



# Action Plan Updates/Annual Reports 2018-2019

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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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Since being re-elected at the June 2018 AGM, I have worked full time to provide leadership, manage CFUW affairs, and keep in touch with Clubs, having as my goal ensuring the mission of CFUW is fulfilled and that CFUW continues as a strong united organization into the next decades. This goal requires involvement of the board, regional directors, club members, and chairs and members of committees. It is a task of the president to receive nominations for membership of committees for presentation to and approval of the Board, and appoint ad hoc committees as per newly developed procedures. At the conclusion of AGM 2018 CFUW, and again in the summer, Board positions needed to be filled. I followed parliamentary procedure to fill those positions to have a full, functioning Board. When the VP Prairies became VP International, the VP Prairies position became vacant and to date this has not been filled although the call for nominations has since been reissued.

Although the new Board had met electronically during the summer of 2018, members convened in September in a face-to-face meeting in Toronto to get to know each other as colleagues and to establish a working relationship. One duty of each President is to ensure that all levels there is awareness of the respective duties and responsibilities of Board members and knowledge of CFUW policies and relevant external and internal governing documents with which CFUW must comply. This was achieved through a presentation by the CFUW Parliamentarian Elizabeth Haynes with the Chair of Articles and Bylaws Lori Kerr and the Governance Committee Chair Sandra Thomson.

**Committee Involvement:** As President I am expected to be a member or ex-officio member of all Committees except Nominations. Consequently, I attended the conference call meetings and while I did not usually take a lead role in the work of each committee, I participated and ensured I was aware of what was being done within the committee structure e.g. Governance and Education. Some examples follow from other Committees:

Finance Committee: This Committee chaired by Dominique Racanelli has had an enormous responsibility to keep CFUW financially healthy despite the non-approval in June 2018 of a motion to increase dues so that the increased GWI dues could

be paid and CFUW itself could have a slight increase in revenue. Financial statements were circulated for review prior to each meeting and following examination and formal acceptance by the committee were posted on the CFUW website to ensure transparency with the membership. Fiduciary responsibility is taken seriously by this committee. When the signed MOU contained clauses stating CFUW's dues to GWI could be paid by in-kind services and financial payments, the Finance Committee chair brought a motion to the Board to have the remaining amount of CFUW's debt for 2018 and 2019 paid.

100<sup>th</sup> Anniversary: With the Executive Director and the LAC, I worked to complete planning for the 2019 CFUW 100<sup>th</sup> Anniversary AGM for membership input, decision-making, and celebration of CFUW's place in Canadian society. This work has been most intense for the Executive Director and CFUW's office staff, and the LAC chaired by Sandy Millen. We have had many 3-way conversations to coordinate planning. Doris Mae Oulton, Past CFUW National President and chair of the 100<sup>th</sup> Anniversary has taken the lead in the celebratory aspect of the 2019 AGM. She and her committee have planned the Banquet honouring the 100 Notable Women heading the 100<sup>th</sup> Anniversary, a task requiring detailed intense preparation

Meanwhile while working with the LAC and Doris Mae Oulton on AGM 2019, the Executive Director and I have been working CFUW Ottawa and their LAC and in consultation with VP Ontario on planning AGM 2020 for Ottawa in June 2020. That AGM will start the cycle of face-to-face AGMs in a Board election year alternating virtual AGMS as held in 2018.

**Human Resources:** The President is the main liaison between the Board and the Executive Director and as such, Robin Jackson and I are in contact almost daily. As a member of the Human Resources Committee, chaired by Kathryn Wilkinson, I was involved in conducting the Executive Director's annual performance review which confirmed the excellent unparalleled performance of Robin Jackson. CFUW is indeed lucky to have her in the position of Executive Director. As a member of the HR Committee and in consultation with the Executive Director, I was involved in reviewing the staff benefit package where a recommendation was made to the Board for improvement. We are privileged to have such excellent professional staff at national office!

**Membership:** This committee strategized with CFUW Charlottetown to recruit new members and continue as a Club, the only one in PEI. I was able to attend and participate in the public meeting called by the Club and am happy to report an increase in members and a new RD for PEI. I participated in the development of the 100<sup>th</sup> anniversary membership campaign, the membership toolkit, the travelling exhibit with its 100<sup>th</sup> Anniversary CFUW Brochure and template, a banner, and power point presentation. All of those committee achievements became part of my updates as I visited Clubs and Councils across Canada in April-May 2019. On my

travels I typically talk with other women and invariably get new members for Clubs somewhere in Canada.

**Advocacy:** Here, I work with the Advocacy VP Cheryl Ambrose whose committee deals with national advocacy, and with VP International, Joy Hurst, whose committee works in international advocacy. Recognizing the need to coordinate CFUW's advocacy an Advocacy Coordinating Committee was formed.

National Advocacy issues that I was involved in, along with other members, were; setting national advocacy priorities. I participated in the child care lobby on Parliament Hill with Kathryn Wilkinson and local Ottawa area CFUW members, where CFUW collaborated with Child Care Now and other Canadian organizations. Again, in my Club visits I promoted the work of this committee in identifying, with Clubs, 2019 Federal Election Issues, and encouraging Clubs to get involved using the materials being prepared by the chair, her committee and the advocacy coordinator.

International Advocacy:

I attended meetings of the International Relations committee and collaborated on issues contained in the chair's report. My main involvement was the MOU discussed later, and collaborative work with the VP international, Joy Hurst, whose role is to take the lead at the March 2019 UN Commission on the Status of Women (UN-CSW at New York, and similarly at the GWI Triennial in Geneva July 2019.

Prior to attending the UNCSW, a parallel session was prepared in collaboration with speakers from the Netherlands and from the University of Alberta. It was gratifying when introducing this session to see that the room was filled. CFUW's written statement to the UN was approved, submitted, and later read at the UN.

The Canadian delegation was invited to a meeting of the International Alliance of Women (IAW) at the Greek Embassy followed by a meeting of Joy Hurst and myself with Joanna Manganara, IAW President, and Sizani Ngubane, co-founder of the Rural Women's Movement (RWM), South Africa and the 2018 Woman of Distinction. A formal meeting was held of CFUW delegates with Women Graduates USA (WG-US) and the Mexican Federation of University women (FEMU) when the three groups considered joint collaboration across NFAs on common issues such as refugees and migrant workers.

We attended, by invitation, the Government of Canada's impressive formal reception at the Permanent Canadian Mission in New York where we networked with Canadian MPs particularly Minister Maryam Monsef Minister for Women and Gender Equality. Minister Monsef, concerned that other CFUW delegates had not had an opportunity to attend the reception, arranged for another session the following morning to which all were invited and most attended. Unfortunately, this coincided with the CFUW parallel session.

At New York, CFUW delegates and other NFAs were invited to Informal breakfast meetings with GWI where we met with NFA representatives world-wide.

Networking, meetings, and providing visibility for CFUW precluded a full schedule of attendance at parallel and side sessions at the UN but those that I could attend were most enlightening.

**GWJ 2019 Triennial:** The main preparation of delegates for the GWI Triennial at Geneva, July 2019, was done by Joy Hurst, VP International. My involvement was primarily with the Resolutions (Internal, Constitutional and Policy) which were studied by the relevant CFUW Committees, and then the Board who made recommendations to the CFUW members at the electronic Town Hall. Those recommendations in turn, provided direction including intent/rationale to the CFUW voting delegates at the General Assembly of the GWI Triennial. Most of the amendments proposed by CFUW were accepted or were included in others' amendments which we accepted. We were pleased that the process for dealing with NFAs in arrears was updated and that quarterly financial reports will be generated, but were disappointed that our amendment requiring a full audit at least once every three years was defeated. On the floor of the General Assembly, we spoke to the GWI- CFUW situation with respect to continued membership and the results of votes held in 2016, 2017, 2018, and the upcoming vote on the Winnipeg motion at AGM 2019. The VP International will report in detail on the Triennial Highlights of the 33rd Triennial GWI General Assembly and Peace Through Education Conference

Apart from the business sessions, I participated in two workshops involving CFUW, and attended other sessions, gave a speech at the Banquet as one of three Honorary Chairs, attended with other NFA presidents, the Government of the Netherland's briefing at their consulate, enjoyed and was enlightened by the many presentations and panels aligned to the theme Peace through Education. We spent a long day at the Triennial venue, and managed to meet our delegates over a quick dinner some evenings. Early mornings and nights were spent attending to CFUW business back in Canada.

In my action plan I said I would as a member of the CFUW Negotiating Team, endeavor to reach a reasonable settlement between CFUW and GWI in the upcoming meetings. The plan to enter into negotiations was initiated by CFUW, with Board approval. The GWI Board accepted the suggestion and became the negotiation team for their side. The CFUW team consisted of Joy Hurst, chair with members Kathryn Wilkinson, Dominique Racanelli, Robin Jackson and myself. Research, strategizing and meetings were the focus of the CFUW team and dominated our lives from September 2018 to the signing on July 16, 2019. All of us appreciated the input of Robin Jackson who often contributed her weekends to this task.

Our team kept the CFUW Board informed and they analyzed the various versions of the MOU statement making suggestions and ensuring they were in agreement before voting to approve the final agreement. The objective was: "To negotiate specific areas of collaboration and partnership between CFUW and GWI including the contribution of

each organization. 2. To identify and address areas of the CFUW - GWI partnership that cause concern to one or both parties, and 3. To re-negotiate a GWI dues formula and payment terms that is sustainable within the context of the current CFUW environment.”

The team decided to wait until a settlement was signed before circulating specific details of the MOU, as items on the table at any one-time during negotiations could be modified or withdrawn before the final settlement was reached. A major concern during this year has been the amounts unpaid from the 2018 and 2019 invoices from GWI. and the team wrestled with various schemes to deal with this

All communication between the two teams was electronic as were meetings of our team. The final MOU gave CFUW some relief in the amounts owing for the increased portion of GWI dues for 2018 and 2019 and set up a plan for further interaction between the two organizations. A motion from the Finance Committee to pay the remaining debt, provided the reduced payment plan was part of the MOU, was accepted by the Board and following signing this amount was paid as explained.

Following release of the President's message outlining the terms of the MOU, questions were received from several members and Clubs and those were answered in a “Q and A” section of my president's message of August 7<sup>th</sup>. Having reviewed advice from our lawyer and balancing this with member wishes, the Board on August 5<sup>th</sup> passed a negotiating team motion to release the full text of the MOU. A similar decision was made by GWI.

**Maintaining contact with Regional/Provincial Councils, Regional Directors and Club Presidents and Members** is achieved through in-person attendance at Council activities, usually AGMs, and Club functions, responding to emailed questions and concerns and being available to hold telephone conversations as required. At all visits to Clubs I give an update on current CFUW issues and take questions. Travelling from Newfoundland to Clubs and Councils throughout Canada has to be scheduled carefully to maximize the number of contacts while minimizing cost. In the fall of 2018 I had the pleasure of travelling with Janet Willwerth to the Atlantic Regional Council (ARC) hosted by CFUW Wolfville September 28<sup>th</sup> and 29<sup>th</sup>. This was an opportunity to meet Club representatives from all over the Atlantic region. We met with CFUW Pictou County at Janet's home and found this smallest CFUW Club of three members was exceptionally well informed on CFUW issues. They plan to rejuvenate their Club and will hold meetings with their RD and VP Atlantic to set this in motion early in the 2019-20 year. Visits to CFUW Charlottetown and CFUW Moncton on Oct. 1<sup>st</sup>, Halifax Oct. 2<sup>nd</sup> and Dartmouth on Oct. 3<sup>th</sup> brought me back to Mt. Pearl, NL in time for a Board meeting the next day. Since I am also a member of the CFUW Charitable Trust (CT) I attended the CT annual meeting in Toronto on Oct. 13<sup>th</sup> and set up my “portable office” with family in Toronto to conduct Board and committee electronic meetings, and work with national office, the writer of CFUW's history, and do other necessary CFUW work including membership issues. I visited CFUW Belleville before taking the train to Ottawa for the unveiling of the plaque honouring deceased CFUW member Allie Vibert

Douglas, at the Canadian Museum of Nature. The event had been promoted by CFUW and consequently a large number of members attended giving additional visibility to CFUW. Next at Winnipeg I met with the Club at several events, and with the LAC chair, Doris Mae Oulton, and personnel at the Fort Gary and, with Sandy Millen managed a WISE breakfast talk enroute to the airport for the flight to Toronto to attend and present at the Ontario Council's October 27th, Talk It Out workshop with the executives of CFUW Clubs in Ontario Central. Back home in NL time was filled with CFUW work until I flew to Montreal for the Quebec Council on Nov. 17<sup>th</sup> then took a train to Ottawa for the Child Care Lobby at Parliament Hill and the All-Party Poverty Caucus. I met with the Nepean, Kanata, and Ottawa Clubs and discussed issues including the search for a host Club for AGM 2020, and then attended the impressive UNESCO Awards at the French embassy. Back in St. John's I hosted VP Atlantic Janet Willwerth who was visiting CFUW St. John's. Until the March UNCSW meetings I worked from home with an intense schedule of Negotiations and other meetings. The UNCSW experience is reported elsewhere and enroute back I was able to connect with family transportation and attend a Finance meeting in Ottawa.

The next last set of Club and Council travelling started April 24<sup>th</sup> when I stopped off at Wolfville for their 80<sup>th</sup> anniversary and then headed west to attend the Alberta Council at Calgary, to visit Clubs at Richmond and Abbotsville and the Clubs on Vancouver Island before heading to BC Council at Victoria, then to Saskatoon to Celebrate their Club's 100<sup>th</sup> year, UWC Winnipeg regarding AGM preparations, the Ontario Council meetings at Toronto, and to Halifax to drive to the community meeting of CFUW Charlottetown.

Thanks to all the Regional Directors, Regional VPs, Club executives and members for your hospitality and friendly greetings. I found those visits invaluable and at each event spoke with members on current CFUW events and took questions on controversial issues.

Thanks to all who hosted me, the travelling was economical and I was able to come in under budget for the year, In July I travelled to Geneva to attend the GWI Triennial along with Board members Joy Hurst VP International, and Lynne Kent, VP Membership, seven other delegates, two alternates and three ambassadors and several other CFUW women whom we met there. A report will be made on the Triennial by Joy Hurst.

In conclusion, despite the positive comments I have made in my report, much remains to be done to restore CFUW to the integrated organization it once was. Challenges and innuendo not grounded in truth or accuracy spring up quickly, are embroidered, are communicated, and promoted dysfunctionality within the system at various levels. GWI membership is one issue that seems to spark the discontent. The MOU which is essentially a payment plan has now become a new focus for discontent. We have to look beyond this to creating a brighter future for CFUW! Let's put our creative energies into some really positive ideas for CFUW when we engage in the visioning exercise at the AGM!

