



Action Plan Updates/Annual Reports 2015-2016

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

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BOARD OF DIRECTORS

Doris Mae Oulton, President CFUW

The two years of this biennium have been filled with extraordinary work on our five strategic priorities. We are in better shape in these areas than we have been in some time and our visibility and membership engagement is higher than it has ever been.

The five areas that are covered in our strategic plan are:

Membership

Public Profile

Advocacy

Scholarships/Fellowships

Sustainability

In membership, although this year we saw a slight decline, we have in essence stabilized.

We have gained good profile this year and have seen our advice, once again, become valued by the new federal government. We have been able to contribute to a number of private members bills – the most noteworthy of which is the non-state torture wording that is being proposed for inclusion in the wording of the criminal code.

Our advocacy activities have been exciting – from promoting activities during the federal and (in some provinces) provincial election(s) to joining important coalitions such as the Toronto Caucus on early learning. We are even returning to some of our earlier successes with research projects on sexual abuse on campuses.

CFUW continues to excel in its ability and energy in maintaining our commitment to education through scholarships and fellowship across the country.

CFUW is actively looking at ways that we can remain a viable, self-funded, independent women's organization. We know that we must change and modernize and, as the following reports demonstrate, we are.

**Linda Russell,
VP British Columbia**

The following comments formed the basis of my report to the AGM held recently in Abbotsford. It was intended to provide guidance and encouragement and to facilitate planning for the next year. We hope it will encourage new energy, thinking and activities in our clubs. By improving and expanding the work of our locals and our provincial body we hope to support the goals proposed by our national body. And our clubs and council will also continue to look to National for guidance and support.

Creating our future

The individual members, our clubs, our executives and committees are the foundation of our organization. I believe we can accept the challenge to find ways to adapt and make fuller use of the expertise that exists in our clubs and organization to create an organization ready for the future. Let's start by sharing some information and suggestions by which our clubs contribute to five goal areas.

Resolutions

Let's look at them first as their very nature has an action component. We put good effort into reading, amending and voting on resolutions. However, I am not convinced that we pay enough attention to the follow-up recommendations. Our letters tell our politicians what to do, but do we tell ourselves what we need to contribute? There is an opening here for those who are interested in helping us commit to our responsibility. Check recent resolutions and see what you or your club might do to act.

Club Programs

Business Meetings

Have you ever invited a Club or BC Council executive to speak at your meeting? Are BC Council or National News an item on your club's Business Meeting agenda? Perhaps they should be.

Club Meetings

How many of your yearly meetings focus on a National goal?

In general, let's think "outside the box" for some ideas.

- Do you make use of access to other clubs in your community?
- What do you do to remain in contact or remember your scholarship recipients?
- Do you invite the community to your meetings or do you visit a community group in lieu of a regular meeting?
- How often do you send a representative to speak at a public meeting?
- Do you get press coverage for some of your meetings?

Clubs need to create an exciting program agenda. This takes a large, well organized committee whose works pays big dividends.

Membership

Facts first. Our numbers are declining.

Common practice for most clubs is to bring friends to the club. That's good but our numbers are still declining. If we are proud of what CFUW is and does we will know we need a wide variety of thinking, energetic women as our colleagues. We need new members who will enjoy CFUW and contribute to all aspects of its success.

We need a Membership Campaign led by a creative, innovative task force of club members. Its work will be ongoing and will need the support of executive and regular club members alike. Suggestions for a campaign might include:

- forming alliances with community groups
- becoming good salespersons for CFUW. Arm yourselves with information about a strong Canadian women's organization.
- having visual evidence of meetings and successes.
- being prepared to answer questions about the three levels of CFUW.
- The Campaign needs to continue for several years as it often takes new members 2 to 3 years to settle in as permanent members. To help them settle in:
 - have plenty of print and online material for them. There is much to learn.
 - meet with them personally so you understand their strengths and concerns
 - set the expectation that they will receive support, and in return, will be expected to contribute to the club in a substantial way. The support and their growth will be good partners.
- invite them to an executive meeting
- have them mix with a variety of club members

We need new members who quickly become well-informed and who bring new perspectives and energy to the club. This is a challenge but the results can help to sustain a healthy club over the years – the backbone of our organization.

Advocacy

BC Council's Child Care Committee's work over the past four years resulted in a report called 'Telling Our Stories. The model they used is now being adopted for a National Project. (Great work by a phenomenal committee!)

Advocacy is CFUW's greatest contribution to our local and provincial areas and across Canada. One observation I have is that BC Council perhaps needs to visualize an expanded Advocacy Team with wider goals and wider member participation. The amount of work needed warrants a larger team. There is much talent in BC and perhaps it needs time to shine. Another advantage to a wider perspective is that members will become more aware of BC's advocacy work and might be willing to become more engaged in advocacy work.

Final decisions about a new framework will rest with the BC Council.

Communication

This topic may be the most important issue in our province and across Canada. We have learned much about communication this year. We have received an increase in messages this year as groups wanted to provide us with information. The reading and thinking put us to the test. Our realization is that we need information that is accurate, transparent, purposeful, and informative. It brought out a key need for CFUW members and that is that information needs to reach all members. They need to be the judges of the materials because their decisions drive the actions of our National Executive. Improved communications and regulations will serve us all better in the future.

National to Clubs

National has provided much information via

- President to President Bulletins
- Advocacy Updates
- Policy and Issues News
- Publishing Responses to GWI
- Forwarding GWI information

This was vital information in a year of a multitude of communications. By in large it brought clarity to members. The lesson learned is that this information must reach members and full debate must be made possible at the club level.

Our clubs in BC also have the opportunity to communicate with other clubs via our newsletters, our provincial web site, our Regional Directors and in “For The Record.” We do need to maximize our use of these tools however.

Our Newsletters are beginning to look very attractive and professional. I cannot understand why they are not all shared with each other. They are an excellent picture of our clubs in action. Here are some good ideas to try:

- include an article from a national or provincial publication
- focus an issue on new members
- include an article (discussion issue) from a local newspaper
- present a topic from two points of view.

“For The Record” thrives on information, reports, and articles from BC Members.

Too often the editor does too much of the work herself. We have a new editor who will be after us to help her. Let’s not disappoint. We need to make sure FTR is read by members. It is a good update of events in BC.

BC Web Site: Find our new webmistress’ name and send her a welcome message. Clubs, through their Presidents can make suggestions for changes to our website, particularly if it pertains to members’ facility with the set up. We hope each club will have a support person to help members use the web site. A monthly item on website use in our club newsletters would be very helpful.

Our Regional Directors are an excellent source of support and information. Their national group has produced excellent tools which are available to clubs. They will gladly share this information with you. Just ask.

There no getting away from it. Communication is a very large part of our world. We need to make every effort to improve our access to materials that pertain to our organization and our ability to keep abreast of current events. A Liaison Representative in each club would be extremely valuable. The flow of information (the glue that holds us together) would be much improved if someone updated the members at each meeting.

I hope the information that has been shared here will help clubs be more attuned to developments at all levels of CFUW. Each club will choose its focus areas and with increased

participation by members I hope their clubs will be strengthened. Stronger, active clubs will lead the way to an even stronger National Organization. I look forward to the new roads we choose to travel on. See you there.

Bilkies McKen, VP Prairies

I am profoundly grateful to the Regional Directors and presidents of the twelve Canadian Federation of University Women's clubs on the prairies, for the time given, the effort, skills and expertise shown in achieving their clubs' goals as this 2015-2016 year ends. In addition, I appreciate the continued, consistent promotion and the successful sustaining of CFUW's vision/mission through the valuable work and unwavering support evidenced. As we boldly strike out propelling and raising the status of women at home and abroad, I applaud your efforts from the smallest, unseen and unsung act to the biggest howled and heralded one. Finally, I thank the national staff, my mentor and club members for truly sharing and caring.

