We have 20 clubs with less than 60 members, or approximately 40%. We are the largest provincial council within CFUW. We have been incorporated since 1978.

The province is divided into six regions: Huron, East, West, North, Central and South. Our Ontario Council Board comprises the president, treasurer, secretary, communications chair, three standing committee chairs, six regional directors and club appointees for advocacy and website. Our Ontario Council fee per member is \$6.25. For this amount, we are able to offer our clubs the following:

**Financial:** Clubs with a membership of 60 or fewer regular and life members, who have a member attend an Ontario Annual General Meeting, receive their current year Ontario Council club fees back. This is to give assistance to small clubs to send members to an Ontario AGM. For Standing Committee meetings, clubs at more than 50 km distance from Toronto are able to receive travel assistance. A grant in the amount of \$300.00 may be offered to local clubs for a non---revenue generating special event or project. An advance (loan) of \$300 is available for revenue---generating event or project to cover expenses incurred before revenue is received. Ontario Council provides General Liability Insurance for our member clubs and club functions (individually clubs would have to cover each function separately at a much higher cost).

**Networking:** Club members are given opportunities to get together with other club members through Regional Gatherings, Standing Committees meetings and the Ontario Council Annual General Meeting, and occasional local regional meetings.

**Recognition:** Clubs hosting a Regional Fall Gathering are given a \$100 grant in recognition of their efforts. A \$300 advance (loan) is also available to cover expenses incurred before registration fees are received. The Host Club of an Ontario Council AGM is given \$200.00 in recognition of their efforts. A \$1,000 advance (loan) is also available to cover expenses incurred before registration fees are received.

**Assistance:** Ontario Council executive members are available to come and speak on a variety of topics at no cost to the club. Standing Committee Chairs are available to help with advocacy. CFUW Ontario Council speaks to the Government of Ontario on behalf of our members on issues that are of concern to us and to other women.

**Communications:** The newsletter, *Dates and Data*, is prepared before and after each Standing Committees meeting containing the reports of the meetings, club news and activities, and articles of interest. The website, [www.cfuwontcouncil.ca](http://www.cfuwontcouncil.ca) and our facebook provides information about clubs in Ontario and their activities, as well as about Ontario Council, its work and policies. The website and newsletter are currently in a redesign phase.

**Partnerships:** CFUW Ontario Council forms coalitions with like-minded organizations in order to extend our advocacy efforts (i.e. Campaign 2000, Coalition for Better Child Care, Ontario Women's Directorate).

### **Public Profile**

With 54 clubs around the province, we are able to raise our profile in the local communities by hosting community events and creating partnerships in those communities. Examples include: local women's shelters, YMCA/YWCA, a local theatre group, Chamber of Commerce, Business and Professional Women's' club, school boards, public library, etc. One fundraising event allowed a club to host an open event to the community hosting a well-known author and television personality. A writing contest invites the public with a known author as a judge, as an example. Many clubs partner with the local municipal governments to host the

Dec. 6<sup>th</sup> vigil. Clubs partner with like-minded organizations to further a particular political issue or women's issues in general. International Women's Day is highlighted by several different activities around the province. The majority of the clubs have newsletters, websites, Face book presence and Twitter accounts.

## Advocacy

Our Ontario Council Advocacy Advisory Committee met in June and November 2016. Appointed Advocacy Co-ordinator, Teri Shaw, oversees this committee. We were very active this term with several consultative briefs being sent to the Ontario Government: Early Learning and Child Care, Gender Wage Gap, Basic Income Pilot, water-bottling regulations. We are also members with Campaign 2000 Ontario and Teri Shaw is our representative. The focus – reduction of child poverty. We were pleased to be recognized and invited to functions by the Ontario Government. Ontario Council was invited to attend the Pay Equity Commission reception in celebrating their 30th anniversary. Teri Shaw attended in my stead. Ontario Council is also a member of the Equal Pay Coalition. Sheila Lacroix attended the Minister of Status of Women Indira Naidoo-Harris' invitation to celebrate International Women's Week.

Thanks to our Ontario Council advocacy team: the Standing Committee Chairs, Kathy Wosnick-Education, Sheila Lacroix-Legislation, and Anne Cordon-Status of Women and Human Rights; policy advisers, Carolyn Day-Environment, Margaret McGovern-Early Learning and Child Care, Lori Ker and Teresa McKeeman-Poverty, and Maddie Webb-Health, Teresa Habs-Communications and Cheryl Ambrose-Website.

We host three standing committee speaker series in Toronto. These get-togethers are open to all members and friends who might be interested. This year we've had speakers like Professor Joan Simalchik, University of Toronto Mississauga on gender violence, Jessica Outram, Kawartha Pine Ridge DSB and Chantell Tunney on student well-being, and two theme days:

- Gender Wage Gap with Jan Borowy, Equal Pay Coalition, Doris Mae Oulton, Past President, CFUW for Linda Davis, Ontario Government's Gender Wage Gap Strategy Steering Committee, Dr. Lynne Taylor, University of Waterloo on Waterloo's pay equity work
- Early Learning and Childcare with Shannon Fuller, acting Assistant Deputy Minister, Early Years Division, Ministry of Education, and Toronto City Councillor Janet Davis on the reality.

Clubs engage in their own advocacy efforts – from writing of national and provincial resolutions to attending rallies at Queens' Park to joining alliances and teaming up with other organizations to pursue their goals.

## Scholarship/Fellowships

Ontario North	6	\$31,580
Ontario West	9	\$61,900
Ontario Huron	5	\$11,600
Ontario Central	13	\$176,878
Ontario East	9	\$98,230
Ontario South	12	\$106,445
Ontario	54	<b>\$486,633 *</b>

\*Amounts as reported in 2016.

Many of the clubs are extremely active in their fundraising efforts by hosting house tours, book sales, authors' nights, bridge luncheons, garden tours, silent auctions, fashion shows, etc. Clubs have sponsored their own unique scholarship awards; several have established bursaries with the local universities and colleges; mature student awards feature prominently; separate awards are given to indigenous students. Local high school recipients benefit from the CFUW scholarship/trust funds.

## Sustainability

Several of the clubs have non-traditional governance models. From co-presidents to teams, the ability to lead is facilitated using alternate forms of governance. Ontario has lost 14 members overall from last year. There are clubs who are in need of revitalization. A plan to assist these clubs will be formulated for 2017-2018. The Ontario Council Board is complete, with experience and talent. Succession planning will fill expected vacancies for the 2018-2019 terms.

Several of the Ontario Council Board members serve in other positions: from club presidents to chairs of national committees or members of national and provincial committees.

The Regional Directors have visited and/or have regular contact with their club presidents.

The communication is by personal visits and/or hosting HUB meetings.

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### **Dominique Racanelli, Vice President Quebec Chair of Quebec Provincial Council of CFUW Clubs**

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I am pleased to submit the following update from the Quebec Provincial clubs, with regards to the 5 strategic aims of CFUW.

## Membership

The total membership in Quebec region is now 465, down by one member from 2016.

Positive news emerged from AFDU-Quebec were Godelieve agreed to continue as President and Debra Stowe stepped in as VP for their club. They managed to attract 3 new members and stand at 23 members. (Last year there was a threat of Quebec club folding)

The membership numbers for the other 4 clubs are:

Montreal Lakeshore Club	188
UWCM Inc	83
South Shore CLUB	63 (increase of 10 members from last year)
Sherbrooke & District.	108

Hudson, Quebec was identified as for a possible new club, but this was put on hold due to the GWI issue. This project will be resumed in the fall.

All clubs have successful built relationships and alliances with other clubs in their community;

- AFDU-Quebec with university of Laval alumni
- UWCM with MCW, Chez Doris,
- Sherbrooke -strong community attachment due to their Lamp Foundation
- Lakeshore – Zonta club, MCW
- South-shore has established relationships with their municipal councillors

## Public Profile

- All five Quebec clubs are using Facebook.
- UWCM & South shore are using business cards.
- UWCM is using twitter.
- Lakeshore and Sherbrooke are advertising in community newspapers and billboard
- South shore club is now an accredited regional organization with the City of St. Lambert. A link to the club's website is on the city's website, and a description of the club will also appear in the city's periodic program of activities.

## Advocacy

At the fall gathering, the 5 clubs collaborated on writing and presenting a brief for the education minister of Quebec. The brief included recommendations for the education curriculums from kindergarten to Cégeps, with the objective to reduce the dropout rate in Quebec (VP Involvement)

### UWCM

- Participated in the Centraide's March of 1000 umbrellas (against poverty)
- Has set up a blog on women's issue that is being shared with all clubs and
- Like minded organizations (VP Involvement)
- -donated \$6000 to 4 women's shelters
- -participated in Vigil for missing and murdered aboriginal women and girls
- attended commemoration of Polytechnique Massacre(VP Involvement)

- -participated in The Jan 21 Woman's March (VP Involvement)
- -participating in the Survey on Post secondary institutions policies on sexual
- Violence and harassment(VP Involvement)

### Sherbrooke and District

- Champlain College Aboriginal initiative. The number of students has grown to
- 30. The club supports the students with food cards and potluck dinners. Members provide students with assistance in writing cover letters and applications.
- -Syrian refugees in Sherbrooke. Club has been involved in collecting furniture
- to furnish apartments. Members are offering English classes to refugee
- -Support for Grannies in Africa through the Stephen Lewis Foundation.
- -participating in the Survey on Post secondary institutions policies on sexual
- violence and harassment(VP Involvement)

### AFDU-Quebec

- Joined provincial group advocating wage party in Quebec
- Participating in the Survey on Post- secondary institutions policies on sexual violence and harassment (VP Involvement)

### Lakeshore Club

- Continues to support Women's shelters in Montreal
- Provides financial literacy workshops
- Participating in the Survey on Post- secondary institutions policies on sexual
- Violence and harassment (VP Involvement)
- Volunteered and raised funds for West Island flood victims

### South shore Club

- Held financial literacy workshops
- Wrote letters to city councillors in support of Council of Senior
- Headquarters
  - participating in the Survey on Post- secondary institutions policies on sexual
- Violence and harassment (VP Involvement)

### Scholarship/Fellowships

- The Quebec Council has a special 100<sup>th</sup> Anniversary scholarship fund. Each year since 2014, the council collects \$1 per Member towards this fund. By 2019, this fund will have \$3000 to commemorate the 100<sup>th</sup> Anniversary of CFUW.
- During this fiscal year AFDU –Quebec donated in excess of \$30000 in scholarships to University students.
- UWCM-donated \$7000 in scholarships to university students, (+\$7000 to women shelters).

- Lakeshore donated \$8000 in scholarships – this was a combination of university and Cegep students.
- Sherbrooke and District donated \$30000 in scholarships to university students.

## **Sustainability**

Each of the 5 provincial clubs have a regular review of their bylaws. UWCM has a 5-year strategic plan. The four other clubs have action plans. Succession is presently an issue in the Lakeshore club, but current president is willing to stay on for an additional term. This will continue to be an ongoing focus for all clubs.

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**Janet Willwerth,**  
**Vice President Atlantic Canada** (January 2017 to June 2017)

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As I have just joined the Board, I will expand on the excellent report of my predecessor, Grace Hollett. Over the last 4 months I have

- Participated in Board meetings
- Participated in meetings of the HR Committee
- Was part of the Task Force Responding to the Way Forward Report responses
- Chair of the Atlantic Regional Committee for the Notable Women Awards
- One of the moderators of the recently re-established CFUW Discussion Forum

## **Membership**

- With one exception, membership statistics in the Atlantic are stable.
- At last October's Atlantic Regional Council in St. John's we were pleased to welcome the VP Membership who spoke on initiatives that the Membership Committee were undertaking.

## **Profile**

I have attended 2 club meetings in Nova Scotia in my capacity as VP, and hope to schedule visits to all Atlantic clubs in the next 12 months.

## **Advocacy**

An Atlantic Regional Council Advocacy Committee has been established and its work is ongoing. In my former capacity as RD I encouraged clubs to use the CFUW advocacy package.

## Scholarships/Fellowships

All clubs continue to offer scholarships.

## Sustainability

- I have been dialoguing with several clubs concerned about membership numbers which may be affected by the upcoming vote concerning CFUW's continuing membership in GWI.
- One club, CFUW Kent, has indicated that its future may be doubtful due to its members moving from the area. It is, however, partnering with CFUW Moncton to host the Atlantic Regional Conference in October.

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## Grace Hollett

**Vice President Atlantic Canada** (June 2016 to December 2016 before becoming the CFUW National Chair in January 2017)

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## The Atlantic Regional Council

The Atlantic Regional Council (ARC) was formed in 1988. CFUW's has five Regional Vice Presidents. In Ontario, BC, and Quebec, the President of each council represents them on the CFUW national Board as their Regional VP. The Prairie Provinces have a council for each province, with one Prairie VP to represent all three councils on the Board. In this area, Atlantic Canada, we have four provinces that have collaborated to form one council with a VP Atlantic who is also President of Council and represents the members of all four provinces on the Board.

The members of the ARC are the following CFUW Clubs (with their Charter date), in New Brunswick; Fredericton (1944), Kent (1999), Moncton (1934), and Saint John (1924).

In Nova Scotia, CFUW Clubs are located at Cape Breton (1967), Dartmouth (1948), Halifax (1936) Pictou County (1970) Truro (1946) and Wolfville (1938)

In PEI there is one Club CFUW Charlottetown (1955) and in Newfoundland and Labrador there are two CFUW Clubs, one at Corner Brook (2006) and one at St. John's (1945).