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## Cheryl Ambrose

### VP Advocacy

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#### Membership:

To build and strengthen membership to sustain a healthy organization, I

- Collaborated with Advocacy Team to:
  - Ensure that members were kept informed of opportunities to participate in CFUW Advocacy Initiatives, Days of Action, etc.
  - Offer clubs/members opportunities to learn and take action via National Campaigns, Standing Committee sub-committees and advocacy training as requested.
  - Increase the effectiveness of CFUW's advocacy role by supporting CFUW clubs and members to continue and enhance their grass roots advocacy and social action with Advocacy tools, template materials and accurate information. In particular:
    - Surveyed clubs to identify **top 2019 Federal Election Issues**, to prepare clubs and members for upcoming Federal Election Campaign
- Worked through the Regional VPs and their RDs to engage clubs on a grassroots level.
  - Conducted brief **Survey of Regional/Provincial VPs**, and, in the absence of a VP Prairie, RDs from Alberta, Saskatchewan and Manitoba, to determine the level of training and advocacy at these levels with the goal of helping to close any existing gaps. We will follow up in the 2019-2020 membership year.
  - Continued to learn about the interests and needs of our clubs as they relate to Advocacy
  - Began to create a database of expertise of clubs and members, to draw on as required

#### Ontario Council Activities

The opportunity to be involved in a provincial council having more than 50% of the total CFUW membership has been beneficial. As Ontario Council Communications Chair, managed the OC website ([www.cfuwontcouncil.org](http://www.cfuwontcouncil.org)), published OC News (<http://cfuwontcouncil.org/oc-news/>), attended September & November 2018, and March 2019 Ontario Council Board meetings and Speakers Series, participated in November 2018 and January 2019 teleconferences, attended March 2019 meeting with CFUW Guelph re: Better Ballot Campaign and an April 2019 OC Advocacy committee meeting.

### 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.

To ensure that CFUW continues to be recognized as a significant women's organization comprised of members who are knowledgeable and informed about current issues, and equipped and willing to advocate for many of these concerns, I continued to work with the Advocacy Team to:

- Support CFUW clubs by reviewing and helping to update materials on CFUW's National Initiatives and Resolutions, including fact sheets, supporting documents, and tools, to help them connect with their elected representatives, communities and the press.
- As noted previously, we surveyed the clubs to identify top issues that are anticipated to figure prominently in their 2019 Election Campaigns, and further developed talking points and fact sheets to enable clubs and members to better understand the issues and educate their friends and communities.
- Highlight the advocacy work of our Clubs in CFUW Publications
- Respond to Government invitations for presentations
- Work with other NGOs who share our mission, vision and values

### Policy Book Review:

In April 2018, the Policy Book Review Subcommittee, was formed, to enhance the value and use of the CFUW Policy Book by reviewing the CFUW and IFUW (GWI) Resolutions (1964 to 2018) and create **CFUW Positions and Public Policies**, an accessible, abridged version of pertinent actionable CFUW Public Policies that:

- Contains consolidated, summarized CFUW Public Policies.
- Makes CFUW positions on issues visible to the membership, the general public, other NGOs, women's organizations, and government ministries.
- Facilitates timely advocacy actions by Clubs and Councils.

This subcommittee has engaged clubs, subcommittees and members with specialized areas of expertise to review policies and make recommendations. As of May 31, 2019, 185 policies have been reviewed or are in the process of being reviewed, and a further 167 are awaiting action.

### Advocacy:

Increase the effectiveness of CFUW's advocacy role and extend our impact through partnerships.

Throughout 2018-2019, I worked collaboratively with the **Advocacy Team** including the President, National Office, the Standing Committee on Advocacy and its sub-committees (Status of Women and Human Rights, Environment and Climate Change,

and Policy Book Review), to further the aims, mandate, objectives, policies and programs of CFUW.

In addition to working with the Advocacy Coordinator, to assisting her in handling ongoing demands of Advocacy at the national level, I worked with the Advocacy Teams to:

- Identify and advance our National Priorities, including National Initiative on Violence Against Women, Early Learning and Child Care, and Indigenous Peoples.
- Provide guidance and advice to the Board on advocacy issues.
- Increase the effectiveness of CFUW's advocacy role by supporting CFUW clubs and members to continue and enhance their grass roots advocacy and social action with Advocacy tools, template materials and accurate information (see Membership).
- Review, update and create Advocacy tools and collateral to support, guide, direct clubs and members to actively advocate, particularly on current issues (in progress)

### Standing Committee on Advocacy

- The 2018 Advocacy Survey Report was released in September 2018.
- The 16 Days of Activism webpage & documentation was updated, with letters.
- To replace the regular announcement of **Intents to Propose Resolutions** for the 2019 AGM, we surveyed clubs to identify **top 2019 Federal Election Issues**, to prepare clubs and members for upcoming Federal Election Campaign.
- Teleconferences were held on September 6, November 2, 2018, February 8, April 17, 2019. Additional information and activities were handled via email.
- March 22, 2019 – conference call with Robin & Kathryn re: website architecture
- 2019 Advocacy Survey was sent on April 14, 2019 to regional/provincial VPs and the 3 Prairie RDs in the absence of a regional VP. The purpose of the survey is to understand possible club needs based on support provided by Provincial/Regional Councils. Response has been limited. *See Membership.*

### Status of Women & Human Rights

- Teleconferences: October 10, 2018 March 11, 2019, May 14, Rural women issues

### Environment & Climate Change

- Teleconference: November 27, 2018
- Reviewing Policies relating to Environment & Climate Change
- Reviewing talking points and Info Sheet on Environment & Climate Change for 2019 Federal Election

## Joy Hurst

### VP International Relations

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#### VP International Action Plan 2018-2019

My work will be guided by the International Relations Committee deliverables provided by the National Office, the job duties identified by policy for the VP International and National Board priorities. The primary strategic priorities which will inform my focus and the work of the International Relations committee are Advocacy related to issues of international impact, maintaining CFUW's profile as an influential organization in UNCSW and management of our relationships with GWI and other organizations such as IAW in a manner which contributes to the sustainability and growth of CFUW and may even increase our membership in the future.

To this end activity will be focused on the following:

1. Preparation for UNCSW 63
2. Attendance at UNCSW
3. Selection and preparation of material for UN Advocacy days
4. Management and adjudication of International Relations and International Women's Day awards
5. Preparation for GWI Triennial
6. Update of the CFUW International Advocacy Strategy Framework
7. Orientation of IR committee regarding international issues
8. Management of CFUW relationship with International Partners including International Alliance of Women
9. Liaison between CFUW and GWI
10. Preparation for GWI Triennial and GWI centenary celebrations

#### VP International Action Report 2018-2019

##### Advocacy

Activity undertaken during this year by the International Relations Committee included preparation for UNCSW 63.

- Review and contribution to CFUW written statement
- Review and feedback to GWI written statement
- Review and feedback to Government of Canada UNCSW statement
- Launch of CFUW Home Edition of UNCSW chaired by IR committee member, the purpose of this initiative was to increase CFUW member awareness of UNCSW activity and to facilitate live stream participation for those who could not attend sessions in person. It was also intended to

facilitate CFUW members becoming more familiar with UN online resources

- Application for UNCSW funding was made to Alberta Status of Women, although unsuccessful this time, we learnt a lot about the application process and cycle for future applications
- Four IR Committee members attended UNCSW 63

### **CFUW delegation attendance at UNCSW 63**

- CFUW written statement was submitted
- CFUW in collaboration with GWI and the University of Alberta presented very successful parallel session entitled the Promise of Global Citizenship Education and the Power of Digital Literacy
- CFUW hosted traditional social evening for International and National NGO's
- Formal meetings were held with the Government of Canada- Status of Women now called Department for Women and Gender Equality, IAW and WG-USA and Federation of Mexico (FEMU).
- CFUW representatives attended the Government of Canada formal reception at the Permanent Canadian Mission in New York
- CFUW oral statement was presented by CFUW delegation member
- The formal VP International UNCSW report is pending

In addition to Advocacy activity related specifically to UNCSW, the IR committee has contributed to Advocacy regarding global issues in the following ways:

- Submission of material for CFUW publications on the topics of Global Citizenship Education, Year of Indigenous Languages, International Women's Day and Global Refugee Day
- Selection and preparation of material for UN Advocacy days
- Submission of a priority list of advocacy issues for the upcoming Federal Election. Issues were identified which have both a significant domestic and global impact.
- Committee members have updated award information and will adjudicate International Relations and International Women's Day Awards.

The committee is refining the process of communication and dissemination of information on CFUW platforms regarding UN Advocacy Days and other topics germane to International Relations.

### **GWI Triennial Preparation and Participation of CFUW Delegation**

The IR committee has contributed to preparation for the 2019 GWI centenary celebrations by nomination of CFUW notable women to be highlighted by GWI during their centenary namely, Phyllis Kearney Scott, CFUW President (1994-1996) and Linda Palmer Souter who held both the position of CFUW President (1985-1988) and IFUW President (1998-2001). The Board ratified these nominations.

The committee also reviewed and endorsed the two policy resolutions submitted by CFUW for the upcoming 2019 GWI Triennial event, namely policy resolutions 6, Fair and Non-Discriminatory Management of Refugees and Asylum Seekers and policy resolution 8, Sustainable Development Goals, also known as Global Goals. These resolutions were adapted for the global context from resolutions which have been adopted by CFUW.

IR committee members have reviewed the constitutional and internal resolutions under consideration for the upcoming GWI triennial General Assembly and provided recommendations for response which were reviewed by the Board for consideration. Members will also participate directly in the GWI Triennial by attending the event and presenting a CFUW workshop. CFUW President and VP International will participate with WG-USA and FEMU in workshop regarding NFA collaboration.

As this report is submitted, final preparations are underway for participation of the CFUW delegation in the GWI 2019 General Assembly Triennial and the GWI Centenary Celebration in Geneva July 25-28, 2019.

### **Sustainability**

As VP International, chairing the CFUW GWI Negotiating Committee and the related activity has been an area of intense time and effort this year. Extensive research and preparation was required for this endeavor which has been constructive and was intended to address the outstanding GWI dues balance of 2018 and 2019 and to reset CFUW's relationship with GWI. The deliverable of this activity is a Memorandum of Understanding between CFUW and GWI and an enhanced working relationship.

### **Partnership and Collaboration with other NGO's**

During UNCSW formal meetings were held with IAW (International Alliance of Women) and our GWI NFA counterparts in the United States and Mexico. CFUW, WG-USA and FEMU share as a priority concerns regarding immigration and migration issues. Each organization has unique capacities and opportunities for influence and collaboration and further exploration is needed to determine how CFUW can collaborate with these and other NGO's.

The IR committee reviewed the CFUW Canada GWI club concept and provided feedback regarding same to the committee chair. That feedback was shared with the organizing committee and the Board for consideration. A CFUW Canada GWI club was

chartered by the Board in May 2019 and provides a platform for CFUW members who want to actively support GWI initiatives and collaborate with other GWI NFA's.

CFUW has been co-signatory to GWI's written UNSCW statement and to their Human Rights Council Written Statement for the 40th session of the Human Rights Council. CFUW submitted comments for the Official UN CSW 63 Draft Agreed Conclusions. CFUW signed onto an open letter on Nuclear Disarmament by the Canadian Network to Abolish Nuclear Weapons. CFUW signed onto a joint statement on Canada's denunciation of human rights violations in Saudi Arabia.

Additional attention is required to clearly identify the purpose of CFUW collaborations in the area of International Relations, the resources required to partner effectively and a framework for identification of opportunities for partnership and selection of organizations to work with. These considerations will be part of refining CFUW's International Advocacy Framework and Strategy during the remainder of 2019 and 2020.

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### **Debbie Christiansen-Stowe**

#### **VP Quebec**

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##### **Membership:**

- There are approximately 450 registered individual members in the six Québec clubs (2 French language, 4 English language). Several women hold dual (or triple) membership.
- AFDU Montérégie would like to start a 'virtual club' which will be open to Francophone (or Francophile) members across Canada.
- Clubs continue to recruit new members, however membership remains stable due to the fact that some women decide not to renew their membership for various reasons (age, health, family obligations..)
- All clubs are trying to reach a younger demographic by targeting students, former bursary recipients and young professionals
- Clubs are familiar with the membership toolkit and will use it in their recruitment.

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

- Individual clubs have made an effort to take advantage of their participation in community activities to publicize CFUW and their local clubs.
- UWC Montreal expanded their very successful Olympes de la Parole, and were nominated for a 2019 World Summit on the Information Society (WSIS) Prize in the category Action Line C10, one of only two Canadian projects nominated in this category.
- The content of the Québec Council website was updated in the Spring of 2019. All regional clubs maintain websites (of varying complexities) and several have a presence on Facebook and other social media platforms.

- Interested members of the community are generally encouraged to participate in monthly and special events. Most of the clubs have speaker series or other activities that are open to the general public.
- Scholarships and promotion of educational projects continue to be the activities that garner the most attention in the community.

### **Advocacy and Outreach:**

- Québec Council is a member of Femmes, Politique et Démocratie and participates in Parenaires pour la Parité, two members of AFDU Québec attended events in Québec City. CFUW Advocacy Coordinator Yasmin Strautins attended the event in Ottawa on April 1 on behalf of Québec Council.
- The Québec Council is signatory to the manifesto in favour of equal representation of women and men in the reform of the voting system in Québec, initiated by the Groupe Femmes, Politique et Démocratie.
- In an initiative led by South Shore University Women's Club, advocacy material produced by National office will be translated for use by Québec clubs.
- The two French-language clubs (AFDU Montérégie and AFDU Québec) have been contacted by the Haitian Association of Graduates Women of Universities (HAGWU) with respect to a collaborating on several initiatives, including a library project.

### **Scholarships:**

- All of the clubs have scholarship and bursary programs, the majority of which are administered by their foundations;
- Québec clubs support national and international fellowship programs, including that for the CFUW 100<sup>th</sup> anniversary.
- UWCM donated money \$5000 to the 100<sup>th</sup> anniversary celebration in the name of Elizabeth Monk, one of the club's founding members who was recently declared a historical personage.

### **Sustainability:**

- Two Québec members sit on the National Board (Dominique Racanelli, Debbie Stowe), several others are involved on National Committees (Liette Michaud, Godelieve De Koninck, Patricia Duval)
- Several clubs have adopted a co-presidency format (June-Dec and Jan-May) to lighten the workload. It should be noted that the women stepping into these positions have served on the executive of their clubs for many years (and in numerous capacities). An effort is being made to include new members on the club executive.

- The Québec Council bylaws and constitution will be revised and presented to the council members for comments/modifications before our Fall 2019 meeting (October 26) . Both the CFUW Bylaws chair, Lori Ker and the CFUW Parliamentarian, Beth Haynes have been contacted for their input.

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### **Janet Willwerth**

#### **VP Atlantic**

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As I conclude the first year of our biennium, I am looking forward to celebrating our 100<sup>th</sup> Anniversary at the AGM in Winnipeg in August. CFUW is still at a crossroads with respect to our ongoing financial situation and our relationship with GWI.

That said, I have been very encouraged with the work of our Board and staff this year, which has had positive results for the Atlantic Region. My goal this year was to assist with “nurturing” our existing clubs, and I am pleased to say that I all are “holding their own”.

I have had the pleasure since last fall of being able to visit almost every club in the Atlantic Region. I am looking forward to visiting CFUW Fredericton in October as it hosts the Atlantic Regional Conference. I will also be joining CFUW Moncton for the second time this year as the members celebrate their 85<sup>th</sup> Anniversary,

Highlights of the visits included the celebration with CFUW Saint John of their 95<sup>th</sup> Anniversary in March. I celebrated Christmas with CFUW St. John’s. I was honoured to present Sage Awards in Saint John, Dartmouth, and Cape Breton. The latter two were combined with the clubs’ annual meetings and closing events. I also attended the Annual Luncheon held by CFUW Wolfville in April and presented special membership recognition certificates. With the support of Lynne Kent, VP Membership, the Membership Committee, and our National Office, an event was held in Charlottetown in support of the club there. It was attended by the Lieutenant Governor, the Chancellor of UPEI and several newly elected female MLAs. The Club has seen a membership increase and has a new President and a volunteer to be Regional Director for PEI. I was pleased by the support from our National President at visits to Moncton, Charlottetown (twice), Pictou County, Dartmouth, Halifax and Wolfville. Thanks too to Membership Committee member Karen Dunnnett, who attended the May event in Charlottetown.

