



# Action Plan Updates/Annual Reports 2017-2018

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

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## Board of Directors

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**Grace Hollett**

**National President**

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My term of office as president started in January 2017 following the resignation of President Karen Dunnett, and was ratified at the June 2017 AGM. Since taking this position, I have worked full time to lead CFUW in a collaborative fashion to fulfil its aims while working within the policies of the organization. As president, I work in the context of CFUW's strategic plan involving membership, public profile, advocacy, education and sustainability; I work with over 100 Clubs and their more than 8000 members, an elected Board of Directors, Regional Councils, Regional Directors, Standing and other Committees, Study Groups such as the Women in Universities and Violence on Campus and a professionally staffed Ottawa national office. I thank all of those groups, and acknowledge their vital role in the life of CFUW. There has been a great deal of interaction with those groups and throughout the year, I have written President's Messages to the membership and articles for CFUW publications.

### Board Meetings:

It is a foremost duty of the president to preside at meetings of the Board and the AGM and have chaired all Board meetings except for that of May 17<sup>th</sup> of this year, at the time of my husband's death, when the acting president, Kathryn Wilkinson, chaired at my request. Board agendas have been prepared to deal with ongoing business and current concerns of the membership in consultation with the Executive Director, Robin Jackson, and with input from the Board and CFUW members. Meetings have been conducted following accepted parliamentary procedure with minutes approved electronically for more timely posting on the website for members' information and reaction.

Three CFUW members invited to attend Board meetings as non-voting guests are the AGM parliamentarian, the chair of Articles and Bylaws, and the chair of the RD group. The chairing of AGM 2017 at Richmond, B.C. was shared with the Regional VPs while chairing of the 2018 AGM will be shared with the Acting President.

### Governance Documents:

I work collaboratively with the Board, a dedicated group of informed women alert to their duties to the organization and operating within the provisions of CFUW's Respectful Treatment Policy and Code of Ethics, Bylaws, and CFUW policy while being mindful of applicable provisions of Municipal, Provincial and Federal legislation, in particular the Canada Not for Profit Corporation Act and the Canada Revenue Agency,

### Maintaining Productive External Relationships

Many of the duties of the president involve maintaining positive and productive relationships with government, media, our increasing number of valuable partners and other organizations, and responding to issues of national concern, corresponding and meeting with federal level politicians, alerting Clubs to national issues, and generally encouraging members in their participation in national campaigns.

It is the President's responsibility to approve and sign all CFUW briefs, public policy letters and position papers sent on behalf of CFUW and to approve all major communications. As you are aware, CFUW's public policy has developed from resolutions passed at AGMs; CFUW's advocacy must align with policy.

When CFUW is engaged in external communication relating to our advocacy initiatives as developed by the Advocacy committee, research and initial draft composition is done by the Advocacy Coordinator and is forwarded to the President and VP Advocacy, and as applicable, to the VP Education and VP International, for review and possible further research before approval is given to send out the communication under the president's signature. These tasks are facilitated by the quality of the research and initial drafting done by our national office staff. One example is a letter to Minister Philpott and Indigenous government critics on Access to Safe Drinking Water related to the findings of the December 2017 PBO report on funding for water and waste water management systems and Minister Phillipott's up-dates on the drinking water advisories. A list of such communications is included in the National Office Report. When requested by an outside organization to sign on in support of a specific issue, we verify that such involvement aligns with CFUW policy. Two examples of the many endorsements requested of CFUW that we reviewed and endorsed this year were: from OXFAM asking the Federal Finance Committee to invite more women's groups to the pre-budget conference; from CNANW to ask NATO states to commit to nuclear disarmament. Again, the National Office Report 2017-2018 lists all such communication under the Advocacy report.

### President's Committee Involvement

The president's duties include being a member of all committees except Nominations. This past year most of my active involvement has been with Finance, Human Relations, Advocacy, Education, Membership, the Committee to Review Board Structure and Governance Committee, the Governance committee where the administrative, legal and administrative documents were reviewed, and the Committee to plan AGM 2018. I chair the Advisory Committee that is stipulated in the contract with Dr. Dianne Dodd to monitor her writing of CFUW's 100-year history, one of the many celebratory acknowledgements of CFUW's 100-Years. I also chair CFUW's Review Committee whose work is still ongoing. Committee involvement provides opportunities for collaborative decision-making and enables a president to be more involved in the various facets of CFUW life.

Under current policy the President is a member of the CFUW Charitable Trust the arms-length, decision-making body for the fellowships program and I have been involved in all meetings of this Board

### UN CSW

One international duty of the president is to participate in United Nations processes that usually includes the United Nations Commission on the Status of Women (CSW). Again, this year I attended the CSW to learn, interact and network with delegates world-wide and to meet with Canadian federal ministers and staff and with the presidents and members of IAW and GWI. The work of CFUW at CSW has been reported by the VP International who by CFUW policy leads CFUW's CSW delegation. International representation by the President includes leading the CFUW delegation to the GWI Triennial meetings however, that event occurred August 2016 and was led by then President Karen Dunnett.

### GWI

GWI continues to be an ongoing issue as members reflect on CFUW's past association between CFUW and GWI and debate the future. GWI dues (minus the dues increase) were paid in December 2017 for GWI's 2018 fiscal year. At the request of a CFUW member, the Board agreed to forward to GWI any voluntary donations sent by members towards paying the dues increase. No decision has been made by the Board to send the remaining amount due by June 30, 2018. The proposed Winnipeg motion for AGM 2018, would allow members to choose from two dues options; a rate that would be the CFUW dues only, or another higher amount that would have members paying both the CFUW portion and the GWI portion. CFUW members have diverse opinions on GWI with strong proponents on each side of the question of support for GWI. Currently CFUW is awaiting the additional response from our lawyer with respect to various issues related to our CFUW/GWI relationship before addressing the issue further.

### Working with National Office

Actioning Board decisions and other policy and the day to day work of running the organization is carried out largely by CFUW's competent professional staff at national office ; Robin Jackson, Jenna Smith, Genevieve de Breyne-Gagnon, Betty Dunlop, and Ryszard Kowalski. Their work is outlined the National Office Report 2017-2018.

I work closely with the Executive Director to ensure that the organization functions smoothly and efficiently. This is done through daily email exchanges and by telephone calls. Last year we worked on the face-to-face AGM in Richmond along with an excellent Local Arrangements Committee (LAC) but this year we have had the interesting challenge of planning our first electronic AGM. I chair the AGM 2018 Planning Committee of staff Robin Jackson, Jenna Smith and Betty Dunlop along with Kathryn Wilkinson, acting president, and Beth Haynes our AGM parliamentarian. Every effort has been made to make this venture not only a less expensive AGM but an AGM that will have more registered delegates participating in the business of CFUW than we have when Clubs have to finance travel and other expenses. Staff negotiated with companies to host the webcast and to manage the online voting. Details and fail-safe measures were explored in our meetings and advisories were prepared by staff and reviewed by the committee for informing the membership about participating in the AGM. All materials for the finance and business booklets were reviewed.

We have held meetings for the initial planning of AGM 2019. All of the preliminary reservations for the meeting have been negotiated. Contact has been made with the LAC from UWC Winnipeg. Since the 2019 AGM will be a celebration of our 100 years, the 100<sup>th</sup> Anniversary Committee continues to provide valuable input to the planning.

The president is the main liaison between the Board and the Executive Director, and this includes conducting the Executive Director's annual performance review through the Human Resources Committee and with input from the Board of Directors. Considering the high caliber of performance of our Executive Director, this task was one of the easier ones this year. Reviewing and approving the Executive Director's annual work plan, staffing plan and budget before presentation to the Board was also part of my duties

### Finance

As President, I am required to become familiar with CFUW financial policies, and, in consultation with the VP Finance, regularly review those policies to ensure that they represent the effective use of CFUW's financial resources. I have been able to attend all Finance meetings since becoming president and to participate in the budget process. Being fiscally responsible is a prime duty that is taken seriously by all Board members. The Finance Committee draws on advice from professional consultants and each year a full financial audit is performed and reported to members.

### Membership;

Clubs are attracting new members this year, but one challenge to increasing net numbers is the loss of current members due mainly to illness, death or change of residence, factors over which CFUW has no influence. Membership questions and concerns are addressed by the President and Board, the VP Membership and her Membership Committee and on a day to day basis by the Membership Engagement Coordinator. The planned publicity leading up to the 100<sup>th</sup> Anniversary should encourage increased members but certainly CFUW needs a major membership campaign to inspire more women to join. The Young Working Women Project, as noted in the National Office Report is an initiative to appeal to young working women and result in increased CFUW membership

Keeping in contact with Clubs is one of the more important duties and pleasures of the presidency! Recently I looked at Club websites and contacted Clubs to send in accounts of their outreach initiatives for publication in the latest Communicator. The networking around events like one Club's \$73 000 book sale attract new members and some Clubs are actively capitalizing on such events to increase their membership.

I was able to visit with Club members of Alberta, Saskatchewan and Manitoba during the Prairie Gathering held in Edmonton September 29-30, 2017. At the conclusion of the Gathering, a committee was formed to consider follow up and that committee has just completed its report "Recommendations for a Collaborative Prairie Initiative. This was followed by the Atlantic Regional Council (ARC) held at Moncton September 13-14, 2017 when I was able to interact with Club representatives from the four Atlantic provinces. At the conclusion of the

ARC meetings the VP Atlantic and I visited Clubs in New Brunswick and then went on to PEI's only Club at Charlottetown. On October 19<sup>th</sup>, I flew to Montreal and spent the day with Patricia Duval and local Club members before driving to Quebec City for the Quebec Council meetings where I was able to meet with representatives from their Clubs. I visited and reported on last year's visits to the Ontario and Prairies Councils previously. Although I continued with my other CFUW duties including conference calls, and contacts with Clubs and individual members, travel planned for April and early May to B.C., Ontario and Quebec, was put on hold due to the impending death of my husband on May 16<sup>th</sup>. I am grateful for the understanding of Councils and Clubs at that time.

In closing this Report, I wish to thank the CFUW membership for the opportunity to serve as your President for the past 18 months and to wish you well as you continue your CFUW involvement.

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### **Bilkies McKen**

#### **VP Prairies**

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- Participated in all conference calls at the **board level**.
- Participated as member of the National's **Advocacy** and **Governance** Committees
- Chaired **Prairie Collaborative Initiative**

**The Canadian Federation of University Women, Prairies**, started off the 2017 – 2018 year with an energetic **Prairie Gathering**, hosted by CFUW Edmonton. It sought to ignite ideas using data presented – UNCSW's Sustainable Development Goals, (1) CFUW's *Mission, Vision, Membership, Advocacy, Education, Profile, Sustainability, Scholarships* - and connected them to conversations - *Prairie Strength - Building a Vibrant CFUW Prairie Community* (2). This shared dialogue, enabled presenters and participants to seek creative alternatives, to the status quo. From these, certain key initiatives - *Call to Action* (3) arose. Club presidents added to the Call to Action sending their years' programs and other plans to enable opportunities for a **Post Prairie Collaborative Initiative**. A report on this tri-provincial, collaborative effort focusing on agreed upon actions is to be submitted to the National, and to Prairie clubs in May 2018.

The past year has seen Prairie clubs demonstrating newer ways to facilitate conditions to pursue actions pertaining to CFUW's *Mission, Vision, Membership, Advocacy, Education, Profile, Sustainability and Scholarship*. Stemming from (a) clubs' and community needs, (b) other sources, *Call to Action* and (c) the *National's 2017 – 18 Advocacy and Education Priorities*, clubs sought to embrace the persisting challenges that prevail. Instead of seeing them through the lens of separate "silos" of Membership, Advocacy, Profile, Sustainability and Scholarships, efforts to act on all of them cohesively are being carried out. Therefore, this report attempts to show clubs' actions in a like manner. Thus, answering the call to the quotes below,

“Membership is a challenge. Change is inevitable. CFUW is in competition with other organizations demanding time and volunteers. Volunteer burnout is a challenge as is group membership. By-laws are a living document and should be flexible. CFUW day has been declared in Saskatchewan” (Margaret Hendry, Regional Director, Saskatchewan, Prairie Gathering, Edmonton, 2017)

“Membership is a challenge. We have the WHAT; now we need to concentrate on the HOW. Solutions: Collaborate with other groups, graduated memberships, apprentice memberships e.g. high schools.” (Dale Wilkie, Regional Director, Alberta, Prairie Gathering, Edmonton 2017)

Examples of prairie clubs’ upstream, innovative ideas, acted on, are highlighted below. Specific to the Prairies, **the following trends are noticeable.**

### **Governance - Alternative Forms: Addressing the Need for Flexibility of Leadership Roles**

#### Present Action

- Leadership via group formations – Committees (CFUW Calgary North)
- Traditional leadership but shared - two co- presidents (CFUW Strathcona)
- Traditional Executive Leadership (shared or overlapping) – President, Vice President, Treasurer, Secretary (UWC Winnipeg, CFUW’s Portage La Prairie, Prince Albert, Saskatoon, Lethbridge, Calgary and Yorkton)
- Shared Executive Leadership via Chair and Convenor (CFUW’s Edmonton)

Other Prairie clubs are exploring regulations of group formations with a preference for those run by **consensus**. (Regina’s MAL’s). In addition, a National Committee has been struck, which is investigating **alternative forms of Governance**. Depending on results, revisiting and redesigning of Prairie Clubs’ Articles and Bylaws to accommodate the facilitation of these new forms of Governance will ensue.