The Executive members of the ARC are the current (December 2016) RDs; Barbara Clancy (chair of the RD group), Janet Wilwerth, Sharon Crabb, and Heather Huestis, with Lynn Belliveau as Secretary Treasurer. The membership as of Dec. 2016 ranges from 3-100 members.

## **National Awards for ARC Clubs**

The 2016 award for the Prevention of Violence against Women went to CFUW Truro for the Promotion of Private Member's Bill C-242 An Act to Amend the Criminal Code (Non-state torture)-AGM 2016.

An award for attracting new members went to CFUW Dartmouth who added new members equaling 10% of the Club membership.

Grants were given to enable small Clubs to attend AGM 2016; full funding for CFUW Dartmouth and partial funding for Saint John, Moncton, and Fredericton.

## **Participation in National Committees**

- ARC members fill 22 member positions on national committees: The Advisory Committee on the History Project, Advocacy, articles and Bylaws, Fellowships, Finance, Governance, History, Human Resources, International Relations, Membership, Nominations and Status of Women,

## **ARC AGM and Conference October 2016 “The Power Of We”**

The Committee to plan this event was chaired by RD Barbara Parsons Clancy Treasurer Linda Patzold; Program and Sponsors, Bea Courtney; Boutique and Silent Auction, Gerri Andrews, Members Grace Hollett, Grace Stapleton, and Hazel Pritchett Harris Key note speaker, Marie Walsh, Social Justice advocate shared her story on community volunteering at the local, national, and international levels and her insights as to what works with community engagement.

1. Session #1: The Power of 'We' - Local Action - A panel of speakers shared their experiences in community engagement and collaboration focused on key community needs. Small group discussions focused on what stood out from the keynote speaker and the panel that could inform our approaches to “The Power of We” through local action? Panellists: Lisa Brown, Executive Director, Stella's Circle; Rose O'Neill, Chair, Avalon Dragons with Marie Ryan, Moderator.

2.

Session #2: The Power of 'We' - Paying it Forward – Engaging Youth panel comprised of youth and those mentoring youth explored challenges, solutions and effective practices in engaging youth in the community. A plenary discussion followed on how we as individuals and organizations can build on what we heard. Panellists; Kellie Walsh, Artistic Director, Shallaway Youth Choir; Lynelle Cantwell, anti-bullying youth advocate Sarah Wade, Chair, Youth Heritage NL with Bea Courtney, Moderator

Session #3: The Power of 'We' at the National / International Levels – **Global** Action. A panel from several sectors shared their experiences in community engagement and collaboration at the national and international levels. This was followed by a moderated plenary discussion of the future challenges and opportunities to achieve The Power of We at the national/international levels and how individuals and organizations can take action. Panellists: Dr. Jill Allison, Global Medicine, Memorial University; Lana Payne, Atlantic Director, Unifor; Karen Dunnett, CFUW National President with Marie Wadden, Moderator

Guest speakers at the afternoon Business meeting were President Karen Dunnett, VP Membership, Madeline Kalbach, Sharon Crabb and Barbara Clancy. Sharon Crabb and Barbara Clancy were invited to promote Charitable Trust support at ARC AGM.

### **Membership; As VP Atlantic I**

- Promoted membership retention and expansion strategies with Clubs through emails, personal telephone calls to RDs and Club Presidents and meetings. Generally, most Clubs are holding their membership with one Club having 12 new members. However, Kent is having difficulties.
- Fourteen Atlantic members died this past year were acknowledged personally at ARC 2016.
- Invited VP Membership, Madeline Kalbach to speak at the ARC and also to meet with the executive.
- The minutes and power point presentation have been forwarded for posting on the ARC website and circulated to attendees and Club Presidents.
- Publicized ARC Club awards, grants,

### **Profile**

- Prepared short article promoting the Past Presidents biographies that are on cfuw.org
- Spoke at opening of ARC AGM October 28-29 of CFUW ARC members' involvement in national committees, and the UN CSW, and encouraged others to participate. Five attended CSW from the ARC in March 2016.

### **Advocacy**

- Promoted the use of CFUW Advocacy package and special initiatives through emails and in a conference call with the ARC Executive and representatives from 12 of the 13 Clubs and specific initiatives and am a member of the local Issues and Resolutions Committee.
- Contacted RDs to get accounts of their Club's advocacy initiatives for publication and to follow up on the detailed report for the Advocacy Committee on "Advocacy Actions of Atlantic Clubs".

- Invited Sharon Crabb to speak at ARC 2016 on the investigation into Sexual Assault and Harassment policies at Post-Secondary Canadian Institutions.
- Activated a new ARC committee, Issues and Advocacy  
The committee's purposes are:
  - 1 To explore if the ARC Clubs and the ARC can operate their Advocacy effectively within the current policy and practice, and if not what changes would we recommend.
  2. To identify current provincial Issues in the Atlantic Provinces that align with issues CFUW would be expected to engage in advocacy.
  3. The meeting was exploratory, giving members the opportunity to discuss the issue of ARC Clubs' Advocacy with Brenda Robertson, CFUW VP Advocacy, and to propose possible solutions. It was decided to form a sub-committee of Janet Willwerth, Barbara Clancy and Sharon Crabb to report back.

### Scholarships/Fellowships

- The questionnaire results from last spring's study of ARC Clubs were circulated to Clubs, forwarded to ARC 2016 delegates, and published on the ARC website. Data also includes issues related to funding and scholarships e.g., membership increase, publicity, and promoting public awareness of CFUW as a scholarship granting organization. (Questionnaire template available.)
- 
- Clubs award scholarships to students on all educational levels – high school, undergraduate, Masters, and Doctoral. 9 out of 13 clubs award scholarships/bursaries to university students only
- 4 out of 13 clubs award scholarships/bursaries to education institutions other than universities – community college, trades schools, etc.
- 100% of clubs award to women only.
- 3 out of 13 award scholarships and bursaries to women training in non-traditional occupations. 2 clubs will be discussing the possibility for next year.
- 4 out of 13 clubs administer their own scholarships/bursaries. The institution where the scholarships are awarded administer them for the other 9 clubs
- Fundraisers are promoted through (In descending order of use) Newspapers, radio, emails, posters, social media, websites, meetings of other groups, church groups, store check-outs, schools, theatres, TV
- Publicity of scholarships is extensive and there is follow up with scholarship winners to create visibility and future members in CFUW.

As of December 2016 the scholarship amounts are not available for all Clubs for 2016-2017. The following table was created from 2015-2016 statistics.

Read table 1, as “There are 3 Clubs with 10 or less members. “Their membership numbers are 3, 7, and 8. The amounts donated last year for scholarships were \$250. \$1000. and \$500.

<b>ATLANTIC CLUB SCHOLARSHIP /EDUCATION DONATIONS 2015-2016</b>		
<b>Using Funding From all Sources; 2015-16 Fundraising + Investments/Endowments + Other</b>		
<b>Club Size Range May 2016</b>	<b>Total Number of Clubs</b>	<b>Amounts Donated to Scholarships/Education</b>
10 or less	3 (3, 7, 8)	\$250 (prorated), \$1000, \$500,
11-20	3 (13, 16, 20)	\$10 325, \$1000, \$4600,
21-30	1 (29)	\$2500
31-40	3 (35, 37, 39)	\$27 125, \$26 000 \$11 700
41-50	1 (49)	\$2500
51-60	1 (53)	\$16 300 (incl. Education Council)
91-100	1 (100)	\$32 600.

The following table shows those amounts translated into contributions on a member basis.

<b>Using Funding From all Sources; 2015-16 Fundraising + Investments/Endowments + Other</b>			
<b>Club Size Range May 2016</b>	<b>Number of Clubs</b>	<b>Amount per Member to Scholarships/Education</b>	<b>Average per Member</b>
10 or less	3 (3, 7, 8)	\$83, \$143. \$63	\$97 (\$1750 / 18)
11-20	3 (13, 16, 20)	\$794 \$63 \$230	\$325 (\$15 925 / 49)
21-30	1 (29)	\$86	\$86
31-40	3 (35, 37, 39)	\$775 \$76 \$300	\$602 (\$66 825 / 111)
41-50	1 (49)	\$51	\$51
51-60	1 (53)	\$307	\$307
61-90			
91-100	1 (100)	\$326	\$326

## Sustainability

- Encouraged RDs and other Club members to consider involvement at the National Committee level
- Forwarded scholarship questionnaire template and other materials at request of other CFUW leaders.
- Dealt with GWI related questions in an objective manner.
- **I. General:** Engaged in the work of the CFUW Board as VP Atlantic, in the Human Resources Committee, the History Committee, and the Advisory Committee on the History Project (as chair); in the Education and Advocacy committees (as a member) and in the Atlantic Regional Council (ARC), the ARC Issues and Advocacy Committee and the ARC Planning Committee for the 2016 Conference and AGM as President of the ARC.

## Reports from National Committees:

### A. CFUW Human Resources (Chair)

1. Checked HR documentation and information sent to members about policy and procedures
2. Committee received two requests from member re Respectful Treatment, deliberated, wrote a decision, and communicated same to the CFUW member
3. Received request from Executive Director and requested additional information before reaching a decision

4. Started review of HR policies and procedures
5. Reclassification of Membership services Coordinator position
6. Prepared draft of Maternity benefit document for staff.

### **B. CFUW Advisory Committee on History Project (Chair)**

Four Meetings, Initial meeting at AGM 2016 with writer and committee to discuss writer's proposals for introductory chapter. This was followed by two conference calls with the committee, emails and telephone call plus one conference call which included the writer (and friend) at her request. Dates 23 09 16, 27 10 16 and 09 11 16.

Duties and responsibilities of the committee, office staff and writer re the project were checked and questions and comments forwarded to the writer. Subsequently her issues, concerns, and misunderstandings were discussed with her and resolutions reached. The committee prepared comments on the text of Chapter one, as requested by the writer, and met for final adjustments to comments on Chapter one for forwarding to her.

The archivist at Library and Archives Canada informs us that CFUW archival material located there is in print form with very little available online, the preferred source for the current writer.

**Helen Sami,**  
**Vice President Finance**

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See Helen Sami's report in the Finance Book.

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**Sharon Crabb**  
**Vice President Advocacy**

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*This report of Advocacy from January to April 2017 was submitted by the Past VP Advocacy, Sharon Crabb. The VP Advocacy, appointed June 8, 2017 is Cheryl Ambrose.*

Please note: As I assumed this position in January 2017, this Action Plan addressed only the period from January to April 2017.

### **Membership**

- Began work on a template for tracking advocacy projects specific to individual Clubs together with a short descriptor and the contact person; it was determined that the templated needed to be reviewed and edited for better collection of data; the Advocacy Coordinator and VP Advocacy will continue work on this initiative.

- Currently completing work specific to two workshops to be offered at the June 2017 CFUW Conference/AGM, one on advocacy and a second on the National initiative of Sexual Assault Policies.
- Attended the CFUW Ontario Council Standing Committee Meeting held in March 2017 in Toronto and was afforded the opportunity to dialogue with members about the Sexual Assault Policies initiative and the UNCSW61 conference in New York in March 2017.
- Held an Advocacy Committee teleconference in April 2017 which focused on sharing information, reviewing Advocacy Priorities and identifying outstanding work which needs addressing.
- Participated in a CFUW Status of Women and Human Rights Sub-Committee teleconference for a status update of this research project and identified actions for moving forward with greater engagement of Clubs in all provinces.

### Profile

- As a member of the CFUW delegation to the UNCSW61 in New York City in March 2017, attended sessions and distributed write-ups of some sessions to the CFUW blog and through a CFUW Fredericton newsletter distributed locally, regionally and to National.
- Prepared and forwarded a report to VP International Relations as requested re the UNCSW61 conference in New York.

### Advocacy

- Apprised myself of the various advocacy projects currently in place with Clubs
- Responded to Club requests for information and support.
- Reviewed policies and procedures specific to Advocacy and Community Outreach and the Summary of CFUW advocacy policies and resolutions.
- Continued work with the CFUW Status of Women and Human Rights Committee with the Sexual Assault Policies in Post-Secondary Institutions; the Committee has developed a package of materials to be sent to all CFUW Clubs and has solicited Clubs assistance in data collection; following this, the data will be collated, analyzed and the results reported to National.
- With the assistance of National Office, the sexual assault policies documents were translated and distributed to all Clubs in either official language, as needed.
- Worked with the National Advocacy Coordinator specific to input on letters to be sent to various Ministers, members of the Opposition and postings in CFUW News as appropriate.
- Communicated with VP International Relations on advocacy issues as appropriate.
- Communicated with the Chair of the Resolutions Committee on various issues as needed.

### Education

- As requested by Clubs, provided materials specific to our 2016-2017 Advocacy priorities.
- Wrote an article for the News and Updates specific the sexual assault policies initiative.

### Sustainability

- Attended teleconference specific to GWI dues and moving forward.
- Reviewed all materials related to GWI and inputted as appropriate.
- Distributed business cards at various events.

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### Madeline A. Kalbach, Ph.D. Vice President Membership

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CFUW has five strategic aims: Membership, Public Profile, Advocacy, Scholarships/ Fellowships and Sustainability. The CFUW National Membership Committee has endeavored to use these five strategic aims to help expand CFUW's membership and to encourage membership retention.