The Atlantic Regional Council Executive has held one teleconference and another will be held prior to the National AGM. A focus will be the 100<sup>th</sup> Anniversary Membership program and how it can be implemented at the club level.

The issues that were raised in my Fall Report are still unresolved, with respect to CFUW’s financial situation and our relationship with GWI. How the votes go at the AGM in August will determine how I recommend that we liaise with the clubs in the fall.

With respect to Advocacy, each club is acting in its own issues. As a region, we have not taken on any advocacy involving the four provinces this year.

Our clubs have also continued with their scholarship programs, with several presenting special scholarships locally in celebration of CFUW's 100<sup>th</sup> Anniversary. One club, CFUW Halifax, has transferred administration of its scholarship to Mount Saint Vincent University.

To my knowledge, all Atlantic Clubs have a President for next year, although not all have a full slate of executive members.

Thank you to the Board and National Office for their continued support. I will continue to try to raise the issues that are important for CFUW and try to get support at the local level.

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### **Lynne Kent**

### **VP Membership**

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#### **Membership:**

1. Held seven Membership Committee meetings from Dec to June to plan & resource the 100<sup>th</sup> Anniversary Membership Campaign
2. Created a membership toolkit, which was distributed to every club President, CFUW Liaison & Membership Chair.
3. Created a travelling exhibit with a special 100<sup>th</sup> Anniversary CFUW Brochure, template for a personalized club brochure, stand-alone banner, power point presentation and sample CFUW Swag.
4. Attended two RD conference calls to highlight the membership campaign, the travelling exhibit and answer questions
5. Responded club requests for membership recruitment information & support by phone, email & in person.
6. Connected with the CFUW Charlottetown Club to learn how we might help with their recruitment and leadership challenges. CFUW provided assistance in organizing a public meeting to profile the club and attract members. They have recruited 4 new members so far and have a new enthusiastic President for the coming year.
7. Attended BC Council meeting in May and displayed the travelling exhibit. Eight clubs booked it for a total of 15 events.

#### **Profile:**

1. Displayed the travelling exhibit at a public gathering at UWC Vancouver. Seven women expressed interest in joining and took away club info kits. We have 47 new members since Jan 2019.

2. Presented at two General Meetings for UWC Vancouver to speak about CFUW, benefits of belonging and importance of membership growth.
3. Presented at CFUW South Delta highlighting the 100-year history of CFUW & GWI in empowering women.
4. Booked for a presentation at CFUW North Delta in September.
5. Attended UN CSW as part of the CFUW Delegation and spoke about the work of CFUW at every opportunity.
6. Attended a fundraising event for CFUW White Rock/Surrey to give a CFUW presence and talk about membership recruitment, retention & renewal.
7. Promoted the Sage Awards to the Vancouver Club and attended the presentation tea for Helen Lambert, 74 -year member of UWCV who is turning 100 this August.

### **Advocacy:**

1. Brought together a coalition of organizations addressing trafficking for sexual exploitation, which has now developed a public campaign to include 10 video vignettes on the risks to Canadian youth.
2. Currently organizing a research project to collect and succinctly present statistics on prostitution & trafficking in Vancouver.
3. Attended two court cases to support the victims of sexual exploitation.
4. Attended a Vancouver Police Department Press Conference to announce the arrest of buyers of underage girls.
5. Organized a speaker event on the risks to girls of gang recruitment.
6. Met with new City Councillor Lisa Dominato on the issue of trafficking in Vancouver.
7. Attended a session on the Environment organized by a new UWCV Environment committee.

### **Sustainability:**

1. Continue to encourage membership growth for all clubs.
2. Addressing leadership issues with many clubs for governance stability.
3. Working to improve opportunities for the Member-at-Large Club to extend our reach beyond the communities where we now exist.
4. Participating in the Revenue Generating Committee to promote the IFUW pins, the sale of wine bags, advertising opportunities for the 100<sup>th</sup> Anniversary booklet and the 100<sup>th</sup> Anniversary fundraising initiative 100 women give \$100.

### **Scholarship/Education:**

1. Participated in the UWCV 100<sup>th</sup> Anniversary Scholarship drive to raise over \$11,000 for new scholarships.
2. Attended the congratulatory reception for our UWCV scholarship recipients.
3. Participated in three UWCV Discussions sessions which provide continuing education for members on a variety of topics.

### National Board Activities

1. Dec 4: Board Meeting
2. Dec 6: UWCV Commemoration Event for L'Ecole Polytechnique
3. Dec 7: Revenue Generating Committee (RGC) meeting
4. Dec 12: CFUW Membership Committee Meeting
5. Dec 12: UWCV Prospective Members Meeting
6. Dec 17: UWCV CFUW Advocacy Meeting
7. Dec 18: UWCV Federation Committee Meeting
8. Jan 6: Call with Charlottetown
9. Jan 10: RGC Meeting
10. Jan 15: CFUW Board Meeting
11. Jan 16: VCASE Meeting (Vancouver coalition partnership)
12. Jan 16: UWCV Prospective Members Meeting
13. Jan 21: BC Supreme Court hearing on sexual harassment in the workplace
14. Jan 22: Presentation to South Delta Club
15. Jan 23 VPD Press Release
16. Jan 24: CFUW Membership Committee Meeting
17. Jan 28: CFUW North Vancouver information meeting on toolkit
18. Jan 28: UWCV 'In Discussions' education series
19. Jan 29 CFUW Board Meeting
20. Jan 30: CFUW RD Conference Call
21. Jan 30: UWCV General Meeting presentation
22. Feb 6: CFUW Delegates to UN CSW conference call
23. Feb 13: UWCV Prospective Members Meeting
24. Feb 15: UWCV Advocacy sub-committee Meeting
25. Feb 18: Conference Call with Montreal on trafficking issue
26. Feb 19: CFUW Board Meeting
27. Feb 19: UWCV Federation Committee Meeting & Status of Women meeting
28. Mar 1: UWCV Constitution & Bylaws Committee
29. Mar 4: UWCV Constitution & Bylaws Committee meeting
30. Mar 6: Met with Senator Yonah Martin
31. Mar 6: Met with Laurie Dutton, UWCV Membership Chair
32. Mar 7: CFUW Membership Committee Meeting
33. Mar 8-15: UN CSW
34. Mar 27: UWCV Federation & Status of Women committees
35. Mar 28: CFUW Membership Committee Meeting
36. Apr 9: CFUW Board Meeting
37. Apr 11: CFUW Special Board Meeting

38. Apr 15: UWCV New Members Orientation
39. Apr 16: UWCV Federation Committee & Status of Women Meeting
40. Apr 16: UWCV Prospective Members Meeting
41. Apr 17: UWCV Environment committee event
42. Apr 17: UWCV Millennials event
43. Apr 23: UWCV Constitution & Bylaws meeting
44. Apr 25: CFUW Membership Committee Meeting
45. Apr 27: CFUW White Rock/Surrey Event
46. May 3-6: BC Council Meeting in Victoria
47. May 14: UWCV New Members Reception & President's dinner
48. May 15: UWCV Membership Drive – members & guests
49. May 17: Sage Award Tea for Helen Lambert
50. May 17 CFUW RD Conference Call
51. May 21: UWCV Federation & Status of Women Meetings
52. May 23 CFUW Membership Committee Meeting
53. May 27: UWCV 'In Discussions' Series
54. May 29: Yasmin Strautrinf arrives for Women Deliver Conference
55. June 3-6: Women Deliver International Conference
56. June 10: UWCV 'In Discussions' Education series
57. June 11 UWCV AGM
58. June 20: CFUW Board Meeting
59. June 27: CFUW Membership Committee Meeting

### **Engagement with Other Partner Groups**

1. Dec 3: Vancouver Council of Women Meeting (UWCV Rep)
2. Jan 8: Probus Meeting
3. Feb 4: VCW Meeting (UWCV Rep)
4. Feb 20: VCASE Meeting (Vancouver coalition partnership)
5. Feb 28: First Call Event
6. Mar 4: VCW Resolutions Meeting
7. Feb 5: Probus Meeting
8. April 1: VCW Meeting
9. April 9: Probus meeting
10. April 29: VCase Meeting
11. June 2: ICRW meeting
12. June 3-6: Women Deliver Conference
13. June 18 VCASE partners meeting

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**Barbara DuMoulin**

**VP British Columbia**

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BC Council has long had a history of being a TEAM and this year was no exception. What I have been able to accomplish is due to the support and hard work of this council who were willing to take the ideas I bounced around, develop them, bring them back for

discussion and then to fruition. All of these efforts were highlighted in our very successful BC Council AGM and conference this spring.

In addition to my work with BC Council and the national board, I was a part of the Governance committee as well as the Status of Women committee. I attended all conference calls with the exception of two.

The personal highlight of my year was being a delegate to the United Nations for CSW63.

### **Membership:**

Build and strengthen membership to sustain a healthy organization and continue our advocacy and educational support and initiatives

- One club, Comox Valley, closed last year bringing the number of clubs in BC down to 21. **Even so, the overall membership in BC has risen.** There is one club that is in danger of folding. They are working on trying to resolve this. We have not had an update on whether a new club will form in Port Alberni.
- Promoted the VP of membership's new membership drive to celebrate our hundredth year. The clubs in all three BC regions have set up a circulating list of clubs to utilize the travelling promotional kit. Very positive result.
- At my suggestion, we conducted a survey of clubs within BC. The focus was primarily advocacy. The results were incorporated within our power point highlighting the past, present and future of BC Council and CFUW shown at our AGM. The final version will be made available to clubs. The survey results have also been uploaded to our website.
- Attended both the BC West regional gathering as well as the one for Vancouver Island. Hosted Council board meetings in the fall, winter (teleconference) and spring. Also held a teleconference on BC Council governance.
- Numerous visits, phone calls and emails on organizing event and also answering club questions.

### **Profile:**

Raise the public profile of CFUW so that our ongoing and significant contributions to Canadian society are fully recognized.

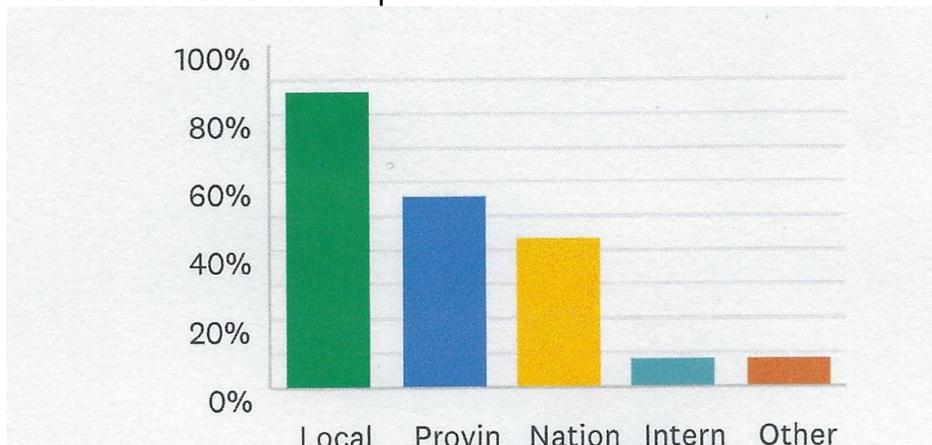
- BC Council put forward a motion to create an honorary membership for Dr. Donna Strickland. This will be ratified at the national AGM.
- Joined BC Poverty Reduction Coalition in making a submission in support of Bill 39. BC now has a Poverty Reduction Plan.
- Contributed to all issues of BC Council's newsletter *FOR THE RECORD*. Encouraged all clubs within BC to share newsletters and to contribute to both FTR as well as the Communicator.
- Contacted my local newspaper who added an article of my going to the UN for CSW63. In addition, they wrote about what CFUW does for the community.

- Ongoing: have asked our webmaster to add advocacy links, letters, bulletins news links to our website and Facebook page. We have established a twitter account for BC Council. The future in terms of reaching millennials is through social media!
- Wrote numerous letters to government officials at the provincial and federal level.
- Met with the Lieutenant Governor, Janet Austin and Deputy Minister of Gender, Mitzi Dean at our AGM.
- Encouraged clubs to send in newsletters to National for inclusion in Club Action Newsletters.
- Encouraged attendance at both the provincial and national AGMs
- Asked National for certificate honoring Coquitlam's 50<sup>th</sup> anniversary. I will be attending this event In June.
- Attended the Person's day event at Nanaimo club.
- Club visits to Richmond and North Delta/Surrey.
- Attended multiple LAC planning sessions in Victoria for the BC AGM and also planning meetings in both Nanaimo (treasurer) and North Vancouver (resolutions chair).
- Used survey results ( and other data) to create a Power Point, **BC Council, Past, Present and Future**, highlighting what we have done and asking members to suggest areas to focus on next.

### Advocacy:

Increase the effectiveness of CFUW's advocacy role and extend our impact through partnerships.

- Provincially: Lobbied the government on issues such as childcare, poverty reduction, homelessness and education.
- Conducted a survey on advocacy within BC. The results indicate that clubs are focused on local and then provincial issues.



- Club partnerships: Another question identified the partnerships that BC clubs have with their community. The range is striking, from universities and colleges, to transition houses and soup kitchens.
  - Literacy Council,
  - 1000 By Five
  - Individualized Learning Centre in School District 63, satanic
  - SARA For Women
  - Foundry
  - B.C. Poverty Reduction Coalition
  - Vancouver Police Department Rape Relief
  - WAVAW
  - Asian Women's Coalition
  - SUCCESS
  - First Call
  - REED
  - Catholic Diocese, Covenant House
  - Vancouver Island University Nanaimo Women's Action Committee
  - Chimo Community Services
  - Richmond Food Bank
  - Richmond Secondary COLT Program;
  - Pathways
  - Richmond Public Library;
  - City of Richmond; Richmond Nature Park
  - Hollyburn Family Services
  - The Foundry, North Vancouver
  - Fund raising for local public school,
  - Collection for Can. Mental Health Ass.
  - SafetyNet in the Kootenays, Marginalized women and children in Bountiful Nelson Community Services
    - We are providing donations to the programs; there Human Trafficking Conference presented by VAWIR - President of Club is assisting with organizational plans and members will be invited to attend.
  - Work with Okanagan College for student scholarships,
  - Transition House Assistance.
  - Central Okanagan Early Years Partnership
  - BC Poverty Reduction Coalition
  - Journey Home Kelowna
- BC Council now partners with **First Call** (new), West Coast Leaf, Council of Women, Help( UBC) Coalition of Child Care Advocates, Bountiful Round Table, Vancouver Foundation, Foundry, Soup Sisters.

### Scholarships/Fellowships:

- BC clubs raised over **\$280,000** in monies towards scholarships and bursaries this past year. These are primarily local but some are also international. Interesting, is the rise in the number of clubs offering scholarships for mature women returning for education, priority given to single moms.
- All BC clubs have participated in the 100<sup>th</sup> anniversary program even Comox Valley which had already closed participated in advance to this.
- **\$3450**, raised at the BC Council AGM for the Charitable Trust

### Sustainability:

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

### Provincially:

- Encouraged clubs to exchange newsletters and invitations to events as well as Involvement with BC Council and National committees.
- Encouraged participation of the board in teleconferences.
- Encouraged succession plans at the club level, with a focus on alternate leadership modes. A number of clubs now use these in BC, but this is still an issue for many clubs.

### National Board, Governance committee and Status of Women committee action plan update:

I must say that it has been a privilege to work with the dedicated women both on the board and at National Office. It has been and incredible growth opportunity.