### **Education, Action & Advocacy: Community Partnerships with Similar Mutually Beneficial Aims** (Also, Raising Awareness of CFUW clubs’ **Profiles** in Communities)

#### Present Action:

- Continued leverage of community and club **resources to achieve objectives**, forging connections with governmental stakeholders (e.g., Manitoba’s MMIWG, Alberta’s Status of Women, Saskatchewan’s CFUW Day)
- Advancing understanding of the dynamics of others (ARCHES) and drawing on them to facilitate forms of project/club action executions (e. g., CFUW Lethbridge’s Safe Injection Site, Prince Albert’s extensive media support and coverage)
- Reaching out to promote broader cross-functional, multi-stakeholder actions/groups - CFUW’s Calgary, CFUW Edmonton, CFUW Saskatoon, UWC Winnipeg)
- Facilitates the drawing on inner and outer club networks to help ensure buy-in of CFUW (CFUW’s Calgary North, Portage La Prairie’s with local COOP stores and Regina’s MAL with the Leader Post)

- Pursuing rules of engagement for continuous collaboration (CFUW Strathcona, and CFUW's Lethbridge's Famous Persons' Day Breakfast)
- Harnessing clubs' internal strengths coupled with external political forces to drive greater CFUW and community actions (All CFUW clubs and members of Parliament and Legislative Representatives)

**Other excellent partnerships across the prairies** demonstrate actions that include CFUW's national policies and resolutions, and some more which span the larger topic of Violence Against Women at local, provincial, national and international levels (UNCSW's Priority Theme, 2017)

### Present Action

- Indigenous women: Explicitly, Prairie clubs support the enabling of Indigenous people to plan, initiate, implement and to proceed with issues in the contexts of their cultural/educational understanding to facilitate desired outcomes. An example is the resolution passed concerning Clean Safe Drinking Water for Canada's Reservation Residents
- Immigrant women -supporting groups at various levels of partnership in settlement and integration - from basic language skills to upgrading, retraining, and securing of a data base for suitable employment across Canada (Press for Progress Theme IWD celebrations)
- Homelessness; Early Child Care & Education; Senior Care; Food, Peace and Security; Financial Literacy; Climate and Environmental Changes and Electoral Reform

### **Belonging Rather than Joining (and Sustainability)**

Satisfaction for the value gotten when joining an organization is a deciding factor for membership renewal. That a member feels that she belongs rather than just joins, is central to CFUW Prairie club membership. Conditions that most affect club members' expectations, include strategies used to maintain and so sustain membership, like environmental and cultural understandings. In asking how much more can existing "recycled" small club "or "same – old" club executives continue to give, or, on the other hand, how much time can prospective members, commit to, clubs respond with flexibility and inclusivity.

### Present Action

- CFUW Prairie Clubs welcome volunteers preferring to be on supervised projects, because of lower skill sets, to others with specific skill sets who connect to a cause they are passionate about, and so volunteer their skills in making changes like the lobbying for Safe Injection Sites, participating in Prairie "Me Too" marches for the prevention of VAG, and in the construction of Homes for Habitat for Humanity.
- Volunteers are given opportunities to hone their skills they perceive to be important especially by younger members. Moreover, clubs are exploring types of opportunities and benefits (both short - term and long term) and are establishing mechanisms in place, to attract and maintain members. A winning example is the monitored mentorship

efforts that are customized, for consistent periods of commitment. This in turn, hopefully, implies future paid memberships.

### **Clubs' Fees: Maintaining, Retaining and Sustaining**

"Finances are a challenge. The Club has adopted a sliding scale for member fees because of costs of maintaining the heritage Ralph Connor house which is CFUW's home base and mandate to preserve. Fees can vary by \$50 to \$100 but house expenses can be more than \$400 per month." (Patricia Elliott, Regional Director, Manitoba, Prairie Gathering, Edmonton, 2017) This fact has prompted among others, the proposal found below.

#### Present Action

Setting aside the moot issue of CFUW's financial obligations to its sister club, Graduate Women's International, Prairie Clubs led by club members, and UWC Winnipeg, have proposed changes where options for more attractive club membership fees are being considered. Hence, with a move towards greater affordability, clubs see the possibility for retaining memberships.

### **Using Social Media: CFUW's Education, Advocacy, Sustainability, Profile, Scholarships**

Almost all Prairie Clubs use Social media to improve the status of women and to promote greater public awareness of the advantages of belonging to the Canadian Federation of University Women. While webpages present club information, social media tools disseminate information far and beyond.

"CFUW has a niche that is appealing and sought out by those looking for organizations that seek to improve the status of women, but we need to be present on social media to be found by many people." (Amy MacLeod, President, CFUW Edmonton).

Interactive forms relevant to the demographics of CFUW are Facebook, Twitter and LinkedIn. Spreading their social media wings further, some clubs are engaged in additional platforms like "Chirp". An added bonus here is social media's appeal to younger mindsets who may be willing to be virtual volunteers.

#### Present Action

Opportunities avail for older club members to overcome resistance myths of Cyberspace. Propelled by CFUW, through such mechanisms as workshops, club members (virtual volunteers too) are knowledgeable and are willing and able to teach, assist and guide newbies the "5 W's" and the "How" of media literacy. A well - explained example is, "Using Social Media." (4) given in a workshop session, and which is available for member use.

### **Scholarships/ Bursaries/Awards (Education, Profile, Sustainability)**

Apart from Education and Advocacy, coaching the community about the benefits of fundraising. involving the community is crucial to successful fundraising events. Giving ownership to use their fundraising skills helps in the promotion of both organizations and their profiles, which in turn bolster sustainability. CFUW Prairie Clubs have worked hard and are successful in raising the lid for their clubs' numerous, successful, fundraising efforts, among which, proceeds go towards the very heart of CFUW's Vision and Mission – raising the status of women through Education.

### Present Action

- Awards, Bursaries, Scholarships expanded to include the education of women and girls at different levels of learning, in different disciplines, for different age groups at colleges and universities
- New Scholarships added
- Continued, consistent funding from endowments
- Centennial scholarships and projects by individual clubs
- Prairie Councils to award Centennial Scholarships
- Plans for Centennial celebrations, Aug. 13 – 18, 2019, Fort Garry, Winnipeg and with clubs' own activities
- Publicize scholarships, grants and bursaries

To summarize, the six bold initiatives described above demonstrate the power of CFUW prairie women working together to embrace challenges faced, and to facilitate conditions that enable them to pursue successful avenues of actions. Oriented towards a cohesive approach, the hard work of rekindling commitment to reinvent tired clubs, to invent new ones and make their club members and communities feel they belong, is exemplary. As Margaret Mead best asserts,

“Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has.” (Margaret Meade)

### **Acknowledgements**

1. (see pages 22 -23) of A Guide for NGO's and Women's Human Rights Activists and CSW at the UN and CSW, 2018
2. Mason – Lai. Ping. Facilitated Session Notes. Canadian Federation of University Women. 2017 Prairie Gathering. Edmonton. Sept 30, 2017
3. This is a numerical summary of “The Call to Action” authored by Grace Hollett, President, Canadian Federation of University Women, at the Prairie Gathering, in Edmonton, Alberta, on September 29, 2017
4. This document is a summary of the presentation, given by Amy McLeod, President, the Canadian Federation of University Women, at the Prairie Gathering, in Edmonton Alberta on September 30, 2017
5. <https://quoteinvestigator.com/2017/11/12/change-world/> Nov 12, 2017 ... Never doubt that a small group of thoughtful, committed citizens can change the world: indeed, it's the only thing that ever has. — Margaret Mead ... In 1982 the book “Earth at Omega: Passage to Planetization” by Donald Keys

Thank you to everyone for your support, received during my three years as CFUW Vice President, Prairies. You made the fulfilment of my role more rewarding. Thank you CFUW Prairie club members, past club presidents, present ones and our Regional Directors, for the rich conversations and stimulating learning environments you have enabled. I thank the organizers who have hosted Council Meetings and prepared and participated in two Prairie Gatherings, and

most recently, the members of the Post Prairie Gathering Collaborative Prairie Initiative. I commend you for raising the levels of our individual understandings to a greater collective wisdom, in atmospheres conducive and kind to learning. My sincere appreciation!

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## **Cheryl Ambrose**

### **VP Advocacy**

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#### **Summary**

Worked collaboratively with the Advocacy Team, particularly the Advocacy coordinator, to:

1. Handle the daily demands of advocacy at the national level.
2. Identify and advance CFUW's advocacy priorities and National Initiatives.
3. Engage with the Standing Committee on Advocacy to provide guidance and advice to the Board on advocacy issues.
4. Supported and guided clubs and members to advance grass roots advocacy and social action opportunities as they arose.

The President, VP Advocacy and VP International give direction to the National Office, who in turn, follow through on actions, hence most of our advocacy work (letters, briefs, meetings, resources) will be found in the Executive Director's report.

#### **Advocacy**

- Reviewed policies and procedures specific to Advocacy and Community Outreach and the Summary of CFUW advocacy policies and resolutions.
- Continued work on the Policy Book Online and the webpage on Tools for Advocates
- 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.
- Wrote article for Sprint 2018 Communicator on Measuring Impact

#### **Public Profile**

- Supported and assisted Advocacy Coordinator in providing accurate updated materials on current issues, particularly Resolutions adopted at the 2017 AGM to facilitate clubs connecting with their elected representatives, communities and the press.
- Reviewed public website and notified National office re: inconsistent or inaccurate information and materials.
- Reviewed CFUW's National Initiatives, investigated terms of reference, duration, etc.

#### **Membership and Sustainability**

- Established and chaired ad hoc committee to create Terms of Reference (TOR) for a Policy Book Review sub-committee; gained board approval for both TOR and creation of sub-committee.
- Initiated Advocacy Survey sent to Presidents and Advocacy/Issues Chairs in January, closing on March 2, 2018, followed by data analysis and wrote report summarizing findings.

- Recruited qualified members to an Environment and Climate Change working group, to be launched post AGM.
- Initiated a review of advocacy materials on public website, with the goal of making recommendations regarding content, organization, accessibility, etc.
- Collaborated with the Advocacy Team, to keep members informed of opportunities to participate in CFUW Advocacy Initiatives, Days of Action, etc.
- Worked through the Regional VPs and their RDs to engage clubs on a grassroots level.

### Meetings and teleconferences

- Chaired five Advocacy Standing Committee meetings (June 2017, post AGM, Richmond), and four teleconferences (September, October, November 2017 and February 2018).
- Communicated with VP International Relations on advocacy issues as appropriate.
- Communicated with the Chair of the Resolutions Committee on various issues as needed.
- Participated in all Board teleconferences, and International Relations Committee, Education Committee and Study Group teleconferences as opportunities presented.
- Participated in April 2018 RD teleconference, to update RDs on progress and opportunities with Standing Committee on Advocacy.
- Attended CFUW Ontario Council Standing Committee Meetings held in September 2017 and March 2018.
- Communicated with CFUW Status of Women and Human Rights Sub-Committee regarding a status update of this research project.
- Participated in Standing Committee on Resolutions, reviewing proposed resolutions and recommending improvements prior to circulation to clubs.
- Reviewed and assisted in updating 2017-2018 Resolution Guidelines.

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## Cheryl Hayles

### VP International Relations

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#### 1. Membership: Build and strengthen membership to sustain a healthy organization.

- Responded to club and individual member questions and requests.
- Conducted International Relations Committee (IRC) and 100th Anniversary Committee teleconferences to address the business at hand and advance the work.
- Participated in the Advocacy Committee teleconferences and provided feedback on initiatives.
- Matched mentor/mentees for the mentorship program.
- Submitted report on the 100th Anniversary initiatives for publication.
- Participated in October 12 and 19, 2017 teleconference on respectful treatment and policy implementation.
- Surveyed members on the “Rural Woman’s Experience” in preparation for Parallel Event for UNCSW62.
- Represented CFUW on a Parallel Event organized by the International Alliance of Women.

- Surveyed service organizations on their experiences working in rural communities in Canada and abroad in preparation for Parallel Event for UNCSW62.
- Prepared Executive Summary of both surveys and shared with the membership.
- Led the CFUW delegation to UNCSW62
- Received and reviewed nominations for 2018 IWD club initiatives, IRC and Mentorship Awards with the International Relations Committee.
- Attended the January 2018 Ontario Council Standing Committee meeting.
- Attended the Ontario Council AGM on May 12, 2018.
- Over the course of the year hosted 7 teleconferences for the International Relations Committee, 6 teleconferences for the 100th Anniversary Committee, 1 for L' Olympe de la Parole and 1 for the delegates attending UNCSW62.

### **2. Public Profile: Raise the public profile of CFUW so that our ongoing and significant contributions to Canadian society and support for education are fully recognized.**

- Monitored 100th Anniversary budget and consulted with the 100th Anniversary Committee, to approve requests for funding (i.e. to increase by \$4, 000 the budget to fund the writing of the History of CFUW for a total of \$21, 000).
- Selection of the 100 Notable Women for 2019 is now complete.
- Responded to request for \$6000 to engage a marketing specialist for the 100th Anniversary celebration in Winnipeg. The committee approved the expenditure with a recommendation for the Executive Director to request the balance of the funds needed from the Charitable Trust. The services will be used by both bodies.
- Nurtured working relationship with Advocacy Partners to prevent negative impact after a member acted counter to CFUW policy.
- Designed media campaign for International Day against Human Trafficking, International Day of the Girl Child, Earth Day and UNCSW62.
- Participated in panel discussion with panelists Cindy Lunau, Councillor, Town of Milton, Isobel Boyle, CFUW Guelph, Women in Politics Project for CFUW Milton and District's International Women's Day event.
- Collaborated with International Relations Committee (IRC), Advocacy Co-ordinator on Written Statement for UNCSW62; "Rural Women and the economic, health, technological, transportation barriers they face due to geographic location".
- Secured international support for CFUW's "Written Statement".
- Cued GWI that the deadline for the written statement was extended so they had the opportunity to secure supporters for their written statement.
- Sent invitation to GWI to attend the CFUW dinner in New York.
- Organized CFUW Parallel Event for UNCSW62 with national and international advocates.
- Moderated the Parallel Event panel which included CFUW, YWCA, Canadian Women's Foundation and an affiliate of the International Alliance of Women.
- Constructed "Oral Statement" for UNCSW62
- Met with the Canadian delegation at the Permanent Mission of Canada to the UN.
- Secured partner through the International Alliance of Women network to deliver the oral statement on behalf of CFUW to the UN.
- Prepared CFUW delegates for UNCSW62 experience.

- Met with the CFUW President and the Executive Director via teleconference to establish the AGM agenda for our 100th Anniversary celebration initiatives in 2019.