### Membership

Membership has grown in some clubs across the country and declined slightly in others, but overall, clubs held their own in terms of numbers this year. Several clubs (Regina, Estevan, Cranbrook) chose to close this year. Assistance was offered to help each sustain their membership if they wished. The procedures to dissolve were also made available when the decision to dissolve was final. The Membership Committee also indicated that it would provide assistance to any individuals who wished to begin a new CFUW club.

### Public Profile

The public profile of CFUW membership and CFUW National was enhanced by the attendance of the VP Membership at the Atlantic Regional Conference, The Alberta Council AGM and the Ontario Council AGM. In each instance a report on membership or a workshop was given with special emphasis on the idea of membership retention.

### Advocacy

Several projects were completed by the National Membership Committee. Research on generational differences for women beginning with the 1940s to the present was undertaken. A paper is currently being written using the findings. A second piece of research dealt with Leisure, Volunteerism and Membership Retention. It was presented at the Ontario Council AGM for a workshop conducted by the VP Membership and Patricia Joyce, a committee

member. The findings of these two research projects may be used for a presentation at the National AGM, in Richmond. A third project collected information on the interest groups of each club across the country. A list was compiled and sent to all RDs and Club Presidents. A fourth project examined the use of the USBs that contain the Club in a Bag information for Club presidents. It was determined that this project was not as successful as expected. In spite of this finding, Membership will continue to help Presidents update their USBs via the National Website. New USBs will not be purchased or sent out in the immediate future.

### **Scholarships and Fellowships**

Revision of the CFUW National awards applications for 2016-17 were undertaken, sent to National and were posted on the website. Applications were subsequently received for Small Club Grants, VAW Projects, Special Projects, Member increases of 10 percent or more and an increase in new members. Financial grants were given out to nine Club applicants with 50 or fewer members to ensure their attendance at the AGM.

### **Sustainability**

Discussions were held on the membership category entitled, Members at Large (MAL). The first project to be undertaken next year will be to write a set of Articles and Bylaws for the group.

Membership has duly demonstrated its interest in and ability to support CFUW's five strategic aims.

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**Cheryl Hayles,  
Vice President International Relations  
Chair, History Committee and 100<sup>th</sup> Anniversary Committee**

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### **Membership**

- Co-ordinate representation at UN events in Geneva and New York
- Communicate to CFUW members the profile of GWI, the United Nations Commission on the Status of Women and other Civil Society organizations that support the rights and well-being of women and girls internationally
- Organize CFUW members for attendance at UNCSW61
- Prepare briefs for delegates attending UNCSW61
- Teleconference with delegates before leaving for UNCSW61
- Host CFUW delegates briefings to keep communication open
- Prepare CFUW delegates for the GWI Triennial 2016
- Work with members (clubs, Fall Gathering, Councils) to compliment understanding of GWI and its relationship with CFUW through presentations

- Write articles for News and Updates, The Communicator and Press Agency on initiatives in my portfolio
- Initiate the International Women's Day Award (first one for CFUW)
- Establish regional groups for processing the Notable Women Award
- Publish the Notable Women Award Criteria
- Prepare workshop for CFUW AGM
- Engage members in international work that forwards the goals and objectives of CFUW as per our article and by-laws
- Celebrate international CFUW club initiatives
- Submit articles for the Communicator, Club Action News and designate bloggers on specific topics.

### Public Profile

- Representation at UNCSW61; form delegation, submit written statement, prepare oral statement, endorse statements from other like-minded NGOs, organize parallel events and side events, partner with like-minded organizations on events, meet with government representatives in New York during UNCSW61
- Prepare advertisement for parallel events and circulate to networks
- Debrief with delegates and report on UNCSW experience
- Work with National Office in promoting, coordinating and supporting the Mentorship Program; create the program, partner with like-minded organizations, communicate with participants, monitor progress, develop marketing merchandise
- Arrange networking opportunities for CFUW delegates, Canadian NGOs, and International Associates
- Co-ordinate International Women's Day Project (criteria, selection process, develop community partnership, promote initiative within the organization, report on outcome)
- Report on success of the IWD Project
- Regular posting on CFUW Facebook page and website
- Market the 100th Anniversary Initiatives
- Communicate with GWI on matters that affect CFUW and vice-versa
- Communicate with National Federations and Associations on matters of common interest
- Initiate "International Mother's Day summary of women's role in the SDG #5 - "We Are - Happy Mother's Day"
- STEM Trip for "Girls of CFUW" in August

### Advocacy

- Mentorship program focuses on women in the STEAM (science, technology, engineering, arts and mathematics) fields and Politics with specifically designed evaluation tools to collect data on the impact of mentorship on women in these careers
- Member of the Advocacy Steering Committee
- Support the work of International Study Groups to support women globally
- Communicate with VP Advocacy, Advocacy Co-ordinator, President on advocacy issues that have national and international scope
- Partner with international organizations on advocacy initiatives that align with CFUW mandate
- Prepare chapter on water for the IAW book (working with CFUW member expert)
- Promote our advocacy initiatives internationally
- Create clear connections with SDG and the work of CFUW clubs to accelerate the 50/50 agenda by 2030

### **Sustainability**

- Communicate with GWI on matters that affect both organizations (GWI/CFUW)
- Distribute CFUW business cards at networking events and establish relationships
- Chair the 100th Anniversary Committee and implement the action plan for the 100th Anniversary
- Seek opportunities to enlarge the reach of CFUW internationally
- Work intentionally with the International Relations Committee on initiatives that further the international reach of CFUW
- Representation on the IRC is cross-country; Quebec, Ontario, BC, Newfoundland and Labrador.
- Oversee the 100th Anniversary budget and initiatives
- Chair Task Force on CFUW Way Forward
- Create Task Force Report (as per motion at 2016 AGM) for December 16, 2017

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**Kathryn Wilkinson,  
Vice President Education**

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### **Committees:**

- Chair of Education, Human Resources, National Study Groups
- Co-chair Code of Ethical Behaviour
- Member of Advocacy Committee
- Trustee of Charitable Trust
- Board liaison with Library and Creative Arts, Scholarships and Fellowships, UNESCO rep.

### **Other:**

- Member of Ontario Council Standing Committee on Education
- Attend meetings of Toronto Caucus Ad Hoc Committee on Poverty in Toronto
- Delegate at UN CSW2017, blogged from NY and spoke to On. Council about the SDGs (sustainable development goals)
- Monitor and follow trends and issues in education and post when relevant to social media
- CT liaison with the LAC for the AGM
- Co-presenting two workshops at the AGM: Code of Conduct and Ethics, and the Respectful Treatment Policy; So would you like to start a Study Group?

### **Scholarships and Fellowships**

- Phone meetings with Chairs of Library and Creative Arts and Chair of Fellowships
- Charitable Trust Meetings and teleconference/phone calls
- Attended annual meeting of Fellowships Committee in Ottawa
- Wrote articles for Communicator, Press Agency and Week in Action

This year the Library and Creative Arts Committee was responsible for the selection of the recipient of the Creative Arts Award. In 2016, the two awards were streamlined so the application process is the same and an increased effort was made to publicize the awards to the Clubs. This year saw an increased number of high-quality applications. There is considerable work involved for the Clubs who submit/support an application. All applicants are contacted after the selection process by the Chair of the committee and thanked for applying but in an effort to recognize the importance of the clubs in this process, sponsoring clubs will be acknowledged at the AGM and certificates will be presented.

The Charitable Trust has been highlighted in a number of articles published in the Communicator and Week in Action aiming to raise the profile of the Trust and to encourage Clubs to support its activities. The move to an electronic AGM has implications for the Charitable Trust as the AGM is a source of considerable income for the Trust. Currently, the Trust is considering various possibilities to raise funds/reduce costs and thanks to the efforts of Betty Dunlop and Robin Jackson has introduced an electronic application process for 2017-2018.

Another issue for the Trust is an overall decline in the number of applicants. In March 2017, a Survey Monkey was sent to all Clubs to ask about their support for graduate scholarships (the area the CT supports). Clubs who responded positively to the question will be contacted by telephone by one of the six Trustees to discuss their application process, criteria, costs, etc. This information will be used by the Trust in developing its strategic plan. Clubs are being encouraged to publicise their own scholarship initiatives and an article with suggestions and links to resources on the National Website has been written for Week in Action.

### **Advocacy**

Early Learning and Childcare is one of two National Initiatives of CFUW and an advocacy priority for 2017-2108 as identified by the Advocacy Committee.

This is a transition year for Childcare as the government has committed to funding Childcare but the shape this will take is still undetermined so there is a need for continual monitoring: In the summer of 2016, members were invited to be part of a story writing campaign collecting experiences around childcare. The idea was to offer a summer project when most Club activities had ended. Currently, a new campaign is being investigated: “Grandmothers for Childcare”. This has been approved by the Board and the Advocacy Coordinator is exploring possible partnerships.

The Toronto Caucus Ad Hoc Committee on Poverty continues to be very active in the field of Early Learning and Childcare. In September, I joined three members of the Caucus to meet with Sharon Fuller, acting Assistant Deputy Minister in the Early Years Division of the Minister of Education. At a meeting with a local MP, I discussed Early Learning and Childcare and Electoral Reform and shared CFUW policy documents. It is especially important that we do not lose our momentum on this issue as we are so close to seeing the reality of an affordable and accessible childcare system.

## **Education**

The Education Committee has met three times since September. The November 2016 Edition of the Communicator was focussed on education and featured a wide variety of topics. I co-ordinated with contributors and wrote the article on Study Groups. The National Study Groups were established in 2015. They are an opportunity for lifelong learning and for women across the country to work together and research topics of mutual interest. There are four active groups: Early Learning and Childcare, Sexual Assault on Campus, Women in Universities and Indigenous Issues. The current focus of the Indigenous Issues group is providing opportunities for CFUW members to learn more about Canada’s Indigenous Persons. We have organised a virtual ‘Film Festival’ that was announced in February and will run through November. The NFB has collaborated with the group and films are available for viewing free of charge.

## **Sustainability and Membership**

The National Study Groups offer opportunities for lifelong learning and the committee will continue to develop its outreach and it is hoped that the two research projects: Sexual Assault on Campus and Women in Universities will bring positive publicity to CFUW. The Code of Ethical Behaviour is being written by the recently convened committee and will be presented at the AGM. The Respectful Treatment Policy is being revised by the HR committee and both policies are designed to support an organization where every person can expect to be valued and expect to be treated respectfully.

## **REGIONAL DIRECTORS**

**Barbara DuMoulin**  
**Regional Director Vancouver Island**

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**Clubs visits:** I have visited six of the seven clubs so far.

**Membership:**

- Discussed membership, both problems and successes, with clubs at the fall gathering as well as during the February teleconference. Some clubs are growing, others are declining. Some clubs citing issues arising out of the GWI situation.
- As a member of the National Membership committee and as a part of its generational study, I wrote the section on the 1980's.
- Encouraged clubs to use the Interest groups document created by RD's to find new ways of attracting members and retaining the ones they have.

**Advocacy:** *Local; Provincial, National and International—we are a part of all!*

- I use Social media, especially email and Facebook, to promote CFUW as well as postings by the UN and other organizations.
- All Vancouver Island clubs are involved in local advocacy issues. I have encouraged them to maintain the ones they have...not to over-extend.
- Encouraged club participation in BC Council action plans. Victoria participated in the *Aging out of Care Study*. All clubs now have the findings of this project for use in acting on the issue. Some clubs are focussing on Childcare as a part of the run-up to the May election.
- Assisted three clubs in discussing the two resolutions.
- Encouraged clubs to share National Club Action notices with members to strengthen the bond between the local club and national office.

**Scholarship/Fellowships**

- Encouraged participation in the 100<sup>th</sup> Anniversary program. Asked all clubs to notify Jeannette Mergens about their intentions. All clubs are committed to new scholarships or contributing to the Charitable fund.
- Encouraged international programs. As a part of the Salt Spring Island affiliation with CGEF, I attended the lunch when a member of that board from England visited the HOPE committee.

## Sustainability

- Several clubs lack a VP. Discussed strategies for involving members with the executive.
- Encouraged participation in teleconferences. Fostered a closeness between clubs. Several clubs attended Cowichan's IWD lunch speaker event. I attended Comox Valley's IWD program, *Write in our Own Backyard*, a lunch and author(s) interview.
- Encouraged participation at the provincial level- articles and photos to *For the Record*
- Encouraged attendance to both provincial and national AGMS and webinars.

## CFUW profile:

- Social media: Several clubs are updating their websites. Four clubs use Facebook. Encouraged members to join or *like* the National CFUW Facebook page.
- Encouraged clubs to acquire the new free standing banners. Comox Valley now has one. Encouraged co-partnership with other organizations and using local media.

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## Beryl Matthewson Regional Director BC West

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## Advocacy

There are 11 clubs in the B.C. West region. Over the past 10 months I have been able to visit eight of those clubs and meet their members. Many have been involved in community projects. The smallest, New Westminster club, has been involved with membership building through combined meetings with the New Westminster Council of Women and CFUW North Delta. I have been at a couple of meetings, including a fellowship tea. I have attended most CFUW AGM planning meetings with the Richmond club as this has been their major interest this year and the Delta Clubs are assisting with the Charitable Boutique. The Vancouver club is very involved with the "CFUW BC Council Ageing out of Care Study Circles" and have pledged to raise \$10,000.00 as an 100<sup>th</sup> Anniversary project to be shared between the Charitable Trust and their own Trust Fund for Education locally.