- **National Board:** Participated in all but two board conference calls and have followed and been involved in considering the issues faced by the organization.
- Became a foundation member of CFUW Canada GWI club in the hopes that his can help heal the division. BC voted 50/50 on the Winnipeg motion last year, so I feel it is my obligation to represent both sides as dispassionately and fairly as is possible. This was my motivation in becoming a charter member of this club. I am on the planning committee for this club.
- **Governance:** Participated in all but one Governance committee call. I have learned a great deal about governance through being on this committee. Worked on the Preamble for all positions and also on the Key Qualifications of the VP Regional document.  
I think, for the sustainability of an organization, it is vital that the procedures and rules we use to govern ourselves be professional, clear and transparent.. Furthermore, it is vital in sustaining a vibrant organization to revisit these policies periodically.

- **Status of Women committee:** I missed one conference call. BC has been lobbying for Aging out of Foster Care reforms. There have been significant improvements but homelessness in youth is still a significant danger for this group. I have joined the homeless hub, <https://www.homelesshub.ca/> as this is my focus for this committee.

I participate daily in following **Cfuw Advocacy** on Facebook and both download and upload items of importance to CFUW policies. I also share these with BC Council Facebook and if appropriate with BC Council website.

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## **Dominique Racanelli**

### **VP Finance**

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#### **Membership:**

Have worked closely with CFUW Executive Director, the Finance Committee and CFUW board to ensure financial statements are updated, approved and posted monthly in order that our members have full transparency. Have provided additional updates/information in order to clarify areas, which have caused confusion among our members, i.e., our reserves, accrual vs cost accounting, deficits, etc. FAQ Response. This information was provided through the CFUW Presidential Message.

#### **Public Profile:**

Have targeted five private companies for sponsorship/donations. All companies will receive full information on CFUW.

#### **Advocacy:**

Same as point 2, promote our work to those companies. Attended several local community marches to bring awareness on violence against women and girls. Worked with Maison Chagnon, shelter for women suffering domestic abuse.

#### **Scholarships/Fellowships:**

Have provided assistance and information to Quebec clubs as requested.

#### **Sustainability:**

- Present the 2019 budget at next AGM. Along with the ED and members of the FC, meet with our financial advisor to review CFUW investments.

- Have set up Revenue Generating Committee to work with outside stakeholders, as well as our members and clubs.

The RGC has had 3 fundraising initiatives: IFUW Pin Campaign, and 100 Women Donating \$100.

Towards the CFUW 100<sup>th</sup> Anniversary, wine bag sales. Sponsorship and donations continue to be pursued and search for grants.

Have worked on the negotiating committee to resolve the GWI issue revolving financial unpaid balance.

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## **Sandra Thomson**

### **VP Ontario**

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#### **Background:**

Largest cohort in the CFUW organization, with Ontario Council Inc comprising of 50 clubs, approximately 5,000 women, covering six regions.

#### **Membership:**

1. Consideration and exploration of the idea of having a student advisory council on college campuses. This is a target audience that is not fully engaged or marketed.  
Action: Invited AAUW principals and discussed their SAC program – Completed
2. Consideration and exploration of engaging the young women professionals with our “You Tube” video featuring Dr. A. O’Reilly, Ontario Council Speakers Series keynote speaker, with the topic “The Changing Role of Motherhood in the 20<sup>th</sup> and 21<sup>st</sup> Century.”  
Action: Video completed. Test pilot with a young professional group for viewing and feedback and to determine further marketing plan. Need to further explore the use of the video that counted for 61 hits on YouTube.
3. Encourage clubs to engage with the 100<sup>th</sup> Anniversary Recruitment Campaign to be launched in January.  
Action: a. Sharing recruitment ideas among the 50 clubs in Ontario via the OC Newsletter and report out at the Nov. 24 Speakers Series President’s Message to attendees (I summarized the recruitment ideas from all six regions and shared with the Regional Directors for the clubs. b. Attend the Regional Directors’ teleconference for more in-depth information and covering for RD ON South. Have made recruitment a priority for Ontario in the next term.

4. Consideration and exploration of opening new clubs in ON Huron; ON West; ON South; and ON North.

Action: Write a column re: CFUW OC for Linked In: Completed; and Alumni Association Newsletter (to be done by end of June, 2019).

**Profile:**

1. Improved Ontario Council newsletter (OC News)-formerly Dates and Data- with a new updated scheduled to highlight clubs' activities; focused on social media platforms in the Leadership Training session at the Ontario Council AGM so clubs can highlight their own activities and marketing potential.

Action: Receiving Clubs' newsletters to seek out activities and publish in newsletter, website and social media platforms. Ongoing and Google Analytics show an uptick.

Action: Continue to seek club membership lists to increase subscription to individual members Ongoing; Hope to increase again for next term.

Action: Encourage clubs to share newsletters and activities; have scheduled a "Talk It Out" Session for all clubs attending the November, 2019 Ontario Council Speaker Series. This will enable clubs from different regions to share more of their activities and events.

Action: a. Continue to encourage Fall Gatherings: ON West and ON Central – completed. ON East (CFUW Belleville) and ON North (CFUW Sudbury) to host in the Fall of 2019 b. Encourage partnerships among clubs to host activities: Two clubs in ON Central to hosted 2019 OC AGM. Encourage HUB meetings: ON South Oct. 18; completed; ON East: Nov. 14, completed.

**Advocacy:**

1. "Women Helping Women" is the theme of Ontario Council this term with emphasis on social support systems for women and girls in Ontario.

Action; Sent introduction letters to female cabinet ministers in the new provincial government

Action: Connected personally with the Minister of Education Constituency Office – completed

Action: Meeting to be arranged with local MPP who is chair of the Standing Committee on Social Policy- upcoming; topics to explore: Behaviour in the Legislature; Abuse of female politicians; Better Ballot campaign as hosted by CFUW Guelph.

Action: Promote OC Recognition Awards among the clubs: completed.

Action: To focus on Human Trafficking

**Sustainability:**

1. Encourage clubs to explore alternative Governance models and publish the success stories.
2. Encourage members to bring friends and guests to OC Speaker Series and to attend clubs' general meetings
3. Encourage Board members to groom potential leaders for OC and National Action: Leadership: In Growing and retraining members: share recruitment ideas: to be completed in upcoming publications  
Action: Consideration of OC creation of Leadership Awards for each region: to be explored in next term.

### **Scholarship/Education:**

1. Many of the ON clubs have supported the 100<sup>th</sup> Anniversary Scholarship Project.  
Acknowledge those clubs who have mature, indigenous and unique scholarship awards.  
Action: To determine the different ways of acknowledging scholarship winners and share with clubs
2. Encourage clubs in lifelong learning activities for marketing purposes.  
Action; Publish in OC News; website; social media

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## **Kathryn Wilkinson**

### **VP Education**

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#### **Membership:**

- Member of the CFUW/GWI negotiating committee. Attended all negotiation meetings. Reviewed correspondence. Researched and prepared materials for the negotiation.
- A founding member of the CFUW Canada GWI – virtual group.
- With VP British Columbia, established a virtual book club – currently 80 members from across the country have joined the group.
- Wrote articles for Education Edition of the Communicator and coordinated with other writers.

#### **Public Profile:**

- Publicized CFUW and international work at a local fundraiser.
- Prepared and presented on Advocacy for CFUW Mississauga.
- Spoke to CFUW Etobicoke about international volunteer work and the importance of the SDGs.
- Attended meetings of Ontario Council.

- Posted to social media – Facebook and Twitter.

### **Advocacy:**

- Chair of the Education Committee – chair meetings, prepare agenda, etc. Between meetings, update members of the committee on issues and activities.
- Monitor education issues through subscription to various publications and organizations, including People for Education, Childcare Now, Council of Ministers of Education.
- Reviewing education resolutions for the Resolutions Review.
- Working on Advocacy Presentation for the AGM linking resolutions to current events through CFUW history.
- Participated in Advocacy Meetings with VP Advocacy.
- Grandparents for Childcare Campaign.
- CFUW representative for Advocacy Day on the Hill for Early Learning and Childcare. Updated ELCC materials for the website and for public distribution.
- Attended monthly meetings of the Toronto Caucus. With the caucus, met Hon. Kathleen Wynne at her Constituency Office. Discussed advocacy and especially ELCC.
- Met with the Assistant Deputy Minister, Early Years and Child Care Division at Ontario Ministry Education. Discussed issues around ELCC and changes being introduced in Ontario.
- Participated in Halton Community Services roundtable on ELCC with Hon. Karina Gould, Minister of Democratic Institutions
- Delegate to UN – CSW
- Currently recruiting members for Indigenous Persons sub-committee

### **Scholarships/Fellowships:**

- Trustee for the CFUW Charitable Trust – attend CT meetings and take minutes.
- Prepared report on CFUW Scholarship Programs based on surveys completed by Clubs.
- Board Liaison for the CT and Library and Creative Arts Committee.
- Attended teleconference meetings of the Fellowship Committee

### **Sustainability:**

- Chair of Human Resources Committee – respond to HR issues as they arise.
- Prepare Ed. Director Review.
- Code of Respectful Behavior - committee has produced a one-page handout for all members.

## Regional Directors

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### Sheila Service

#### RD Vancouver Island

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##### **Membership:**

Clubs on Vancouver Island have embraced the Membership Tool Kit and the resources available from the National Office for use by the clubs in various venues. Most clubs are showing an increase in new members but this is offset by the loss of aging members. The idea of a new club being established in Port Alberni did not come to fruition unfortunately. Perhaps some of those who were interested will become Virtual members I am forwarding information to my contact.

##### **Profile:**

The BC Council AGM May 3 – 5 was very successful. The Victoria Planning Committee did an excellent job of the planning and execution of the meeting and conference. The Event celebrated the 110<sup>th</sup> anniversary of the Victoria Club, the 100<sup>th</sup> Anniversary of the National organizations and the 30<sup>th</sup> AGM of the BC Council. Attendance was well above initial expectations and was gratifying. Having our National President, Grace Hollett available to meet with Clubs prior to the AGM as well as attending and participating was well received by the membership. We also had the privilege of the attendance of Her Honor Janet Austin, Lieutenant Governor BC who shares the values of CFUW. All of the Clubs supported or partnered with other groups to recognize International Women's Day.

##### **Advocacy:**

Nanaimo has a strong advocacy group which works with Youth aging out of care and the Vancouver Island University with their Liaison. Parksville Qualicum's major advocacy actions are around the Red Dress Project at town Hall and the Civic Centre supported by both the Chief and the Mayor. Other clubs are less focused on Advocacy and more on funding local scholarships and Bursaries

##### **Scholarships/Fellowships/Bursaries:**

All clubs provide local scholarships. Salt Spring Island supports the “Hope Scholarship” in conjunction with the Commonwealth Girls education Fund in London as well.

### **Sustainability:**

The Clubs on the Island are working hard to increase their numbers and are enthusiastic. I have been able to attend events in Nanaimo, Parksville Qualicum and was active with the Victoria Clubs AGM Planning Committee. I expect to visit other clubs in the coming fall.

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## **Beryl Matthewson**

### **RD British Columbia West**

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#### **Membership:**

- Visit region clubs and encourage use of the Membership Drive Tool Kit.
- Suggest every member bring in a new friend.
- Encourage communication between clubs by bringing all Presidents together twice a year at a face-to-face meeting.
- Give support to smaller clubs through partnerships and publicizing events.
- Interact with RDs across the country to share ideas to make clubs stronger.

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

- Encourage formation of partnerships with likeminded community organizations such as the Police Victim Services Unit, Community Assistance, Municipal.
- Board of Trade, BPW organizations and local Rotary clubs.
- Send articles publicizing the CFUW 100<sup>th</sup> Anniversary, Bursaries and local club’s achievements to the local paper.
- Have clubs contact their Municipal Government and organizations to find like-minded community groups. See if there is a ‘Social Planner’ for the area.
- Publicize events, speakers and bursary winners in the local paper.

#### **Advocacy:**

- Provide information from the CFUW National and Provincial Advocacy Coordinator on policy and Resolutions passed at general meetings.
- Encourage club Presidents to send letters to local politicians about CFUW’s work and policies.

- Encourage clubs to work within their communities, identify likeminded organizations to partner with.
- Recognize issues important to local clubs and aid in supplying helpful information

### **Scholarships/Bursaries:**

- Encourage interaction with Bursary winners and their families to advertise the purpose, aim and advocacy work of the club.
- Invite Bursary winners to meetings as speakers or to club events
- Advertise CFUW Bursary programs in local publications.

### **Sustainability:**

- Increase visibility of CFUW in the community through photos in local papers and other media sources.
- Expand the club profile to a more diverse group by encouraging cultural interactions in the community.
- Welcome younger members by setting up networking opportunities.
- Contact local collages and get students to help with setting up a social media profile.

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## **Alison Hutchinson**

### **RD BC Interior**

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

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

Three of the four clubs have the same membership fees, \$90.00 and Vernon has fees of \$85.00/year.

### **Membership:**

All BC Interior clubs have a focus on increasing their memberships. Kelowna CFUW publishes a very good newsletter and encourages members to invite friends and associates to attend meetings and to join, particularly in light of CFUW's 100<sup>th</sup> Anniversary. Prince George opens their annual schedule with an open house for members and guests as does Nelson. Vernon has revamped their webpage this year and tries to attract new members through this and other communication methods.

Combined the four clubs have 205 members with one of those being a student member.

### **Profile:**

All BC Interior Clubs are active in their communities and either have events and projects that highlight their clubs in their respective communities and/or partner with other partners in events. For example, Nelson hosted a very successful fundraiser, Stories Inspire Passion, or SIP Talks in 2019 along with a special raffle to raise funds for a 100<sup>th</sup> Anniversary scholarship. This event celebrates dynamic Kootenay women in a TED Talks format. Prince George continues to publish their book about street names in their city. They have made many presentations to different community groups and institutions and their book is often used by realtors as a gift for new home buyers. Kelowna has participated in many community events or projects, supporting the annual Terry Fox Run, Central Okanagan Poverty Reduction Strategy, Youth homelessness, Affordable housing, Vigil for Violence Against Women, etc. Vernon hosts an annual fundraiser, Eco Home tour, which was sold out again this year. Vernon also supports a number of community organizations including Transition House, school food programs and sanitary products for girls. These are just a few examples of how clubs are raising their profiles locally.

### **Advocacy:**

BC Interior clubs are all active in advocacy work and have advocacy committees. In addition to advocating for resolutions that are passed at the national, BC Interior Clubs have local advocacy initiatives as well. Prince George is advocating on behalf of marginalized women through their donations to the New Hope Society, a drop in centre for women, Kelowna is active in the initiative, Grandparents for Childcare and Nelson continues to advocate on behalf of women who have left the community of Bountiful, BC. Vernon supports local initiatives such as Addiction and Harm reduction, Housing and homelessness, Innovative Community Projects as well as school in Nepal.

### **Scholarships:**

All BC Interior clubs offer scholarships and bursaries and over the past year awarded \$25,000 in totals. CFUW Kelowna offered \$15,000 in scholarships and awards in the past year including 5 \$1000.00 scholarships for the CFUW 100<sup>th</sup> Anniversary. CFUW Nelson has offered an additional 100<sup>th</sup> anniversary scholarship this year to their student member who is pursuing a Master's Degree. Prince George supports scholarships at Caledonia College. Vernon supports local scholarships as well at the Okanagan University College as well as a bursary for Women in Trades.