### **3. Advocacy: Increase the effectiveness of CFUW's advocacy role and extend our impact through partnerships.**

- Extended global impact with affiliate membership in the International Alliance of Women.
- Joined International Alliance of Women as Regional Vice President for North-America.
- Attended IAW Board meeting in March 2018.
- Promoted the Sustainable Development Goals through an awareness/education campaign.
- Initiated and produced a series of 9 bulletins on International Theme Days making connections to the SDG: Mother's Day 2017, Father's Day 2017, World Day to end Human Trafficking 2017, International Literacy Day Sep. 8, 2017, International Day of the Girl Child - Oct. 11, 2017, National Day of Remembrance of Violence Against Women – December 6, 2017, International Women's Day - March 8, 2018, Earth Day - April 22, 2018 , 50/50 Day - April 26, 2018.
- Supported initiative for the creation of a Women's Museum in Canada.
- Created Facebook series on International Day of the Girl Child.
- Wrote article on International Women's Day project (MATCH) for November edition of the Communicator
- Wrote article for the April edition of the Communicator
- Drafted the message for the oral statement for UNCSW62, with input from the IRC and Advocacy Co-ordinator
- Prepared Press Release template for UNCSW62 delegates
- Prepared 6 Briefs for CFUW delegates to UNCSW62
- Wrote article for December Op-Ed
- Responded to National Action Plan on Women, Peace and Security
- Prepared report on UNCSW62 incorporating delegates' submissions.
- Wrote to the Minister of Status of Women, Ms. Monsef, regarding the significant gap in the number of female statues in public spaces to celebrate the contributions of Canadian women to our society.
- The International Relations Committee submitted it's engagement report on promoting the SDGs to the government of Canada on May 4, 2018.

### **4. Scholarships/Fellowships: Encourage clubs to continue/start scholarship programs and strengthen the effectiveness of national fellowship programs.**

- 100th Anniversary Scholarship Committee: funds raised surpass the \$100, 000 goal for the 100th Anniversary celebrations.
- Created bursary to support a woman who is interested in lifelong learning and can benefit from financial support to attend UNCSW62. Motion put forward by the International Relations Committee to ask for a \$25 donation per delegate application for UNCSW62, carried.

- Supported CFUW Comex/CFUW Victoria on their newly formed Study Group on Rwanda and fundraising initiative to support 25 Rwandan girls with their education goals. The study group wrote a letter to the Foreign Affairs Minister to request 13 million of the monies dedicated to education for women in developing countries. The request was made to support the Rwanda education project.

### **5. Sustainability: Build organizational capacity at the Board, committee, regional and club level to maintain CFUW's ability to reach goals.**

- Encouraged President of UWCM in her work on "Concours de la Parole", an international initiative introduced in Montreal, North America for the first time.
- Attended the Concours de la Parole award ceremony in Montreal
- Built awareness of the Sustainable Development Goals through a series of coffee conversations documents. Nine themes were addressed in the series with original compositions from members of the International Relations Committee and other CFUW members.
- Teleconferenced with VP Advocacy, Advocacy Co-ordinator, VP Education, Executive Director and President on the communication strategy for CFUW.
- Provided feedback on settings for CFUW Facebook pages.
- Promoted the IWD project: MATCH
- Engaged in CFUW brand development through international initiatives.
- In collaboration with the IRC selected the IWD project for 2019.

My sincere appreciation to the International Relations Committee and the 100th Anniversary Committee for their hard work and support in all our initiatives.

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## **Dominique Racanelli**

### **VP Quebec**

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#### **Membership**

- The Quebec Council has increased the number of clubs from 5 to 6. The challenge to start a new Club in Quebec was met by the members of the SSWUWC. AFDU Montérégie, a French Club was launched with 11 members. Congratulations and thank you to all involved!
- Membership for the existing 5 clubs:
  - AFDU Quebec. 22
  - SSWUC 59
  - UWCM 97
  - MLUWC 188
  - Sherbrooke & District 97

#### **Public Profile**

- The Quebec council joined Partenaire Pour La Parite, network group advocacy wage parity in Quebec. This was initiated by AFDU Quebec and brought to completion by MLUWC
- UWCM - Olympe de La Parole project proved to be immensely successful and attracted notable public attention at the local and national level. It promoted education and aboriginal issues
- Sherbrooke & District continues to have significant profile with strong community involvement with seniors and aboriginal students
- There has been collaboration with the Montreal Council of Women from MLWUC, UWCM as well as SSWUC

### Advocacy

- All 5 clubs have developed strong ties with local community groups. There has been strong inter club participation in several advocacy projects: MLUWC lead the suitcase drive to prepare 18 year olds leaving the foster care system.
- SSWUC collected over 1000 French books for literacy program in CONGO.
- Both SSUWC & Sherbrooke are working with local community services to provide services to the elderly, plus English language services to those in need.
- UWCM collaborated with YWCA in the Free the Girls project Bra drive, where over 1300 Bras were collected. This project helps fund the fight against human trafficking
- Participation by all clubs in various memorial services for École Polytechnique Victims

### Scholarship/Fellowship

- The Quebec Council has donated \$2365 towards the of CFUW 100th scholarship fund
- AFDU Quebec awarded \$28000 to 19 scholarship recipients in May 2018
- SSWUC awarded \$9000 to 11 scholarship recipients. In addition, they awarded 2 one time memorial scholarships in honour of 2 past members.
- UWCM awarded \$6000 to winners of the Olympe de La Parole
- MLUWC awarded \$6000 in scholarships plus \$2000 onetime award to commemorate the CFUW 100<sup>th</sup> Anniversary.
- Sherbrooke & District Awarded \$36,550 in scholarships. They are working towards a onetime award to mark the CFUW 100<sup>th</sup> Anniversary

### Sustainability

- Debra Christensen-Stowe will voted President of Quebec Council
- Jane Cowell will continue as English RD Quebec.
- Anne-Lise Dupuis will take role of French RD Quebec.
- MLUWC, UWCM, AFDU Québec, as well as Sherbrooke and District are struggling to fill VP Position for 2018-2019.

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## **Janet Willwerth**

### **VP Atlantic**

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As I conclude my short term in office, I have enjoyed my experience on the Board and want to thank everyone for the hard work that they all do to make CFUW a strong and vibrant organization.

#### **Membership**

- With one exception, membership statistics in the Atlantic are stable.
- We are saddened to learn that we will be losing another club in our region: CFUW Truro has voted to close, and we have facilitated that process as required. We hope that members who choose to do so will remain with us as members at large.

#### **Profile**

- We continue to encourage our clubs to form partnerships in the community both to raise our profile in the community and to work to get some of our priorities on the political agendas. Clubs have also met with the local Members of Parliament and other representatives.

#### **Advocacy**

- We continue to encourage clubs to use the CFUW advocacy package and tools to work locally. The Atlantic Regional Council is continuing to work on regional/provincial advocacy strategies.

#### **Scholarships/Fellowships**

- The Atlantic clubs have a mixture of scholarships, some managed at the university level and some in control of the clubs.

#### **Sustainability**

- There are some issues of sustainability with vacancies in the offices of Regional Director and Regional Vice-President. Filling those vacancies will continue to be worked on.

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## **Dr. Madeline A. Kalbach**

### **VP 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 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. Since 2016 nine clubs (Regina, Estevan, Cranbrook, Niagara Falls, Kent, Brampton, Saugeen, Truro, and Comox Valley) chose to close. 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. To date, we have been assisting with the formation of **two new clubs**. A Francophone club is being formed in Quebec, and Regina is well on its way to being a club again.

The public profile of CFUW membership and CFUW National was enhanced by the attendance of the VP Membership at the Alberta Council AGM held in Lethbridge, as well as attendance at several of CFUW/Calgary North meetings and those of CFUW/Calgary. Greetings from National and an update on National happenings was given at these events.

CFUW National awards applications for 2017-18 were examined and revisions were completed where needed. The results were sent to the National office and were subsequently posted on the CFUW National website. Applications were received for VAW Projects, Special Projects, member increases of 10 percent or more and an increase in new members. Clubs will be receiving their certificates by mail this year. National will send them. The Small Club Grant awards are not being given this year. The money is being set aside for 2019 when once again there will be a face-to-face meeting for the AGM. This means that more clubs will be able to apply and receive assistance to attend the 100<sup>th</sup> Anniversary celebration in Winnipeg.

Discussions were held on the membership category, Members at Large (MAL). It was determined that the Nominations committee and the National Office have responsibility for the MALS. The Membership committee will assist when needed.

The Membership Committee is comprised of women from across Canada. We are: Barbara Clancy, Newfoundland, Patricia DuVal, Québec, Patricia Joyce, Ontario, Madeline Kalbach, Alberta, and Barbara DuMoulin, British Columbia. I am indebted to my colleagues for their hard work and interest in CFUW membership issues.

The Membership Committee has duly demonstrated its interest in and ability to support CFUW's five strategic aims over the past year.

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## Ruth Mellor

### VP British Columbia

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#### Membership:

- Attended gatherings of BC West and BC Vancouver island arranged by the respective RDs to inform myself about fees, meeting places, speaker protocols etc to better understand operation of clubs and advise when asked about what changes might be helpful in making membership appealing. As well held teleconference along with RD BC Interior with clubs in her area.

#### Advocacy:

- Was a member of Advocacy committee & took part in advocacy teleconference
- Prepared a Resolution on Youth Homelessness to be voted on at 2018 AGM
- After conversation with Nelson club, invited them to present Sunday morning workshop at 2018 BC Council AGM
- Sent email to BC MPP in charge of transportation due to Greyhound deleting service there.
- Sent email supporting thanking Jane Blackmore and others for letting their personal information about their former lives at Bountiful.
- Sent email to Vancouver YWCA thanking them for their work towards a shelter for women and their children leaving Bountiful

#### Scholarships/Fellowships:

- At BC gatherings encouraged clubs to offer support for less traditional areas of studies such as women in trades
  - Attendees at BC Council AGM were told their support of Charitable Trust, through the silent auction, is valued as (perhaps) the only Council supporting the Trust.
- Encouraged clubs to report on more than just traditional scholarships and bursaries, but to other support of

#### Sustainability:

- Encouraged clubs to try new formats, meeting times, increase visibility in the community
- Presided over a successful 2018 CFUW BC Council AGM April 20-22
- Took part in many CFUW national teleconferences
  - Currently serving on National Board Structure committee
  - Have a full enthusiastic BC Council Board including nominees for VP BC/President BC Council and all 3 RD positions

#### 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

- CFUW BC Council now has a Facebook page
- Encourage attendance at BC Council & National webinar AGM
- Encourage wearing of name tags to identify club members at community functions like election forums
- Attended UN CSW62 as a CFUW delegate

### **Community Partnerships:**

- CFUW BC Council is now a member of the BC Poverty Coalition and First Call.
- Invited all BC Clubs to meet with local police representative to gain information about trafficking in their area in order to inform Vancouver club about their project in regard to legislation on prostitution which is up for review
  - Community partnerships could be expanded more which would help with CFUW Branding
- Encouraged clubs to report on more than just traditional scholarships and bursaries, but to other support of organizations both in Canada and in other countries- a part of CFUW work that often is unrecognized

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## **Helen Sami**

### **VP Finance**

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Helen Sami's report appears in the Finance Book.

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## **Sandra Thompson**

### **VP Ontario**

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### **Background**

Ontario Council was created to:

- To promote cooperation and facilitate communication of information and ideas among CFUW Clubs in Ontario.
- To promote the policies and programs of CFUW.
- To encourage and initiate studies with respect to matters of a provincial nature.
- To make representation to the appropriate provincial authorities consistent with Ontario Council policy.
- To promote an understanding of provincial and national issues and their implications through dialogue among member Clubs.

CFUW Ontario Council consists of 52 clubs (with the loss of CFUW Niagara Falls and CFUW Saugeen in 2017). We have also lost members, from 5,081 in 2017 to 4,955 as reported this year. Despite the loss, Ontario remains the largest of the seven provincial and regional councils.

### **Comments**

Another biennium is completed. The vast amount of work accomplished by the Ontario Council Board (OC) and its clubs is well documented in the following reports by the OC Board members. Please take the time to read how we fulfilled our purpose and our commitments.

I worked with extraordinary women. As a leader, I could not have asked for a better OC team to succeed in moving our organization forward in this biennium. We feel we have enhanced our relevancy to our club members, our province, our country and globally. Each and every OC Board member contributed to the hard-earned successes. From our Speakers Series, to our excellent financial health, to our communications/meetings to the politicians, we have presence. We have credibility. We are relevant. We give voice to those who need it.

My deepest gratitude goes to Marlene Bristol, treasurer, Sheila Lacroix, legislation chair, Isobel Boyle, RD, ON West, Heather Foss, RD, ON South, Judy Gay, ON Huron, Patricia Joyce, RD, ON Central and Christine Tworo, RD, ON North. Their dedication, their 'can do' attitude, their many volunteer hours, and their unselfishness – always there to say yes – for the good of CFUW Ontario Council will be missed. I wish them every success in their future endeavours or in their well-deserved rest as they have completed their terms on the OC Board.

### **Special Projects/Communications**

A new website. An OC Facebook page. An OC Twitter account. We have moved into the 21st century for communication. Our "Dates and Data" took on a new look. We expanded our subscription list. We are out there reporting on the issues that matter most to women and girls. We give voice to those who don't have one. Our strength will always be in our numbers and our ability to communicate widely. The challenge of course is to keep all of our members informed with up to date and accurate information. This can be challenging in a 7/24 news cycle society; however, we have endeavoured to keep you abreast of news and events. It was gratifying for us when clubs submitted their events/activities for publication in Dates and Data or on our Facebook page or through our Twitter hashtag.

Congratulations to the clubs who launched new websites, Facebook pages, and newsletters!

I was particularly impressed with the many club newsletters sent to me. OC clubs do an amazing amount of good work; the number of partnerships in the communities definitely raise the CFUW profile. Congratulations!

### **Special Projects/Governance**

A review of our OC Constitution and By Laws is underway. As with any club, risk management includes an up to date governing document. Though we had hoped to have the new draft document completed for your review and approval this AGM, it was not to be, as we waited for the new Not for Profit Corporations Act. The work continues.

### **Advocacy**

Our advocacy program continued to be the cornerstone of our core business. Members of the OC Advocacy Advisory committee are: Anne Cordon, chair, Status of Women and Human Rights (CFUW Peterborough); Sheila Lacroix, chair, legislation, (CFUW Leaside-East York); Kathy Wosnick, chair, education (CFUW Vaughn); Carolyn Day, Advisor, Environment/Water issues

(CFUW Southport); Margaret McGovern, advisor, early learning and child care (CFUW Toronto Caucus); Lori Ker, poverty, (CFUW Orangeville), under the leadership of Teri Shaw, Advocacy Coordinator. Our accomplishments and activities are very well documented by Teri, Sheila, Anne and Kathy. A very special thank you to all the members of the Advisory Committee!