## Scholarship/Fellowships

The South Delta club created the CFUW 100<sup>th</sup> Anniversary Phoebe Hamilton Bursary of \$3000.00 to be awarded in 2019 with a commemorative Tea. The South Delta club began

advocating for a Transition House for Delta May 2016. The community of over 80,000 must send any women and children in crises elsewhere. A petition to the municipal council was accepted and a house in North Delta donated. At that time CFUW North Delta was invited to join the working committee. After many negotiations with government officials, an announcement was made at the Municipal Hall March 3<sup>rd</sup>. The first new transition house to be funded in British Columbia in 10 years.

### **Sustainability**

I met the White Rock / South Surrey club one wet Saturday when they welcomed the Provincial Senior's Advocate to their meeting and the West Vancouver club at their AGM last summer. I have plans to get together with CFUW Coquitlam in April after I return from the Status of Women and Human Rights Conference at the United Nations, they have used successful bridge tournaments for raising funds and obtained a gaming Grant to award Bursaries this year. That leaves only three other clubs on my list including the Abbotsford group that hosted last year's BC Council AGM and have signed an agreement with University of the Fraser Valley to work closely together and provide a Bursary and Scholarship for a Mature student as their Anniversary project. The North Vancouver club, also working on the "Ageing out of Care project", have been practicing a theme of 'Error on the Side of Kindness' with a goal to volunteer someplace new in their community. The Sunshine Coast club is the farthest away, so I hope to visit when the weather gets better. They are a growing club active in the community and connect with other women's clubs in the area supplying Bursaries and support for the local Transition House.

BC West is an active region that has both shrinking and growing clubs but the enthusiasm of its members can be seen in the many outreach programs they participate in.

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### **Maureen Fotos** **Regional Director BC East/Central/North (Interior)**

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#### **Membership**

- Clubs continued to focus on membership plans using various interest groups and activities. Nelson and District and Prince George advertise their meetings on social and print media, and inviting guests to meetings.
- I have been working with a woman in Quesnel regarding forming a new club there.
- Unfortunately, Cranbrook will be shutting down after this year as their president has moved and
- their current members are either too senior or too unwell to continue with only 10 members.

#### **Advocacy**

- Some of the interior clubs have participated in the “Aging Out of Foster Care” issue – particularly Kelowna and Prince George.
- I have encouraged clubs to continue to work on advocacy issues that are of particular interest to them. Nelson sent letters to all relevant community organizations advising them of CFUW’s mission and purpose. They also boosted their public profile through their SIP Talks event, and also have regular contact with their MLA’s and MP’s.
- I have not received any requests to assist clubs with resolutions information.

### **Scholarships/fellowships**

- I have encouraged follow-up with scholarship winners, to report on their progress, and suggested inviting them to a meeting to share their experiences. Nelson has increased their bursary at Selkirk College to \$1000 from \$460, and are also offering a \$1000 special 50<sup>th</sup> anniversary scholarship geared towards a young person who is aging out of Foster Care and is meant to tie in to the BC Council policy.
- I have suggested exploring alternate methods of support such as grants and bursaries for the increasing number of women in trades. Prince George continues to have a \$500 bursary for a woman in the trades program and the College of New Caledonia.
- Sustainability
- Encouraged clubs to make specific goals and offered support to reach them.
- Encouraged clubs to raise their profiles within their communities – publicity where possible for interesting activities they undertake. Prince George has published “Street Names of Prince George Our History” and that has raised the CFUW’s profile in the community.
- Nelson is having a 50<sup>th</sup> Anniversary celebration in September, with Nancy Bramham as guest speaker (she is also speaking at the national AGM in Richmond).
- Suggested interacting with other like-minded clubs in the community to raise their participation in the community

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**Dale Wilkie**  
**Regional Director Alberta**

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### **Membership**

Cecilia Dobororzynski focused on Membership in her report to the Council. In it, she highlighted the reasons for several older members either ceasing to belong or withdrawing from active participation. This trend applies, in varying degrees, to all the Alberta clubs. Cecilia also referred to the desirability of gaining access to resources, such as websites of Alumnae of Canadian post-secondary institutions and her hope that a newly established Twitter account would reach a younger demographic of prospective members.

From my personal experience of attempting to gain access to graduating women, and that of our current CFUW Edmonton President, a graduate student at the University of Alberta, I have decided that we need to buy advertisements in the publications of Alumni magazines and magazines such as that of the Alberta Association of Retired Teachers, because privacy laws block other methods of contact with potential visitors or members. The most productive connections I have made have been at events in which CFUW partners with other organizations or to which I have been invited as an individual participant. For example, the two day workshop organized by the newly established Alberta Ministry for the Status of Women in September 2016.

The one mid-size Alberta club, Calgary North, has made effective use of its contacts with the Calgary Women's Centre, Project Ploughshares and the Women's Resource centre at the U of Calgary to speak about CFUW and provide descriptive brochures for any interested visitors to these events.

Both of Alberta's smallest clubs, Lethbridge and Strathcona, have active partnerships with community organizations and continue to recruit members as a result. They also gain valuable publicity for their contributions of funds and work on behalf of the activities sponsored by these groups.

In Edmonton, CFUW regularly participates in fund raising events by LEAF, the Business and Professional Women's Club and other groups that address issues central to CFUW policies. Consistently, we invite members of all these groups to join us at our meetings to learn about our activities. Sometimes this contact results in gaining new members, and even when it does not, it helps to enhance our local profile and counteract the immediate assumption that the word University in our title refers solely to the U. of Alberta.

### **Advocacy**

Calgary North, Lethbridge and Edmonton have all established personal contacts with their local MPs and MLAs. In the latter two cases, clubs have been addressed by their female MLA, also a club member. By using these contacts, and asking how we may participate in publicizing, or acting on, an issue which falls within the scope of declared CFUW policy, we can continue to play effective roles in civic life.

Specific actions by Alberta Clubs in the field of Advocacy are outlined in the report that I submitted to Bilkies McKen, VP Prairies. Most of these actions allow, or require, continued Involvement by the clubs.

### **Club Profile**

In addition to club websites, and, in some cases, Twitter or Facebook accounts, we continue to rely on direct contact with people we meet in the course of our regular activities. As I mentioned in the section on membership, we need to resort to advertising in appropriate professional, Alumni and Retired Association journals. This approach will help us to compensate for the disappearance of local newspaper and media outlets. All the Alberta

clubs have had success in receiving positive publicity for special events, such as Strathcona's Pink Tea Luncheon, Edmonton's Academic Award Fund Luncheon, Lethbridge's Persons Day Breakfast, and the public forum on Electoral Reform hosted by Calgary and Calgary North CFUW clubs.

### **Financial Support**

At the Alberta Council AGM 2017, the Executive decided, and I announced at the Business Meeting, Saturday, April 29, that I would circulate a proposal to all the Alberta CFUW club Presidents on a province-wide scholarship competition to mark the 2019 CFUW Centennial.

We have funds and I will propose that we use approximately half (\$5000) for this purpose. Because this award would be named an Alberta Graduate CFUW Scholarship, it will be open to all graduates from university degree granting institutions in the province and its adjudicating committee must include representatives from all five clubs. The final terms of this scholarship will be determined by consultation with all club Presidents and all members of the Alberta Executive Council of CFUW.

Each Alberta CFUW club has a long-standing program of Scholarships, bursaries and other forms of academic recognition. They make adjustments to these programs in response to changing circumstances, i.e. the creation of new academic institutions. We share information about the successes, challenges and administration of these programs.

### **Sustainability**

All the clubs share two primary concerns. Retaining the sense of membership in CFUW and active involvement of aging members requires innovation in our methods of communication and person-to-person contacts. Some ideas on realizing these goals were exchanged at the April Alberta Council AGM.

At the CFUW AGM in Richmond, I hope that workshops at the level of RDs and the general level can address the problems that all clubs, especially those in small communities, face in fulfilling executive duties and maintaining financial health. One related point that I am pondering, as the Alberta RD, is how to create timely summaries of material sent from National committees or the National Office. I know that club Presidents, web-site managers, and Communication reps cannot economically send out large quantities of information and, from years of teaching and participating in various community organizations, I have found that general members/readers respond best to material that does not exceed a page in length. The Weekly CFUW Newsletter that includes links for readers who wish greater detail on specific points is an ideal model.

### **100th Anniversary Celebration**

The VP Prairies and the three Prairie RDs will confer next week on the Notable Women selections.

**Margaret Hendry**  
**Regional Director Saskatchewan**

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### **Membership**

Encouraged clubs in pursuing new members and maintaining existing members. Two Saskatchewan Clubs have closed this year mainly because of diminished membership. However two clubs have increased membership, one, Prince Albert grew substantially from 14 to 22 members. A planned survey did not materialize but I have spoken to the clubs about fee concerns and role of GWI. Our Saskatchewan Council workshop this month will discuss the work of GWI in promoting and supporting education for women globally and how we can help.

### **Public Profile**

All clubs are working on partnerships with community groups. They have met with community groups to discuss refugees and their settlement in Canada, supported literacy and early childhood education groups. They took advantage of a grant available from Status of Women office Saskatchewan for International Women's Day. Each club partnered with another community group to present a public meeting recording the stories of successful Indigenous women in our communities. All clubs have made efforts to work with local media resulting in newspaper articles and television interviews.

Advocacy: Clubs responded and used the advocacy packages sent by national on the resolutions to make relevant government agencies aware of them and to ask for support. All clubs worked to draw attention to women's issues in fall municipal elections. Letters were written by clubs and the Saskatchewan Council to protest provincial budget cuts. Rallies were held to protest. There was some success because the disastrous cuts to the Public Library System were reversed.

### **Scholarships/Fellowships**

All Saskatchewan clubs grant scholarships to local students. The range of scholarships has been expanded especially for female students in non-traditional careers by two clubs. Emphasizing the need to fundraising for scholarships reinforces the importance of education. Media support has been strong. Clubs have also advertised themselves. Business cards, bookmarks with CFUW brand and scholarship details given to everyone at book sales etc. to increase CFUW profile.

### **Sustainability**

Clubs have been overwhelmed with the amount of national communications and projects received over the year. Concern over fee increases remains high. Small clubs are looking carefully at alternative structures for club organization. Small numbers have created burnout. They understand that lifestyles are constantly evolving so we all have to be flexible. We need to constantly work on communication and sharing. I am still in the very beginning stages to develop a Saskatchewan Council website. I am also hoping to find time at the Saskatchewan Council meeting to begin examination of our executive council which at the moment barely exists.

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**Patricia Elliot**  
**Regional Director Manitoba**

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This report concerns only the activities of the University Women's Club of Winnipeg since there has been no communication with CFUW Portage la Prairie in the last few months (despite repeated efforts).

### **Membership**

Current membership of the University Women's Club of Winnipeg stands at 138 members. The introductory fees of \$50.00 for 6 months and \$300.00 for the next year seem to be bearing fruit. We mourn the loss of four long-time members who died this year.

### **Public Profile**

UWC members have participated in several community-based initiatives – the Shoebox Project, the Kindred Project (providing menstrual supplies to various women's organizations), and the ongoing effort to provide healthy snacks to Mulvey Elementary School.

Two Continuing Education courses have been well attended by UWC members and outside participants: Current World Issues in the autumn and Celebrating Canada's Literature on the 150<sup>th</sup> Anniversary of Confederation in the spring.

Our Christmas Market in November 2016 was attended by several hundred shoppers over two days and raised around \$12,000.00. In April, we held our annual Signature Spring Lunch at the St. Charles Country Club for 150 members and their guests. The speaker was Susan Thompson, former mayor of Winnipeg. This event featured a wonderful raffle and a Silent Auction, which were both financially satisfactory.

All of our program events with speakers are open for members of the public to come as members' guests. We have hosted speakers on Electoral Reform, the Women's Housing Institute of Manitoba, the work of Siloam Mission for the homeless, Reflections of a Muslim

Woman in Canada, and other topics of interest. In March to celebrate International Women's Day a lunch was held to support Match International Women's Fund; \$215.00 was contributed to the Fund.

In January, members contributed calendars that were distributed to hospitals and seniors homes. Our School Program on "The Changing Roles of Women during the Great War" has hosted several classes from schools in Winnipeg. The UWC is an affiliated organization of the Council of Women of Winnipeg.

### **Advocacy**

The UWC Current Issues and Actions Committee has continued their letter-writing campaign to MPs and MLAs to encourage their support of the resolutions passed at the 2016 CFUW Annual General Meeting. This year the committee has been pleased and encouraged by the support from the CFUW Resolutions Committee for our proposed resolution on "The Right to Safe, Clean, Accessible and Affordable Drinking Water and Sanitation on First Nations Reserves in Canada" to be presented at the 2017 CFUW AGM in Richmond, B.C.

### **Scholarship**

The UWC Scholarship Committee is busy reviewing candidates for the 26 scholarships awarded by the UWC. They are also considering establishing some new awards.  
Sustainability

The University Women's Club of Winnipeg will be holding its Annual General Meeting on March 29, 2017 where the new slate of Board candidates will be elected. The Manitoba Council of CFUW will hold its Annual Meeting on June 3<sup>rd</sup> and members from CFUW Portage la Prairie will attend.

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### **Christine Tworo Regional Director Ontario North**

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The Ontario North region is a vast and magnificent region! The clubs are spread far apart so most communication is done through email or phone calls. This year there has been many emails and the clubs have been very engaged on both local issues and nationally. I would like to personally thank the Club Presidents for always following up on any requests I sent them and for doing such a great job leading their clubs. It has been an absolute pleasure working with all of them.