### **Sustainability:**

All the activities of the BC Interior clubs support the national CFUW goals. The activities outlined in this report are a snapshot of all the good work, advocacy and fundraising BC Interior Clubs are involved with.

As Regional Director for clubs that are geographically remote, we don't have many opportunities to meet in person. I continue to send out communications as required when I receive information from BC Council and CFUW National. I will be scheduling a teleconference and hope that I will be able to travel to some of the BC Interior Clubs over the next year.

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**Patti Johnson**  
**RD Alberta**

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**Profile:**

The Alberta Council sent \$200 to each of the five Women's Shelters in Strathcona County, Edmonton, Calgary North, Calgary & Lethbridge to purchase books /literary material for their libraries.

This action raised CFUW Profile in five communities.

**Advocacy:**

All the Alberta Clubs are working to increase the effectiveness of CFUW's advocacy role through community partnerships projects.

**Membership:**

Alberta Clubs continue to brainstorm for ideas that will attract new members.

**Scholarships/Fellowships/Bursaries:**

Alberta Clubs are well-oiled wheel when it comes to raising funds for Scholarships/Fellowships and Bursaries at the Local, Provincial & National levels.

**Sustainability:**

All Alberta Clubs are highly aware of the importance of membership retention. Plus, members are looking for vibrant ideas that will attract new members.

**Teleconference Meeting:**

This past winter the Alberta Council participated in four (may have been five) successful teleconference meetings.

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**Patricia Elliot**  
**RD Manitoba**

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CFUW Manitoba Council has two member clubs- CFUW Portage la Prairie and the University Women's Club of Winnipeg. This year the Portage Club has 15 active members ranging in age from the mid-nineties to the youngest member who recently gave birth to a baby boy. The Winnipeg club currently has 102 members, but our outgoing President has recently warned us that we are likely to slip below 100 members this next year. There is a special fee structure for people joining halfway through the year and for the following year. We also offer student memberships and sustaining memberships for people who are away for most of the winter. Activities for members include three book clubs, three bridge groups, two other games groups, a drama group, a walking group, the Out to Lunch Bunch, and the Current Issues and Actions group which evaluates resolutions and discusses issues relevant to women. The UWC of Winnipeg now has an in-house caterer who provides a lunch every Tuesday and a monthly lunch and dinner for the Program Committee who invite a speaker after the meal. CFUW Portage meets monthly at the Prairie Fusion Arts and Entertainment Centre and hosts potluck dinners twice a year. The monthly meetings feature speakers on topics of current interest.

### **Public Profile:**

CFUW Portage la Prairie has carried out several projects this year- organizing donation packages for a fundraiser for the local Women's Shelter and a suitcase/backpack drive for the shelter. More than 40 suitcases/backpacks were collected. In the fall a 50/50 raffle, an annual event, raised money for a \$500.00 bursary for a female high-school graduate to further her education. To commemorate the CFUW 100<sup>th</sup> Anniversary the club commissioned a stained glass artist to etch the CFUW logo on a plaque for permanent display, possibly at the public library. For the past several years the club has been sponsoring a young person in the Speech Arts section of the week-long Prairie Sounds event held in Portage each spring.

At the UWC of Winnipeg organized two lecture series of four and six weeks. In the fall of 2018 four speakers discussed "How Technology is Changing our Lives", and the spring of 2019 we had local speakers discussing contemporary women writers – mystery authors, indigenous writers, and explorers of modern ethical issues. These lectures are open to the public. On the second Wednesday of each month the Living History Project – Changing Lives of Women during the Great War offers fifth and sixth grade history classes a look at how women took on many of the duties and occupations previously performed by the men who had gone off to war and how they dealt with the realities of rationing, rolling bandages with the Red Cross nurse, and putting together packages for the soldiers. Interestingly the children didn't recognize a cigarette tin and were surprised to hear that everybody at the Front smoked or used cigarettes as trade goods.

The annual Christmas Market was held for two days in early November 2018 and very successfully raised over \$10,000.00. Members of the public and club members

enjoyed the offerings of a dozen outside vendors, of crafts created by club members, of the Bake Shop, the Treasure Trove, and Ralph's Bistro. Other areas where the UWC engages with the public are in the Shoebox Project (28 boxes this year), the Kindred Project (providing sanitary supplies to women's shelters), and the Calendar Drive (collecting calendars for hospitals and nursing homes). Members of the public have also been welcomed to the Spring Tea in April, the Mothers' Day Brunch, and Doors Open, a weekend when over 30 buildings are open to visitors – 250 people visited the Ralph Connor House this year.

A special project this year was the Books and Bags program. A seamstress member with an oversupply of fabric and a children's book reviewer with an oversupply of books got together with several other members to sew 72 bags and gather around 300 books which were delivered to 3<sup>rd</sup> grade classes at Sister MacNamara Elementary School at the end of November. Inside each bag was a label saying gift of the University Women's Club and having a space to write the child's name.

### **Scholarship:**

The UWC of Winnipeg has a very active Scholarship Committee, which annually awards 27 scholarships and bursaries to colleges and universities in Winnipeg and to the Youth Orchestra, the Prairie Theatre Exchange Drama Program, and the Royal Winnipeg Ballet School. These awards range in value from \$300.00 to \$3525.00.

### **Advocacy:**

Advocacy issues are handled by the Current Issues and Actions Committee in conjunction with the CFUW Advocacy Committee. A main duty is reviewing resolutions to be discussed at the CFUW Annual General Meeting. Local issues are discussed with the Council of Women of Winnipeg of which the UWC is a federate member.

### **Sustainability:**

For the UWC of Winnipeg the main concern, besides increasing membership, is how we can maintain our club in the Ralph Connor House. This more than 100-year-old house is a National and Provincial Heritage building and very dear to our members. Two committees have been struck; Plan A committee is charged with figuring out how to increase membership and funding to keep our members at home in the RC House; Plan B's mandate is how to hold the club together if we have to vacate the House and hold our activities elsewhere. We realize that most CFUW clubs manage very well without a permanent address, but we love our house and will work hard to keep it. The club has hired an events coordinator to promote the RC House to outside groups for weddings, receptions, parties and meetings and she has had some success in this endeavor. So far, the house is booked for 16 outside events for the next two months and we hope for more.

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## **Christine Tworo**

### **RD Ontario North**

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#### **Membership:**

Membership continues to be a tale of two regions in Ontario North. The clubs closer to the GTA have been able to increase their membership by reaching out to newly retired women who have moved into “cottage country”. The farther north clubs have had to deal with loss of members due to women moving closer to their adult children (mostly in Southern Ontario) and other various reasons. The population in the North continues to either decline or stay relatively flat.

All clubs have been encouraged to review the Membership Toolkit and put some of the strategies to increase membership, particularly as a new year rolls out. I also promoted the 100<sup>th</sup> Anniversary Toolkit and encouraged clubs to ROAR as we celebrate this wonderful milestone!

#### **CFUW Profile:**

CFUW North Bay got city hall to declare April 10, 2019 as CFUW Day and they raised a CFUW 100<sup>th</sup> Anniversary flag designed by one of their members. Most clubs in the north do excellent community outreach and form community partnerships. This year North Bay partnered with the North-East Women’s Health Alliance to coordinate, host and participate in eight days of events around International Women’s Day. Haliburton Highlands partnered with Kawartha Sexual Assault Centre to support and promote their “Take Back the Night” march, as well as supporting YWCA HERS (women’s shelter in the region). Muskoka partnered with Lakehead University Orillia to host a 3 part winter lecture series in April. Sudbury continued their Adopt-A-Family that had multiple community partners and supported 31 families and over 100 children during the Christmas holidays. Orillia is gearing up for their annual and very successful Homes Tour that last year had over 500 attendees. All of the clubs did other community outreach, such as “Coldest Night of the Year” walks (Sudbury, North Bay and Orillia) which again raises the CFUW profile in their respective communities.

#### **Advocacy:**

Muskoka started an Environmental Interest Group this past year and their issues group discussed many topics, including the re-instatement of the Northlander train service. Members from CFUW Thunder Bay are continuing their focus on Indigenous issues and for the 100<sup>th</sup> anniversary they are taking part in various upcoming events in the city including film nights, story-telling workshops and will attend the city- wide celebrations on June 21, Indigenous Day. CFUW Sudbury wrote a letter to support an environmental group in Sudbury to have city council declare a Climate Change Emergency. Orillia organized a successful two- part Women-in-Politics event, the first a closed session for Secondary School students and the second part was open to the public. North Bay joined “Activism North Bay” and “Solidarity Nipissing” to further their advocacy work. Haliburton Highlands has supported local women groups in their work and has advocated for poverty reduction in their area.

### **Scholarship/Fellowship:**

Although the Ontario North region represents only 5.8% of the total CFUW membership, the Ontario North clubs are giving 7.9% of the CFUW 100<sup>th</sup> Anniversary Awards! They are doing this on top of their already generous scholarship programs. As far as fellowship goes, I was able to visit CFUW Thunder Bay last June as they celebrated their club's 85<sup>th</sup> Anniversary. Although budget constraints kept me from visiting the other clubs during the year, I was able to keep in touch with all the club presidents and enjoyed the various newsletters, emails and phone conversations over the year. I would describe them as a dedicated, passionate, and friendly group that cares deeply about their club and CFUW.

### **Sustainability:**

I have continued being a very active member of the CFUW National Finance Committee and provide support whenever asked for analysis and feedback. We meet monthly to review the monthly national financial reports and to make recommendations to the Board on financial matters. On top of this, I have continued my role as Past President of CFUW Sudbury and I am on the organizing committee for the 2019 Ontario North Fall Gathering which will take place on Oct. 19, 2019 in Sudbury. On May 12 of this year I resigned as Regional Director for Ontario North, only after finding a wonderful replacement (Roline Maconachie, CFUW Orillia) to fulfill the balance of my term. It has been an absolute honour and privilege to work with the dedicated club presidents of Ontario North!

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## **Susan Vecchiarelli**

### **RD Ontario West**

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During this first year of a two-year term it was important to become familiar with the clubs and to appreciate their unique executive structures, membership, interests, locales, events, projects, and programs. Special events and meetings of five clubs were visited (some more than once); the three others will be visited next year. I attended CFUW 2018 Electronic AGM, four Ontario Council Board meetings, two Ontario Council Speaker Series days, the 2019 Ontario Council AGM, and four RD teleconferences.

### **Membership:**

Ontario West has eight clubs from Windsor eastward to Guelph ranging from 12 to 203 members for a total of 605 members (down from 639 last year). CFUW Chatham-Kent dissolved its club of 17 members in the fall.

CFUW Cambridge (↑5-- 44; 7 new) CFUW Guelph (↓14--160; 8 new)  
CFUW Kitchener-Waterloo(↓16—203; 5 new) CFUW London (↓2--12)  
CFUW Sarnia-Lambton (↓4--40) CFUW St. Thomas (↓1--48; 3 new)  
CFUW Stratford (↓1--82; 14 new) CFUW Windsor (↓1--16)

In addition to replying to club requests for specific information, eight succinct messages with summaries, date reminders, links, and attachments were sent. Clubs were encouraged to attend Fall Gatherings, Ontario Council's Speaker series and AGM, and CFUW's AGM, and urged to submit reports sharing their accomplishments. A lunch table for Ontario West clubs was reserved at the November Speaker Series to exchange ideas about advocacy, speakers, membership recruitment, and executive roles. The revision of Ontario Council's Constitution and Bylaws sparked an interest for one club to complete a review and for two others to do so next year.

### **CFUW Public Profile:**

All clubs have websites and most clubs have facebook pages, thus promoting speakers at general meetings and advocacy events. More "likes" are needed in order to expand the sharing of projects, events, and speakers, and to raise club profiles in the community. Community partnerships appear to be one of the most effective methods of raising CFUW's visibility.

### **Advocacy:**

#### CFUW Cambridge:

a) Invited women elected to office in area to become members; b) Completed Education consultation; c) Submitted brief re closure of Ontario Child Advocate Office; d) Sent brief on Bill 66, "Restoring Ontario's Competitive Act" to local MPPs, Mayor and Regional Chair expressing displeasure with regressive policies on water protections; e) Hosted International Women's Day Breakfast (BalanceForBetter) attended by many local dignitaries.

#### CFUW Guelph:

a) Completed 5-year commitment to Bridges Out of Poverty; b) Held communication workshops for female candidates of fall municipal elections; c) Promoted "Better Ballot Campaign" to transform Canadians' engagement in political discussions by bringing civility and respect to the campaign process; d) raised awareness of Indigenous issues by presenting land acknowledgements and forming a study group to read the Truth and Reconciliation Summary and 94 Calls to Action; e) Co-hosted International Women's Day event highlighting current accessibility research aimed at giving a more inclusive future to the local library, "Danced Together On The Bridge", and had a booth at evening event celebrating active women in the community; f) Raised funds for Hope House at 5 km walk on The Coldest Night of the Year; g) Met with Lloyd Longfield, MP; Mike Schriener, MPP; Mayor Cam Guthrie; and Ted Arnott, MPP.

CFUW Kitchener-Waterloo: a) Dec. 6 Vigil; b) International Women's Day "Open Closet".

#### CFUW London:

a) Supporting "Project ONroute: Courage for Freedom", an awareness media campaign against human trafficking; b) Contributed to Christmas Shoe Box Promme, R.E.A.D Program, and Children's Lunch Program.

CFUW St. Thomas:

a) Wrote letter to City of St. Thomas supporting the St. Thomas-Elgin Art Centre's grant request; b) Raised funds for "Welcome Kits" for women at St. Thomas Shelter; c) Supported YWCA; d) Participated in SpellBound Spelling Bee in support of local environmental projects; e) Met with local Police Chief to (successfully) request revision of policies on reporting statistics on "unfounded" cases and on interviewing women reporting assaults.

CFUW Stratford:

a) Partnered with City of Stratford to develop "A Guide to Hosting A Greener Event and Reducing Waste" and "How To Host A Greener Event"; b) "Green Team" worked at Alzheimer "Soup's On" fundraiser; c) Met with local MPP, Randy Pettapiece; d) Organized Municipal Election Women Candidates event; e) Co-hosted Provincial Election Candidates Meeting to discuss women's issues; f) Publicized income gap between men and women on facebook.

CFUW Windsor:

a) Hosted Fall Gathering "Women—WE Lead the Way: Leadership & Advocacy"; b) Hosted Municipal Mayoral Candidates Meeting; c) Co-hosted Provincial All Candidates' Meeting on Health Care; d) Attended "Take Back The Night" Rally; e) Partnered with UNIFOR Women for Free Trade Agreements presentation by Tracey Ramsey, MP Essex.

**Scholarships/Fellowships:**

All clubs understand the importance of scholarships and bursaries so continue to fund them for women embarking on a post-secondary education, continuing in a program, and returning as mature students. Funds are generated through annual events, donations, and registration fees. Most clubs have funded an additional, one-time CFUW 100th Anniversary Scholarship.

**Sustainability:**

Member retention and the filling of Executive positions continue to be concerns. To raise CFUW's public profile and increase membership, clubs were encouraged to use ideas from the 100th Anniversary Membership Campaign Toolkit and to book the Membership Travelling Exhibition. The special 100th Anniversary activities such as the SAGE Awards, Notable Women, and Anniversary Scholarships, as well as the plans for the 2019 AGM in Winnipeg, have created renewed interest and pride in CFUW accomplishments.