### **Speakers Series and Workshops.**

Yes, the name change, to accurately reflect what we offer to our members and guests. As with any change, it had to 'resonate' with ourselves and then to our members! We continued to offer our members the ability to interact with the 'speakers/experts in the know'. The speakers program and afternoon workshops afford participants the opportunity to be educated, to participate in discussion groups, to ask questions, and to take back ideas to their home clubs. We were pleased with the program attendance in September, January and March!

We decided to have one theme for the 2017-2018 program: Election Readiness, with each program offering a variation on this theme. It was considered successful, giving the feedback from the attendees. From the politicians, to the partnership with YWCA to the journalists, we were educated. We were enlightened. We were engaged.

As for the facilities issues, I wish to again recognize and thank Lori Ker, OC Secretary, for handling the administrative aspects with the Yorkminster Park Baptist Church and many last minute administrative details! The OC Board members also appreciated her business dealings for our meeting sites and accommodations. The remaining OC Board members were readily available to assist our treasurer Marlene Bristol, welcome members, set up the rooms, etc. I am incredibly grateful to all OC Board members to ensure a great day for you!

### **Special Projects/Club Recognition**

We are pleased to announce the expansion and name change of our awards program to include the myriad of club activities. The Ontario Council Recognition Awards Program will recognize clubs for a wide range of activities: Education, Lifelong Learning, Fundraising, Scholarships, Fellowship Successes, Advocacy, and Community Involvement.

### **Club Visits/Gatherings/AGMS**

Traveling to the club gatherings gave me the opportunity to meet many OC members:

- CFUW Haliburton Highlands co-presidents held a lovely Friday evening reception for attendees. The club members were encouraged and engaged with a full day of advocacy topics, procedures, and 'how to's' by Advocacy Coordinator Teri Shaw.
- CFUW Owen Sound and Area hosted the Huron Fall Gathering featuring Helen Penfold, a former member of Owen Sound and an eloquent speaker on the topic of "Success is Just the Beginning." I also presented the topic, "A Journey of Successes," featuring CFUW's successes: internationally, nationally, provincially and locally.

- CFUW Orangeville Executive retreat and presented, “CFUW and Our Relevancy in the 21st Century.” The Orangeville ladies not only planned their program year and set goals during the retreat, they took time out to have fun – especially with Eleanor’s creative songwriting skills!
- CFUW Georgetown’s “Greening of Guelph,” a beautification and dedication ceremony, attended by many of the town’s dignitaries and representatives from the local Indigenous community.
- Ontario Central’s “Talk It Out” Presidents were asked to bring their strategic or marketing plans; advocacy, membership and community partnerships were also topics for the half day program. An added feature was for the club treasurers – to talk about fundraising ideas.
- UWC Toronto: International Women’s Day luncheon at the Faculty House at the University of Toronto. The well-attended session featured Jodie-Lynn Waddilove, Indigenous attorney and advocate for Indigenous women.
- CFUW Ajax-Pickering asked me to speak on UN CSW62 to the club members.
- CFUW Kincardine asked me to deliver “A Journey of Successes” to the club members.

I hope everyone will consider attending a Fall Gathering in 2018! CFUW Windsor and Ontario Central are scheduled to promote education, friendship and connections.

### **Administration**

I wear two hats: president of CFUW Ontario Council and vice president for Ontario, on the national board. Therefore, being organized and relying on the talents of my Board members has been essential. Planning agendas, conducting meetings (website, finance, Board meetings), answering queries (especially those insurance questions!), writing president’s messages for Dates and Data, and answering emails are just a few of the job responsibilities. Respectful communication has been very much appreciated.

### **National**

My second hat is that of vice president, Ontario. Since the AGM in Richmond, B.C., I prepared for and actively participated:

- National Board Meetings: at least 10 and authored several motions
- Advocacy Committee: three meetings
- Board Structure and Governance Committee: five meetings
- Governance Committee: two meetings. Our main objective is to update both Volumes 1 and 2 of the Administration Manuals – both policy and procedures and board governance. From a governance perspective, our committee work has to be in compliance with the legislation and our Articles and Bylaws. We launched the new Code of Ethical Behaviour policy at the AGM and presented to the RDs in a teleconference to instruct all their club presidents.

I was very pleased and proud to again be one of the delegates for CFUW at the United Nations Commission of the Status of Women Conference in New York with many women from all over the world and speak to several experts in the fields of women's rights, rural women's issues, leadership in politics, etc. CFUW continues to connect globally and be recognized for our efforts. For the second year in a row our oral statement was selected to be read in the General Assembly – equivalent to winning of the Academy Award. CFUW members, be proud!

### **OC AGM LAC**

It has been a pleasure working with the Local Arrangements Committee (LAC) ladies from CFUW Ajax/Pickering and CFUW Oshawa and District in arranging and hosting the 2018 OC AGM! Regional Director Patricia Joyce has been the lead in assisting the LAC with information and support, serving as the OC Board's representative. The purpose of the AGM is to: 1. to transact the business of CFUW Ontario Council (CFUW OC); 2. to encourage the exchange of information among members and Clubs; 3. to further the aims of CFUW; and 4. to encourage friendship among members. We hope you enjoy the conference, with the emphasis on STEM!

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## **Kathryn Wilkinson**

### **VP Education**

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Chair: Education Committee; National Study Groups; Human Resources Committee,

Member: Advocacy Committee

Trustee – CFUW Charitable Trust

Education has been at the basis of CFUW and what it represents from the very beginning. Through our scholarships and fellowship programs we offer financial support to women and girls; we advocate for educational issues; we are a lifelong learning organisation.

### **Profile:**

- Delegate at UNCSW62
  - Met with representative of Better Childcare Coalition and discussed possible joint Childcare Campaign – see advocacy below.
  - Wrote blog entry about 1200+ - a documentary on Canada's murdered and missing women.
- Continued to post to social media
- Improved Education presence on the CFUW website – in the past, it has been difficult to find educational links and resources on the website and there was no easily navigable route. There are now three ways to access education:
  - Members Tools and Resources
  - Advocacy and Resolutions – National Initiatives – Early Learning and Childcare; Indigenous Peoples
  - Advocacy and Resolutions – Issues

- November 2017 was the Education Edition of the Communicator – I coordinated with contributors and also wrote articles on: Canada’s Indigenous People (CFUW’s third national initiative), MOOCs – Massive Open Online Courses and, finally, Early Learning and Childcare – another of the national initiatives.
- Contributed articles: Charitable Trust, International Day of the Girl Child, FGM, Access to Sanitation for various CFUW publications.

### **Sustainability:**

- At the 2017 AGM, Canada’s Indigenous Peoples was adopted as a third national initiative.
  - The initiative was communicated to the Clubs and highlighted during the year in the Week in Action.
  - The Aboriginal Study Group researched resources that are located on the website and I worked with the Chair of Education for Ontario Council, a First Nations member and the NFB to construct a film series that can be accessed by individual members and Clubs.
  - In February, a webinar was offered to members: ‘150 Acts of Reconciliation – Ways to Engage in Path towards Reconciliation’.
- I continue to attend the monthly meetings of the Toronto Caucus which is very active in its advocacy for early learning and childcare. In September, I joined the caucus in meeting with the Assistant Deputy Minister and staff at the Ontario Ministry of Education – Early Years and Childcare Division.

### **Membership:**

- The National Study Groups continue to develop and offer opportunities for lifelong learning and advocacy. The groups meet by teleconference three times a year and share projects and ideas.
  - This year, we explored the concept of MOOCs (massive open on-line courses). In the fall 2017, a small group of CFUW participants joined a course on Violence Against hosted by the University of Strathclyde, Scotland. In February 2018, some members registered for a course on Canada’s Aboriginal People hosted by the University of Alberta. The MOOC Study Group continues to look for courses that align with CFUW’s priorities.
  - Very shortly, CFUW will be releasing a report on ‘Women in Universities’. This is an exciting project and is under the direction of the Chair of the Women in University Study Group. In 1992, CFUW released the report on “Women In Universities: A Survey of the Status of Female Faculty and Students at Canadian Universities”. The report focused on investigating discrimination against women in academia. The 2018 report looks at the changes that have, or have not, happened in the past 25 years.
  - Violence on Campus is another study group that is close to publishing its report.

As these projects near completion, I hope that other projects and study groups will develop. Members of the Study Group have expressed, among other things, interest in child poverty, STEM, water and environmental issues.

### Advocacy:

- At CSW62 met with Childcare Coalition to discuss a joint advocacy campaign – Grandmothers for Childcare. Follow-up discussion has happened with Genevieve, Advocacy Coordinator at National Office and CFUW will be spearheading the campaign. This project will continue over the summer under the direction of Genevieve with the assistance of a CFUW intern. Background materials, an updated brief and a designated webpage are being prepared. Preparation for the campaign will be a focus of CFUW advocacy work this summer.
- Webinar on ‘150 Steps to Truth and Reconciliation’ facilitated by an associate professor and a PhD student from University of Alberta. The response to the webinar was positive and afterwards a number of Club members enrolled in a MOOC on Canada’s Aboriginal Peoples offered through the University of Alberta, The Steps to Reconciliation have been shared in the Week in Action.

### Scholarships and fellowships:

- Charitable Trust (CT) – Trustee. I attend meetings of the Charitable Trust and communicate with the other Trustees with regard to CT issues.
  - In April 2018, I attended the annual selection meeting of the Fellowship’s Committee. This year was the first time that CFUW used an on-line application service and I was able to be part of the session by the on-line company representative.
  - In the fall of 2017, trustees of the CT agreed to contact all Clubs across the country with a survey about their awards programs. As they are returned, the surveys come to me and I am maintaining a data base and have begun to compile the results into a report. To date, completed surveys have been returned by 75 out of 103 Clubs. The aim is to create a full picture of activity across the country and to use the results to direct future action by the CT.
- Board Liaison for the Library and Creative Arts Committee:
  - 2018 is the year for the Library Award. The committee was delighted to receive a record number of 11 applications from across the country. The selected winner is Callander, nominated by the North Bay Club, for a project working with all ages from pre-school to high school to improve literacy and numeracy. There is a lot of work involved for a Club supporting an application and beginning in June 2017, Clubs that nominate a applicant are recognized by National with a certificate.

### Other:

- Chair Human Resources Committee
  - Chaired meetings, kept minutes, responded to issues as they arise.

- With the committee, revised the ‘Respectful Behavior Policy’.
- Co-chaired committee to write CFUW Code of Ethical Behaviour”
- Attended meetings of Ontario Council Standing Committee on Education and Ontario Council AGM.

## Regional Directors

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### Barbara DuMoulin RD Vancouver Island

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#### Membership:

- Once again, I discussed membership, both difficulties and successes, with clubs at the fall regional gathering as well as during the February teleconference. Most clubs are seeing a slight increase in membership while others are declining. Comox Valley has decided to dissolve. The primary problems are health issues and succession.
- I continued to be a part of the national membership committee looking at ways to support growth.

#### Advocacy:

- 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.
- Encouraged club participation in BC Council action plans. There is considerable interest in childcare, restorative justice & reconciliation, aging out of foster care as well as homelessness and violence against women.
- Encouraged clubs to share National Club Action notices with members.

#### Scholarship/Fellowships:

- All clubs have scholarship/bursary programs. Amounts raised and given out have either remained the same as last year or increased. Victoria club created five new awards.
- Encouraged international programs. Several members expressed interest in the Rwanda initiative to support women becoming teachers. Salt Spring Island club is still partnering with Commonwealth Girls Education Fund in sponsoring secondary education for young girls.

#### Sustainability:

- This is a significant problem.... finding members who are willing to take on executive roles is an issue for all clubs but is at a critical situation for one club. I discussed alternate strategies for involving members in committees in lieu of traditional President/Vice President roles.

- Encouraged participation in teleconferences and for those unable to participate to email an update on what is happening in their own club to the other Vancouver Island Clubs.
- Several clubs on the Island have participated in the special events of other clubs.
- Excellent turnout by clubs in this region at the BC Council AGM as well as interest in being on the BC Council Executive.
- Encouraged participation at the provincial and national level- articles and photos to *For the Record and the Communicator*.

### **CFUW profile:**

- The Vancouver Island Clubs have had great success in partnering with other organizations and in publicizing their events and the work they do in local media. Of special note is the Victoria Club, which set up a table at the Victoria Women's Expo this year. They had several enquires and new members as a result.
- Social media: Four clubs use Facebook.

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## **Beryl Matthewson**

### **RD British Columbia West**

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There are 11 clubs in the B.C. West region. I have managed to visit most over the two year term. 2017 was a busy year with the CFUW AGM held in Richmond. This club also held a Tea to celebrate its 50<sup>th</sup> Anniversary in September. Many new and former members attended the event and I was happy to join the festivities. In November I took the ferry ride to the Sunshine Coast to meet with President Unni Claridge and other club members. The morning program featured two interesting speakers on local programs. One, 'Success By 6' is a well-established early learning initiative. After an enjoyable lunch I left the sunny coast for the mainland's monsoons.

I spent Christmas with family in -23 degree Calgary and then before leaving for a January holiday in India visited the North Vancouver club. President Barb MacLellan had also invited Marlene Adam from the University Women's Club of Vancouver to speak about the progress we have made addressing the problems in encouraging local police departments to enforce the 2014 Bill # C-36, 'Protection of Communities and Exploited Persons Act'. North Vancouver resident Cathy Peters also spoke on internet pornography and sex trafficking, what a Canada with legalized Prostitution would look like. I attended the Abbotsford club's "International Women's

Day luncheon with speaker Daphne Braham and heard about all their work this past year. The Richmond club has invited me to attend a new members Tea on March 25<sup>th</sup> where I look forward to telling all about CFUW and the work of BC West clubs.

The New Westminster club is in a crisis for new membership, with those still active also members of other clubs. North Vancouver is hosting the BC Council AGM in April, so I look forward to getting together for lunch with other delegates from BC West.

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### **Maureen Fotos**

### **RD BC Interior**

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#### **Membership**

- All clubs focused on membership plans by having open houses, interesting programs and varied interest groups to appeal to both older and younger potential members.
- I investigated an opportunity to start a club on Haida Gwaii. This has been tabled until later in 2018 due to weather and travel restrictions. The plan to start a club in Quesnel did not work out as Cranbrook's former president did not live there long enough to get that going. Nelson has worked with a group of younger women with a view to appealing to them with more convenient meeting times, and interest groups.