All of the clubs in the north have more than 50 members. Orillia and Muskoka had significant increases in membership, while Thunder Bay and Halliburton Highlands stayed roughly the same. Sudbury and North Bay had a decrease in membership, but hopefully the dip is short term. Over all Ontario North's membership decreased by less than 2%.

Several of the clubs had celebrations! The year started off with CFUW North Bay celebrating their 75 anniversary on October 19th with a lovely dinner that was well attended by many of their past presidents.

On March 20th CFUW Orillia celebrated Orillia's and Canada's Sesquicentennial by bringing Bob McDonald (of "Quirks and Quarks" fame) to the City for a free talk on "Adventures in Space and Time" at the Opera House. The people of Orillia filled every last seat and the whole event was fantastic.

On April 11th CFUW Sudbury held their 22nd Annual Celebrate Women event with Sudbury YWCA and LEAF. About 400 people attended to hear Tatiana Fraser and Caia Hagel speak about their new book "Girl Positive: Supporting Girls to Shape a New World". Also in attendance were over 30 female students from a local elementary school with their teachers and parents and by all accounts it was "Girl Positive"!

I was able to visit CFUW Muskoka for their November general meeting and I learned that this is one group of women who are very engaged! I observed first hand their collective research acumen and the ability to discuss issues openly and collegially. I was and continue to be impressed by their advocacy and action on various issues. In April they hosted a panel discussion to gather information about the high "unfounded" rate of sexual assaults in Muskoka.

On May 10 I will be heading to visit CFUW Halliburton Highlands to attend their "Card Party" fundraiser on May 11th. The club is also busy planning the Ontario North Fall Gathering that will be on Thursday, October 19th.

Some members of CFUW Thunder Bay were able to tour the Dennis Franklin Cromarty High School and heard about the challenges the students face while living so far from their homes. The students mostly come from "fly-in" reserves from all over Northwestern Ontario. I am hoping to visit Thunder Bay in the fall and learn more about the research the advocacy group has gathered about what could be done to support these students and high school.

On a personal note, it has been a great experience learning more about the northern clubs and I am amazed at the great work that they are all doing. I wish we were closer and that I

wasn't as busy as I was this year so that I could have made more visits. I also want to thank my home club that was very supportive as I assumed the Club President role at the end of November when the Club President had to resign due to health reasons. I was able to attend 2 out of the 3 standing committee meetings in Toronto this year and I have unofficially become the meeting photographer. So when you see me at the Ontario Council AGM, don't forget to smile! You just might be in my next collage!

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### **Cheryl Ambrose** **Regional Director Ontario West**

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#### **Communications/Visits**

Throughout the year, I have supported clubs' executives by forwarding, as requested, specific communications from Ontario Council and National, as well as answering various questions, forwarding insurance certificates, forms and reminding clubs of deadlines for submissions.

In addition to attending the occasional regular meeting of CFUW K-W and Guelph, I was pleased to be invited to attend CFUW Cambridge's February meeting as well as their annual International Women's Day Breakfast in support of their scholarships. I have particularly enjoyed working with CFUW Stratford as they planned the 2016-2017 Ontario Council AGM, attending several of their LAC meetings and acting as liaison between them and the Board.

I have appreciated hearing from clubs who share their newsletters. Just as clubs struggle with filling executive roles, many find it challenging to continue to produce newsletters on a monthly basis through the membership year.

#### **Ontario Council/AGMs**

I attended the OC Board and Standing Committees Meetings in September 2016 and March 2017. In addition, I attended the 2016 National AGM in St Catharines and on behalf of CFUW Guelph, will be preparing and presenting a portion of the Community Partners Workshop at the CFUW National AGM in Richmond BC.

I have been working with Ann McElhinney and Teri Shaw to update the current Ontario Council website and through the summer, will be transitioning it from html to WordPress. To that end, I have created and circulated a survey to help us better meet the needs of the membership.

#### **Fall Gatherings**

CFUW Guelph hosted the 2016-2017 Ontario West Fall Gathering – Leading the Way – Women Taking Leadership in the Community – on October 29, 2016, held at Innovation Guelph. Speakers included: Catherine Fife, MPP for the City of Waterloo, and NDP critic for Finance and the Treasury Board, Nicole Fantin, Art Therapist at Hospice Wellington, Cheryl Hayles, CFUW VP International, who spoke on our CFUW National mentorship program, and Susan Vecchiarelli, President, CFUW K-W, who spoke about planning community events. The event was attended by 38 members from various regions of the province.

### **Club Highlights/Activities in Supporting Action Plan Goals**

Six of the nine clubs in Ontario West have increased or maintained their membership numbers (\*).

**CFUW Windsor\*:** An annual Grade School Poetry Contest and Tea with the Arts are two of the ways that CFUW Windsor raises their profile in the community.

**CFUW Sarnia/Lambton:**

**CFUW Chatham/Kent\*:** The “Back to School Clothing Group”

**CFUW St Thomas\*:** As well as their annual Dessert Bridge and Euchre Scholarship event, held at the St. Thomas Senior’s Centre, the club supports the Women’s Shelter of St. Thomas with Welcoming Kits, which include toiletries, bedding, a journal and a toiletry bag. The fundraising team gathers and packages these kits for women in our community who are in need.

**CFUW Stratford\*:** Organizers and hosts for the 2017 Ontario Council AGM. Strong advocates for integrated Public Transportation, the club has partnered with a number of community organizations and created [www.gettingthere.ca](http://www.gettingthere.ca), a website dedicated to advocacy for improved travel options for Stratford and Southwestern Ontario.

**CFUW Cambridge\*:** A cheque in the amount of \$5000, the highest IWD award possible from RBC, was presented at the 2017 International Women’s Day Breakfast. This Annual Scholarship Fundraiser, held at the Galt Country Club, is always extremely well attended by members of the community, including the mayor and local politicians, and does much to raise CFUW’s profile.

**CFUW Kitchener-Waterloo:** In addition to their annual book sale in support of scholarship, two new community outreach events, previously run by the Sexual Assault Support Centre of Waterloo Region: the December 6<sup>th</sup> vigil, held at Kitchener City Hall, and Open Closet, on International Women’s Day, where members of the community donate gently used clothing that is offered free to women and their children.

**CFUW Guelph\***: Since early in 2016, CFUW Guelph formed a working group to develop ways to support women running for and, in leadership positions. The group continues to collaborate with the City of Guelph, the University and other groups in the community.

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**Pat Joyce**  
**Regional Director Ontario Central**

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### **Membership:**

- Served on the National Membership Committee
- Provided a Membership Table at the Fall gathering Talk It Out Nov.12 with a convenor
- Presented framed awards to Clubs who won awards and were not in attendance
- Tracked membership of Region—slightly up over 2016

### **Public Profile:**

- Visited Clubs bring news, greetings from OC and National and congratulations on achievements
- Encouraged purchase of Club pull up banner. Almost all Clubs have designed one.
- Encouraged use of local media to promote events. Snap covered IWD March 8.
- Used CFUW Etobicoke members to assist with Out of Cold Art Show and run program through the year.
- Spoke at MPP event in Etobicoke on what CFUW has to offer Seniors
- Attended Government Fair to staff booth for CFUW Etobicoke
- Served as Honorary chair of IWD event organized by 8 Clubs in Region

### **Advocacy:**

- Provided Advocacy Table at Fall Gathering Talk It Out with a convenor
- Reminded Clubs of Resolutions and By Laws to be discussed and voted on at AGM
- Carried Proxy for Clubs not sending a rep to AGMs both Ontario and National

### **Scholarships:**

- Supported events for Aurora, Etobicoke, Scarborough Vaughan and UWC Toronto
- Attended Dec. 6 event supporting the Polytechnic National Scholarship
- Encouraged Etobicoke to rename one of their scholarships for the 100<sup>th</sup> Anniversary

### **Sustainability:**

- Sent my reports on the Clubs activities to all Presidents. Ajax published in their Newsletter
- Visited all but 2 Clubs: Leaside and Barrie
- Made contact with Club reps at Standing Committees were half of the attendees are from Ont. Central
- Answered requests for information promptly
- I am supporting Ajax and Oshawa as they organized OC AGM 2018

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**Judy Gay**  
**Regional Director Ontario Huron**

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**Membership**

Kincardine 26; Orangeville 100; Owen Sound 49;  
Saugeen 6; Southport 75

Development; most of the Clubs invite non-members to their monthly meetings as well as events with special speakers. Southport is emailing CFUW info in a new format to non-members. Owen Sound has developed 'rack cards' to insert in racks at the public library and other public places. Usually the September meeting is a 'Meet and Greet' event with an emphasis on inviting non-members and showcasing the year's up-coming events.

**Profile**

Co-production of public events describing CFUW as a fund-raising organization for women's and girls' education, such as the Owen Sound production of Dicken's 'A Christmas Carol' with the local little theatre, the Roxy. Walks promoting 'Take back the night', decrying the 'Missing and Murdered Indigenous Women', supporting Women's Shelters. As well Owen Sound is co-producing with the Maadookii Senior Centre of the Ojibwa of Nawash, a drama of their history 'after contact' with the white man.

**Advocacy**

CFUW advocacy promotes girl's and women's education by financially supporting them through the Club's scholarship programs. As well, CFUW supports social policy that addresses public needs through the Resolution process. Resolutions, which are the basis of CFUW policy, are beginning to be promoted as a strong advocacy instrument. Most Clubs have a monthly meeting devoted to Resolutions.

**Scholarship**

All Clubs are cognizant of the importance of scholarships. Some ask for a donation at the time of registration and most have fund-raising activities throughout the year. Most scholarships are directed to local women, whether embarking upon a post-secondary education or returning to finish their degree work.

### **Sustainability**

Current officers encourage and help members to participate at the National, provincial and local levels by serving on committees. Secession is also being encouraged, at the Club level, to ensure sustainability.

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### **Mary Partington Regional Director Ontario East**

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#### ***CFUW Belleville and District***

Belleville added a dozen new members, bringing club numbers to 140.

There are 18 active interest groups, including a new gardening group, a bridge instruction group, and a rejuvenation of the Social Action group to be called Club Vision for Action. This group spearheaded a forum and workshop entitled 'Empowering Young Women: A Community Vision' which attracted 100 attendees.

- The major fundraiser was a Town and Country Garden Tour in July of 2016 which brought in a record profit of \$12,850. A Valentine Luncheon and
- Bridge raised \$1676.85. At high school convocations in June, \$17,500 in college and university scholarships will be distributed to local students.
- Belleville again put on a family concert in March Break at the local library with the help of local sponsorships, and conducted monthly meetings with some wonderful speakers.

#### ***Cornwall and District***

Cornwell added 7 to their numbers, bringing the total this year to 60 members. Although the President went south for the winter, she worked from there and VP Jennifer Adams, with help from other members of the executive, carried on at general meetings.

Cornwall invited two of their scholarship winners to the Resolutions meeting, and found they were most interested! They are working to get them and some of their young friends to join.

- The Christmas Auction this year raised money for scholarships and for the Children's Treatment Centre. CFUW Cornwall continues to support
- Baldwin House, the local women's shelter.
- Thirteen scholarship winners will be featured as speakers as usual at the

- AGM. As special scholarship is being set up to honour Canada's 150<sup>th</sup> birthday.
- The club is developing a Communications Team to reach out and encourage members to attend, and to reach beyond the club as well.
- Monthly meetings are held at a local restaurant, where the average cost of the meal is \$30. One of the items at every meeting is 'A Blast from the Past' when they hear interesting items from long-standing members.
- The president sends out a regular 'news blast' to all the members. The president had \$250 two-sided colour cards with lots of CFUW information printed for \$12 at Vista Print.

### ***Kanata***

The Kanata club has 14 new members, bringing their total to 124, with 4 duals. They have a system of co- executive positions, presidents, vice-presidents and secretaries. They have a half membership fee from the end of December to the end of May.

As an executive, they have set goals and new initiatives for the club. There has been too much emphasis on scholarships and not enough focus on the club. They have a stuffed bear named 'Bijou' given each month as an accolade, and passed on by that member to another worthy club member at the next general meeting. They have also established a Leadership.

- Award, given by majority vote and based on skill sets of club members – a lure to encourage people to join the executive!
- As have other clubs in the area, they have hired 'Wild Apricot' to manage their website, and are pleased to include information from other CFUW clubs in the area. They have reduced their newsletters to two per year.
- The executive is determined to Listen rather than Lead the discussions within the club.
- A concern is that some members do not want photos or personal information available to the public, and Kanata would like to have a waiver worded as a national policy.

### ***Kingston***

I have a brief overview by Kingston with 18 members, 2 life members and 2 associate members. They had a great speakers program again this year, including a speaker on hypnosis and international work in Egypt by the daughter of a CFUW member.

- They helped the Children's Aid and Dawn House, the local women's shelter over the Christmas holidays, and were entertained at their
- Christmas event by the Queen's Chamber Choral group.
- They will hold their final banquet in mid-May with the Vice President of
- Education at St. Lawrence College as their speaker.

### ***Nepean***

Nepean boosted its membership this year by moving to all afternoon meetings. All Nepean members are retired. They have 51 members, 11 of which are new.

Nepean celebrated its 25th anniversary in November by honouring the founding members and past presidents. At the AGM in May, they will celebrate Canada's 150th birthday with a presentation on the Famous Five and the Women's Vote in Canada.