## Lori Ker RD Ontario Huron

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

### Club Visits:

I have been to visit all clubs and the following is a list of events:

- Kincardine club Treasures Sale – August 6<sup>th</sup> – met club reps
- Owen Sound club Meet & Greet – August 14<sup>th</sup> – wonderful garden party
- Orangeville Meet & Greet – Sept. 19<sup>th</sup> – welcome back
- Southport - presented Carolyn Day with her CFUW Notable Woman Award at her August 10<sup>th</sup> celebration
- Orangeville's First Annual Persons Day event Oct. 17: female candidate tea party
- Southport's Dec. 6 walk – scheduled but missed due to snowstorm
- Owen Sound Dec. 6 - Dramatic Reading of 'A Christmas Carol' fundraiser
- Southport Dessert Bridge/Euchre fundraiser – May 3<sup>rd</sup>

The following is an accounting of the 2018/2019 Huron Regional Action Plan pertaining to the five strategic pillars: Membership, Profile, Advocacy, Scholarships and Sustainability.

### Membership:

Build and strengthen membership to sustain a healthy organization and continue our advocacy and educational support and initiatives. I have noted membership drive practices from each Huron club (and beyond) and shared ideas. A few items of note: **public awareness with our target audience** is key – press releases regarding meet & greets; public meetings; farmers' markets; parades, etc. Also learned of **membership incentives**. However, membership dues continue to be a barrier to expanding membership.

The following are some highlights from the clubs:

1. Orangeville has stepped up their public presence which has allowed them to recruit new members to make up the attrition from last year. They held their first Persons Day event open to the public and it was a great success with our target audience. Since then they have been profiled in the local IWD event magazine and were able to secure memberships at the event.

2. Southport is very active in the community with parades, community fundraisers, vigils and beyond.
3. Owen Sound has a couple of key members who are constantly recruiting, and membership remains strong.
4. Kincardine is undergoing some membership challenges with an aging group and vacancies in their leadership group.

### **Profile:**

Raise the public profile of CFUW so that our ongoing and significant contributions to society are fully recognized. Key takeaway: high club profile requires a dedicated and knowledgeable resource on the club executive. Anything we can do to support clubs in this area would likely pay off (how to do a press release, how to invite media to your programs, how to get on the community online calendars – all free of charge).

In the Huron Region there are clubs who manage and promote their profile very well and others are still working on it.

1. Southport leads in the area of public profile and continues to do an excellent job making sure they have a high profile in the community by participating in many community events and fundraisers and ensuring their activities are highlighted in the media and that members are well informed.
2. Orangeville has stepped up their public presence which has allowed them to recruit new members They held their first Persons Day event open to the public and it was a great success. They had a greater presence at the IWD event this year, were profiled
3. in the IWD event magazine for founding support of the local Women's Shelter and for the 100<sup>th</sup> Anniversary. They have secured the Museum of Dufferin to exhibit the club archives and celebrate the 100<sup>th</sup> Anniversary from Sept 22 to Oct 30, 2019 and to host a Persons Day event with Equal Voice presenters.
4. Owen Sound has many public cultural events that they advertise. Their annual Christmas Dickens event is very popular. This year they staged a play, "The Illustrated History of the Chippewas of Nawash", a very complex undertaking that they had began in 2016 in partnership with Maadookii Seniors Group of Neyaashiinigiing, Chippewas of Nawash Unceded First Nation. This sold out event increased their profile and served as a reconciliation example for the city. The video of the play has been made available to organizations and schools.

### **Advocacy:**

Increase the effectiveness of CFUW's advocacy role and extend our impact through

partnerships. This pillar is firmly ingrained in our clubs and activities are only limited by the club members' availability.

1. The Southport, and Owen Sound clubs have both had public, high profile events in partnership with their local Indigenous communities in 18/19.
2. Kincardine is working with Purple Grove Women's Institute and the Peace of Mind sanitary kit project, helping girls stay in school.
3. Orangeville held their first annual public Persons Day Tea event with the local female candidates. They are working with Orangeville Council and other CFUW clubs on the Better Ballot Campaign and a Women's Campaign School event for October. There will also be a local Museum exhibit of the club archives and to celebrate the 100<sup>th</sup> Anniversary of CFUW from Sept 22 to Oct 30, 2019 and to host a Persons Day event with Equal Voice presenters.

### **Scholarships:**

Support Clubs in their programs at the local level. All Huron clubs recognize that scholarships are a cornerstone of the purposes for CFUW and all have scholarships at the local level and beyond.

1. Orangeville recently launched their first Indigenous Scholarship and Award in partnership with DAREarts Canada for two young women in the four fly-in communities in Northern Ontario.
2. Kincardine is investigating a scholarship at the local Adult Learning Centre in addition to their current secondary school scholarship program.
3. Owen Sound have created a new scholarship to be granted to an Indigenous student attending one of the local secondary schools.
4. Southport launched the Carolyn Day Scholarship to assist a young woman coming out of foster care and continuing her education. Due to generous donations, the scholarship will have a long life and will support many young women in need.

### **Sustainability:**

Support CFUW goals at all levels. Two important aspects of sustainability are maintaining/growing membership, developing leadership and rising costs of membership. All clubs in Huron are struggling with leadership development and succession. Two of the clubs, Orangeville and Kincardine, are working with a new shared governance model - essentially using a monthly rotating chair or co-chair structure among the club executive group to maintain operations. This concept and experience has been shared with the other Huron clubs.

CFUW has given attention to the issue of Membership with the current 100<sup>th</sup> Anniversary Campaign and each of the Huron clubs have or will be taking advantage of the materials available. CFUW could further assist with sustainability by producing leadership development materials, and other programs for club leadership (we are clear on leadership expectations).

CFUW needs to be aware that smaller clubs are under greater financial pressures than larger clubs whose overhead costs are more easily covered by more members contributing.

### **Other Activities:**

- Member of Ontario Council Bylaws Committee – meetings over 14 months modernizing the OC Constitution and Bylaws, amendment process, presentation and teleconference.
- Member of the OC Finance Committee – policy and budget review.
- Member of the CFUW National Governance Committee – policy development.
- Chair of the CFUW National Articles and Bylaws Committee – amendments and corrections.
- Guest at CFUW National Board Meetings in bylaws role and general governance
- Regional Director teleconferences.
- Attended all 2018-2019 OC Board Meetings and Speaker's Series events.
- Orangeville club: Program Convenor and Scholarship Convenor. Created and presented our new Indigenous Scholarship Award in partnership with DAREarts.
- Bimonthly or monthly communication with Huron clubs on items of provincial or national interest, reminders and requests. Provided support for information requests of clubs.
- Participated in various communications regarding various club bylaws.

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## **Mary Partington**

### **RD Ontario East**

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#### **Communication/Education:**

See notes from Hub meeting on Communications - lots of sharing between clubs with ideas to improve communications.

How can I as you RD help you achieve your goals?

Please keep your websites up to date, and see that Sandy Thomson and I receive your newsletters.

How do you profile your scholarship winners? Every club submitted numbers of scholarships awarded, the amounts given, the various ways they were honoured,

either at the club AGM or a special monthly meeting.

Encourage your members to attend the Speakers' Series in Toronto November 24th and March 1st

**Club Profile:**

Please let Dates and Data, now called Ontario Council News, know what you are up to.

How do you give back to your community? Have you formed any partnerships? Each club offered the connections they have formed to enhance services to their communities.

What are you most proud of? What are your best accomplishments? No difficulty in claiming their most worthy achievements.

**Sustainability:**

Most clubs have members in the wings who are being groomed for executive positions. Those who didn't took notes!

**Membership:**

What are your club's recruiting methods? What are its advantages and disadvantages? Advertising in local news media. Each member acting as a recruiter was seen as bringing the best results. Every member inviting a guest to meetings. Holding general meeting open to the public. When hosting a community event, interest often attracted new members to future meetings.

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**Moira Hodgkin**  
**RD Ontario Central**

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**Membership:**

- Encouraged Clubs to participate in the National 100th Anniversary Membership Recruitment Campaign. Several reported positive results from adapting ideas.
- Organized and led the Talk It Out workshop to share successes and develop creative strategies to attract and retain new members. Positive feedback received from the sessions.

- Supported Clubs in researching nominees for the Sage Awards. Encouraged inclusivity for those who had more than one eligible candidate, and supported creative local celebrations to honour long-standing members.
- Visited all 13 Clubs during the year, and promoted the Membership Challenge initiative and 40th and 100th Anniversary celebrations.

### **Public Profile:**

- Supported Clubs in sharing special events and successes through Ontario Council and National newsletters. Resulted in increased participation in some events.
- Encouraged Clubs to publicize their open events and scholarship awards in local media. Clubs learned new opportunities from each other.
- Shared information to support Clubs in building local partnerships to leverage their activities and community awareness.
- Created profiles for the 13 Clubs, which were shared across the region, the Ontario Council Board and the National President.

### **Advocacy:**

- Involved in a partnership with the Grans and the North Toronto Club in a seminar titled “Women’s Vices Count” to publicize the UN Orange Campaign in November.
- Participated in an “Equal Pay Day” rally in downtown Toronto.
- Coordinated GTA Clubs joint discussions with the Sistering organization.
- Worked collaboratively with broader GTA area clubs to successfully organize the December 6th Memorial Lunch and the IWD March 8th Lunch.
- Shared information to support Club submissions on Bill 108, *Moire Homes, More Choice: Ontario’s Housing Action Plan*.

### **Scholarships/Fellowships:**

- Supported Clubs in creating innovative 100th Anniversary awards, such as Northumberland’s award to a post-graduate student of indigenous background.
- Through the Talk It Out sessions, encouraged Clubs to share successful local fund raising initiatives
- Attended and participated in several local fund raising activities across the region. Attended a Club meeting where scholarship winners received their awards.
- All Clubs celebrated the CFUW 100th Anniversary with innovative local or national scholarships and awards, or creative projects to support women internationally.

### **Sustainability:**

- Provided information to assist Clubs actively celebrate the 100th Anniversary, including the Membership Challenge, Notable Women Awards and Sage Awards. As Regional Director, I attended some of the events and assisted in notifying the National and Ontario Council newsletters of important events.

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**RD Quebec English**  
**Jane Cowell-Poitras**

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**Anne Lise Dupuis**  
**RD Quebec French**

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**Membership:**

- The total numbers of members has doubled this year from 21 to 40 with the creation of AFDU Montérégie.
- By adding a virtual dimension to AFDU Montérégie, we hope to attract members from other areas beyond reasonable driving distances.

**Public Profile:**

- Quebec area AFDU has well-known members and the foundation's activities are well publicized.
- AFDU Montérégie is registering as a regional organization in St-Lambert to gain publicity for its events and accomplishments. It has also recently joined the *Table de concertation des groupes de femmes de la Montérégie (TCGFM)* in order to work with other regional organizations towards the advancement of women.

**Advocacy:**

- AFDU Québec does little advocacy outside of working to improve access to education programs in aboriginal communities.
- In partnership with "Le Musée de la Femme", AFDU Montérégie has applied for funding to the Federal Government in order to create a medium-scale mentorship program.
- In its first year of existence, AFDU Montérégie has not had many opportunities to work on advocacy but plans on developing this aspect in 2019-2020.

**Scholarships/Fellowships:**

- Fondation AFDU Québec held their annual bursary evening on March 14, 2019 for students at Université Laval. The event provides excellent visibility for AFDU and CFUW/FCFUDU within the community;
- \$36,000 was awarded to deserving women from multiple faculties.
- AFDU Montérégie held a fundraising activity and will be awarding a scholarship for \$1,000 this year. Charitable status should be obtained by November 2019.

### **Sustainability:**

- AFDU Québec's board has a new president, Frances Rémillard and the foundation is in good hands with Godelieve deKoninck as its president.
- A past Québec Council President and club president, AFDU's president is Liette Michaud. All positions on the board are filled by enthusiastic members.

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## **Eleanor Palmer**

### **RD Nova Scotia**

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The appointment of Beryl Matthewson RD BC West and I as Co-Chairs of the Regional Directors Standing Committee has provided a very positive medium through which we have been able to exchange ideas, reach out to and work with all our RD team to further connect our Clubs from west to east. Including our CFUW President, our CFUW Membership Chair and other members of our CFUW team as resources for our teleconferences has likewise been beneficial as CFUW moves forward during this momentous year.

As mentioned in my RD Action Plan, my earlier commitment to co-chair the 30th CFUW Atlantic Regional Council meeting in Wolfville in September at L'Arche Homefires as part of Wolfville's 80<sup>th</sup> anniversary celebrations did provide an excellent opportunity to reach out not only to our Nova Scotia Clubs but also to all our Atlantic Clubs. The theme of Inclusiveness was very well-received and challenged our members to take a more active role in the true meaning of inclusiveness (see write-up in the 2018 Fall Communicator.)

I communicate with each of our Nova Scotia Clubs on a regular basis. In working with our Nova Scotia Clubs, I have first and foremost been discussing membership, stressing the need for a higher visibility in our communities that could include partnerships and also suggesting and discussing creative ways to fundraise. Janet Willwerth, VP Atlantic and I, also work closely on a regular basis. We share some of the representation at Club events particularly in those Clubs that are geographically closer to Janet. On those occasions, Janet takes my messages/greetings with her.

An important objective this year has been to help our Nova Scotia Clubs better understand the role of CFUW and GWI. Discussing the role of CFUW and GWI in my

own Club has resulted in a document entitled *The Value of CFUW Membership* which I have had critiqued by our CFUW President and CFUW Membership Chair. Perhaps this simple document might be of value to our RD's and our Clubs

I have discovered that pertinent CFUW/GWI information that reaches our Clubs is not always presented/summarized at regular Club meetings. Could our CFUW Liaison officers ensure that our members are well-informed regarding all levels of CFUW?

Part of my outreach this year has included creating a list of the locations of Nova Scotia Club archives, helping Clubs determine their Sage Award and promoting the Pin campaign. While determining who would be eligible for a Club Sage Award, I discovered one area that definitely needs to be improved at the Club level - the keeping of accurate records - membership lists in particular.

An initiative our Nova Scotia Clubs began last year regarding the excessive use of plastics was strengthened with a response from the Nova Scotia Minister of the Environment. Now that the federal government is planning to take action in this regard, our Nova Scotia Clubs can work together in the coming year to forward this movement. Together we can accomplish so much more.

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### **Sharon Crabb**

#### **RD Newfoundland Brunswick**

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This has been a very busy year for our three New Brunswick clubs as they plan not only for the CFUW 100<sup>th</sup> anniversary, but their own Clubs' anniversaries. CFUW Saint John is celebrating its 95<sup>th</sup> anniversary; CFUW Moncton is celebrating its 85<sup>th</sup> anniversary; CFUW Fredericton is celebrating its 75<sup>th</sup> anniversary. The information included in this report is pertinent to the yearly activities of the three CFUW New Brunswick Clubs.

#### **Membership:**

Throughout the year, all Clubs have focused on increasing membership. The CFUW Membership Tool Kit was an opportunity for Clubs to reaffirm what they have been doing respective of membership as well as conducting brainstorming/think tank sessions to strategize additional ways they might approach potential members as well as continue the engagement of existing members. Clubs included the 100<sup>th</sup> anniversary goals in these strategizing sessions. Some of these strategies consisted or, but not limited to, a variety of committees and interest groups, celebrating events specific to their Clubs' anniversaries, mentoring new members and encouraging members to take on executive positions or chair committees. Each Club also submitted the name of their longest servicing member as the recipient of the Sage Award.

Visits were made to all Clubs throughout the year as well as participating in some special events. Clubs provided the Calendar of Events/Dates to Remember documents, shared their Clubs newsletters, held events in celebration of scholarships

recipients, held celebratory luncheons and hosted speakers. RD bulletins were sent out relevant to specific CFUW activities and in support of items featured in the CFUW News Bulletins. Such bulletins included the CFUW Membership Toolkit, 100<sup>th</sup> Anniversary Membership Campaign Goals and “Notable Dates” re applying for specific CFUW Awards.