#### **Advocacy**

- Encouraged clubs to continue to participate in the "Aging Out of Foster Care" issue. Prince George has had a tour of the Foundry – a new support for adolescents who are aging out of foster care. As well a speaker from the Foundry came to do a program for the Prince George Club, as many members are still not aware of the medical and counselling support young adults receive there.
- Encouraged clubs to continue to work on advocacy issues that are of particular interest to them. Members from several clubs participated in the "Darkest Night walk" The Prince George club is collecting information from the RCMP regarding their work locally in implementing the "Protection of Communities and Exploited Persons Act." One of Prince George's program presenters, Sue Trubant, is the breakfast keynote speaker at the BC AGM, with the topic "Looking at a Gender Equity Secondary School Program". The Nelson Club is making a presentation on Sunday morning at the BC AGM regarding the club's interest in supporting the women survivors from Bountiful (the polygamous community near them) and to inform CFUW about the work that these survivors are attempting to do.
- Assist clubs with resolutions information if required. Nelson is submitting a resolution to the AGM in June regarding education to serve as a vehicle for social justice for vulnerable children living in closed religious communities.

#### **Scholarships/fellowships**

- Encourage follow-up with scholarship winners, report on their progress, and invite them to a meeting to share their experiences. Nelson and Prince George have had scholarship

winners at their meetings. Funds from the sale of “Street Names of Prince George, Our History” are totally for scholarships.

- Explore alternate methods of support such as grants and bursaries for the increasing number of women in trades.

### **Sustainability**

- Encourage clubs to make specific goals and give them support to reach them
- Encourage clubs to raise their profiles within their communities – publicity where possible for interesting activities they undertake. The publishing of “Street Names of Prince George, Our History” has definitely raised the club’s community profile. Vernon has an ecological home tour, Nelson is working with the women in Bountiful – a polygamous community near them.
- Suggest interacting with other like-minded clubs in the community to raise their participation in Community events. The Prince George club is working with some women at UNBC with this in mind.

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## **Dale Wilkie**

### **RD Alberta**

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#### **Advocacy**

- No province-wide advocacy projects and/or issues have evolved. However, all five clubs have continued or initiated activities in collaboration with other service, non-government organizations and community support groups. Specific details about these actions are available in the individual club Annual Reports distributed at the Alberta Council AGM, held April 27 and 28 in Sherwood Park, Alberta.
- Just last Tuesday, May 8, I was at the annual SAGE Awards luncheon, at the same table as two other nominees, Richard Tansey, head of an NGO that is fund-raising and developing housing for homeless and low-income Seniors and the past President of a group dealing with women victims of domestic abuse in St. Albert. Both these organizations would be willing to speak to our Edmonton club and I think partnership with them would enable our CFUW club to realize immediate results of investment of energy and financial supports.

#### **Scholarships**

- \$6,000 of Alberta Council funds have been dispersed in three equal \$2,000 amounts to the University of Calgary, the University of Lethbridge and the Academic Awards Fund of CFUW Edmonton. These scholarships will be awarded in 2019, in the name of Alberta Council, CFUW, to recognize the 19 CFUW Centenary. The two Calgary Clubs have a representative, Dr. Madeline Kalbach, on the U. Of Calgary Scholarship Committee who will ask that preference be given to a female Indigenous graduate student. CFUW

Lethbridge also works with their university's administration in awarding scholarships and bursaries. Because CFUW Edmonton has a separate Academic Awards Fund, it will be administering the application and award by having two members from the Strathcona Club and two from CFUW Edmonton receive applications and choose the recipient. The Native Studies Department of the U. of Alberta will solicit applications, with preference given to female Indigenous students. University policy may prevent exclusion of male applicants.

### **Sustainability:**

- Edmonton, Strathcona and Lethbridge have all had new members join each year of the past three, although all have also lost members through deaths or moves. Therefore, membership numbers are holding. Calgary and Calgary North have experienced some decline. This is in spite of vigorous promotion of their programs and publicizing of all appropriate events for public attendance. Personally, I remain concerned about our difficulty in making continuing membership appealing to aging members who lack mobility or energy to participate at their previous levels of activity.

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## **Margaret Hendry RD Saskatchewan**

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### **Membership**

- The main emphasis seems to be in maintaining membership. Although there have been a few gains they are often countered by the loss from members relocating and passing away. CFUW Yorkton has in particular had problems since membership interest seems to be on hold and maintaining traditional structure of the club is very difficult. Progress with the recreation of CFUW Regina seems to have stalled. There is a small group who met and tried to maintain activities but not all were interested in becoming MALs and no further progress has been made.

### **Public Profile**

- Our two smaller clubs continue to get local media attention that the larger centres cannot buy. However an increase in the use of social media is making a difference. We once again celebrated CFUW Day in the province on September 14. We were very pleased with the appointment of a new executive director for the Saskatchewan Status of Women Office after a gap of six months. The provincial grant to organizations to celebrate International Women's Day was again available and increased.

### **Advocacy**

- Clubs continued to partner with other community organizations to advocate on local issues in their programming and where possible throughout the year. At the September

2017 Prairie Gathering there was strong support for a Prairie Initiative that would see cooperation on projects by clubs and provinces. Club representatives joined in conference calls to work out a plan. This has resulted in a proposal to support a number of projects to support women and families in abusive situations. I hope this leads to follow through on these ideas.

### **Scholarships/Fellowships**

- Fundraising for scholarships for women students continues for all clubs. CFUW is planning to award a 100<sup>th</sup> Anniversary Scholarship to celebrate the club's 100 birthday at the end of their centennial year. Scholarships and bursaries continue to be more diverse. These awards continue to remind the community of our support and work for women.

### **Sustainability**

- Clubs have appreciated the more streamlined communications from the national office and that they receive them directly. Members were less than enthusiastic at receiving direct emails preferring to have the news reported within the club. In direct communication with clubs and members throughout Saskatchewan I continue to be optimistic but the continuing problems facing the Yorkton club and the disappointing reports from Regina mean we have work to do. CFUW Regina celebrated 100 years in 2015 and folded in 2017. Yorkton and Prince Albert and now Saskatoon have celebrated significant milestones and we are proud of what we have achieved but the feeling that we have to work harder to survive is strong and unfortunately can limit progress. We continue to be hopeful.

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## **Patricia Elliot RD Manitoba**

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Manitoba Council held its Annual General Meeting on May 5<sup>th</sup>, 2018 in a private home in Portage la Prairie. Ten members attended from Portage CFUW and five from the University Women's Club of Winnipeg. We were pleased that our VP Prairies, Bilkies Mcken, was able to join us. We heard reports from the Council Treasurer, the President of the Portage Club, and from several members of the Winnipeg Club. Particularly important was the report from Sandra Mullen, Chair of the Local Arrangements Committee, on evolving plans for the CFUW Centennial AGM to be held in Winnipeg in August 2019. After a delicious lunch we had a talk from members of the Manitoba Farm Women's Organization.

### **Membership**

- Both of our clubs are suffering from declining membership. Portage now has 13 members (down one) and the UWC has lost 25 members in the last year. Last June we had 138 members and now just 113. Several members have died, others have moved away, and others have

decided not to renew for various reasons. Perhaps after enjoying the benefits of a sliding scale of membership fees for two years, people object to paying the full fee of \$437.00 in the third year. We still have many lively interest groups, interesting speakers at lunches and dinners, and popular 6-week courses on literature, history, and current events. Increasing membership is an ongoing challenge.

### **Public Profile**

- CFUW Portage la Prairie engages in its community by selling tickets to a 50-50 raffle whose proceeds go to a bursary for a student at the Portage Collegiate Institute. The UWC of Winnipeg offers lecture courses which are open to the public, holds a very popular Christmas Market every November (also open to the public), and has hosted several jazz and folksong evenings at the Ralph Connor House. Several times a year volunteers from the Winnipeg club host a program for fifth and sixth graders on the Changing Roles of Women during the Great War. In past years the UWC has hosted a lunch at the St. Charles Country Club; this year it was decided that volunteers were not up to the amount of work involved in organizing the lunch. Members have attended various other meetings and events of other organizations.

### **Advocacy**

- The Current Issues and Actions Committee of the UWC reviews the proposed CFUW resolutions each year and makes recommendations to the general membership on how our AGM delegates should vote on these resolutions. Recently the UWC is becoming involved in issues involving indigenous women.

### **Scholarship**

- As noted above the Portage la Prairie CFUW raises money for a bursary every year. The Scholarship Committee of the UWCW offers 26 scholarships every year to students of several post-secondary institutions in Winnipeg.

### **Sustainability**

Members of both Manitoba CFUW groups continue to seek ways to encourage women to join our clubs, and to offer them stimulating activities and opportunities to serve their clubs and their communities.

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## **Christine Tworo**

### **RD Ontario North**

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#### **Membership:**

- I requested membership numbers of each club in the region and congratulated those that increased their numbers!
- I encouraged clubs to send members to the Ontario North Fall Gathering and the Ontario Council (OC) AGM as well as the OC Speaker Series

- I promoted the idea of starting CFUW clubs in some of the other larger centers in the north, such as Sault Ste Marie and Timmins at the Ontario North Fall Gathering but came up with few leads unfortunately

### **CFUW Profile:**

- Encouraged all Ontario North clubs to submit something for the OC Recognition Awards
- Contacted all Ontario North clubs to find out what they do in the community around the holidays and shared that information with Dates and Data
- Took pictures at the OC Speaker Series and the OC AGM and created picture collages for use in Dates & Data
- Continued to encourage the two clubs in Ontario North to develop a website and happy to report one of them will be launching theirs this May!

### **Advocacy:**

- I encouraged attendance of Clubs at OC Speaker Series and now some of the clubs are regularly sending a car full!
- Assisted with the planning of the Ontario North Fall Gathering where the theme was "What's your issue". The day was devoted to advocacy (thank you Teri)! 6 clubs were in attendance.
- Encouraged clubs to apply for OC Recognition awards.

### **Scholarship/Fellowship:**

- I attended the year-end dinner in North Bay last June and ended up being their speaker, when the intended speaker was unable to attend
- I arranged to have lunch with the "Ontario North" attendees at the OC Speaker Series
- I sent out Holiday Cards and kept in touch with the clubs, as well as visited 4 out of the 6 clubs and will be flying to Thunder Bay for their AGM at the end of May
- Acted as past president of CFUW Sudbury and am playing a key role in their fundraiser on June 13, 2018 (23<sup>rd</sup> Annual Celebrate Women event with Dr. Danielle Martin)
- Also responded to any emails from the various club presidents asking for clarification or further information on various topics, or found someone who could answer their questions!

### **Sustainability:**

- I encouraged clubs to send me their newsletters and I read all that I received and followed up with an email or phone call afterwards.
- On several occasions I called each of the club presidents to get an update as to how things were going in their clubs.
- I passed along any emails or documents sent out by the National Board or VP-Ontario that were requested to go out to the club presidents and did any follow up as requested.
- I also joined the national finance committee and participated in their monthly teleconferences
- I also participated in the RD teleconferences when available

- I also sold CFUW Merchandise at the January and March OC Speaker Series and also sold merchandise at a CFUW Sudbury and CFUW Orillia meeting and will be selling merchandise at the OC AGM in Oshawa

The year did have some personal challenges. I had minor surgery in the fall and was unable to do much for about 6 weeks. Both of my husband's parents passed away this past year, one expectedly, and one not, so that was very trying emotionally as I was very close to them. On a positive note, I was able to visit more of the Ontario North clubs this year and was very pleased with the participation in the Ontario North Fall Gathering in Haliburton. The Haliburton LAC did a great job and the event was well organized. I am also very pleased that more women from the Ontario North clubs are attending the OC Speaker Series and membership numbers overall have increased by 5% in the North!

In closing I have really enjoyed my time as Regional Director and really want to thank the wonderful women I have worked with both on the Ontario Council Board level and all the Club Presidents in the North. I also want to thank Haliburton for all their efforts in planning and executing the Ontario North Fall Gathering. It has been a pleasure to serve and I have made some good friends along the way. What a wonderful organization we have! 99 years and still going strong... It must be the power of women working together! ☺

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### **Isobel Boyle** **RD Ontario West**

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I assumed the regional Director position in September 2017, when Cheryl Ambrose moved to VP Advocacy.

#### **Membership**

- Ontario West membership is up by 3 members over last year with 3 clubs increasing membership, 4 clubs decreasing membership and 2 clubs remaining the same. Total membership is 656 members.
- St Thomas is to be commended for attracting younger members and Guelph again has student members
- Of concern is the possibility of losing the small club of Chatham-Kent. This club now has only 14 members and is struggling to keep up with issues, membership and meetings.
- I sit on my clubs membership committee –a local library display received many positive comments as well as bringing in one new member. New members are surveyed each Spring. I have shared these activities as I have visited clubs in the region.
- CFUW Windsor will host 2018 Fall gathering and I have been promoting this event among the Regional clubs

#### **CFUW Public Profile**

- To date I have visited 7 of the 9 clubs with plans to visit the final 2 clubs in May and June bringing greetings from both National and Ontario Council.

- Throughout the year I have supported clubs by forwarding specific communications and sending some general updates and reminders as well as responding to specific questions
- I have tried to fairly respond to concern regarding our membership in GWI, and potential increase in fees
- I have attended all ON Council, Board meetings and Speaker Series. I found these a good opportunity to connect with club members in my region. I have collected Proxy votes to be taken to On Council AGM.
- I have reviewed both ON Council and National Resolutions connecting ON Council Legislative Chair with a Guelph CFUW expert in Housing
- I belong to the Women in Universities Working group and in addition to facilitating the collection of data locally I have reviewed various drafts of the report.
- I participated on CFUW Milton and District 's panel for International Women's
- I attended Cambridge's annual IWD breakfast fundraiser in support of scholarships
- I will be presenting on partnerships at the upcoming On Council AGM
- Additionally I have been very active in two of Guelph's Advocacy projects –ongoing Bridges out of Poverty partnership and our Women and Politics project which culminated in running a local Women's campaign School. Both of the projects have involved many local partnerships thus increasing CFUW's profile in the community.