- One of the main initiatives of the club is their support for Interval House.
- Their scholarship trust fund is growing, enabling more money for deserving students.
- They distribute 7 newsletters each year, 5 printed for those without internet
- They are not interested in any further raise in funds, and will consider leaving CFUW should any raise be approved. They feel they could exist happily as just a local club.

### **Ottawa**

The largest club in the country, Ottawa had 463 members by the final count in December. It offers a year and a half membership to those who join after February 1st.

A major concern is succession planning. Ottawa has very explicit job descriptions for each role, but more important is to create the board to work as a team.

Why won't people step up to leadership positions and why is it difficult to get younger members? A quoted study sites television as the culprit!

- Cocooning promotes isolation and erodes social trust.
- There is not usually a problem finding group leaders, some of Ottawa's groups are led from Florida and California over winter months.
- Ottawa used 'Wild Apricot' to handle its website. It produces 7 newsletters each year, and insists on the names of everyone in each photo and the name of the photographer. It charges \$15 for a printed copy of the Carillon, and \$7 for a printed copy of the club's directory. There are 14 persons who have no internet service. There are two facebook pages, one for 'friends only' and a public one. Ottawa has found an inexpensive source of double-sided glossy calling cards with space for individual members' names, as well as contact information in its many forms.

### **Perth**

Fifteen new members have rounded Perth's overall numbers to 118. They have created a New Member Liaison position to focus on finding new members and learning about their skills. This position does not necessarily have to be on the executive. They have learned that most new members say they first came with a friend. They have a rule ending all evening meetings by 9 p.m. They have several shared roles, 2 in program 2 in publicity. They joined the Chamber of Commerce for \$100 per year to take advantage of the publicity they can provide.

- With help from Elizabeth Whyte at the national office, they created a website without cost, [cfuwperthanddistrict@wordpress.com](mailto:cfuwperthanddistrict@wordpress.com). The vice president is also the webmaster, to have a finger on the pulse of the club.
- Perth sends out 11 monthly newsletters, 4 printed for those in need.
- Perth's AGM is a pot luck to which all (12) scholarship winners and 2 invited guests, the homeowners from the House Tour are invited, allowing for many additions without cost.

- Next year an Environment Group will be added.
- Perth has crafted an Emergency Resolution around immigration to be discussed at the upcoming AGM.

### ***Peterborough***

Peterborough has added 3 new members since January, bringing its numbers to 60. At the Christmas Lunch, they received \$650 in gift cards for Youth Emergency Services (YES). They continue to support the School for Young Mums by cooking lunch once a week. They support the Reframe Film Festival by sponsoring one of the films. They attend the graduations at 6 local high schools where an award is given to an outstanding student at each one. They support awards and bursaries at Trent University and Fleming College.

- They continue to support the Peterborough Art Gallery by hosting a monthly meeting there and donating to their Education Fund.
- They have had great programs throughout the year, but the highlight will be at the AGM when the guest speaker will be the Honourable Maryam Monsef - Minister for the Status of Women and their Member of Parliament.

### ***Renfrew***

- Renfrew has 20 members, and one life member.
- A great relationship with the local radio station and the local newspaper is a super boon for the annual Book Fair coming up this weekend at the
- Renfrew Collegiate Institute, as well as the regular scholarships it funds, this year the club is offering a \$5000 scholarship to celebrate the 100<sup>th</sup> anniversary of CFUW.
- Monthly meetings have included topics such as 'The Life of a Police Woman', welcoming immigrants into our community with a 90 minute workshop on managing cultural diversity, a Grandmother to Grandmother program with a speaker from the Stephen Lewis Foundation, a speaker from the Bernadette McCann House, a shelter for abused women, and a pot luck supper where they studied our resolutions from CFUW

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**Eleanor Palmer**  
**Regional Director Nova Scotia**

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My action plan/report will be substantially different from those of the other Regional Directors as I have been in the position for only a matter of weeks. Janet Willwerth served as RD Nova Scotia until mid-December at which time she assumed the position of Vice President Atlantic. In the interim, the position remained vacant until I agreed to and was nominated to serve for the remainder of the 2016-2018 Biennium.

In the short time since I have been elected, I have thoroughly examined the current guidelines for Regional Directors – those guidelines being much more specific than when I was RD Nova Scotia a number of years ago – but not substantially different now. I have already communicated with our Nova Scotia Clubs letting them know I am here to help and support them during this time of transition. As most of our Clubs are close to completing their activities for the current Club year, a time when changes occur in Club leadership, detailed plans on how I will carry out the five strategic aims and RD responsibilities are still in the process of being formulated.

Lastly, I hope that my experience at all levels of CFUW may be of help as we move forward.

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**Janet Willwerth,  
Regional Director NOVA SCOTIA**

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Last fall I had worked on communicating with the 6 Nova Scotia clubs to make sure that they were aware of national initiatives.

### **Advocacy**

- Encouraged clubs to participate in National's advocacy efforts
- Circulated CFUW Truro's progress report on Bill C-242, the Criminalization of Non-State Torture
- Circulated the backgrounder that CFUW Dartmouth had prepared on a National Child Care program in preparation for their meeting with their MP, Darren Fisher.
- Encouraged clubs to participate in International Women's Day activities
- Worked with Grace Hollett, VP Atlantic, on formulating an advocacy policy for the Atlantic Region

### **Sustainability**

- Encouraged clubs to become familiar with the CFUW Mentorship Program and to see if it might be applicable them
- Encouraged clubs with membership concerns to contact the Membership Committee

### **Public Profile**

- Encouraged members to consider participating in CFUW's Delegation to the UNCSW in 2017

- Encouraged clubs to consider a special celebration for CFUW's 100<sup>th</sup> Anniversary
- Coordinated the NS clubs to undertake the research for National's Women in Universities Project

I also attended the Atlantic Regional Conference in St. John's in October. As well, I tried to keep clubs informed with the proposed meetings and activities with the Way Forward Report.

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**Debbie Christiansen Stowe,  
Regional Director Quebec Francophone  
Directrice régionale Québec français**

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AFDU Québec, is the only French language club in CFUW/FCFDU. It functions quite differently from other CFUW clubs in that there are no interest groups or monthly meetings.

I am happy to report that Godelieve DeKoninck has agreed to continue to chair the '*Conseil d'Administration*' and keep the title of club president.

The club's bursary-granting wing, Fondation AFDU issued \$24,700 to deserving women at their annual bursary ceremony at Université Laval on March 10, 2017.

**Membership**

- We attracted three (3) new members to AFDU in 2016-2017
- There are currently 23 paid members

**CFUW Visibility**

- A communication committee has been formed to increase the visibility of AFDU in the Québec City area
- Club president, Godelieve DeKoninck has publicized AFDU through interviews with local print media and radio interviews
- AFDU maintains a website and publicizes its activities at local events and through word of mouth
- A very successful IWD event raised the visibility of CFUW/FCFDU at Université Laval.

**Bursaries issued by Fondation AFDU Québec**

- Fondation AFDU Québec held their annual bursary evening on March 10, 2017 for students at Université Laval. The event provides excellent visibility for AFDU and CFUW/FCFDU within the community.

- We continue to promote education for young native women through our *Indigenous women's project*

### **Advocacy**

- AFDU does little advocacy outside of working to improve access to education programs in aboriginal communities

### **Viability**

- Godelieve DeKoninck and Debbie Stowe participated in the fall 2016 (Montréal) and Spring 2017 (Sherbrooke) provincial council meetings and maintain links with the other Québec clubs.

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### **Jean Fisher, Regional Director, New Brunswick**

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In early January 2017, the incumbent RD for New Brunswick resigned this position as she was accepting a position on the National Board. In late January 2017, I, Jean Fisher was nominated, and subsequently appointed, Regional Director for New Brunswick for the rest of the biennium. This appointment must be ratified at the National AGM in June.

The four clubs in the Region are Fredericton (38 members), Saint John (45 members), Moncton (43 members) and Kent County (5 or 6 members).

As it turned out, just before my appointment, in mid-January I went with the previous RD on a visit to the January meeting of the Saint John club. This is a vibrant group with a full year of scheduled speakers at their meetings. The speaker for the January meeting gave highlights of the plans for the Saint John Harbour and environs—a topic of great interest to the local group, and to those of us from the region.

At year-end the Moncton club is making plans to host a one-day meeting of the Atlantic Regional Council on October 14, 2017. The Moncton club website also contains the link to the ARC website.

I look forward to setting goals and planning for the second year of the NB RD term 2017-18. This includes attending meetings or events of all the clubs during that CFUW year, as well as attending the ARC in October.

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### **Barbara Clancy, Regional Director Newfoundland and Labrador**

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## Membership

- CFUW Corner Brook: Membership is sustained at nine members. The club takes every opportunity for member recruitment.
- CFUW St. John's: Current membership stands at 107. Fifteen new members joined throughout the year with a potential of new members for the beginning of the 2017 – 2018 CFUW year. CFUW St John's also had a membership drive this spring.

## CFUW Profile

The profile of CFUW is raised in the St. John's area through publicity generated around the annual used book sale. We are indeed fortunate to have the support of the local media through radio interviews, articles and pictures in the paper, and spots on the local evening news on both CBC and CTV. CFUW Corner Brook delivered the second of a well-received series of speakers this year under the theme of "Let's Talk About..." The speakers were local professionals and experts in their field who spoke on topics of interest such as dementia, palliative care, and menopause. Members of the general public are invited to all general meetings by both clubs and meetings are advertised in the Go Guide section of the local papers and on the local community channel. Scholarship presentations and donations to community organizations through CFUW St. John's community outreach program also bring much-needed publicity to the organization.

## Advocacy

Both clubs participated in advocacy issues this year. The St. John's club sent messages to MPs and MHAs relating to the resolutions passed at the 2016 AGM. Members of the St. John's club participated in the local "Respect Women" campaign in November, attended the Ecole Polytechnique vigil in December, and the club is an active member of the Coalition Against Violence. CFUW Corner Brook members support the Corner Brook Status of Women Dinner on International Women's Day and presents its scholarship at that time.

## Scholarships

Both clubs participate in scholarship programs. CFUW Corner Brook awards a scholarship to an undergrad female student who entered university as a mature student at Grenfell College (MUN). This scholarship is now endowed and is presented every year at the Corner Brook Status of Women Bread and Roses dinner on International Women's Day. CFUW St. John's raises money through its Used Book Sale and, for the 2017 – 2018 academic year, will donate \$38,400 for scholarships, bursaries, and donations to other education initiatives.

## Sustainability

CFUW Corner and CFUW St. John's will elect their executive for 2017 – 2018 at their annual meetings in June. The St. John's club has a full slate of officers to nominate and Corner Brook, who use an alternate governance model, has interest in executive positions as well. St. John's will have 4 members in attendance at the 2017 CFUW AGM in Richmond, BC; however, Corner Brook will not, at the time of writing, have anyone at the AGM. They are aware of the Small Club Grant but no one is available at this time to go. CFUW St. John's hosted the Atlantic Regional Council (ARC) 2016 Conference and AGM in October 2016 which was very successful.

### **Personal CFUW Involvement 2014 - 2016:**

- Member of CFUW St. John's
- Coordinator of the Ladies Who Lunch group, member of the Issues and Resolutions committee, and member of 2 book clubs.
- Attended the General meetings of CFUW St. John's and, on occasion and when needed, brought information forward to the club from National Office and the Atlantic Region Council. Contact with CFUW Corner Brook was maintained through regular emails and telephone conversations with their president.
- Chair of the 2016 ARC Conference and AGM Steering Committee
- Chair of the national Regional Directors group
  - chaired 3 teleconference meetings
  - coordinated RD efforts in assisting with tasks from the Membership and Governance committees
  - Member of 2 national committees, Membership and Governance
  - As a member of the Governance Committee,
  - attended 10 teleconference meetings
  - in collaboration with the RD group, updated and rewrote the RD section of the Administrative Policy and Procedures Book
- As a member of the Membership Committee,
  - attended 3 teleconference meetings
  - researched and wrote the section of the Generations Study on Women in the 1960's
  - in collaboration with RDs, compiled a list of Interest Groups from clubs across the country
  - worked on the Membership Awards for 2016-2017

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## **COMMITTEE REPORTS FOR 2016-2017**

**Myra Willis,  
Chair, Articles and By-Laws Committee**

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Two motions to amend the CFUW Articles and Bylaws were duly received and approved to go forward to the membership for amendment. The first motion deals with adding the Regional Directors Committee to the list of Standing Committees. The second motion, if passed, will remove CFUW from membership in Graduate Women International.

One amendment to the motion to add the Regional Directors Committee to the list of Standing Committees was received and accepted. The second motion regarding GWI received two amendments that were not accepted by the Articles and Bylaws Committee and did not go forward to the proposers of the motion. The proposers of the amendment were informed of the decision and reasons and were offered alternative advice.

Thank you to the Committee, Elizabeth Haynes, Joyce Noseworthy and Diane Salter for all their work this year.

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**Wilma J. Clapham,  
Chair, Nominations Committee**

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Following the 2016 AGM Past Chair Grace Stapleton and I exchanged E Mails to facilitate the changeover. While Grace did not forward her files, I was aware of where they were. Robin also confirmed that she had/has a copy of the Nominations papers and biographies in her files. All 2015-2016 Committee E Mails were reviewed in preparation for the 2017-2018 Club year Policy Review/Facilitation of Nominations for any Board/RD vacancies. The CFUW Web Site was reviewed for relevant material. Names of members of the Committee were forwarded to the Executive Director.