Membership

Membership across the prairies continues to be a work in progress. As the theme of our Prairie Gathering with CFUW Regina as host, in October 2015, it provided the opportunity for club members to obtain first hand executive level information through presentations from the National Going Forward Initiative on Membership, Resolutions and IFUW/GWI, the National Membership Committee's Power Point presentation and the Prairie Panel discussions. Serving as a springboard from which to further the development of increasing and retaining membership initiatives, clubs have added creative, strategic ways to recruit new members utilizing more digital modes of communication – CFUW's Alberta/Saskatoon/Edmonton/Winnipeg websites with their wide, informative networks of appropriate links. Another is the application of Social media - Saskatoon's newly energized website with extensions to Facebook, Twitter and Instagram. Again, smaller clubs are bravely embracing these forms – CFUW Strathcona. Some smaller clubs which have experienced loss of members due to geriatric issues and other causes have successfully almost regained their membership numbers – CFUW's Prince Albert, Lethbridge, Portage La Prairie and Strathcona, while others have gained members - CFUW Saskatoon. Regional Directors in each province are in communication with their clubs through club visits, teleconferencing,

emails and meetings. Their support stresses inclusivity and diversity of newer members as we continue to soldier on.

Advocacy

CFUW advocacy activities undertaken and those presently being undertaken on the prairies range from promoting effectiveness in monitoring the implementation of those already in place to the proposal of new advocacy initiatives. Aply described, and using materials created for club use by the national, clubs inexhaustibly, “roar” the 5 W’s – who, what, when, where, and why of CFUW. Some advocacy activities are about CFUW’s policies, Another is about Resolutions - directed to politicians, government officials (MP’s in Manitoba addressing CFUW’s 2015 resolutions) and the media. CFUW advocacy activities reach across to organizations in support of similar grass roots initiatives akin to CFUW’s. An example is Violence against Women. Conspicuous participatory activities of CFUW support Sisters in Spirit International Vigil Day, October 4th - public reading of CFUW’s National President’s letter to SAWCC. Another is the support bolstering the courageous disclosure of abuse by CFUW Lethbridge’s club member and provincial legislative member - national television and papers. Yet another is the newer advocacy initiative in partnering - CFUW Edmonton with Canada’s only stand - alone newly formed Ministry of Status of Women, Alberta. Examples of awareness activities of CFUW’s advocacy concerning its Child Care resolution among the many clubs across the prairies, effectively vary from advocacy letter writing on Early Childhood Education - CFUW Portage La Prairie - to continued support and development as done by CFUW Calgary North, to the broader establishment of Child Care advocacy activities by larger CFUW clubs such as Winnipeg Edmonton, Saskatoon, Calgary and Regina. Again, an example of advocacy activities in mobilizing public broad- based support is that on Child Care’s Fetal Alcohol Spectrum Disorder-Diagnosis and Intervention - CFUW Yorkton and different health care givers in conjunction with the Children’s Therapy Program for the Sunrise Health Region, on Autism.

Other forms of advocacy activities function throughout the year through committees, meetings and gatherings such as the successful Prairie Gathering, enhancing the call for future biennial prairie meetings to be structured along an agreed – upon format. Again, promotion of advocacy awareness of CFUW Clubs include the following: A CFUW Day, September 14th, is celebrated and acknowledged by the province and municipalities of Saskatchewan; last October and April this year, Prairie clubs vociferously involved themselves in the querying of candidates from questions prepared by clubs, to printed information in the participation of both federal and provincial elections.

Through Operation Shoebox (Christmas) CFUW’s prairies pitched their advocacy efforts confronting and bringing awareness of those who are needy and marginalized. Some of these resulted in clubs adding to their selection of advocacy topics/projects - CFUW’s Lethbridge’s

enhanced, sensitive approach in the further care of street workers and CFUW Prince Albert with Prince Albert's Women's Shelter. Also noted is the continued but renewed push for greater participation of seniors in their access to health information and treatment from East Central Saskatchewan's new pilot in Health Services - CFUW Estevan.

Opportunities for clubs to be thrust on stage locally, provincially and nationally for their work on national/provincial policies are conspicuous – the celebration of International Women's Day in March, and this year, the 100 Anniversary celebrations of women's suffrage on the Prairies. Some of these are: Manitoba, January 28 – included in the "Nellies" by CFUW Winnipeg; Saskatchewan, March 14 - Regina's Government House Display with archives from CFUW Regina; Yorkton – This Week Heritage Series with CFUW Yorkton, and in Alberta, April 19th – re-enactment production on steps of the Legislative Assembly - Ministry of Status of Women and CFUW Edmonton

Profile

Prairie Regional Directors and clubs presidents and members have worked diligently to enhance CFUW's Biennium theme "The Power of Women Working Together."

Letters to politicians (federal, provincial and local), the press and other co-partnering organizations promoting key messages, have not only aided in alleviating the profile of CFUW and its clubs across the Prairies, but also have helped to carve CFUW's "personality" - its core values – higher standards of education, raising the status of women and children at home and abroad, and the promotion of peace, security and justice for all. Examples of one aspect regarding higher standards of education are seen in the following: Regina, for its well-grooved literacy program; Calgary for its far-reaching varying community-wide literacy projects; CFUW's Edmonton and Strathcona and Edmonton schools on "Alberta Reads" with expansion to support Early Childhood education; Winnipeg's grade six historical Social Studies activities at the Ralph Connor House, long serving small club literacy giants like CFUW Portage La Prairie's history of its literacy activities; newer route to the mapping of digital literacy from CFUW Strathcona, Lethbridge's investigative efforts on the education of girls in the Mennonite Community, and CFUW Calgary North's school activities.

Clubs are encouraged to keep their websites/bulletins, face books, databases, and other local directories current with accurate, appropriate information. Still, creative profiling - "Elevator Speech" - is maintained by existing members preferring a more personal approach. Yet, how do we – be – members find out about us and find us? Part of the answer is seen in the need for training/application in current digital preparation kits by clubs available from the national, the ease for greater teleconferencing among member clubs and sustaining the established building of partnerships across communities.

Financial Support

Scholarships/Bursaries/Fellowships/Grants/Awards

Advancing women's and girls' education is the key to equality and economic prosperity and encourages life-long learning. As a core component of its vision/mission statement CFUW understands that in raising the standard of education, promoting lifelong learning includes the support given to women of many age groups (mature women) whose education levels may span a continuum of learning from basic literacy skills to advanced research at the doctoral level. CFUW also understands that due to the cycles of disruptive forces/circumstances and natural unavoidable events i.e. job losses, relocation and child rearing, financial support beckon. Prairie clubs have awarded large significant sums of money through its many scholarships, fellowships, bursaries and grants. Financial support through the dynamic fund raising efforts of clubs, donations, trusts, estate bequeaths and philanthropies can be awarded to deserving students who may be recipients from needs - based situations. Furthermore, financial support has evolved to include recipients pursuing non - traditional disciplines – trades, arts and music. Hence, CFUW's financial assistance focuses not only on women and girls attending universities/colleges but to the larger community of the deserving who wish to advance their education.

Sustainability

In identifying opportunities for sustainability, prairie Regional Directors and Club members strive to maintain visibility on what CFUW is about. Excellent opportunities to have voices heard on what CFUW has to offer allow for a culture of participation providing input, problem solving and celebrating achievements. Clubs seek novel ways to express their ideas with ensuing modifications and changes concurrent with those of the national's which include among others, policies, resolutions, proposals et al. Examples are by - law updates, revised manuals, and procedures for new proposed initiatives – mentorship. Also, increased membership drives are sparked through exposure of club culture evidenced via town halls on moot topics of discussions, meetings with federal/provincial/local stakeholders (MP's/Legislators) workshops, guest speaker presentations open to the public and campaigns via the media. Sustainability is strengthened as clubs educate for the transitioning of CFUW executives on leadership roles - governance, membership and advocacy. Though raising awareness through consistent, accurate communication is a daunting task for clubs on the prairies, they find clever ways to sustain and thus grow their organizations.