### Advocacy

- As I have met with clubs as well as learning of their activities I have attempted to share different initiatives that are happening throughout the region as well as linking with National and ON Council initiatives
- Many clubs in the region have ongoing advocacy initiatives. These are highlights **only**
  - Guelph – Poverty and Women and Politics
  - KW – Clothes Closet
  - Cambridge –Letters to MP/MPP
  - Stratford –Transportation and reduction in use of plastic water bottles
  - London –support a local lunch and read program
  - St Thomas – supporting the Women's shelter and a unique fundraiser project to support a local conservation area
  - Sarnia – Human Trafficking
  - Chatham/Kent – Back to School Knapsacks
  - Windsor – Tea with the Arts

### Scholarships

- This is a main focus of many clubs with varied ways of fundraising. Scholarships are awarded at many different levels from high school student to post graduate students. There are bursaries available to Indigenous students as well as those in poverty
- KW is to be commended on their Annual Book sale in support of Scholarships
- Most clubs are supporting the 100<sup>th</sup> Anniversary scholarship initiative either by providing their own unique scholarship or contributing to the National scholarship

### **Sustainability**

- Visits and communications to clubs as described above
- Reminded clubs of various events
- Encouraged clubs on a one on one basis to submit indicatives for publication in Dates and Data, or for an Ontario Council Award as well as National recognition
- Encouraged clubs to communicate with each other

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## **Judy Gay**

### **RD Ontario Huron**

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#### **Ontario Huron visits:**

- Owen Sound;
  - AGM in June
  - Meet and Greet for new members
  - One monthly meeting (travelling abroad)
  - CFUW Fall Festival, CFUW, O.S. - brought greetings
- Orangeville - attended one meeting
- Southport - attended one meeting
- R.D. Teleconferences, participated.

#### **Activities**

- Rewrote R.D. Guide with Pat Joyce
- Member of Resolutions Committee
  - Participated in teleconference calls
- Member of Governance and Board Structure Comm.
  - Participated in teleconference calls
  - Read all material forwarded plus other material
- Member of Steering Comm. with Maadookii
  - Attended meetings, resigned in December
- Ran O.S. Marathon Bridge and played bridge

#### **Information and Communication**

- Relayed, by email, information from National
- Relayed, by email, information from O.C.
- When physically possible I spoke about national
- issues such as Resolutions, the membership fees.
- Reported on the O.C. AGM (was in attendance)
- Reported on the National AGM (was in attendance)

#### **Ontario Council**

- Attended the AGM
- Attended one meeting

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## Mary Partington

### RD Ontario East

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#### Membership

- Membership numbers are fairly stable across the clubs, with most being a little down, and Perth being a little up. Each club is aware of the need of new members - the drive seems to focus on one-on-one invitations to meetings. The focus is on women approaching retirement, or already retired. Peterborough has plans to set up a CFUW booth at a local giant garage sale to attract new members.

#### Advocacy

- Every club is doing exemplary work in their communities supporting the lives of women and girls.
- Nepean - has focused on Cornerstone, housing for homeless women, the Barrhaven Food Cupboard and Interval House.
- Kanata - supports Chrysalis House, for women escaping abuse
- Belleville - set up workshops under the heading 'Empowering Young Women': looking at mental illness, homelessness and school concerns.
- Ottawa - is working on Women in Poverty, supports the Elizabeth Fry Society, the Hippy Project, helping young children in immigrant families, Exploring Indigenous Education and University Women Helping Afghan Women by providing scholarships to Gawharshad University in Kabul, Afghanistan.
- Perth - the Solar Lamp Project, for women and girls in Ethiopia, a joint project with Lanark County on Truth and Reconciliation, and Awareness with a joint Blanket Ceremony.
- Renfrew - Seniors Home Support, Bernadette McCann House for abused women and provides volunteers for many local causes.
- Kingston - donations to Interval House and the Children's Aid
- Peterborough - supports YES, Youth Emergency Services with gift cards for the kids, School for Young Mums by cooking lunch once a week, sponsoring an indie film at the Reframe Film Festival, learning to recognize and what to say re Human Trafficking, support for the New Canadian Centre and Syrian refugees - invitation to meetings, teaching sewing and English language.
- Cornwall - supports Baldwin House, the local women's shelter and the Children's Treatment Centre.

#### Profile

- Active Facebook pages are adding to the profile of many CFUW clubs in the region. Booths at local events are another way clubs are putting CFUW in front of the public. Partnering with other community groups adds to the profile of CFUW.

### **Sustainability**

- Some of our clubs, notably Belleville and Ottawa, have found that their Boards of Directors have stepped into the breach to support gaps in their leadership roles.
- Encouraging leaders to share roles avoids concerns by those who plan to be away for parts of the year. Kanata has established a leadership award to encourage members to join the executive. Belleville has rejuvenated a social action group called Club Vision for Action, and sponsors a family concert in March Break at the local library in conjunction with other community groups. Partnering with other community groups doing worthwhile projects is seen as useful to our aims and aids in our visibility.

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### **Pat Joyce**

#### **RD Ontario Central**

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##### **Membership:**

- Served on the National Membership Committee: calculated Awards with P. Duval
- Provided a chaired membership Table at Talk It Out Oct. 28 for Clubs to share ideas. Report sent to Presidents
- Collected National awards for Markham and Toronto. Presented Markham's
- Reported membership numbers at Ontario Council in Jan.

##### **Public Profile:**

- In Oct. attended Canadian Council of Muslim Women with 3 of the Ontario C. Clubs
- Gave a talk to CFUW Barrie on CFUW structure in Sept.
- All 13 Clubs now have a pull up banner
- Clubs have been encouraged to share successes—Dec. for Dates and Data May Communicator
- Read Club newsletters and acknowledged receipt of same
- Shared my Action Plan and Report with Clubs

##### **Advocacy:**

- Provided chaired Advocacy table for clubs to share ideas. Report sent to Presidents.
- Promoted application Ontario Council Awards
- Reminded Clubs of resolutions to be voted on at National and OC.
- Provided a summary of Respectful Treatment Policy to Presidents. Tracked receipt of .
- Served as Honorary Chair of IWD Committee. Introduced speaker on March 8. 8 Clubs involved

##### **Scholarship:**

- Attended events raising scholarship funds: Etobicoke, Aurora/Newmarket, Scarborough, Toronto
- Scarborough Donated \$2000 to 100 Anniversary Fund
- Attended Dec. 6 Lunch in support of National Polytechnic Scholarship

### Sustainability:

- Provided a Presidents/VP chaired discussion table at Talk It Out Oct. 28.
- Supported Ajax/Pickering and Oshawa and District as they hosted the Ont. Council AGM
- Revised the Regional Directors Manual with other RDS. Sent to National for approval.
- Filed the annual report for the Region for publication in OC Annual Report. Solicited input from Club Presidents.
- Answered Presidents questions promptly
- Secured a new Regional Director

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## Jane Cowell-Poitras

### RD Quebec English

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#### Membership

- The four English Clubs in Quebec have worked very hard on the question of membership in the 2017-18 year. I am happy to report that as a whole, our membership has remained relatively stable.

#### Public Profile

- The fact that three of our clubs celebrated major anniversaries this year enhanced our profile. UWCM celebrated 100 years of existence and the South Shore and Lakeshore Clubs each celebrated a Sixtieth Anniversary. All clubs are taking advantage of partnerships and work in their respective communities to raise their public personae. For example, for the second year in a row, the Montreal Lakeshore Club worked alongside the Kiwanis Club to provide snacks for volunteers when the Canadian Pacific Christmas train came through the area. The Montreal Club's *Olympes de la Parole* public speaking contest has garnered a great deal of interest in the local media..

#### Advocacy

- Our four clubs realize that advocacy is important - not only for its own sake - but also as a vehicle for attracting new and younger members who are anxious to take on a cause. The Montreal Club collected bras to support women entrepreneurs in Africa, The South Shore Club collected French books for Africa and the Lakeshore Club worked with local youth organizations to help young people transitioning out of care at age 18..

#### Scholarships

- Fundraising for scholarships is the backbone of our clubs. Thousands of dollars of scholarships is awarded annually across Québec.

### Sustainability

- All Clubs have updated Constitutions which reflect the new membership criteria.
- Three Clubs have recently done Strategic Plans
- All Clubs have been able to fill all Executive positions
- All Clubs have Interest Groups
- All Clubs have speakers at meetings, many open to the public

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## • Debbie Christiansen-Stowe

### • RD Quebec French

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- **MEMBERSHIP**
  - AFDU currently has 21 paid members
- **PROGRAM AND ACTIVITIES**
  - AFDU Québec, the only French language club in CFUW/FCFDU struggled again this year and did not hold any monthly meetings. Godelieve DeKoninck agreed to continue to chair the '*Conseil d'Administration*' and keep the title of club president for 2017-2018.
- **FUNDRAISING**
  - Fondation AFDU held its annual fundraising excursion on August 4, 2017, this year visiting Jardins Métis and the Bas St-Laurent region.
- **BURSARIES ISSUED BY FONDATION AFDU QUÉBEC**
  - Fondation AFDU Québec held their annual bursary evening on March 15, 2018 for students at Université Laval. The event provides excellent visibility for AFDU and CFUW/FCFDU within the community;
  - \$29,000 was awarded to deserving women from multiple faculties.
- **ADVOCACY**
  - AFDU does little advocacy outside of working to improve access to education programs in aboriginal communities.
- **LINKS WITH OTHER CFUW CLUBS**
  - Debbie Stowe attended the CFUW AGM in Richmond BC, carrying her vote and that of AFDU;
  - Godelieve DeKoninck and Debbie Stowe participated in the Québec Council AGM (Sherbrooke, April 2017);
  - AFDU hosted the Fall 2017 provincial council meeting at Université Laval on October 21, 2017.
- **VIABILITY**
  - AFDU held a meeting on May 6, 2018 to restructure its governing board;

- There is interest in starting a French language club in the Montérégie region on the South Shore of Montréal. The majority of members will be joint members of the South Shore University Women's Club (SSUWC).

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### **Eleanor Palmer**

#### **RD Nova Scotia**

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My 14-month term as RD Nova Scotia began in late April of 2017, the position having been left vacant when Janet Willwerth moved up to VP Atlantic. My first priority was to reach out to the Clubs - finding out what I could do to support them and ultimately preparing to represent four of the six Clubs at the AGM in Richmond, BC.

As an RD I was actively involved in the AGM. Following my return, I wrote and distributed a full report for all of our Nova Scotia Clubs – in particular for the Clubs I represented at the AGM.

At our fall CFUW Atlantic Regional Council meeting in Moncton, I was also able to engage with Nova Scotia Club members. I learned that none of the Atlantic Clubs had offered to host the 2018 fall ARC AGM and Conference. Shortly thereafter, I obtained the approval of CFUW Wolfville to host what will be the 30<sup>th</sup> ARC Conference in late September at the beautiful new L'Arche facility here in Wolfville.- an event which I am co-chairing.

Over the course of the year I have worked closely, mainly by phone and e-mail, with our Nova Scotia Clubs on a regular basis and also with our VP Atlantic. I particularly focused on membership, a more visible profile in our communities, scholarships (including those for CFUW's 100<sup>th</sup> Anniversary), and information on our way forward – our resolutions, respectful treatment, the electronic AGM and in particular the motions that are being presented at the 2018 AGM.

I have participated in the RD teleconferences. During the first teleconference in the fall, I once again brought forward (and circulated to the RD's) my idea of supporting the Charitable Trust when we want to recognize/thank someone. - a great way to support the Trust!

As part of our advocacy, all of our Nova Scotia Clubs have agreed to support the banning of plastics, particularly bags and straws, a topic raised by CFUW Dartmouth. Thus, I wrote a letter on their behalf to the Nova Scotia Minister of Environment and a copy to other officials.

Unfortunately, CFUW Truro has made a decision to close on June 09. Our VP Atlantic and I are supporting them during this time.

Good news! In the fall of 2017, CFUW Cape Breton celebrated its 50<sup>th</sup> anniversary with appropriate recognition. In September Wolfville will celebrate its 80<sup>th</sup> the Friday evening of the Conference and early in October CFUW Dartmouth its 70<sup>th</sup> - all positive events as we move forward.

## Barbara Clancy

### RD Newfoundland and Labrador

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#### MEMBERSHIP:

- CFUW Corner Brook: Membership is sustained at 9 members. The club takes every opportunity for member recruitment. The club has been having difficulties getting members together for meetings due to scheduling conflicts, poor health of members or members of their families, and weather conditions during the winter.
- CFUW St. John's: The club held a very successful membership drive in March. CFUW St John's has a total of 7 new members this year with a total of 118 members as of the date of this report.

#### 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. The book sale was held in a different venue this year and comments from customers were very positive. There will be substantial donations to wards scholarships and community support projects as a result of the successful book sale. CFUW Corner Brook did not hold its Speakers Series this year due to uncertainty about holding meetings. They are planning to start this very interesting program again in the fall. 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 2017 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 Avalon East 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 donates money for scholarships and bursaries at Memorial University of Newfoundland, The Marine Institute (a division of MUN) and the College of the North Atlantic, and makes donations to other education initiatives. ex. the Lanai Saba School in Nairobi, Kenya, where the club pays the tuition of 4 girls.

### **SUSTAINABILITY:**

CFUW St. John's will elect their executive for 2018 – 2019 at their annual meeting 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. They are looking forward to a better year in 2018 – 2019. Both clubs will have a representative at the electronic AGM in June.

As I am finished my term as RD NL after 4 years in the position, this is my final Annual Report.

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

- Member of CFUW St. John's
- Coordinator and member of the Ladies Who Lunch interest group, member of the Issues and Resolutions committee, and member of 3 book clubs, the Crafters interest group, and the Dining Out group.
- 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 with their president.
- Chair of the 2016 ARC Conference and AGM Steering Committee
- Chair of the national Regional Directors group
  - chaired 7 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 over 12 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 6 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
- Assisted the National President in organizing the CFUW workshops for the AGM 2016
- As RD Chair, attended monthly Board meetings as a guest via teleconference at the invitation of the National President. As a guest at these meetings, I can ask questions and make comments but cannot vote.
- Because of health issues, I was unable to travel to the national AGM in Vancouver in June 2017 and to the Atlantic Regional Council AGM and Conference in Moncton in October 2017.

## Committees

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### Barbara Clancy

#### Regional Directors Standing Committee

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At the CFUW AGM in June 2017, a motion was put forward that the Regional Directors group be added to the list of Standing Committees. The assembly agreed and voted to pass this motion and the RD group changed from a special committee to a Standing Committee.

The membership of this committee is composed of the eighteen (18) Regional Directors across the country: “one (1) from each of the provinces of Alberta, Saskatchewan, Manitoba, New Brunswick, Prince Edward Island, Nova Scotia and Newfoundland and Labrador; two (2) from the province of Quebec; three (3) from the province of British Columbia; and six (6) from the province of Ontario.” (RD Guide, v. 10).