### **Public Profile:**

Building and sustaining public awareness of CFUW Clubs is an ongoing mission and certainly one embraced by New Brunswick Clubs. This is evidenced by the creation and maintenance of Club websites, in implementing or giving consideration to the implementation of Club Facebook accounts and Club Twitter accounts and in the creation and distribution of Club newsletters, locally, provincially, throughout the Atlantic Provinces and for posting in CFUW News Bulletins. Clubs are encouraged to write, and have participated in the writing of, articles for their Clubs newsletters for publication in the CFUW News Bulletins and for posting on their Club websites, as well as the ARC website and CFUW website.

Often partnerships are formed based on common issues such as the elimination of violence against women, homelessness in New Brunswick, pay equity, women’s shelters, scholarships/bursaries, special events and fundraisers, to name a few. Our Clubs have engaged in establishing these partnerships, often based on the interest of members and the needs of their communities.

Club members are encouraged to subscribe to CFUW National newsletters and bulletins in order to keep apprised of the work being done by CFUW, the support provided for local issues and the news shared by Clubs throughout Canada. CFUW news is often shared as a Club General Meeting agenda item report, inclusion of CFUW information in the Clubs’ newsletter and/or through bulletins sent out by the Regional Director. Such bulletins this year included Charitable Trust Webinar, “Thinking Back and Looking Forward: end of year review” and Gender Equality Week.

This year Clubs have been particularly active in the development and distribution of information flyers relative to their anniversary celebrations, special event celebrations and bulletins outlining the achievements of Clubs throughout their years. Such publications are both inspiring for members and instructional for the community as they raise awareness of CFUW both nationally and locally.

### **Advocacy:**

At the beginning of the 2018-2019 year Clubs identified those issues of most importance to them and to their communities. Often Clubs focus on local issues; however, often local issues, such as elimination of the violence against women, child care, pharmacare and indigenous issues, are also CFUW National issues and, thus, supported by documents, brochures, etc., developed by the CFUW Advocacy Committee. Clubs are apprised of the support provided by CFUW National and access

such resources of most benefit to them. Bulletins and/or emails sent out by the Regional Director are a means of informing Clubs of those beneficial resources. One such bulletin was "Party Leaders on Women's Equality Issues."

Clubs also held discussions in reference to a request from VP Advocacy to identify the top 5 issues of most importance to them as a Club. That information was forwarded to the Regional Director and a report reflecting these top issues was submitted to CFUW Advocacy.

### **Scholarships/Fellowships:**

A major focus of Clubs is scholarships. Clubs have been increasing the number and value of scholarships each year. In some cases, the scholarships are protected by endowing them at the university level. The administering of scholarships varies among clubs; however, the focus remains the same, supporting women in attending post-secondary institutions, including universities and community colleges. This year, Clubs have also been involved in creating and awarding a scholarship in honour of the CFUW 100<sup>th</sup> anniversary. Clubs host fundraising events, such as book fairs, to raise funds in support of scholarships and sundry other local issues. In recognition of scholarship recipients, Clubs host Open Houses and scholarship luncheon. Scholarship recipients are also recognized in Club newsletters and as speakers at special events, thus affording an opportunity for them to share their stories and for members to learn more about each recipient.

### **Sustainability:**

Clubs members attended the ARC Conference and AGM held in Wolfville, NS, in September 2018 and the electronic CFUW AGM held in June 2018. Attendance at ARC 2018 afforded members an opportunity to share the work of their Clubs, to meet and dialogue with members from other Clubs and to engage in enrichment activities via speaker presentations. Throughout the years, all NB Clubs have generously hosted ARC Conferences and AGMs. CFUW Fredericton is currently planning ARC 2019 to be hosted in Fredericton. This year, some members have also served on CFUW Committees, such as International Relations Committee and Revenue Generating Committee. Members are encouraged to put their names forward for CFUW National committees. NB Clubs generously share materials, ideas and invitations to Club events with other NB Clubs.

### **Conclusions:**

In addition to the work outlined in this report, as Regional Director I attended the ARC 2018 Conference and AGM in Wolfville, NB, in September and all Regional Directors teleconferences. I extend many thanks to the members of CFUW Saint John, CFUW Moncton and CFUW Fredericton for their support throughout this year and for their outstanding work in support of their Clubs and CFUW.

## **Grace Stapleton**

### **RD Newfoundland and Labrador**

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Since there was no candidate for the position of Regional Director Newfoundland when the previous RD completed her term in June, 2018, I was asked to take on the role which I previously held from 2002-2006. Unfortunately, CFUW Corner Brook decided to close, so now there is only one club, CFUW St. John's, in the region.

#### **Communications:**

My role as Regional Director has been to assist the executive of CFUW St. John's in responding to requests from the national board, to help distribute information from national to members, and to represent the club at meetings of Regional Directors, the Atlantic Council, and the CFUW AGM. Each month I submitted a short report to the club's newsletter, and at the monthly meetings I made announcements highlighting items from the CFUW President's Reports and GWI Updates. I participated in two Regional Director Teleconferences, attended the ARC AGM in Wolfville, and plan to attend the CFUW AGM in Winnipeg.

#### **Membership:**

In November, the VP Membership sent a survey about successful strategies for attracting new members. Since the membership of CFUW St. John's has steadily increased in recent years, I held a brainstorming session with the current and three previous Membership Chairs, and prepared a detailed membership report. I participated in all the club's activities, including the Open House Membership Tea in September and the New Member's Afternoon Tea in November, where I answered questions about CFUW member clubs' relationship to the national and international federations.

*Note: The template for this report included the categories of Advocacy, Scholarships, and CFUW's Public Profile in the region. My participation in activities in these areas was as a club member rather than as RD.*

#### **Advocacy:**

- Served as a member of the Advocacy/Resolutions Committee, which prepared letters on CFUW policy to be sent to government members.
- Attended the Vigil "In Her Name", held in memory of missing and murdered women in our province.
- Attended the December 6<sup>th</sup> Vigil to honour the victims at Ecole Polytechnique.
- Attended the AGM of Thrive, an organization that provides education and employment assistance to youth at risk. CFUW St. John's gives financial support to Thrive and other community organizations.

**Scholarships/Public Profile:**

In our area, CFUW St. John's is well known for its very successful Annual Used Book Sale, which funds our Scholarship and Outreach Programs. We get publicity through advertising for book donations, the sale itself, and the announcements about our scholarships and the recipients. In October, we held an event at Memorial University to celebrate and publicize the \$7500 Grace Hiscock Hollett Graduate Scholarship that recognizes the 100<sup>th</sup> Anniversary of CFUW and the 75<sup>th</sup> Anniversary of CFUW St. John's. I also represented CFUW at Awards Presentations at the Marine Institute, College of the North Atlantic, and Memorial University.

## Committees

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### **Beryl Matheson and Eleanor Palmer Regional Directors Standing Committee**

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The appointment of Beryl Mathewson and Eleanor Palmer as Co-Chairs of the CFUW Regional Directors' Standing Committee for the 2018-2020 Biennium has proved to be very positive as we represent and bring together the east and the west of our large country.

Our CFUW Regional Directors have participated in four teleconferences since our July appointment. These teleconferences have been a great medium in which to provide support for our RD's and a forum in which to discuss local issues, concerns, and achievements. The meetings have been enriched with the participation of various members of the CFUW Board as guests (Grace Hollett, Lynne Kent, Pat Joyce and Sandra Thomson) as well as parliamentarian Beth Haynes. The meetings have covered many topics and have been characterized by lively discussions and thoughtful questions including our CFUW Membership Campaign and GWI.

As we celebrate our CFUW 100<sup>th</sup> Anniversary, we certainly have many achievements on which we can reflect. However, it is crucial that we immediately begin looking forward and making plans for the future to continue to add to the accomplishments of CFUW's first 100 years. As Regional Directors we have an important role to play in helping CFUW move forward. Together, as a team, we can continue to "make a difference" in the lives of women and girls.

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### **Gail Crawford Library and Creative Arts Committee**

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### **Lori Ker Articles and Bylaws Committee**

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One (1) motion to amend the CFUW Articles and Bylaws was duly received and approved to go forward to the membership for amendment. This amendment proposed replacing the Members-at-Large term with E-Members. There were no proposed amendments to the amendment duly received.

The motion will be presented at the Annual General Meeting for the assembly's consideration.

The Committee reviewed the CFUW Articles and Bylaws and made several corrections. In February 2019, three (3) section titles were corrected and three (3) bylaws were corrected and made legally consistent with the Canada Corporations Act (CCA).

The CCA states that the Board cannot fill a Director vacancy if said Director is elected by a subset of the Corporation's membership. Regional Vice Presidents and Regional Directors are elected by a subset of the CFUW membership and as such vacancies cannot be filled by Board appointment.

1. Bylaw #38 corrected to read "In the event of a vacancy due to a resignation, death or removal from office of a member of the Board other than Regional Vice Presidents, and there a quorum of Board members exists, the Board may appoint by ordinary motion a successor to complete her term of office."
2. Bylaw # 39 corrected to read "In the event of a vacancy due to resignation, death, removal from office or move in residency from her designated region, a Regional Vice President vacancy will remain until a qualified candidate is elected by the region's members at an election."
3. Bylaw # 53 corrected to read "In the event of a vacancy due to resignation, death or removal from office or move in residency from her designated region, a Regional Director vacancy will remain until a qualified candidate is elected by the region's members at an election."
4. Bylaw section titles changed to "Notice of Meeting" before Bylaw #69 and before Bylaw #84.
5. Bylaw section title changed to "K. Finance and Administration" after Bylaw #76.

Thank you to the Committee, Judy Gay, Fiorenza Albert Howard and Grace Hollett for their assistance this year.

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**Teresa Habs**

**Resolutions Committee Chair**

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Teresa Habs, Resolutions Committee Chair

There were not no resolutions, regular or emergency, submitted for the 2019 AGM.

Notwithstanding this fact, the Committee continues to believe in the impact of creating resolutions and policy through this process. We are committed to continuing the work of increasing the effectiveness of CFUW's advocacy role.

We look forward to mentoring the clubs planning to submit resolutions in 2020.

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## **Charlotte Rigby**

### **Fellowships Committee Chair**

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Thanks to the successful CFUW 100<sup>th</sup> Anniversary Charitable Trust funding appeal the amount available for awards this year increased by \$60,000 to more than \$142,000; the number of awards increased from 14 to 25; and the number of applications for fellowships and awards funded through the Charitable Trust increased by 100. The Committee's workload increased accordingly.

Members of the Fellowships Committee were: Barbara Gustafson, Prince Albert SK; Adell Hay, Kanata ON; Madeline Kalbach, Calgary AB; Patricia McCuaig, Richmond BC; Charlotte Rigby, Ottawa ON and Ingrid Robinson, Antigonish NS. The death of member Ann Denis of Ottawa ON in February was a great loss. Special thanks to Sandy Burger (Kanata ON) who reviewed 45 applications submitted in French.

Our mandate was to adjudicate 363 applications from 229 applicants (103 applicants applied for more than one award) for the 24 fellowships funded by the CFUW Charitable Trust (including 10) special 100<sup>th</sup> Anniversary awards) and the Dr. A. *Vibert Douglas Fellowship* funded by CFUW. We used *Google Translate* to provide English translations of short-listed French submissions so that all members could review them. We used the Fluid Review online system to review applications, and record our comments and rankings.

We estimate that we each spent a minimum of 130 hours reviewing applications - plus an average of 15 hours on teleconference calls. We held 17 teleconferences between January and June for decision-making discussions and final rankings. The workload was heaviest from January to April. It required some computer skill, judgment, and availability for teleconferences.

We need a larger committee to share this workload. Each member should not need more than 100 hours to review applications. We suggest a 12-member committee (six 2-member teams.) Each team would discuss and prepare short-lists for the awards they have been assigned. At least one team should be able to review applications in French.

We reported our results to the CT and CFUW Boards in early May - about a month later than the end of March originally envisioned. We are fortunate that the AGM 2019 is in August.

We designed a short 10-question questionnaire to send to applicants for 2020-2021. The information will help us to improve the preparation, submission and review of applications.

The Fellowship Committee's activities directly support CFUW Strategic Aims 4 and 5:

4 (Scholarships/Fellowships – Encourage clubs to continue/start scholarship programs and strengthen the effectiveness of the national fellowship programs)

We are working to recruit more committee members We will provide information at the 2019 AGM, to inform and engage delegates in the Charitable Trust's fellowship program. We plan to forge contacts with Scholarship officers in Canada's universities to increase their awareness and support of the CFUW Charitable Trust Fellowships and Awards.

5 Sustainability – build organizational capacity at the Board, committee, regional and club level to maintain CFUW's ability to reach goals)

We are in a position to identify situations/issues where CFUW can help support women pursuing postgraduate education, and provide advice to the Charitable Trust.

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## Lynne Kent

### Membership Committee Chair

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The Membership Committee's main focus this year was on the 100<sup>th</sup> Anniversary Membership Campaign. Letters were sent to the RDs and Regional VPs to introduce the campaign and solicit their assistance. A 'check-in' survey was prepared to gather input from clubs on their successes, their challenges and their advice on support needed from CFUW. The committee researched a selection of toolkits to glean best practices for recruitment, renewal & retention. A CFUW membership tool kit was then created out of these learnings and distributed to all clubs. The theme of the campaign is 'New Century, New Challenges'. A travelling exhibit was prepared to support clubs in their initiatives and 11 kits were distributed to be shared across the country. The kits include a banner, CFUW special 100<sup>th</sup> Anniversary brochures, a selection of CFUW swag and a power point presentation for display.

The Committee & National Staff supported a revitalization event for CFUW Charlottetown to help profile their club for renewal. Reports from Charlottetown indicate that it was very successful. They have attracted new members, engaged new leadership and a new President who will be attending the CFUW AGM in August. To keep Clubs apprised of the 100<sup>th</sup> Anniversary membership drive, the National President sent out updates to Club Executives and regularly posted the Membership Toolkit as a reminder.

Membership Committee members have attended several club & regional events to encourage and promote the campaign. We will continue to find new ways to maintain momentum through the fall to complete the 2019 anniversary year. We are also working on our Action Plan into 2020 to consider ways to benefit from the results of this year's campaign to continue to encourage growth, support retention and initiate extension of membership into new communities.

There were fifteen applications for small club grants to attend the AGM and ten Clubs were identified and awarded support. Eleven clubs achieved at least 10% net increase in membership. Twenty-one clubs attracted at least 10% new members. Awards for success in membership increase, new members and special projects will be given out at the AGM again this year.

We now have ninety-seven clubs across Canada including two new clubs.

## Special Appointees

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**Joy Hurst**

**Canadian Commission for UNESCO**

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**CCUNESCO: Bringing people together to build a common future. We contribute to a future of peace, reconciliation, equity and sustainable development.**

2019 was the year designated by the United Nations as the UN International Year of Indigenous Languages and UNESCO was designated as the lead UN agency. As a member of the Canadian Commission for UNESCO (CCUNESCO), CFUW supports the pledge made by all member organizations at the 2018 CCUNESCO AGM in Ottawa.

Our vision for the International Year of Indigenous Languages in 2019 was as follows: "We, members and partners of the CCUNESCO, commit to active participation and support for the bearers of this heritage as we collectively work towards the continuation of Indigenous knowledge and skills to younger generations". This pledge also supports the CFUW National Indigenous Peoples Initiative.