Current Issues/Actions

Further to their activities, prairie clubs are in full swing responding to preparations for CFUW's 100th Anniversary Celebrations. Committees are being formed or have already been formed to work on activities/projects proposed by the national which includes the 100th Anniversary Scholarship – CFUW Estevan almost at her targeted goal. Club members have been in contact with our national president through "Operation Connect," regarding dues, succession planning, membership and other concerns and are taking actions. GWI issues have certainly enabled the broadening of background knowledge through discussions/town halls/teleconferences in response to a wide array of materials provided that concern the relationship between our two organizations. We hope the outcome is positive. Club members from the prairies seized the opportunity to attend the UNCSW60, and have begun to use relevant ideas for future planning. Presently, clubs are engaged with our national president regarding Pre- Budget Consultations. As we prepare for the coming AGM in St. Catherines, we will have already begun to birth ideas garnered to help shape our future clubs' goals

Acknowledgments

Following up on the results of the Prairie Gathering, in order to understand my new role as VP, and each club's objectives, my sincere thanks go to Regional Directors, Dr. Madeline Kalbach, Margaret Hendry and Fran Myles who keep in contact providing assistance and support to their clubs in realizing their potential for excellence. To each president, Yvette Svendson (Calgary), Janet Bowes (Calgary North), Joy Hurst (Edmonton), Patti Johnsen (Lethbridge), Enid Nikolai and Shirley Reid (Strathcona), Cheryl Andrist (Estevan), Dalelene Yelland (Prince Albert), Brenda Wallace (Regina), Janie Charbonneau (Saskatoon), Eileen Harvey (Yorkton) Wilma Shirrif (Portage La Prairie) and Carolynne Presser (Winnipeg) my many thanks to you for your warm welcome given me as I undertook my on - site visits/meetings with you. I am listening and learning as you establish a culture promoting the mission/vision of CFUW through the empowerment of women. Thank you Councils and other Committee members for your support too. I also thank the national for their support and to my mentor, Brenda Wallace for hers too. Welcome Dr. Dale Wilkie and Patricia Elliot in your new roles as Regional Directors for Alberta and Manitoba respectively! I look forward to working with you and with all new executives and club members. My best to you!

**Brenda Robertson,
VP Ontario**

Membership

- Provided remarks/greetings for clubs celebrating anniversaries
- Attended/spoke at Ontario North Regional Fall Gathering in Orillia Oct 24
- Attended/spoke at Ontario West Regional Fall Gathering in St. Thomas Oct. 31
- Attended/spoke at Ontario Central Regional Fall Gathering in Toronto Nov. 7
- CFUW London speaking on sustainability of clubs—moving forward Nov 11
- Attended Anniversary Dinner for CFUW Orillia May 17

Profile

- OC Advocacy meeting in St. Jacobs June 12
- CFUW National AGM Quebec City 2015 June 18 – 22
- CFUW AGM meeting with LAC in St. Catharines, toured Brock University July 6, in preparation for 2016 CFUW AGM
- OC Board Meeting and Standing Committee meeting Toronto Sept. 25, 26
- CFUW Saugeen special Anniversary Celebration Sept. 28
- Meeting with LAC Orangeville & District for OC AGM 2016 Hockley Resort Sept 29
- CFUW Stratford planning for OC AGM 2017 Nov 2
- Summit Toronto on “It’s Never Okay” Sexual Violence and Harassment Nov. 19, 20
- Attended Consultations on Gender Wage Gap Sudbury Dec. 17
- OC Board Meeting and Standing Committee meetings Toronto Jan. 22, 23 2016
- OC Board Meeting and Standing Committee Meetings Toronto March 11, 12 2016
- Attended the UN Commission Status of Women New York March 12- 19 2016
- Toronto to meet with the Ontario Women’s Directorate June 7

Advocacy

- August 27--Ontario Council signed on to the letter by the Canadian Environmental Law Association to reject Great Lakes water diversion by the City of Waukesha Wisconsin
- June 25--received letter from Ministry of Education re: OC submission to consultations on the new Physical Education and Health curriculum
- Participated in GWI Webinar on How to Advocate Oct. 13
- Advocacy material sent to clubs on consultations by government on Gender Wage Gap

- Participation on CFUW Advocacy committee
- Attended two day provincial Summit on the government's strategy "It's Never Okay" Sexual Violence and Harassment in Toronto Nov. 19-20
- Wrote and sent a thank you to Minister Tracy MacCharles for hosting the summit and asking for implementation of proposed legislation
- Received a letter of appreciation from Minister MacCharles for attending
- Planning teleconferences for Ontario Council Standing Committee meetings in Sept. Jan. March
- Attended Consultations on Gender Wage Gap in Sudbury Dec. 17
- Wrote and submitted OC Response on Gender Wage Gap sent Jan. 4 2016
- Prepared packaged OC Resolution material with proposed Resolution from CFUW Ottawa and the Amendment procedure guidelines
- Response to Water diversion –Waukesha Carolyn Day
- Supported CFUW Muskoka in their efforts to maintain a university presence
- Updated OC Club Issues Tracking sheet for Sept, Jan. March, May meetings
- Preparations to attend the UNCSW March 2016
- Submission sent for Ontario pre-Budget Consultations
- Response to Ontario Response on process for Waukesha Water diversion application
- Presentation made to the North Eastern Women's Health Assoc (NEWHA)
- Joined On the Bridge rally for IWD in North Bay
- Updated OC Club Issues Tracking sheet for Standing Committee meetings
- Attend the UNCSW March 12-19, 2016
- Collected and Assembled Amendments for proposed OC Resolution 2016
- Amendments sent to proposing club CFUW Ottawa
- OC Resolution with Amendments sent to Ontario Clubs
- Letter sent to Premier Wynne, cc to Minister of Education re: Proposed Regulatory Changes under the Child Care and Early years Act
- Letter received from Premier Wynne
- Meeting with Ontario Women's Directorate June 7

Scholarship

- Answered questions and provided information at regional gatherings on the scholarships-100th Anniversary

Sustainability

- Prepared and chaired OC Advocacy Committee meeting June 12
- Prepared for three OC Board meetings and Standing Committee meetings
- Co-ordinated three Advocacy planning sessions for preparations of Standing Committee meetings
- Assisted with September, January, March pre and post D&D newsletters
- Communication with Regional Directors and Board members
- Frequent communication with clubs re: Insurance inquiries
- Letters of Interest provided for position of Chair SW&HR—position filled
- Frequent communication with LAC Chair for OC AGM Ottawa 2015-follow up
- Prepared updates for OC Executive Manual – Red Binder
- Revised one OC Executive Manual for Board member Chair SW&HR
- Prepared Advocacy Pkgs for clubs to be given out at Standing committee meetings
- Assisted Hegg-Hoffet committee with liaison with a young Syrian Refugee women in London Ontario
- Contacted by facilitator for Literacy Teleconference for a lengthy conversation
- Responding to comments/questions on relationship review with GWI
- Frequent communication with clubs –variety of topics
- Communication with CFUW Orangeville and District for the OC AGM 2016
- Communication with CFUW Stratford for the OC AGM 2017
- OC Finance meeting Burlington Feb. 29
- Completed Insurance forms for OC Insurance Policy renewal February
- Assisted with Notice of Meeting newsletter for OC AGM 2016
- Prepared OC Annual Report Booklet for OC AGM 2016
- Prepared Presidents' Packages for OC AGM 2016
- Collected and Assembled the OC Advocacy Awards for Booklet