The main purpose of the Regional Directors is to “promote the welfare and strength of existing Clubs, the organization and the development of new Clubs, and the participation of members of Clubs and Alumnae Associations in Provincial and Regional meetings”. (RD Guide, v. 10)

The RDs meet 2 – 3 times a year by teleconference and at the national AGM. These meetings are a combination of education and exchange of information between RDs. We have had 2 meetings this year through teleconferences with a third possibly planned for June before the 2018 AGM. At the first meeting our guest speaker was Sandy Thomson, VP Ontario and chair of the national Governance Committee. She spoke to us about the revised Respectful Treatment policy and updated procedures attached to that policy. There was an opportunity for a Q and A session after the presentation. Our second meeting featured a talk by Cheryl Ambrose, VP Advocacy. She spoke to us about on-going advocacy issues and plans for advocacy activity in the coming CFUW year. As with the first meeting, there was a Q and A session following the presentation.

Other components of our RD meetings are updates of information from National office, any tasks or actions to be undertaken by the RDs in their regions at the request of the National Board, and, most importantly, an opportunity to “Share the Good News” where we bring to the table information about the programs, projects, and successes that our clubs have enjoyed. We also share any problems or challenges and offer suggestions for possible solutions.

Further information about the roles and responsibilities of the RDs can be found in the RD Guide, v. 10 (May 2018) posted on the National website. Information about the activities of individual RDs can be found in their Annual Reports, also published on the National website.

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## Gail Crawford

### Library and Creative Arts Committee

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#### Membership:

- There are five members on this Committee. Three are located in Ontario, one in B.C. and one in Saskatchewan.

#### Cfuw Profile:

- This year's focus was the Library Award, originally established as a reading stimulation grant for young people which remains a main motivation. The award is open to applicants across Canada. We received a record eleven entries from six provinces: 2 from B.C., 2 from Alberta, 4 from Ontario, 1 from N.B. , 1 from N.S. and 1 from Newfoundland.

#### Advocacy:

- The Library award encourages organizations to consider the needs of the community and how each project or proposal meets those needs. Many applicants sought financial support for on-going programs for new Canadians and the purchase of reading materials in a variety of languages other than English. There were only two entries that were brand new initiatives.

#### Scholarships:

- This committee does not award scholarships although it does support early reading initiatives to assist youngsters to achieve an education that would allow them to apply for scholarships after high school. The amount of \$4,000 is clearly much sought after and this year we could have given out more awards as the field was so strong. The 2018 recipient will be Callender, nominated by the North Bay Club. Its application was well organized with a well thought out budget. Along with addressing math and literacy shortcomings for children between 3 and 14 years old, the library is increasing its attendance in all its programs. An interesting side note is that the pint-sized library will eventually be replaced by new quarters. This is clearly a committed library system with great potential.

#### Sustainability:

- The Library and Creative Arts awards are funded by the Charitable Trust and are given out biennially, alternating each year. The sustainability of the award amounts is dependent on the Charitable Trust's financial health. During the jurying process the sustainability of each project was taken into consideration. The libraries associated with all the entries proved themselves exemplary, innovative and devoted to their clientele.

## **Myra Willis**

### **Articles and Bylaws Committee**

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- Eleven motions to amend the CFUW Articles and Bylaws were duly received and approved to go forward to the membership for amendment. Twenty-seven proposed amendments to the amendments were duly received. Of the twenty-seven, seventeen were deemed in order and sent to the proposers for consideration.
- The motions will be presented in five groups for the assembly's consideration.
- Along with many questions about the process and the amendments themselves, this is an unprecedented number of proposed amendments to the amendments. We applaud the interest and work of the Clubs.
- Thank you to the Committee, Elizabeth Haynes, Joyce Noseworthy and Diane Salter for all their work this year.

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## **Teresa Habs**

### **Resolutions Committee Chair**

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As Chair of the CFUW Resolutions Committee 2017-2018, I wish to thank our President and staff at National Office for the support provided to our committee. I also wish to thank the 2017-2018 committee members for their support and diligence in working to present the current slate of resolutions for AGM 2018.

Our work as a committee since last AGM 2017 supports CFUW's five strategic aims re Memberships, Advocacy, Fellowships, Profile, and Sustainability in that all our activities are intended to promote and support members who are engaged in the work of CFUW concerning Advocacy through the resolutions process. These activities included:

- Working closely with Cheryl Ambrose, VP Advocacy.
- Reviewing the current Resolution Guidelines 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 2018.
- Planning required to ensure correct protocols for an electronic AGM 2018.

Over the years, we have learned that a strong belief in Advocacy is just one part of a lively member profile, but often the defining difference! We look forward to a great AGM 2018!

# NATIONAL OFFICE REPORT FOR 2017-2018

## 1. MEMBERSHIP

Statistics for 2017-2018:

Inquiries by members responded to	2,155
Certificates mailed	110
Club supplies	3,096
Saleable Items ordered	115
Issues of News and Updates	58
Business Cards mailed	180
Press Agency/Communicator	2 Press Agency; 2 Communicators

### Webinars

- Staff organized four webinars for the membership this year on FundScrip; 150 Acts of Reconciliation; Biteable and a webinar on Sponsorship. On average, 82% of the participants felt that the webinars met requirements.

### Organization of 2018 Virtual AGM

- In the year under review, staff began preparation to organize the 2018 Virtual AGM. This involved finding companies to host the webcast and to undertake the online voting; setting up a registration website through Eventbrite to track AGM participants and voting delegates as they sign up for the electronic AGM; creating the content for the Advisories; designing a CFUW Confirmation Receipt for National Board, RDs, and Past President Credentials Forms; preparing the content for the business and finance booklets and annual report.
- Staff managed the intake processing for Credentials Forms from voting delegates and generated Confirmation Receipts – created e-file folders for the documents.

### Club Websites

- Staff worked with CFUW Barrie and District on updating their website to a Wordpress site.

### Support to Clubs

- Prepared the 2017-2018 Directory and mailed it to members
- Sent out and collected voting authorization forms for the GWI vote and distributed results to members
- Researched and recommended best web platform to use for potential pilot crowd funding project, taking into consideration, costs, development time, and suitability for CFUW.
- Recorded club numbers and worked with Club treasurers to access and update the online database.
- Collected and processed membership cheques and organized the early bird prize
- Staff collected club updates about community initiatives; edited and compiled them for inclusion in the Communicator Spring Edition.

### Young Working Women (YWW) Project

- Work continued this year on the Young Working Women Project which is an initiative to appeal to young working women thereby enlarging CFUW membership. In this respect, work was done on setting up a virtual club; designing a logo; hiring a developer to build the website; developing content and graphics for the website; investigating with past fellowship winners the possibility of setting up an advisory committee and researching potential partners who can help provide resources and expertise and connect us with young women. Components of the project such as mentorship are being developed.

### Canada Service Corps Project:

- Staff developed an application to the federal government under their Canada Service Corps program to request funding for the Young Working Women (YWW) project. If successful, the project will give CFUW the funds to hire a project lead for the YWW project and recruit at least 10 volunteers to work on developing and delivering the YWW platform and program. The volunteers will help with building partnerships, creating online resources, outreach and communication, and recruiting young women to join in the online membership program. This will help CFUW's membership increase, and would provide a valuable opportunity for young people to volunteer meaningfully. Results of the application will be available in the summer.

### Salary Negotiation Workshop and Pay Equity

- CFUW hosted a Salary Negotiation workshop at the St. Paul's University in Ottawa. Staff compiled research about pay equity issues relevant to Canada and Ontario, research on salary negotiation techniques. Extensive social media outreach and promotion of the event was undertaken to partner organizations in Ottawa, professors and students at St Paul's. At the workshop attended by 15 people, a representative from CUPE Ontario

who has been advocating for pay equity for over 15 years spoke to the slow but visible progress being made in provincial legislation around the issue. The topics of the workshop were taught the root causes of pay equity, how to identify their 'worth' and target salary for the job they want, as well as techniques about entering into a salary negotiation with a potential future employer. Although turnout was lower than desired, the ones who came indicated that they learned more about all the topics covered and rated the overall quality of the workshop as "good/excellent." The connections developed with CUPE and with St. Paul were valuable for future endeavours.

### Social Media

- Staff worked to develop a Social Media Communications Plan and worked through Twitter and Facebook to post Club news – highlight individual members, share past and upcoming club events and news, inform members about upcoming webinars, inform members about discounts and affinity partners. A social media campaign was implemented to advertise the Fellowships program.

## 2. **ADVOCACY**

### Government Relations

- Staff attended a *Human Rights Consultation* with Global Affairs Canada
- Sent letters to government and the Prime Minister in regards to the World Day Against Trafficking in Persons
- Worked with CFUW clubs to provide input into the Government's consultations on Asbestos
- Provided comments to Canada's submission to the UN for their Universal Periodic Review in 2018
- Wrote Letters to newly appointed ministers in light of the fall cabinet shuffle
- Wrote a letter to the Minister of Health on the guiding principles to mental health release
- Staff participated in a meeting at Public Safety Canada for discussion on policies and programming for Canada Centre for Community Engagement and Prevention of Violence. Discussion of the integration of the concept of toxic masculinity into their policy analysis and programming.
- Submission to Minister Bibeau of the Women's Rights Policy Group recommendations on the Feminist Assistance Policy
- Attendance at the launch of the Canada's National Action Plan on Women, Peace and Security 2017-2022.
- Letter to Minister Monsef on the Funding for Gender Equality announcements.
- Informal discussion with Status of Women staff on Gender Based Analysis (GBA)+ in the context of the Gender Summit 11
- Attended briefing by government on Bill C-65, Sexual Harassment in Parliament. .

- Joint letter to Prime Minister Trudeau about Canada's leadership in three topics (1.Supporting refugees, migrants and displaced peoples, 2. Tackling climate change and its impacts on poor and marginalized communities, 3. Ensuring the sexual and reproductive health and rights of all people) ahead of the G7 Summit
- Letter to all Senators on Bill S-206, repealing Section 43 of the Criminal Code (corporal punishment of children)
- Letter to Minister Monsef (and government critics) about the inclusion of Non-State torture in the National Strategy against Gender-Based Violence.
- Submission of a letter to Minister Philpott and Indigenous government critics on Access to Safe Drinking Water related to the findings of the December 2017 PBO report on Funding for Water and Waste water management systems and Minister Phillpotts most recent up-dates on the drinking water advisories.
- Consultative work with Status of Women and Statistics Canada: New Survey on Sexual Victimization in Post-Secondary institutions. Written observation sent in December. Full Day Consultative meeting January 2018.
- Review of the Government Draft Report and Submission of the CFUW UPR Shadow report and comments to the Department of Canadian Heritage.
- Briefing with Global Affairs Canada on the human rights agenda
- Prepared submission of a brief on Bill C-65, Sexual Harassment policies for government employees
- Submission of a letter to Minister Duclos on the budget release and child care (Submission of a letter to Minister Petitpas Taylor on the budget release and Pharmacare
- Connection with Daniel Lwow from the Canadian Center for the Prevention of Radicalization.
- Submission of Susan Shepherd's letter to Minister Bibeau about education in Rwanda and Rwanda Association of University Women (RAUW).
- Contacted Tammy Tremblay, Director of the Knowledge Center on Gender-Based Violence for a consultative meeting. She put us in contact with her research team.

### Partnerships and Network Participation

- Child Care Coalition Meeting
- Exploration of potential partnerships with the Canadian Coalitions on the Rights of the Child meeting
- Women Economic Empowerment Community of Practice Kick off meeting
- Women Peace and Security Meeting
- Women Rights Policy Group Meeting to coordinate key messages on the Feminist International Assistance Policy and prepare the meeting of group representatives with Minister Bibeau (Sept. 6)
- "Up for Debate" steering committee. Up for debate is an event that will take place in the context of the 2019 federal election and that aims at inviting federal candidates to a debate around gender equality issues.
- International Women's Day Organizing Meeting
- Attendance at the Canadian Network Against Nuclear Weapons seminar and meeting

- Endorsement of a statement from the Canadian Network to Abolish Nuclear Weapons (CNANW) calling on the Government of Canada to adopt the Treaty on the Prohibition of Nuclear Weapons.
- Signed onto a letter to denounce Human Rights violations against the Rohingyas in Myanmar.
- Consultations with the Canadian Children Rights Coalition on collaboration avenues. Discussion of joint collaboration on UPR, especially regarding government human rights oversight bodies and accountability mechanisms.
- Attendance of the Council of Muslim Women 35<sup>th</sup> anniversary celebration
- New partnership with the Canadian Coalition to Empower Women (CFUW now a member)
- Consultations with Child Care Now (CCAAC) for coordination and support on the grandmothers for childcare campaign.
- Endorsement of joint statement on Bill-C58 Access to Information Act from the Center for Law and Democracy.
- Endorsement of joint letter from Feminist Alliance for International Action on the amendment to Bill S-3 to eliminate all legal disposition that generates discrimination based on sex in the Indian Act.
- Participation in the North American Gender Summit: Women in STEM fields
- Women's Rights Policy Group Meeting: Debriefing on the meeting with Minister Bibeau.
- Meeting with Women's Economic Empowerment Group
- CFUW joined the Canadian Coalition of Children's Rights. Email Exchanges related to Bill S-206.
- Email exchange with the Coalition for the Human Rights of Indigenous Peoples for support to the implementation of United Nations on the Declaration of the Rights of Indigenous Peoples (UNDRIP) in Canada.
- Consultation with the Canadian Labour Congress about their Pharmacare campaign.
- Meetings with the Organizing Committee of the International Women's Day Ottawa
- Endorsement of a joint letter to support the government changes to the Canada Summer Jobs program
- Meeting with Up for Debate group: We are looking into preparing a TV debate focused on women's issues for the 2019 federal election.
- Conference Call with the Gender Equality Network: They are looking to involve National Organizations in their work.
- Attendance at a Panel Event on the Feminists Assistance Policy: Key observations were made about how the government can change its partnership approach with grassroots organizations from the global south
- Connection with Wendy Cukier from the gun control coalition on the new federal legislation.
- Connection with Karen Dick from Ontario Equal Pay Coalition to coordinate online advocacy efforts for the Pay Equity Legislation and to promote the CFUW Salary Negotiation Workshop.
- Attended the Pay Equity Summit March 20, 2018.