**Actions - September 2016-January 2017**

- E Mail conversations were initiated with members of the Committee to identify areas of our process where work was needed. Adherence to deadlines and the Nominations process to be used at the AGM were identified in these conversations.
- Clarification that the Nomination Committee's role at the AGM is complete when the Policy Report and Slate of Officers with relevant documents have been presented. The Board designates the Officer who will handle the elections if any.
- I also gave a presentation of the Nominations Committee mandate and method of operation as facilitators of Nominations Process at the CFUW-Ottawa General Meeting and wrote an article explaining our mandate for the *Carillon*.
- The E Mail conversations increased as the months passed. However, no one was prepared for the resignation of the President and the VP Advocacy.

- Shortly before Christmas news of the resignations arrived on my computer. The President Designate submitted her intention to assume the Presidency and a Board Meeting was scheduled for Jan 3, 2017 to ratify the changes. This was according to protocol and no additional action by the Committee was necessary.
- January 3, 2017 the Board ratified the Grace Hollett as President; Grace consulted the Parliamentarian to ensure that her election conformed with the 2014 Not for Profit Act. No Nominations Committee action was required.
- The Board approved appointments to replace the VP Advocacy, the President Designate, and the Human Resources Committee was restructured at the January 3 Meeting. These moves were according to established protocol and did not need additional Nominations Committee action.
- ARC-Grace's new role created a domino effect of vacancies in the Atlantic Region. The position of VP Atlantic had to be decided either by an ARC AGM or an electronic meeting; RD's had to be replaced. The Nominations Committee provided advice and forms. The latter were distributed by the VP Atlantic for the RD's and the completed forms were forwarded to me and Robin; the Board ones were forwarded to Robin and me. Considering illness, vacations, and assorted other problems the system worked as well as possible.
- Policy Reviews: Email conversations increased in number and size as there had been a "real life" experience to test assumptions. These continued until early March. Attention was centered on the Policies re Nominations at the AGM.
- Conference Call with the Board: February 14, 2017 I participated in a Conference Call with the Board. It was a wide- ranging discussion with confirmation of interim Board appointments at the 2017 AGM a key topic. The Board indicated that the points discussed would be considered at a future Board Meeting.
- The slate of Board Members/Regional Directors for 2017-2018 was complete by late March and ready for posting by Robin.

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**Teresa Habs,  
Chair, Resolutions Committee**

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As Chair of the CFUW Resolutions Committee since late 2016, I wish to thank our President and staff at National Office for the support provided to our committee.

I also wish to thank the 2016-2017 committee members for their support and diligence in working to present the current slate of resolutions for AGM 2017.

Our work since last AGM 2016 included:

- Reviewing the Resolution Guidelines with the Board to make updates possible.
- Meeting as a group to review those changes and propose more for 2017-2018.
- Working with clubs across Canada regarding the protocol and process for submitting resolutions.

- Working with resolution proposers as they made their way through the Intent to Submit process, through the amendment process up to the final drafts for AGM 2017.
- Planning our Amenders and Proposers Workshop at AGM 2017.

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**Tracey Otto**  
**Chair, Library and Creative Arts Committee**

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**Membership**

There are four members on this committee. Two members are located in Ontario and two are in BC.

**CFUW Profile**

This year, the committee concentrated on the offering of the Creative Arts Award. Two years ago, the key change to the award application criteria was the removal of regional restriction. In other words, the award is now open to applicants across Canada. In addition, wider advertising of the Award was also a priority. We received eight applications from organizations across Canada, which is a significant increase from the three applications received the first year the regional requirements was removed.

**Advocacy**

The goals of the Committee are to promote community networking and involvement through the creative arts, access to libraries, and literacy. Both the Library Award and the Creative Arts Award encourage organizations to consider the needs of the community, and how their project or proposal meets those needs.

**Scholarships**

Although this committee does not award scholarships, the award amount of \$4,000 is enough to create significant change in a community. This year, the Creative Arts Award winner is a joint effort between the Better Breathing Choir and Lauda from St. John's, Newfoundland. They were nominated by CFUW St. John's. Their project is called "Promoting inclusion and wellbeing through singing". This project will offer adults and children in the community, who are often unable to participate due to breathing and other health challenges, a unique experience to use singing to improve their health.

**Sustainability**

The Creative Arts Award and Library Award are funded by the Charitable Trust, and are awarded biennially, alternating each year. The sustainability of the award amounts is dependent on the Charitable Trust's funding. Barring funding cuts/reduction, the sustainability of the committee is good based on the current award processes.

## SPECIAL APPOINTEES

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### The 100<sup>th</sup> Year Anniversary Committee

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See the report in the Business Booklet, page 24.

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### Joy Hurst, Canadian Commission for UNESCO - Representative report 2017 CFUW AGM

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Since assuming the CFUW CCUNESCO representative role, I have had two in person visits to the CCUNESCO office in Ottawa, participated in membership committee activity and attended the 2017 AGM in Montreal. The May AGM was an inspiring Pan-Canadian gathering with a conference focus on climate change.

The priorities of CCUNESCO, namely peace, equity and sustainable development presents an opportunity for CFUW clubs and members to add to collective impact in these areas. Let's embrace advancing this agenda through involvement in UNESCO associated schools, creating sustainable and inclusive cities and promoting global citizen education.

### Resources

I highly recommend the UNESCO publication, Global Citizenship Education as a resource for personal learning and community dialogue.

### [Global Citizenship Education Report: Preparing Learners for the Challenges for the 21<sup>st</sup> Century](#)

Check this link to see if there is a UNESCO associated school in your area.

### [Directory of the Associated Schools Network in Canada](#)

24 of our clubs are located in cities that have joined the Canadian Coalition of Municipalities' Against Racism and Discrimination. Here is a list of this national network.

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## NATIONAL OFFICE REPORT FOR 2016-2017

### CFUW National: Membership

#### Statistics for 2016-2017:

<b>Inquiries by members responded to:</b>	889 via email; 228 via phone = 1,117 total
<b>Certificates mailed</b>	82
<b>Club supplies</b>	3,291
<b>Saleable Items ordered</b>	83
<b>Issues of Club News</b>	36
<b>Business Cards mailed</b>	690
<b>Press Agency/Communicator</b>	6 Press Agency, 2 Communicator

- Staff arranged for member discount programs with Avis-Budget, Lenovo (technology), InterCall (conference calls/webinars), UPS (renewed agreement), Via Rail and Novexco (office supplies). Royalty programs by which the Federation benefits exist for the UPS, Novexco and InterCall programs. The royalty is 1% of quarterly net member sales
- The 2016-2017 merchandise plan was prepared to include what needed restocking, what was not selling well, and new potential merchandise ideas.
- Some sales items were redesigned.
- Developed new 100<sup>th</sup> Anniversary items that were showcased at the AGM. A new catalogue was created and posted online highlighting the new items.
- Contacted CFUW Clubs across the country to ensure they updated their Club contact information in the cfuwmembership.org database. Assisted Club Executives in navigating the process.
- Gathered the contact information and edited into the new Directory.
- Researched various online platforms and programs that could replicate all the functions of a Roberts Rules of Order facilitated debate and vote(s) and recommended options for the online Special Members Meeting.
- Updated Club USBs sticks
- Developed a work plan along with the other members of the team for the online Special General Meeting

- Developed content for the Young Working Women's project: Created all of the content for the webinars that will act as the core campaign and learning opportunities for this project; worked with a University of Ottawa student to develop an effective communications and marketing plan to recruit young women for the project to start by Fall 2017
- Club Websites: updated content for CFUW Lethbridge's website that is maintained by CFUW National, assisted in updating the website for CFUW Perth and District.
- Website Testing: supervised volunteers who reviewed our websites for any errors, inconsistencies, or missing links.
- Membership Awards: Worked with the VP Membership and the Membership Committee to update and communicate process for all membership/Club awards.
- Membership Dues: collected membership numbers and dues
- Mentorship Program Survey: managed the sending out and receiving of responses and compiled the questions of the three surveys sent out to Mentors and Mentees since 2015 into one document.
- Coordinated with Jenny Mitchell to set up Planning your next Fundraising Event March 1, 2017 Webinar
- set up CFUW Discussion Forum

### Profile

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- Staff maintained and increased CFUW's social media presence (+59 Facebook followers (473), 110% increase in Tweets, 170 new followers, and a 15% increase in impressions/views (79.3k)).
- Letter of congratulations to Paulette Senior, new CEO, Canadian Women's Foundation

### Advocacy

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#### Government Relations

- Attended *Child Care Roundtable* with Minister Jean-Yves Duclos. Represented CFUW policy position on creating nationally subsidized child care. (June 29, 2016)
- Attended *Human Rights Consultation* with Global Affairs Canada (August 24, 2016)
- Attended *Mainstreaming the WPS Agenda: Roundtable* with Global Affairs Canada (July 21, 2016)
- Wrote and submitted a brief on Violence against Women to the Status of Women Committee for their student on *Violence against Women and Girls in Canada* with a focus on violence against women on campus (September 6, 2016)

- Represented CFUW at the *Precarious Generation Event* hosted by Nikki Ashton (October 26)
- Attended Roundtable on Employment Insurance with Minister Jean-Yves Duclos to advocate for increased maternity leave at a reasonable rate of pay (November 18, 2016)
- Met with the Parliamentary Secretary to the Minister of Foreign Affairs, Ms. Pamela Goldsmith-Jones as a member of the Canadian Network to Abolish Nuclear Weapons. Discussed Canada's stance on Resolution L.41, which is going to a vote in December at the General Assembly. Encouraged her to change Canada's vote to a "Yes" or an "Abstain". (November 19, 2016)
- Met with Gurveen Chadha, Policy Advisor to Kate Young, Parliamentary Secretary to the Minister of Transportation, regarding a plan for integrated public transportation (November 29, 2016)
- Provided feedback to MP Sheila Malcolmson regarding funding from Status of Women Canada (November 30, 2016)
- Signed on to the Feminist Alliance for International Action letter to Justin Trudeau and Patty Hajdu regarding Canada's commitment to CEDAW and following through on the Conclusions from the 65<sup>th</sup> Session (December 2, 2016)
- Responded to the 2017 Budget with a Brief sent to the Minister of Finance.
- Sent letters of introduction to incoming Ministers of: Status of Women, Democratic Institutions, and Foreign Affairs (January 2017)
- Attended IWD breakfast with Mayor Jim Watson, Minister McKenna and Minister Monsef (March 8, 2017)
- Met with MP Brenda Shanahan to discuss potential support for upcoming financial literacy bill (March 9, 2017)
- Attended *Innovating for Change: Supporting Women's Organizations'* consultation with Global Affairs Canada (March 9, 2017)
- Responded to the Budget with a letter sent to Prime Minister Trudeau (April 6, 2017)
- Attended *Human Rights Consultation* with Global Affairs Canada (April 12, 2017)
- Attended the *Women, Peace and Security National Action Plan Consultations* with Global Affairs Canada (April 20-21 2017)

## Partnerships & Network Participation

- Attended *Reclaiming the Blue Helmet: AIDS Free World* discussion about sexual assault by UN peacekeepers (May 2<sup>nd</sup>, 2016)
- Attended lecture on Disarmament with the UN High Representative for Disarmament (Mr. Kim Won-Soo) (May 3, 2016)

- Participated in Canadian Network to Abolish Nuclear Weapons (CNANW) Meeting (May 3, 2016)
- Elizabeth Fry Society Conference (June 3<sup>rd</sup>, 2016)
- CNANW Teleconference (August 9<sup>th</sup>, 2016)
- Women, Peace and Security Network Meeting (August 26<sup>th</sup>, 2016)
- Coordinated with other groups based in Ottawa on how to work together and lobby effectively at UNCSW60
  - Numerous meetings with the Canadian Labour Congress, Canadian Union of Postal Workers, CUPE, AIDS Free World, Oxfam, and the Women Peace and Security Network (November through February)
- Attended “*Women’s Economic Empowerment in Practice: Addressing Gendered Barriers to Access and Success*” hosted by the Aga Khan Foundation (November 15, 2016)
- Attended Childcare network meeting (December 13, 2016)
- Attended Women, Peace and Security Network Meeting with special guest the Honourable Senator Marilou McPhedran (March 1, 2017)
- Participated in CARE’s Walk in her Shoes event in Ottawa (March 7, 2017)
- Attended IWD event put on by Ottawa’s Civil Society network (March 8, 2017)
- Attended “*Building a Canadian Approach to Gender Equality and Market Systems*” hosted by the Aga Khan Foundation (March 23, 2017)
- Attended the “*Gender Equality Forum*” hosted by the UN Global Compact Network Canada (April 3-4, 2017)

### Advocacy on CFUW Policy

- Electoral Reform: Sent letters to all members of the Committee on Electoral Reform regarding our stance on changing the electoral system to Proportional Representation (July 11, 2016)
- Joined *Every Voter Counts Alliance* to support electoral reform for Proportional Representation (July 11, 2016)
- Signed onto the CNANW statement with 40 other organizations to pressure the Government to perform a review of Defense Policy (July 2016)
- In collaboration with the Every Voter Counts Alliance, secured speakers to appear before the Electoral Reform Committee in various cities across Canada.
- Wrote and submitted a brief on Violence against Women to the Status of Women Committee for their study on *Violence against Women and Girls in Canada* (September 6, 2016)
- Prepared Fall Advocacy Package for CFUW clubs, including handouts, suggested action and letter template for each of the resolutions adopted at the 2016 AGM (September 2016)

- Provided clubs with the Brief on Violence against Women to submit to their own MPs as part of the national consultations by the Committee (September 2016)
- Reminded clubs of action on child care and ECE and encouraged clubs to connect with their local representatives on the topic (September 2016)
- Presented to the Electoral Reform Committee (ERRE) on Parliament Hill regarding CFUW position on electoral reform (October 20)
- Represented CFUW and chaired a panel at the Canadians for Nuclear Non-proliferation and Disarmament Conference (October 24)
- Created a pre-Budget child care handout and federal template letter for clubs (November 30, 2016)
- Wrote letter in support of Cheryl Hayles application to attend UNCSW as part of the Government delegation (December, 2016)
- Wrote a letter in support of Paulette Senior's application to attend UNCSW as part of the Government delegation (December 13, 2016)
- Provided template letters to clubs to urge their MPs to support Bill C-242, *An Act to Amend the Criminal Code (Inflicting Torture)* when it went to vote on its 3<sup>rd</sup> reading.