Teleconferences/Webinars

- Participated in CFUW Board Teleconference August 11
- Prepared and Chaired OC Advocacy Teleconference Sept. 2
- Participated in the CFUW Board teleconference Sept. 3
- Prepared and Chaired OC RD Teleconference Sept. 16
- Participated in CFUW Board Teleconference Sept. 21
- Participated in Webinar on Legacy of Residential Schools and Reconciliation Sept 10
- Participated in IFUW/GWI webinar on What do we do? Sept 2
- Prepared/participated in CFUW Advocacy Teleconference Oct. 1
- GWI Webinar How to Advocate Oct. 13

- Prepared/participated in CFUW Governance Teleconference Oct. 14
- Prepared/participated in CFUW Board Teleconference Oct. 22
- Prepared/participated in CFUW Governance meeting Nov. 17
- Prepared/participated in CFUW Board Financial Literacy 101 workshop Nov. 24
- Prepared/participated in 2016 CFUW AGM teleconference Nov. 25
- Prepared/participated in OC Advocacy Teleconference Dec. 1
- Prepared/participated in CFUW AGM 2016 Teleconference Dec. 1
- Prepared/participated in CFUW Governance Teleconference Dec. 10
- Prepared/participated in CFUW Advocacy Teleconference Dec. 14
- Prepared/participated in CFUW AGM 2016 Teleconference Jan. 5 2016
- Prepared/participated in CFUW Governance Teleconferenced Jan. 19
- CFUW Board Teleconference Jan. 28
- Scheduled OC Regional Director Teleconferences Feb 1 – Feb. 10
- OC Advocacy Chair Teleconference Feb. 2
- CFUW Board Teleconference Feb 12
- UNCSW intro by GWI Webinar Feb. 9
- UNCSW Teleconference for CFUW delegates Feb. 16
- CFUW Board Teleconference Mar 3
- CFUW Board Development Webinar April 1, 29
- CFUW Pre-Budget Consultations- April 7, 11, 13, 19, 21, Webinars
- CFUW Board Budget Meeting April 26
- GWI Webinar Moving into Leadership April 27
- CFUW Board Teleconference May 5
- CFUW Board Teleconference June 2

CFUW Ontario Council Report

During my two terms of four years as President of Ontario Council, healthy clubs have been promoted. First by taking the pulse of the clubs and then identifying strengths and opportunities to move the Ontario clubs forward. Many clubs created their own surveys and action plans to accomplish this. Opportunities to participate in Risk Management, Leadership promotion and team building have also been available. Through these sessions and others, we have learned the importance of our members in strengthening and maintaining a positive, welcoming, inclusive, respectful environment where all members are encouraged to participate fully.

The three Standing Committees, Regional Gatherings and AGMs provide members the opportunity to network, build friendships and experience the bigger picture of belonging to this CFUW organization.

Through member volunteers, we gain executives, committee chairs and committee members who give of their time, talents and expertise to promote the vision and mission of CFUW.

The direct club support comes from our six Regional Directors, RD Huron Sandy Thomson, RD North Kaarina Tulisalo, RD East Leila Metcalf, RD Central Patricia Joyce, RD South, Deborah Harasym, and RD West Cheryl Ambrose who give generously to provide assistance in many forms from communication to club visits, from facilitating planning and meetings to listening attentively to the needs and concerns of clubs and offering guidance and options. Thank you for being that valuable link among clubs, between clubs and Ontario Council and National.

Throughout the year, issues arise to be addressed, clubs are alerted to opportunities to participate as in the Gender Wage Gap consultations and provincial officials are contacted through submissions and scheduled meetings. Ontario Council works diligently to promote advocacy locally, provincially and nationally. In this past year, we have had numerous contacts with officials and have had our voices heard through the many letters and briefs that have been sent.

Although I am on a continuous learning curve, two sessions that had a great deal of impact on me were the November Ontario Summit on “It’s Never Okay” and the United Nations Commissions on the Status of Women. The first brought women together from around the world to address Sexual Violence and Harassment. The second brought women together from the global world to share their stories, describe their strategies, and establish goals on a range of issues affecting women and girls. It’s now 2016 and we hear more than ever how imperative it is to join together and take action. We need a concerted effort and political will to demonstrate women and girls matter. CFUW is an organization of Women Working for Women. The opportunities and possibilities of what we can achieve are without limit.

The advocacy done by Ontario Council would not be possible without the collaboration of the OC Advocacy Committee, the OC Standing Committee Chairs and Policy Advisors. Thank you to Legislation Chair Sheila Lacroix, Education Chair Kathy Wosnick, and SW&HR Anne Cordon. Our Policy Advisors of Carolyn Day, Teresa McKeeman, and Margaret McGovern have been instrumental in research and writing.

Ontario Council clubs are recognized four times a year on the Tracking of Clubs and Issues. We now have more than 100 items listed where clubs can find like-minded CFUW partners, and learn of the advocacy efforts in Ontario. Through OC Annual Advocacy Award submissions, we learn of local initiatives, some new and others which have been expanded. Our OC clubs are working through their issues groups to educate their members, raise awareness in their communities and meet with their officials to introduce CFUW resolutions and provincial/national concerns. Working together, we have highlighted the issues and promoted the changes that are needed. Two clubs, I would like to mention are CFUW Stratford in advocating for an integrated public transportation system and achieving the return of Via Rail service to their community. Also to highlight is CFUW Southport for their successful Grandmother Asked Me to Vote campaign which was shared throughout Ontario and across the country. I would like to congratulate every CFUW club in Ontario for your achievements in advocacy.

**Liette Michaud,
Vice President Québec
Chair of Quebec Provincial Council of CFUW Clubs**

There are five CFUW clubs in Quebec: Montreal Lakeshore University Women's Club (MLUWC), University Women's Club of Montreal Inc. (UWCM), South Shore University Women's Club (SSUWC), CFUW Sherbrooke and District, and Association des femmes diplômées des universités de Québec (AFDU-Québec), the only French language club in CFUW/FCFDU.

Membership

AFDU-Québec has approximately 16 active members who are not interested in serving on a Club Executive but who want to continue the fund-raising activities for their Foundation at l'Université Laval. Suzanne Lemire is the President of the Foundation. This viewpoint had not changed at their February meeting. The Foundation granted almost 30,000\$ in bursaries at their banquet in March, which I attended. In my speech, I stressed the importance of renewing the club membership as the bursary winners were very grateful for the financial help they were receiving. At the April 23rd Quebec Provincial Council meeting in Montreal, all five clubs were represented. Montreal Lakeshore has the most members (202 with 30 activity groups) and CFUW Sherbrooke and District has increased their membership (101 with 13 new

members), using innovative methods to do so. UWCM is at 97 members and SSUWC has 55 members but aiming for 60 next year.

CFUW Visibility

All Quebec clubs have Newsletters which contain references to CFUW and to its mission, as well as hyperlinks to CFUW publications and resolutions. Advertising for Club fund-raising activities in community papers include references to CFUW and to its mission. Montreal Lakeshore reported having a successful meet-the-candidates meeting before the federal election last October as their territory spans three different federal ridings. The new Advocacy Coordinator for UWCM had public bulletin board posters designed and printed as they are cheaper than print or WEB advertising and club members marched in the Centraide parade again with UWCM umbrellas. Their club archives are going to the Bibliothèque nationale du Québec. SSUWC's annual used book sale has become a tradition in St.Lambert, QC.

Bursaries

As mentioned previously, AFDU-Québec presented close to \$30,000 in bursaries to Université Laval students and students at the Wendake Huron vocational training centre. SSUWC granted \$6000 (to students at a French-language and English-language CEGEP, a mature student and a student with learning disabilities at Concordia University and to a student taking Continuing Education courses at McGill University). A former member bequeathed a sum of money to be granted to a health or nursing studies CEGEP graduate pursuing university studies in either of those fields. CFUW Sherbrooke and District reported that their Grannies for Grannies (Stephen Lewis Foundation) group has now raised a total of \$80,000; the LAMPE Foundation is granting 28 awards for a total of \$30,000 with a new award in the field of Agriculture. The club is involved with the Champlain College (Lennoxville) Aboriginal initiative with Food cards and assistance with grant writing for the Aboriginal students. Furthermore, with the arrival of Syrian refugees, the club is contributing by finding furniture, and offering English class to twenty refugees. MLUWC raised \$15,000 and granted \$9000 in bursaries as well as partnering with a local church to sponsor a Syrian refugee family.