This year, the membership committee of which I am a member was **not** funded to attend the annual CCUNESCO AGM. The agency is reviewing its outreach practices and continues to focus on engaging youth. Noted at UNCSW 2019, the first youth, Bushra Ebadi to be appointed a member of the CCUNESCO Board was a member of the Canadian Delegation to UNCSW. The commission has a Youth Advisory Group of 24 diverse young people from across Canada and is a model of youth engagement.

Much of the focus of work in CCUNESCO this year was on the international conference on Indigenous language revitalization and restoration in Victoria, BC held in partnership with the First Peoples' Cultural Council and the First Peoples' Cultural Foundation.

I would encourage CFUW clubs and individuals to use the excellent materials and resources provided by CCUNESCO and to embrace the goals of language and culture preservation and promotion which are not a priorities limited by specific campaign dates.

Related links:

[http://video.web.gov.bc.ca/public/fpcc/letlanguageslive.html?fbclid=IwAR1zXnWiww88s4nzvwr7jpRjthvO6azV46D3sOZF1NccquZMinOCXk\\_9Nnc](http://video.web.gov.bc.ca/public/fpcc/letlanguageslive.html?fbclid=IwAR1zXnWiww88s4nzvwr7jpRjthvO6azV46D3sOZF1NccquZMinOCXk_9Nnc) Live Stream presentations from Let The Languages Live Conference

<https://en.iyil2019.org/> 2019 International Year of Indigenous Languages

<http://www.fpcc.ca/language/Resources/> First Peoples' Cultural Council Language Program Resources

<https://en.ccunesco.ca/> Main CCUNESCO web page, note themes, networks and resources

## NATIONAL OFFICE REPORT FOR 2018-2019

### 1. MEMBERSHIP

Statistics for 2018-2019:

Inquiries by members responded to	2,203
Certificates mailed	63
Club supplies sent out	4,357
Saleable Items ordered	172
Issues of Club Action Newsletters prepared	21
Business Cards mailed	500
Sage Award Certificates prepared	51
Communicator	1

### Support to Clubs

- Prepared the 2018-2019 Directory and mailed it to members
- Recorded club numbers and worked with Club treasurers to access and update the online database.
- Collected and processed membership cheques

### 100<sup>th</sup> Anniversary Membership Campaign

- Staff designed and oversaw printing of the banners and brochures for the 100<sup>th</sup> Anniversary Membership Travelling Exhibit. The Exhibits have been sent out to seven Clubs and Councils to date
- prepared draft of first 100<sup>th</sup> Anniversary Membership Campaign newsletter

### Planning and Preparation of 2018 Virtual AGM

- Staff organized the first virtual AGM and contracted with an electronic voting company and a webinar company to conduct the electronic AGM;
- Staff set up a registration website through Eventbrite to track AGM participants and voting delegates to sign into the electronic AGM; prepared AGM Advisories with details

for the membership on the technical logistics of the webinar, the registration process, and the training schedules.

### CFUW 100<sup>th</sup> Anniversary Toolkit

- Staff prepared the CFUW 100<sup>th</sup> Anniversary Toolkit for Club use which included sample press releases; tips for outreach to help clubs promote themselves; tips on creating posts and event pages on social media and sample Facebook posts; logos and graphic templates.

### Webinars

- Staff organized two webinars for the members – one on Child Care and the other on the challenges and opportunities for Indigenous Women in the pursuit of post-secondary education

### YWW Website and Program

- Work continued on the Young Working Women initiative and website.
- Staff presented the workshop “Negotiating Fair Pay: Empowering Women Entering the Workforce” at the Queen’s Women in Leadership Conference

### 2. PROFILE/COMMUNICATIONS/MARKETING

- Staff promoted the 100<sup>th</sup> Anniversary Fellowships and the Dr. A Vibert Douglas Award through email campaigns to GWI, IAW, Gender Studies Faculties and on social media
- created templates for clubs to use on social media for the 100<sup>th</sup> Anniversary celebration and the Membership campaign
- drafted and designed brochures for national and the clubs for the 100<sup>th</sup> Anniversary Membership Campaign
- designed the 100<sup>th</sup> Anniversary banner for the membership campaign
- a video to promote clubs to “scarf” women statutes was prepared

### 3. ADVOCACY

### Government Relations

- Staff participated in an online consultation for the Canadian Center for the Prevention of Radicalization.
- Prepared a draft letter to M.P. Don Davies about Pharmacare
- Initiated Contact with Tammy Tremblay, Director of the Knowledge Center on Gender-Based Violence.
- Prepared draft letter to Minister Goodale, Minister Monsef and the members of the Standing Committee on Public Safety about Bill C-71 (Gun Control).
- Submitted CFUW Pre-Budget Brief to the Department of Finance
- Participated in the Human Rights Consultation with Global Affairs, Status of Women and civil society organizations. Among the items on the agenda was the next UNHRC 39 and the US withdrawal from the Human Rights Council.

- Participated in the Lobby Day on the Hill for child care
- Participated in the Gender Based Analysis (GBA) Plus Form hosted by the Department for Women and Gender Equality
- Provided comments to the Department for Women and Gender Equality on key issues to focus on for the United Nations Commission on the Status of Women (UN CSW63).
- Monitored relevant Government of Canada Committee Meetings.
- Attended the federal government's Pay Equity Act Information Session.
- Reviewed the status of Bill C-71 (on gun control) in the Senate.

### Partnerships and Network Participation

- Initiated contact with Jade Cooligan-Pang, Vice-President of Our Turn, regarding advocacy work on VAW on campuses.
- Participated in preparatory consultation of national feminist and equality seeking groups for the meeting with the UN 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.
- Followed up with Wendy Cukier from the Gun Control Coalition about CFUW's advocacy efforts.
- Prepared and submitted a letter of support to the TELUS Fund for the Documentary Project Misogyny 2.0 (Les productions la Ruelle). The documentary will be finalized by 2020; the e documentary is to be made available to clubs for community screenings.
- Participated in a full day roundtable on Parental leave and childcare organized by Child Care Now and the Childcare Research and Resource Unit.
- Participated in a pay equity conference call organized by the Pay Equity Coalition (Canadian Labour Congress CLC).
- Attended the Breakfast/Panel discussion W7: The Future is Feminist.
- Attended 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.
- Confirmed CFUW's participation as a member of the Steering Committee on the 16 days of activism against gender-based violence.
- Staff participated in an Up-for-Debate teleconference for the 2019 election
- Signed up CFUW to the Gender Equality Network (an initiative of the Canadian Women's Foundation) community of Practice on Child Care.
- Continued CFUW's membership and participation with the Women, Peace and Security Network.
- Participated in the Pay Equity Webinar from the Canadian Women's Foundation and Ontario Pay Equity Coalition.
- Meeting with Executive Director at Canadian Research Institute for the Advancement of Women (CRIAOW) to discuss the content of a webinar on intersectional feminism.
- Participated in the 16 Days of Activism Campaign against Gender-Based Violence Events including the opening launch reception and a panel event on gender-based violence on university campuses.
- Participated in a webinar on How to Win Paid Domestic Violence Leave hosted by the Canadian Labour Congress.

- Attended a meeting with the Canadian Research Institute for the Advancement of Women (CRIAOW) on brainstorming how to raise the profile of the women's movement in Canada and future advocacy campaigns.
- Attended the UN CSW briefing by the Canadian Labour Congress
- Connected with Vicky Smallman, National Director, Women's and Human Rights at the Canadian Labour Congress about joint advocacy work for UN CSW 63.
- Attended the event *Conversation sur la Parité* hosted by [Groupe Femmes, Politique et Démocratie](#).
- Participated in the Climate Action Network's Webinar Climate Communications with Climate Outreach.
- Participated in Women Deliver's Webinar Power to the People: How to Promote Citizen-Led Accountability and Community Engagement to Meet the Needs of Girls and Women.
- Completed the online training module for the Advocacy Workshop at the Women Deliver Conference.
- Attended Gender Equality Week Panel with Sophie Gregoire Trudeau and Women Deliver 2019 Mobilization Canada

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

- Prepared draft brief on human trafficking for the Standing Committee on Justice and Human Rights.
- Template letter prepared on Gun Control and distributed to clubs, partners and elected officials
- Participated in social media campaign about Pay Equity that solicited clubs in Ontario to support the Pay Equity Legislation
- Preparation of the Fall Advocacy Package: Resolutions 1, 2 and 3 - suggested actions, template letter and briefs Preparation of the press release and summary for Women in Universities survey project.
- Launched the Grandparents for Childcare advocacy campaign and the website created by staff and created and posted a social media campaign.
- Wrote content for the "Steps Towards reconciliation" document
- Undertook social media campaign to raise awareness about the need for Universal Child Care in Canada.
- Participated in the Equal Pay Coalition's Equal Pay Day and shared resources with CFUW members via social media.
- Finalized and distributed Key Election Issues – Environment and Climate Change backgrounder/talking points.
- Researched indigenous rights in Canada and collected information for the Key Election Issues – Indigenous Reconciliation backgrounder/talking points.
- Finalized and sent out an advocacy letter for members to send to senators on Bill C-71 Gun control.
- Called independent senators offices in Ontario to advocate for them to pass Bill C-71 in its original form.
- Sent club members Senators phone numbers to make calls in support of Bill C-71 in its original form.
- Reviewed and sent out Elections Issues 2019 Press release.
- Signed an Open Letter written by the Ontario Health Coalition to all Provincial and Federal Health Ministers in Canada calling upon them to uphold the Canada Health Act.

### International Advocacy

- The call for proposals for the International Women's Day (IWD) project 2019 was sent to ten partner organizations.
- Promoted donations to the 2018 IWD Project with MATCH International: Donations.
- Discussed with Jess Tomlin, Director of the MATCH International, about the possibility for her to give a webinar/conference to the membership on women's grassroots organizations in the global South.
- Letter drafted and sent to Minister Freeland and US Ambassador about Family separation in the US.
- CFUW signed onto a joint statement on Canada's denunciation of human rights violation in Saudi Arabia.
- Published the press release on the World Day against Trafficking in Persons.
- Attended a Human Rights meeting with Global Affairs Canada
- Appeared before the Standing Committee on Finance regarding the pre-budget consultations
- Prepared UNCSW written statement
- Co-Signatory of GWI's Written Statement to the 40th session of the Human Rights Council
- Submitted two GWI Resolutions and contacted GWIUSA and FEMU (the Mexican Association) to second the resolutions
- Designed the UN CSW CFUW parallel event ad and submitted the ad to be included in the CSW electronic guidebook.
- Prepared report on CFUW's advocacy work which was sent to the International Alliance of Women

#### 4. SCHOLARSHIPS/FELLOWSHIPS

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

Number of Fellowship applications received and processed: 363

Number of Fellowship applications sent forward to Committee: 326

Number of Fellowship inquiries responded to: 1,012

- Staff worked with the new Fellowships Committee chair to implement orientation of the Committee members and to determine work flow and timelines  
Organized the transition of the work previously done in –person by the Fellowships Committee to the teleconference format
- Participated in ten teleconference meetings to determine final results of the fellowships and awards.
- 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 which is sent out nationally and internationally
- Prepared new content and changes for the CFUW website for public launch of online applications.
- Launched online applications for 2018.
- Prepared the short list summaries and uploaded applications to the evaluation portal.
- Contacted the winners to provide official letters of offer and the CFUW requirements.
- Formatted fellowships and awards information for French translation.
- Formatted the bilingual postings for the CFUW public websites.
- Continued to work on updates for next cycle of online applications for CFUW Fellowships and Awards.
- Worked with Fluid Review to discuss the renewal process, requirements, and updates for the next cycle
- Provided ongoing communication with Committee Members and Chair – short lists process, teleconference reminders, pertinent information regarding final decisions
- drafted guidelines and organized the application process for the Dr. A Vibert Douglas Fellowship which celebrates CFUW's 100<sup>th</sup> Anniversary.

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

- Prepared annual report for the Charitable Trust
- Preparation of Confidentiality and Conflict of Interest form for members of the Fellowships Committee
- Identified and contacted Fellowships speaker for the 2019 Charitable Trust Breakfast
- Liaised with the Charitable Trust on all pertinent issues and prepared regular updated reports for them on the fellowships process

## 5. SUSTAINABILITY

### Financial Management

- Sent wire transfers of 45000 Swiss francs (59,873 CDN) to GWI on September 27, 2018; another wire transfer of 72769 CHF - \$96,783 to GWI on December 21, 2018
- Sent total of \$11,218 CDN in wire transfers of voluntary contributions for the GWI dues increase
- Sent wire transfer to GWI for donations for Bina Roy; Hegg-Hoffet and Uganda Rural Teachers
- Sent Clubs' contributions of \$150 CDN to Virginia Gildersleeve International Fund which converted to \$115 US 0 August 21, 2018
- Entered into negotiations with landlord for a one year extension of the lease and a reduction in our base rent. The lease was extended for one year until April 30, 2020. Negotiated a decrease in the square foot rate from \$10.50 to \$10 per square foot. Parking space cost for Executive Director decreased from \$200 to \$135 per month.

- Staff continued to prepare monthly finance reports and six-month forecasts to year-end
- prepared draft for finance dues motions for the Finance Committee
- prepared documentation for auditors and liaised with them as they progressed through the audit process
- staff investigated the process to implement GST for the AGM and on saleable items

### Human Resources

- Fiscal year 2018-2019 was a year of transition of staff leaving and being hired to work at CFUW. Yasmin Strautins was hired to replace Genevieve de Breyne-Gagnon; Johanne Gauthier, part time bookkeeper was hired to replace Ryszard Kowalski; Rachel Deneault was hired to replace Zindzi Makinde.
- Continued program of having students do work placements at CFUW : two students from University of Ottawa to work on the Young Working Women Mentorship Program and a student to work on Cities for CEDAW; as well as a student from St. Paul's University

### Organizational Development

- Staff organized the technical aspects of the Virtual 2018 AGM which was successfully completed
- carried out the evaluation of 2018 AGM

### Administration

- Submitted to government form 4022 Annual Return, Canada Not-for-Profit Act and Form 4006- Change of Directors, Canada Not-for-Profit Act as required
- Negotiated contracts with ProReg Registration and Data on the Spot (voting clickers) and the Fort Garry Hotel for the 2019 AGM
- Hired Zen Ideas to redesign both CFUW's websites
- Prepared grant applications to the TD Ready Challenge Grant and Status of Women under their capacity building proposal for Leadership Institute. Unfortunately, we were unsuccessful.
- Sponsorship proposal to The Personal for the Notable Women Banquet netted a \$500 contribution
- Registered for flight discounts for the 2019 AGM with Westjet and Air Canada
- Liaised with the Royal Canadian Mint and Canada Post about the possibilities of a coin and postage stamp for CFUW's 100<sup>th</sup> Anniversary
- Completed Senate's survey on Challenges and opportunities facing Canada's charities and non-profit organizations
- Expedited arrangements with the publisher of the CFUW history book, Second Story Press

### Governance Support to Board and Committees

- Staff continued in its regular duties to support the activities of the national executive by preparing meeting agendas, minutes and policy papers as required for the Board of Directors; Membership, Finance, Governance,

Revenue Generation, Advocacy, Fellowship, International Relations and the GWI-CFUW Negotiating Committees.

- Organized the face-to-face meeting of the Board in September, 2018 in Toronto
- Worked with the President on the structure of the 2019 AGM
- Worked with the Winnipeg Local Arrangements Committee in assisting in preparing the registration booklet and implementing the GST
- Began working with the LAC on the 2020 AGM
- Prepared comparisons of several international women's federations