## United Nations

- Submitted CEDAW Shadow Report on behalf of CFUW (October 7)
- Signed on to the NGO Working Group on Women, Peace and Security open letter to the UN (October 13)
- Updated the website with the 2016 Policy Book and to reflect the call-out for UNCSW participation
- Submitted brief to UN Women regarding their consultation on Prostitution and Sex Work (October 27)
- Created a background handout for UNCSW61 attendees from CFUW to use when speaking with other groups – an overview of our policies and advocacy
- Submitted our recommendations on the UNCSW61 Draft Conclusions – made additions of education, violence against women and non-state torture
- Registered CFUW delegates for UNCSW
- Approached National Council of Women to take onto their UNCSW delegation our delegates who we could not accommodate due to the restriction of twenty maximum
- registered 20 members to attend the 2017 United Nations Commission on the Status of Women (UNCSW)
- Created and submitted an advertisement for our parallel event
- Drafted the CFUW Written Statement on UNCSW61
- Updated Women's Equality Brief and sent to delegates

## Club Support

- Supported the Resolutions team at the Annual General Meeting (June 2016)

- Created and distributed the post-AGM Newsletter (July 2016)
- Worked with a volunteer and a professional Indexer to create the *Resolutions & Correspondence 1919-1965 Policy Book*, made it available to clubs
- Created and distributed the Fall Advocacy Toolkit, including handouts and suggested action on all 5 resolutions adopted at the 2016 AGM (September 29, 2016)
- Sent out the notice to clubs to remind them to submit their resolution intents for AGM 2017 (October 27)
- Provided clubs with an op-ed template and letter templates to commemorate the 16 Days of Activism against Gender Based Violence (October 27, 2016)
- Coordinated and delivered Electoral Reform Webinar – 31 participants (November 15)
- Attended the Peterborough club advocacy event “Think Globally, Act Locally”. Spoke on a panel regarding CFUW efforts to eliminate violence against women. (November 22, 2016)
- Attended Ontario Council Advocacy meeting (November 28, 2016)
- Attended the University Women Helping Afghan Women Meeting with guest speaker Karen Bongard of Global Affairs Canada (December 1, 2016)
- Created and distributed new childcare materials to come out pre-Budget 2017 (December, 2016)
- Created a Draft Resolution Package and distributed to clubs
- Assisted the Resolutions Committee to review draft resolutions and prepare for distribution
- Updated the Women’s Equality Brief for 2017 and provided it to clubs

### National Initiatives and Projects

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#### Women in Universities

- Women in Universities Project: attended conference call and coordinated with Margaret Therrien on logistics for survey (October 19, 2016)
- Provided translation support for the cover letter of the survey (November 24, 2016).

#### Sexual Assault on Campus

- Worked with a researcher in Toronto to write two articles on sexual assault on university campus (July 2016)
- Interviewed two staff at McMaster University about their new program to reduce violence against women and subsequently wrote an article about it for the October Communicator (August 2016)
- Began work with Sharon Crabb, VP Advocacy, to form the committee and begin the Sexual Assault on Campus Research Project (August 2016)

- Wrote and submitted a brief on Violence against Women to the Status of Women Committee for their study on *Violence against Women and Girls in Canada* (September 7, 2016)
- Created and distributed advocacy materials to clubs regarding the 16 Days of Action to Eliminate Violence against Women (October 27, 2016)

### Child Care

- Attended *Child Care Roundtable* with Minister Jean-Yves Duclos. Represented CFUW policy position on creating nationally subsidized child care. (June 29, 2016)
- Encouraged clubs to take part in the Caregiving Consultations being held by the Canadian Government (October 17, 2016)
- Attended Roundtable on Employment Insurance with Minister Jean-Yves Duclos to advocate for increased maternity leave at a reasonable rate of pay (November 18, 2016)
- Organized a conference call between CFUW BC child care advocates and CFUW Ontario Council child care advocates to discuss strategies for provincial consultations (November 24, 2016)
- Attended Childcare call with network members (December 13, 2016)
- Responded to the allotment for child care programming in the 2017 Federal Budget

### Scholarship/Fellowships

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#### Annual Fellowship statistics:

Number of Fellowship applications received and processed: 220  
Number of Fellowship applications sent forward to Committee: 214  
Number of Fellowship inquiries responded to: 3,341

- Prepared the press release on the total amount of monies raised for scholarships and awards for the past year
- Prepared the e-newsletter for distribution to the student aid offices in Canadian and international universities and updated distribution lists
- Recruited Sam Grey as guest speaker for the CFUW CT Luncheon at CFUW 2017 AGM & Conference, Richmond, B.C.
- Drafted content for new fillable PDFs for application forms
- Set-up electronic files for application filing fee payments and referee assessment forms.
- Undertook a comparative study of applications for SSHRC Doctoral Awards and the CFUW National Fellowships and Awards.

- Provided information from CFUW records concerning CHEA and Ruth Binnie Fellowships
- Prepared and sent invoices to the Charitable Trust for CFUW's fees for administration of the CHEA and Ruth Binnie Fellowships, and CFUW Elizabeth & Rachel Massey Award.
- Prepared job task descriptions for two National Office volunteers recruited to assist the CFUW Fellowships Program,
- Oversaw the work of a volunteer to continue CFUW's research on the options for online scholarship applications for CFUW Fellowships and Awards.
- Worked with a volunteer assigned to design two surveys. The current CFUW applicants and the referees will be asked to complete and submit the surveys online. four surveys for applicants of the fellowships and awards and referees were prepared
- Completed the documentation required for the short listed applications and sent shipments to the CFUW Fellowships Committee.
- Updated the printed material for the CFUW Fellowships Committee Meetings
- Prepared the documentation for the CFUW Fellowships Committee Meetings
- Prepared progress report on the CFUW Project for Implementation of Online Application System for the CFUW Fellowships and Awards.
- Reviewed the Fellowships Costs for the administration of the CFUW Fellowships Program in 2017 and the Cost Savings & Expenses for the implementation of a new online application system.
- Prepared a short descriptor on the Fellowships and Awards program for the CFUW Administrative Manual.
- Undertook research into e-transfers and debit card payments for the fellowships application process.
- Prepared a short descriptor on the Fellowships and Awards program for the did research into e-transfers and debit card payments for the fellowships application process
- Prepared changes for the CFUW membership website section for Donations to CT and CFUW public website, re: removal of the CFUW Margaret Dale Philp Award and the CFUW Beverley Jackson Fellowship.
- Worked with the Charitable Trust to prepare their brochure and fundraising pamphlet
- Worked with the Charitable Trust to prepare information for posting the winners of the CFUW Fellowships & Awards on the new CT website and designing the CT Annual Report, CT brochure and fundraising pamphlet.
- Participated in Fluid Review Demonstration – Usability of Fluid Review Online Application System
- Implemented Fluid Review system

## Sustainability

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### Governance Support to Board and Committees

- Staff continued in its duties to support the activities of the Board by preparing meeting agendas, minutes and policy papers as required.
- Staff provided support to the Finance Committee by preparing agendas and background information for their teleconferences during the year and prepared briefing books for their March meeting;
- attended September 26, 2016 meeting with President and VP Finance to discuss a variety of issues
- prepared the draft Operating Budget and Reserve Fund and the accompanying explanatory guides
- staff undertook research to find examples of codes of conduct for the Governance Committee
- staff prepared minutes of the Governance Committee teleconferences; assisted the committee in the preparation of sections on communications and the ED job description for the Administrative manual
- attended teleconferences of the Advisory Committee on History Project with the writer and prepared draft minutes
- Assisted in the organization of the Indigenous Film Festival in purchasing Highway of Tears DVDs and publicizing it
- attended the September 25, 2016 AGM of the Charitable Trust
- participated in teleconference with VP Finance and members of the Charitable Trust to discuss costs and administration of fellowships program
- prepared minutes of the Task Force Follow- Up Committee teleconferences
- prepared draft report on recommendations from responses received from Clubs and individuals for consideration of the Task Force Follow up Committee members
- prepared draft of information sheets for Task Force Follow Up Committee

### Financial Management Tasks

- Preparation of new finance Actuals to Budget report; review and cleaning up of chart of accounts
- Preparation of document on financial implications for CFUW of GWI increased dues
- prepared draft report on CFUW financial situation and health
- prepared revised Fiscal Responsibility Policies & Procedures document
- prepared draft capital budget 2017-2018
- Reviewed CFUW's current general liability and directors and officers insurance with our insurance provider.
- prepared first draft of document on additional information for proposed dues increase motion

- prepared draft financial report on 2016 AGM costs added to LAC costs for the Finance Committee to review
- Prepared request for proposals for assessment of CFUW's fundraising potential; contracted with Chavender, the successful contractor.
- preparation of data on payment of GWI dues from 2011 to 2017 and collection of actual invoices
- Initiated the hiring of an outside CA to review the 2016 AGM costs. Based on the findings, staff made several recommendations to Finance Committee to improve the AGM accounting process.

### Organizational Development

- 2017 AGM structure revised with President and sent to CFUW Richmond
- prepared 2017 AGM business notice and accompanying documents to be sent to membership
- Investigation of clickers companies for 2017 AGM
- 2016 AGM minutes prepared and circulated for verification
- prepared draft 2017 national AGM budget
- prepared the task list for the office for the 2017 AGM
- prepared request for proposal for parliamentarian services for the 2017 AGM and sent it to three female parliamentarians
- prepared contract for the selected Parliamentarian
- prepared estimated costs and savings for an electronic AGM for 2018
- Contract with the Conference Registrar, ProReg , for 2017 AGM was completed
- prepared draft letter of offer to 2017 AGM key note speaker, Daphne Bramham
- prepared sponsorship application to The Personal Insurance Company for the 2016 Conference and AGM- was successful in receiving \$3,000
- Completed and filed Form 4006- Changes regarding Directors - Canada Not-for-profit Corporations Act (NFP Act); Form 4022 Annual Return - Canada Not-for-profit Corporations Act (NFP Act) and form 4006, Canada Not-for-profit Corporations Act- Changes Regarding Directors
- Negotiation with Bluarc for renewal of telephone/conferencing system: reduction from 8 cents to 6 cents/per person/per minute for teleconferences
- prepared draft of communications plan 2016-2017
- prepared comments on draft Strategic Plan; prepared a comparison of mission, vision, values of current and draft strategic plans; drafted proposed goals to accompany Strategic Plan priorities
- prepared draft terms of reference for Working Group on GWI report
- Preparation of draft international advocacy strategic plan and document on other international women's organizations which CFUW might join if we leave GWI
- preparation of summaries of Club and individual responses to Way Forward Report
- preparation of themes of Club responses to Way Forward Report
- prepared draft document on the possible option of creating two categories of membership
- sent two wire transfers to GWI for membership dues

- commenced pilot project to convert existing content management system to Drupal

## Human Resources

- Undertook research on staff group benefit packages; requested two quotes; prepared comparisons and obtained a package which offers vision care which our current provided did not provide.
- Application to University of Ottawa Telfer School of Business to undertake a review of current CFUW business model and identify possible solutions.
- Application to Algonquin College for a Library and Information Science Technician to organize and catalogue CFUW Archives at the national office
- prepared and submitted application for grant for R. Jackson to attend Sprott School of Business Marketing for Non-Profits course (course was subsequently cancelled).
- prepared a Request for Proposal for an evaluation/assessment of CFUW's fundraising's potential
- prepared ad for the Coordinator of Advocacy position, undertook interviews and prepared contract for the new Advocacy staff person
- drafted ad for volunteer Communications Officer; received two applications- one who will be videotaping our Learning and Development Day at the 2017 AGM and a second candidate who is designing the mentorship materials and will work on our social media policy
- preparation of staff compensation review for the HR Committee

## Administration

- registered the president and VP International for the GWI Triennial in Cape Town
- prepared letters for President's signature to: Cheryl Hayles, Sharon Crabb and Susan Russell thanking them for their service to GWI over the past three years; a letter to Ida Mulenga thanking her for hosting the GWI Triennial; a letter to the Finnish Federation of Women Graduates on the death of their former president, Dr. Karvetti;
- prepared draft of questions regarding procedures to be used at special meetings
- Reviewed and renewed national's Directors and Officers and General Liability insurance policies for 2017-2018.
- negotiated an extension of the office lease for one year
- prepared notes for President's participation on ARC panel on "The Power of We-CFUW Efforts Nationally and Internationally to Engage Women in Helping Other Women in Communities and Empowering Women to take Leadership Roles- How we are doing this"
- Number of administrative inquiries responded to from members: 1,150.