(Photo: MLUWC 2015 bursary winners)



Similarly, UWCM raises funds and splits the total to grant bursaries and to make donations to community women's groups.

Advocacy

Following the Treasurer's report at the 2016 Quebec Council AGM in April, it was proposed that the Council grant \$1000 to CFUW Sherbrooke and District to assist with their support of the Aboriginal students at Champlain College (Lennoxville). This was carried unanimously.

All clubs are working on various community projects involving women's issues. For example, shelters (countering violence), food baskets (poverty), health (clinics), lifelong education (book clubs, art history and financial literacy clubs).

Sustainability

At present, AFDU-Québec does not have an Executive. SSUWC has hard-working members for fund-raising and strong participation in activity groups but no President or Vice-President came forward for 2016-2017. It appears that two Presidents are completing their mandates (Sherbrooke and District and UWCM), while MLUWC will have a new president. There is a new Regional Director (English), Jane Poitras, and it appears that Debra Christiansen-Stowe will continue to act as a liaison for AFDU-Québec (Regional Director – French). Dominique

Racanelli was acclaimed as VP-Québec at the Council AGM and Chitra Chopra volunteered to act as Treasurer, replacing Dominique.

Grace Hollett **Vice President Atlantic**

Participated in all conference calls of CFUW Board, Governance Committee, Advocacy Committee, History Committee, electronic CFUW and GWI votes, and numerous working sessions of the Editorial Committee.

Membership

- Promoted membership retention and expansion strategies with Clubs through emails, telephone calls and visits.
- Organized visits to all Clubs along with CFUW President Doris Mae Oulton in October 2015 when membership was one focus of discussions.
- Invited the VP Membership to present new membership initiatives at ARC AGM Business Meeting Oct. 2015.
- Publicized Club awards, grants, and community recognition of local CFUW Clubs.

Profile

- Chaired the History Committee which found writers to complete missing biographies from those already completed. Chaired Editorial Committee and edited/researched all 36 biographies for posting on cfuw.org. These publicize the contributions of past leaders and add to CFUW's historical record.
- Worked with the History Committee and National office in the process of finding a writer for the History of CFUW and reviewing the contract provisions. (Initial interviews having been conducted by Gail Crawford's sub-committee.)
- Contacted Atlantic Clubs for location of Club Archives and forwarded information on preserving archival materials.
- Wrote item for News and Updates

Advocacy

- Surveyed Club and, with support of host CFUW Halifax and their RD, the format of AGM 2015 was reorganized. The focus was on Advocacy with a key note speaker and workshops and panels exploring creative ideas that work in other organizations. Invited Teri Shaw VP Advocacy who spoke specifically on CFUW Advocacy for 2015-16 at the Business session.
- Worked with the Coalition Against Violence Avalon East NL to increase CFUW's visible profile among its 40 member groups. Helped plan the 16 Days of Action Nov.-Dec. and participated in programs. Informed Coalition members of CFUW's program for the 16 Days.
- Promoting use of CFUW Advocacy package.
- Wrote/collated a detailed report for the Advocacy Committee on advocacy actions by Atlantic Clubs.

Scholarships/Fellowships

- With RD Barbara Clancy constructed a comprehensive questionnaire on scholarships, bursaries, fellowships and related education funding by Atlantic Clubs. Collated the data for presentation to the Clubs and at a CFUW AGM 2016 workshop. Data includes issues related to funding and scholarships e.g., membership increase, publicity, and promoting public awareness of CFUW as a scholarship granting organization. (The questionnaire template is available for other Clubs). ARC Clubs with membership of 3-102 all provide scholarships.
- Encouraged Clubs to consider using scholarship fundraising ideas from other Clubs using e.g., New Beginnings Survey, report of AGM 2013, Invited Sharon Crabb and Barbara Clancy to promote Charitable Trust support at ARC AGM.
- Chaired Publicity Committee for another successful CFUW Book sale.

Sustainability

- Encouraged RDs and other Club members to consider involvement at the National Committee level, where they are currently active, and to attend the UN CSW.
- Discussed Governance issues with Clubs and with ARC Executive. Promoted alternative governance structure.
- Currently discussing with ARC Executive forming a new ARC Committee "Advocacy and Action"

Helen Sami
Vice President Finance
Chair of the Charitable Trust

See Helen Sami's reports in the Finance Book.

Teri Shaw
VP Advocacy

The major thrust for this year had been:

- To offer the membership opportunities for learning and action through such things as study groups, national campaigns and advocacy training, and
- Working in collaboration with the rest of the advocacy team (President, VP International, VP Education, National Office, Standing Committee on Advocacy and its sub-committees), to guide, direct and act upon advocacy action, especially with this year an activist government

Membership

Two projects continued to be developed for individual members: the Study Group and the CFUW Advocacy Toolkit.

Along with Kathryn Wilkinson, the VP Education, what has become the Study Group (rather than study groups) has met three times during the year with individual projects being undertaken by members. Two projects have flourished to now move onto club action: Early Learning and Child Care is becoming a National Initiative with its "Telling Our Stories", and the Sexual Assault on Campus research project.

The CFUW Advocacy Toolkit is a series of handouts and guides developed (and will continue to grow) to give members ideas, information and training concerning advocacy. This is housed on the Member Resources website under both Advocacy & Resolutions and Member Tools & Resources.

The booklet, *An Introduction to the CFUW Advocacy Toolkit*, was created to help members navigate the website and the basics of advocacy for CFUW as well as personal projects. This was created with help of both the National Office and members of the Standing Committee on Advocacy

Public Profile

Given the change in government, we wanted to continue to be recognized as a notable women's organization, and as an organization of informed voters knowledgeable about the issues of the day, and willing to argue for many of those concerns.

We are thrilled at what has happened this year, and much more information about the details will be found in the Executive Director's report. We have been asked to support 2 Private Member's Bills (with a third under discussion at time of writing); the National Office is being invited to meet with MPs from all parties; partners are inviting us to join them on projects.

Having an enthused membership who use the materials provided by the National Office, who connect with elected officials and partners, who have public meetings and forums creates our public profile. Being an organization with informed knowledgeable members that goes from coast-to-coast is our strength.

Attended the United Nations Commission on Status of Women as part of the self-funded CFUW delegation. Surprisingly, due to the number of Canadian government officials, Canadian organizations and Canadian programming at the Parallel Events (held by the NGO-CSW), this is an important meeting for the VP Advocacy to attend. Connections are made here that are invaluable to us at home.

Supporting and encouraging this activity is the work of the advocacy team, and it's so exciting when it all "bears fruit".

Advocacy

As always the bulk of advocacy work is developed, prepared and presented or distributed by the National Office, and therefore the summary of actions for 2015-2016 will be found within the Executive Director's report. This year we welcomed Maddie Webb as Advocacy Coordinator who arrived on Election Day, and has been here to watch a very exciting year of action and activity.

Materials prepared: With a gap between staff members, much of the fall advocacy and adopted resolutions packages were prepared. This also included four election bulletins and an article on “Suffragists” in Canada on the occasion of winning the vote in Manitoba.

As previously mentioned, major projects included the CFUW Advocacy Toolkit, child care, sexual assaults on campus,

Standing Committee on Advocacy meetings were held quarterly in October and December 2015, April and June 2015.

The Standing Committee on Advocacy, along with International Relations and Education, sponsored the resolution on the Sustainable Development Goals for the AGM 2016.