- Connected with Jade Cooligan-Pang, Vice-President of Our Turn, about joint advocacy work on VAW on campuses.
- Preparatory consultation of national feminist and equality seeking groups for the meeting with the Special Rapporteur about law reform on VAW.
- Consultation meeting with the UN Special Rapporteur on VAW its causes and consequences. CFUW Presented recommendations related to VAW in schools and on campuses.
- Follow-up with Wendy Cukier from the Gun Control Coalition about CFUW's advocacy efforts. Wendy exchanged advocacy action ideas and key messaging.
- Submission of a letter of support to the TELUS Fund for the Documentary Project Misogyny 2.0 (Les productions la Ruelle). The documentary should be finalized by the end of 2019 beginning of 2020; mutual interest for the documentary to be made available to clubs for community screenings.
- Participation in a roundtable on Parental leave and childcare organized by Child Care Now and the Childcare Research and Resource Unit.
- Participation in a pay equity conference call organized by the Pay Equity Coalition (CLC). Updates were provided on actions taken for Equal Pay Day.
- Attendance to the Breakfast/Panel discussion W7: The Future is Feminist.
- Attendance at the Women Deliver gathering at the French Embassy. Women Deliver is an international conference about gender equality that will take place in Canada in 2019. Government and NGO Representatives from all over the world will be attending the 3-day event.

### Advocacy on CFUW Policy, Resolutions & National Initiatives

- Prepared draft Fall Advocacy Package for CFUW clubs, including handouts, suggested action and letter template for each of the resolutions adopted at the 2017 AGM
- Supported the development of the Pre-Budget Brief to the Finance Committee
- Submitted input to the Global Network of Women Peacebuilders on a potential new resolution on Women Peace and Security (survey)
- Release of the 16-Day Campaign Package: including the letter on Non-state actors, the template press release, Social media material and the December 6 Op-ed.
- Thematic News Review on Violence against Women.
- Coordination with speakers and creation of publicity for the 150 Acts of Reconciliation webinar.
- Template letter to clubs to End the Corporal Punishment of Children
- Research/Development of the Cities for CEDAW program and the Grandmother for Childcare campaign (undertaken by an intern)
- Thematic News Review and website update on Indigenous Peoples' Rights
- Research/Update of the Child-care situation across Canada (undertaken by intern)
- Revision of CFUW draft resolutions for the 2018 AGM
- Update on the Women in Universities project: First part of the report is completed; A discussion of the results (second part) is being drafted.

- Update on the Sexual Harassment and Sexual Assault policy research project: A discussion of the results (second part) is being drafted.
- Press release on International Women's Day + budget release comment.
- 2018 Federal Budget Overview and Response prepared
- Draft Brief on human trafficking for the standing committee on justice and human rights (the brief is being reviewed by UWC Vancouver.
- Template letter on Gun Control distributed to clubs as well as to partners and elected officials)
- Social media campaign about Pay Equity that solicited clubs in Ontario to support the Pay Equity Legislation. Solicitation of the participants attending the CFUW Salary Negotiation Workshop for support to the Pay Equity Legislation.

### National Initiatives and Projects

- Met with Margaret Therrien to discuss the Women In Universities project and to get an update
- Attended the University Women Helping Afghan Women summer reception
- Supported the UWC Montreal club with their TEDx event in the fall
- Supported the IRC in disseminating their SDG and Theme day messages

### International Advocacy

- Drafting and submission of the UPR shadow report.
- Drafting and Submission of UNCSW62 written statement of the Empowerment of Rural Women and Girls. (Statement was endorsed by 5 of our partners : Canadian Research Institute for the Advancement of Women, Graduate Women International, International Alliance of Women, The MATCH International Women's Fund and National Council of Women of Canada
- Endorsement of GWI statement for UNCSW62.
- Coordination with GWI for CFUW 16 days' campaign.
- Attendance at the launch of the Canada's National Action Plan on Women, Peace and Security 2017-2022.
- Registration of CFUW's Parallel for UNCSW
- Preparation of the nomination documents for Cheryl Hayles nomination to UNCSW62 Canadian Delegation
- Preparation of the Rural Women Survey ahead of UNCSW62.
- Inquiry to the High Commissioner of Human Rights about the United Nations Committee Against Torture (UNCAT) reporting process.
- Release of the SDG series
- Reception of the Government Draft Report and Submission of the CFUW UPR Shadow report and comments to the Canadian Government.

### UNCSW62:

- January 19: Attendance at a briefing for UNCSW62 with the Canadian Union delegation and partner NGO (coordinated by the Canadian Labour Congress).

The briefing provided tips on how to get involved in the discussion via blogs, live tweets. Questions on side events related to our advocacy priorities.

- Approached National Council of Women and the Institute for International Women's Rights – Manitoba to ask if they could accommodate our extra three members who have applied to attend UNCSW
- Submission of Comments to the Department of Canadian Heritage on UNCSW62 Zero Draft (comments also shared with CSW NGO network)

### **International Women's Day:**

- Co-ordination with Match International for the International Women's Day fundraising project. They will double donations coming from CFUW clubs and members.
- prepared a calendar of IWD events to track club events across Canada
- UNCSW62 :
  - Drafting of the oral statement for UNCSW62
  - The outcome document includes some of our key observations. Public services related to care and transportation language.
  - Release of the Special Newsletter edition on the SDGs and Rural Women
  - Release of the Special Newsletter edition on UNCSW62
  - Follow-up with government for the invitation to the UNCSW62 Reception
  - Up-date of the website page with relevant information

### **IWD Events and Fundraising:**

- IWD Ottawa was a success with about 600 people in attendance, 25 international and local organizations. CFUW played a significant role in the organization: of the event: We were in charge of coordinating the activist fair (25 org.) and the volunteers (20 volunteers), as well as responsible for the technical aspects of the event: location of chairs, tables, etc., floor plans, set-up, etc.
- prepared request for proposal for proposals for the 2019 IWD 2019 Project

## **3. SCHOLARSHIPS/FELLOWSHIPS**

### **Management of the CFUW Fellowships and Awards Competition for the Academic Year 2018-2019**

Number of Fellowship applications received and processed: 265

Number of Fellowship applications sent forward to Committee: 257

Number of Fellowship inquiries responded to: 1,490

- Revised the CFUW guidelines, application forms, and instructions for the online application system.
- Implemented the Fluid Review online application system.
- Worked on draft design plans for the Fellowships e-newsletter

- Continuation of work to ensure functionality of online application filing fee payments by credit card through the integration system with Stripe (Canada).
- Prepared new content and changes for the CFUW website for public launch of online applications.
- Launched online applications: October 5, 2017.
- Contacted Fellowships Program volunteers to discuss new online applications.
- Managed 265 e-files for receipts from Stripe (Canada) for online payments of application filing fees.
- Prepared internal review lists for 257 application submissions.
- Communicated with CFUW Fellowships Committee to discuss new online adjudication of applications, the review teams, and 2018 schedule for the orientation sessions.
- Prepared and conducted orientation sessions for the CFUW Fellowships Committee to introduce members to the new adjudication system, evaluation process, and online forms.
- Prepared the short list summaries and uploaded applications to the evaluation portal.
- Highlighted the short listed candidates in the Statistical Report for CFUW Fellowships & Awards for academic year 2018-2019.
- Finalized the arrangements for the Fellowships Meetings, April 13-14 in Ottawa
- Advised Acting Chair, CFUW Fellowships Committee, concerning procedures and work flow for the meetings.
- Prepared the tally sheets and other documents required for the meetings.
- Drafted a list of proposed changes for increasing the amounts of CFUW Fellowships and Awards for the CFUW 100<sup>th</sup> Anniversary 2019.
- Updated the 2019 application forms, guidelines, and instructions to include the CFUW Dr. A. Vibert Douglas Fellowship.
- Reformatted and updated the 1999-2018 Report of CFUW Fellowships & Awards Application Statistics.
- Proposal to CFUW Board for CFUW's Administration of the Dr. A. Vibert Douglas Fellowship
- Contacted Fluid Review to discuss the renewal process, requirements, and updates for the next cycle
- Edited draft Guidelines/Criteria and online application for CFUW Dr. A. Vibert Douglas Fellowship.
- Contacted the winners to provide official letters of offer and the CFUW requirements.
- Organized and verified winners' official acceptance documentation.
- Formatted fellowships and awards information for French translation.
- Prepared list of winners to send to Clubs for May 2018 issue of Club News.
- Formatted the bilingual postings for the CFUW public websites and sent the information to the web developer.
- Continued to work on updates for next cycle of online applications for CFUW Fellowships and Awards.
- Contacted Brittany Chubbs, winner of the inaugural CFUW AWA, to request a final report/article for the CFUW Communicator.

### Assistance provided to the CFUW Charitable Trust (CT)

- Designed layout and edited content for CT Annual Report 2016-2017.
- Recruited new guest speaker to replace Sam Grey, for CT Breakfast
- Revised Breakfast Program and talking points for the introduction.
- Updated contact information for winners of the CFUW Fellowships & Awards.
- Contacted CT web developer to provide new URL for the online CFUW application system and to verify changes.
- Contacted Chair and Treasurer to report a call from a donor concerning his annual top-up donation for the Massey Award Fund.
- Prepared a status update on the launch of the Fluid Review online application system that was presented on October 22 at the CFUW Charitable Trust Business Meeting
- Invited past winner to submit an article for the Communicator
- Completed internal review lists and forms for several categories of fellowships and awards.
- Contacted two winners of the 2016-2017 fellowships to provide instructions for submitting their Interim Progress Reports.
- .Preparation of the CFUW Charitable Trust Annual Report 2017-2018.
- Continued to work on formatting new content for the CFUW Charitable Trust Annual Report 2017-2018.
- Designed a new monthly invoice for CFUW's Administration Costs to send to the Trust.

## 4. SUSTAINABILITY

### Financial Management

- Reached agreement with the Charitable Trust regarding a contribution from the Trust to CFUW to cover fellowship program costs in the amount of \$20,000
- by purchasing Swiss francs and holding them, CFUW was able to come in under budget in the 2017-2018 budget
- Requested and acquired a discount on the fellowship application transactions from Stripe – it amounts to \$0.40 savings per transaction. All transactions will be subject to the discounted non-profit pricing listed below:
  - - 2.2% + 30 cents for Visa / MC transactions made with Canadian credit cards
  - 3.2% + 30 cents for Visa / MC transactions made with international credit cards
  - 3.5% for all American Express transactions
- prepared draft motion to increase membership dues
- negotiated hotel contract for 2019 AGM
- prepared draft of 2018-2019 budget and explanatory guide
- held meeting with auditors to discuss the issue of “qualified opinion”, the possibility of aligning their audit categories and the CFUW budget more closely

- prepared letters of confirmation for bank, investment advisor and legal counsel; audit planning questionnaire and issues for attention by auditors for the audit to begin on May 14.

### Human Resources

- initiated hiring process for new Advocacy Coordinator and the Member Engagement Coordinator
- prepared draft skill sets for Fellowship Committee Members for the Trust's consideration
- participated in interviews for the writer of the CFUW history publication; initiated and concluded negotiations with History writer
- prepared paperwork to sign up two staff members to receive medical/dental benefits
- prepared template questions for exit interview for volunteers
- prepared note on Bill 148 to Human Resources Committee
- proposed updates to the Staff Compensation Policy
- preparation of review of staff compensation for 2018 for HR Committee
- Request to Algonquin for a Library Technician for Fall 2018- cataloging of CFUW Journals and Communicators
- prepared staff leave credit statements
- prepared proposal to engage a marketing/communications contractor

### Organizational Development

- prepared list of applicants for the CFUW History Project; replied to all respondents; forwarded all applications to History Committee
- worked with lawyer to revise contract for history writer and revised terms of reference
- reviewed the draft Ethical Behaviour document
- prepared draft proposal re the CFUW Leadership Initiative; prepared questions regarding the formation of a Leadership Initiative for discussion with lawyer; met with Doris Mae Oulton and lawyer to discuss the Charitable Trust and Leadership Initiative
- Proposal to Sprott School of Business, Marketing for NFP Organizations Course to be chosen by the students to prepare a Case for Support for CFUW Young Women's Recruitment Campaign
- prepared survey background and questions for GWI motions
- attended Charitable Trust AGM, October 22
- prepared article on Student Placements at CFUW
- updated application to Canada Post for a CFUW stamp
- prepared an application to the Royal Canadian Mint for a coin for the 100<sup>th</sup> anniversary

- sent application to Heritage Minutes for CFUW
- contacted Parks Canada to locate the CFUW plaque and made arrangements for the unveiling for August 16, 2019
- request to Historic Sites and Monuments Board that unveiling of plaque for Alice E. Wilson (to be placed at the Museum of Nature) be done in 2019 to coincide with CFUW 100<sup>th</sup> Anniversary
- Letter of support to government re NCWC's request for a Museum of Canadian Women's History
- worked with volunteer to prepare video on "scarved" monuments
- Identification of major historic milestones for 100<sup>th</sup> anniversary video
- updating of 100<sup>th</sup> Anniversary Celebration plan

### Administration

- completed and signed Consent, T2 and T1044 forms for CRA
  - Form 4022- Annual Return filed and paid for 2017
  - Form 4006- Changes Regarding Directors filed with Corporations Canada
  - revised the AGM guidelines and drafted a letter of agreement with the 2019 LAC
  - reviewed and paid the AGM invoices
  - Extended lease at 331 Cooper for one year to April 30, 2019
  - attended meeting with lawyer to discuss GWI motions

### 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
- Staff provided support to the Committee to Review Board Structure and Governance
  - prepared the draft 2017 AGM minutes
  - Meeting with the Canadian Federation of Humane Societies to discuss common issues related to federations
  - Meeting with Ms. Shamsi Kazimbaya, Rwanda Association of University Women CIR
  - prepared background information on what the staff does for the Committee to review Board Structure and Governance
  - prepared information on the governance structure of the MS Society for the Committee to Review Board Structure and Governance
- worked with the President on structure of 2019 AGM
- updated form for Committee Expression of Interest
- prepared notice to members re RallyForum
- Prepared material on how to promote the 100<sup>th</sup> Anniversary Scholarship Awards
- prepared draft for Group One of the Committee to Review Board Structure and Governance on Strategic Aims/Goals
- prepared SWOT analysis of staff and relations with board for Group Two of the Committee to Review Board Structure and Governance