Other responsibilities

Member of the Governance Committee

Karen Dunnett

VP Membership

As I come to the end of my term as VP Membership, I would like to extend my deep-felt appreciation to my committee members. Barbara DuMoulin, Madeline Kalbach, Pat Joyce, Patricia DuVal, Barbara Clancy and Joanne Jamieson devoted their time and skills to move the various membership tasks forward. Without their help, this work could not be done to the extent and detail involved.

Membership

- Developed and distributed the club usb resource to all club presidents
- Provided the “club in a bag” – initially developed for new clubs - resource for all clubs via the club usb
- Held two sets of membership teleconferences to support clubs following the AGM, and to tabulate their successes and concerns going forward

- Produced the notes, along with committee members, for each teleconference (8) for the attendees and then a consolidated note document for each set for the attendees to be shared with regional VPs, etc.).
- Administered the club Membership, Special and AGM Small club Grant awards

Profile

- Worked with staff to provide support and advice on development of the club resource site and the main webpage.

Advocacy

- Worked with the Advocacy Committee on the National Initiative on the Prevention of Violence against Women with a view to a range of activities for clubs (see the Sexual Assault on Campus clubs projects (see CFUW Advocacy Projects and Updates, May 6/16)

Scholarships/Fellowships

- Addressed a number of inquiries regarding the types of club scholarships (endowed, administered by other than clubs, etc.) to be included in the National scholarship information

Sustainability

- As a member of the board, prepared and participated in all board meetings.
- Developed, along with Madeline Kalbach, a workshop on alternate club governance models for the AGM 2016
- Provided a Membership Recruitment and Retention (updated fall 2015) for use at the regional level.
- As chair of the Membership Committee, I organized meetings, helped develop and monitor our work plan.
- Provided supplementary information for the webinar by Brenda Canitz
- As member of the HR Committee, participated in the committee's activities.
- Provided press agency article on Elevator Speeches shared at the 2015 AGM

- Participated in discussions with VP Advocacy and VP Education regarding the Early Learning and Child Care Initiative and National Initiative on VAW.
 - Worked with the head of the RD group to provide and receive information relevant to membership questions and for forward planning
-

Cheryl Hayles

Vice President International/Coordinator for International Relations Chair, History Committee and 100th Anniversary Committee

Membership

- Responded to members' questions and comments on the IFUW name change process.
- February 25, 2015 presentation to the CFUW Brantford Club with Teri Shaw, VP Advocacy, on the topic of "Preventing and Responding to Violence Against Women and Girls Locally, Nationally and Internationally leading up to IWD".
- Co-led with National President, Doris Mae Oulton, 20 CFUW delegates to UNCSW59 in New York from March 7-14, 2015. Compiled NCSW59 debrief document, which is a summary of the CFUW delegates' experiences in New York. Follow up International Advocacy initiatives were prioritized and will be actioned over the 2015-16 year.
- May 12, 2015 co-presented with Heather Foss to the CFUW St. Catharines Club on UNCSW59.

Profile

- Chaired the International Relations Committee and the 100th Anniversary Committee. Both committees are working toward organizational goals. Appreciation to Bev Boudreau for designing the lapel pins for national, provincial awards and general membership purchase. In this family of design are the profiles of 10 girls from different ethnic backgrounds, to be used on the logo and pop-up poster by the 100th Anniversary Scholarship Sub-Committee. The poster of the first National President of CFUW will be introduced in Quebec City at the AGM.

Advocacy

- Worked with the Afghan Interest Group to finalize the workshop for the 2015 AGM.

- In committee, established the International Relations Committee terms of reference, CFUW International Relations Policy, International Women's Day terms of reference, IWD grant application form and Evaluation Tool, International Relations Committee Award Criteria and Evaluation Tool and updated articles and By-Laws relevant to the aforementioned.

Scholarship/Fellowships

- To date, \$30,750 of the \$100,000 has been raised for the 100th Anniversary Scholarship Fund.

Sustainability

- The recent name change from IFUW to GWI marked a significant shift for an organization that is almost 100 years old. This prompted CFUW members to ask questions about the operations of the IFUW and to examine the governance model and processes that engage NFAs. Since only a wet baby appreciates change; in significant system change processes such as this, best practices dictate engaging stakeholders and providing opportunity for input.
- Engagement and transparency were weak in the IFUW name change procedure. In response to these serious concerns CFUW presented a motion to postpone, followed by a Point of Order on the issue of IFUW ignoring the constitution. While neither of these motions were successful, the response has provided insights, and more questions. The urgent IFUW rebranding process announced in November 2014, continues to disregard the democratically adopted rules embedded in the IFUW Constitution and Bylaws. As of April 27, 2015 IFUW is now known as Graduate Women International.

Kathryn Wilkinson, Vice President Education

Established Standing Committee for Education and recruited members to represent all regions of CFUW

Held three meetings of the Education Committee

Education Edition of the Communicator in November 2015 – recruited contributors.

Researched and wrote article on Scholarship and Fundraising; co-wrote Early Learning and Childcare together with VP Advocacy; contributed to article on International Education

Education Brief for Government - November 2016

Worked with members of the Education Committee to create Aboriginal Resources on CFUW website for Clubs and Individuals wishing to learn more about First Nations – movies, booklists, website links, etc.

Worked with Childcare Study Group, VP Advocacy and National Advocacy Coordinator on National Child Care Advocacy Project

Scholarship and Fellowships

Phone meetings with Library and Creative Arts Committee and Fellowship Committee
Member of Charitable Trust

Liaison with Board and Chairs of Charitable Trust, Fellowship Committee, Library and Creative Arts Committee, UNESCO Rep.

Advocacy

Member of Early Learning and Childcare Committee

Member of Advocacy Committee

Worked with VP Advocacy on:

- Advocacy Handbook/Toolkit and Website Review

- Study Groups

- Childcare and Sexual Assault on Campus initiatives

Other

Attended monthly meetings of Toronto Caucus Ad Hoc Committee on Poverty in Toronto

Monitored educational trends and issues and posted to social media

Attended the CSW2016

Member of Ontario Council Standing Committee for Education

REGIONAL DIRECTORS

Barbara DuMoulin **Regional Director Vancouver Island**

Membership

Overall the region has had a **1% increase** in membership but three clubs have experienced a decline. A variety of factors seems to be responsible, aging being the primary, but also moving and perhaps most disconcerting, concern about dues. Retention seems to be an ongoing issue for several clubs. Victoria club has had great success in recruiting younger members and has created evening interest groups to facilitate this.

Profile

All clubs have websites and several are active on Facebook. All clubs are using local media to raise their club profile and are cosponsoring projects within the community. Some sponsored all-candidates meetings for the last federal election. There has been a concerted effort to 'get the name' out there.

Advocacy

All clubs within the region are working on poverty and childcare initiatives as well as projects associated with ameliorating violence against women. I am very pleased that all of the clubs within this region partner with community organizations.

Scholarships/Fellowships

A very impressive commitment from the seven clubs of this region:

- Local scholarships and awards: \$75,606
- International sponsorship for girls: \$22,275
(Salt Spring-42 girls; Parksville Qualicum –starting this year with 1)

Several Clubs have made commitments to create new local scholarships or bursaries for the 2019 anniversary project. Others are planning on contributing to the charitable trust.

- Salt Spring Island – the E. Margaret Fulton for an aboriginal student attending VUI

- Victorian in conjunction with United Way Victoria, are creating the Peggy Matheson Award in Indigenous studies at Camosun college.

Sustainability

A Fall Presidential gathering was held at the beginning of October on Salt Spring Island and another via teleconference in February. All clubs attended the BC Council AGM in April. The number one concern expressed by clubs is still succession- filling executive positions remains a challenge. Several presidents listed this as their greatest concern. Despite this ongoing issue, the clubs in this region are healthy!

The overwhelming majority of the communications with clubs has focussed on concerns with GWI as well as budgetary concerns for CFUW. This resulting air of uncertainty has overshadowed all other concerns for sustainability.

Ruth Mellor **Regional Director BC East/Central/North (Interior)**

Membership

- visited Cranbrook Club, only 12 members but very active, - trying to support - visited them to take part in longstanding successful Christmas Artisan fair'

Advocacy

- encouraged clubs to use the Childcare stories as collected by the CFUW BC Council Child Advocacy committee. Clubs delivered to local MLAs
- have had some requests for action supporting existing policy issues such as asbestos dangers
- continued to advise clubs on the purpose of resolutions

Scholarship/Fellowships

- encouraged clubs to interact more with scholarship winners, trying to keep in touch to monitor success. often difficult with privacy issues.
- Clarified for clubs that all donations to support community be reported, not just scholarship/bursaries.

Sustainability

- encouraged clubs to try new formats, meeting times. Seems to help with attracting membership.
- encouraged clubs to report successes to local press as well as to BC Council and CFUW national.
- all BC Interior clubs quick to communicate with me and respond to issues

CFUW profile

- promoted use of CFUW brand instead of whole name-better for branding- very important to keep reminding for use in brochures, news releases, etc.
- encouraged clubs (and myself) to use new masthead.
- encouraged clubs to have up-to-date websites- some excellent examples in the region
- more clubs using different social media
- encouraged wearing of name tags and identify club members when at community functions- some clubs using CFUW buttons, or scarves when involved in club activities in the community
- grateful to head office for new upright banner ideas

Community Partnerships:

Encouraged partnerships by clubs in my region- eg staffing Salvation Army Kettle, taking part in Adopt-a-road programs, visiting various organizations in their community who help disadvantaged women, Eco home tour, sale of Femenino coffee to name a few.

Madeline Kalbach Regional Director Alberta

CFUW has five strategic aims: Membership, Public Profile, Advocacy, Education, and Sustainability. My goal has been to help CFUW clubs in Alberta use these five strategic aims to help expand their membership and enhance the CFUW experience. In addition, my actions and activities as per my Action Plan were designed around these 5 strategic aims.

I was a member of the Membership Committee and participated in two follow-up membership teleconference workshops. Alberta clubs were informed of any new ideas or initiatives from

this committee. In addition, I attended the Prairie Gathering and made a presentation on membership.

I updated the AB profile on the National website. I spoke in the Alberta community and at each opportunity publicized CFUW, gave out my business card and business card brochures. I also worked with several members on their elevator speeches at their request.

Advocacy was achieved through letters to the Premier and MLAs in Alberta from the Alberta Council. Information on Advocacy at the local club level was encouraged. All Advocacy templates that national wrote were sent to each of the five clubs. I co-chaired the Advocacy committee of the AB Council.

Education involved scholarships and bursaries in Alberta, along with an emphasis on early literacy. I personally co-chaired by My Very Own Book Project in Calgary, an early literacy programme, which extends throughout the province and is known as The Alberta Reads Networks. Four of the five clubs are involved in the network. The fifth club is also involved in literacy in their community and will be part of the Network when it expands there. I informed encouraged all clubs to become involved with the Network, and I am encouraging Calgary Reads to continue its expansion, especially into cities where there are CFUW Clubs.

In terms of sustainability I chaired the updating and simplification of the Alberta Council Bylaws. Two of us worked closely with Myra Willis, Chair of Articles and Bylaws. I moved that the Credentials Chair become a member of the Alberta Council Board. This was included in the revised bylaws. I visited Clubs this year. I spoke words of encouragement, brought greetings from the National President and the Board.

I am a member of the Education and Advocacy group and the Mentorship Pilot programme. I am a mentor with 2 mentees in the pilot programme.

Margaret Hendry
Regional Director Saskatchewan

Fran Myles
Regional Director Manitoba

Membership

- Personally contacted women in other organizations, acquaintances and others to join CFUW.
- Used social media to contact new presidents assigned for mentoring at AGM.
- CFUW Winnipeg contacted by phone and email- visit upcoming

Profile

- Chaired spring meeting May 2015 in Winnipeg
- Chaired spring meeting in Portage

Advocacy

- Encouraged clubs to develop a plan on the national issue.
- Continued to promote speakers on advocacy issues at the club level

Scholarships/fellowships

- Fund raise for the Portage club scholarship
- Provided information about the scholarship to local media
- Encouraged clubs to document the work of past scholarship winners

Sustainability

- Encourage the Winnipeg and Portage Clubs to work together on projects

Kaarina Tulisalo RD Ontario North

My report follows the five strategic aims of CFUW.

Membership

- Assisted Clubs on how to access and navigate the revised CFUW Website

- Participated in 3 CFUW membership teleconferences and the GWI membership webinar and encouraged Clubs to register
- Forwarded information to the Clubs on the Going Forward Initiative and the amendments to the CFUW Articles and Bylaws and conducted numerous tele-chats with the Clubs on the above issues

Update: Ontario North, as a region, registered 455 members up from 439 the previous year.

Public Profile

- Encouraged Clubs to develop a website and use the CFUW Websites
- Encouraged the increase of public awareness of CFUW and the Club by attending as many community events as possible, hosting community events, encouraging the use of websites, social media, newspapers, CFUW communications and publications
- Advised the development of community partnerships

Update Ontario North Clubs are very active in their communities, developing partnerships, hosting community events, attending rallies and 'being out there'

Advocacy

- Surveyed Clubs on the structure of advocacy committees and advocacy initiatives
- Identified the way each club dealt with the 2016 Resolutions
- Encouraged Clubs to make use of the follow up package for the 2015 Resolutions
- Distributed the information on the 2016 International Women's Day Project through Inter Pares
- Referred Clubs to the revised Advocacy Toolkit
- Encouraged Clubs to attend the AGMs , Fall Gatherings, Standing Committee Meetings
- Assisted Clubs in completing applications for advocacy awards
- Drew attention to submissions made to National and Provincial Governments
- Supported CFUW Muskoka in the ongoing advocacy against the closure of the Muskoka Campus of Nipissing University
- Notified Clubs on the Gender Wage Gap Consultations

Scholarships/Fellowships

- Surveyed Clubs on their scholarship programmes
- Requested submissions from the Clubs for articles on their scholarship programmes and forwarded three to the Scholarship Chair

Sustainability

- CFUW Haliburton Highlands and CFUW Orillia operated with alternate forms of governance this year
- Summaries of the two forms were forwarded to Madeline Kalbach and Karen Dunnett
- CFUW Muskoka developed a strategic plan using an outside facilitator to initiate the process.
- Mentored the CFUW Orillia LAC with the planning of the Ontario North Fall Gathering
- Congratulated CFUW Thunder Bay on sending 3 delegates to the Fall Gathering and one to the OC AGM and the National AGM
- Attended celebrations for CFUW North Bay's 75TH and CFUW Orillia's 60th anniversaries
- Continued regular tele-chats and emails with Club Presidents identifying Club successes, strengths and concerns.
- Welcomed the nomination of Christine Tworo by CFUW Sudbury for the position of Regional Director Ontario North

Update: Ontario North Clubs are functioning well and full of energy and enthusiasm. One concern has been the amendment to the CFUW Articles and Bylaws and the relationship with GWI. Another is the difficulty in filling executive positions.

It has been a privilege and honour to serve as the Regional Director for Ontario North for the past 4 years. I have had the opportunity to work with dedicated, inspiring women across Canada and in my region, Ontario North. I am proud to belong to CFUW, a strong, professional and well respected organization dedicated to education and equality for women and children.

Sustainability

- Informed Clubs of assistance programs such as Club grants, loans, small Club teleconferences, website assistance, Operation Connect, awards programs, assistance from the national office and from Ontario Council
- Assisted Clubs having difficulties filling executive positions

- Completed the first round of Club visits and am beginning the second round of visits
- Conducted several “tele-chats” with each Club President and continued developing a Club profile for each
- Welcomed Club newsletters and minutes to add to the Club profile

Update: Ontario North Clubs are functioning well and full of energy and enthusiasm. The major concern has been the difficulty in filling executive positions.

It has been a pleasure to serve as the Regional Director for Ontario North and I look forward to serving again in 2015-16.

Cheryl Ambrose Regional Director Ontario West

Membership and Sustainability in Ontario West

- Total membership (9 clubs) has declined 23% since 2008 (from 871 to 668). Average decline/club over 9 years is 28%. One club lost 66% of its members, and another lost 53% in this period.
- While larger clubs talk growth and/or sustainability, smaller clubs talk viability.
- Decline in membership correlates with aging members and low club morale, which makes it difficult for clubs to offer activities and programming that will attract new and/or younger members.
- This year, clubs are anxious to see what unfolds regarding CFUW’s relationship with GWI and GWI’s decision re: fee increase.
- Each club has unique concerns, there is no “one size fits all” solution.

CFUW Profile

- No correlation exists between a club’s profile/activity in their community and membership retention and/or growth. Due to the commitment of long-time members, some of the smallest clubs have the strongest community presence.
- The most successful and active clubs offer opportunities for community engagement, working together with other organizations to support local initiatives. However, these do not necessarily convert into increased membership.

- Public perception of CFUW (AKA the University Women's Club) is an exclusive, stuffy organization. Opening our membership to non-degreed women is only part of the equation. Even degreed women are put off. We must be seen to be inclusive, regular gals who hike, read and do good work.
- Professional appearing websites, brochures, business cards and pop-up banners are only useful if they are used. Clubs still need to prioritize raising CFUW profile. Sometimes, there are too few members are doing too many things and other times, clubs and/or members have no knowledge of PR and marketing.

Advocacy

- All Ontario West clubs are engaged in Advocacy activities to some extent.
- Most support local VAW or poverty focused initiatives. Some work collaboratively with nearby clubs.
- Only a few communicate with or meet their elected representatives.

Scholarships/Fellowships

- Most Ontario West clubs offer scholarships and awards. Those that do not, support other initiatives in their communities.
- So far, I have been unsuccessful in conveying the importance of clubs filling in donations on the membership website.

As RD, the easiest thing I do is share updates from Ontario Council and National with my clubs. I include more than just club Presidents, because not all Presidents are good at sharing information. By the end of my first term, I will have visited all 9 clubs in my region. It is easier to develop a dialogue with clubs that I have visited, and so I expect that my 2nd term will be more successful than my 1st.

Deborah Harasym

Regional Director Ontario South

Ontario South has had another very successful, productive and active year. Clubs were supported throughout the year, starting with the President's hub meeting in September 2015,

club visits in the fall, interviews with the Presidents in the new year and the ongoing sharing of information and advice between the Regional Director and Club Presidents.

Membership

- Declining membership numbers continue to be a concern for most clubs. While many clubs had a number of new members, overall the additions have not kept pace with the numbers leaving. Currently there are 1241 members in OS down from 1267 in 2013/14.
- At our fall hub meeting, the Presidents had an open discussion re how to attract members to serve on the Executive. The importance of involving new members and flexible governance strategies was stressed.
- Material outlining the new Mentoring Pilot Program was reviewed and discussed at the fall hub meeting. Presidents were encouraged to think about who in their club would benefit from this and pass the information along accordingly.
- Membership numbers and strategies for improvement were topics of discussion during the RD / Presidents calls in March/April 2016.

Advocacy

At the Ontario South Presidents hub meeting in September 2015, we discussed advocacy ideas and ways to share the CFUW resolutions with interested parties. Clubs were encouraged to try something new. They participated in a wide range of advocacy initiatives this year. A few examples include:

- Burlington met with their Mayor, MP and MPP to discuss the new CFUW resolutions and women's issues relevant to each level of government.
- Meet the Candidates Meetings were held in advance of the fall Federal Election in Brantford, Burlington, Milton and Georgetown.
- Mississauga prepared Election 2015 questions which were published in CFUW updates for all clubs to use.
- Burlington attended consultations on the Gender Wage Gap and met privately with Commissioners on this issues, followed by a written submissions airing their concerns.

Refugee Sponsorship was undertaken by committees in the St. Catharines and Burlington clubs working in partnership with local Sponsorship Agreement Holders. The sponsorships are one year commitments to sponsor a family. Responsibilities include financial support, initial housing setup, settlement assistance including ESL, school enrollment, finding health care providers, applying for health and government benefits, introduction to banking, budgeting, shopping, the community Multicultural organization, the Mosque and general help

with integrating into the community. Many other clubs donated to sponsors of refugees in their communities and/or their members were involved with sponsorships in their churches or other community organizations.

Outreach and Community Profile

The breadth of outreach activities our clubs are engaged in is considerable and varied. Each activity presented an opportunity to raise awareness of CFUW while enhancing membership potential.

- Clubs organizing Meet the Candidates events provided a valuable service to their community while generating both publicity and awareness of CFUW.
- Hamilton invited former CFUW members and past Presidents to their 90th Anniversary celebration in September.
- In recognition of International Women's Day, a reporter from the Burlington Post interviewed four members of the club and published a lengthy article focused on 60 years of CFUW in Burlington. Topics included Advocacy, Scholarship, Refugee Sponsorship and our interest groups.
- Clubs worked with other organizations in their community in support of joint causes, including:
 - Collections of gently used items for local women's shelters in Brantford and Hamilton.
 - Provision of 60 Shoeboxes by Mississauga in support of local women's shelters.
 - Maintenance of the Dominion Seed city garden in Georgetown.
 - Participation in the Coldest Night of the Year event in Milton.
 - Read stories from their book celebrating local women at a residence in Mississauga.
 - Supported Angels Everywhere (bringing local children together in song) in Niagara Falls, donating food for the food bank.
 - Made donations to a number of deserving charities in Welland.

Scholarships

- All clubs in the region hold fundraising events and accept donations from their members to fund scholarships and bursaries. This year, just under \$100,000 was granted by our 12 clubs to students pursuing post-secondary education. Additionally, these events represented opportunities to raise awareness regarding CFUW in the community.
- Information regarding fundraising events was shared between clubs either through the blog or by mass emails sent by the Regional Director at the request of the clubs.

- At our Hub meeting we had a discussion of 100th Anniversary plans, encouraging clubs to think about suitable projects. At this point, eight of the 12 Ontario South clubs have already contributed to or have plans for some kind of 100th Anniversary Scholarship.

Sustainability

- At the Presidents hub meeting in September, discussions focused on strategies for attracting new and Executive committee members, communications mechanisms, mentoring, sharing resolutions and future regional gatherings.
- Visits to clubs included celebrating their successes as well as presenting some advocacy awards. In the early 2016, I conducted extensive interviews with each President discussing their successes and challenges and sharing ideas/strategies used by others. These interviews also provided the information for a summary on all clubs in the region to be passed on to the new RD.
- Clubs discussed communications mechanisms at the fall hub meeting. The Regional Director created a blog for use by the district Presidents for sharing information about club activities. Hopefully this tool will become more effective with time.
- Information and advice was provided to club Presidents as they planned for their clubs vote on the St. Thomas resolution to leave GWI.
- A new Regional Director for Ontario South was recruited for a two year term.
- Clubs have been encouraged to attend the two AGM's.

CFUW Burlington committed to hosting a fall gathering for OS in 2016 and at the fall hub meeting, clubs were encouraged to consider hosting an OS fall gathering in 2018.

Pat Joyce **Regional Director Ontario Central**

Membership

- Took part in National Membership Committee Teleconferences and one Club follow up session in April.
- Organized a membership table at Talk It Out Nov. 7 with chairperson for clubs to share strategies.
- Tracked membership numbers-- most held numbers
- Reminded Clubs where applicable to apply for National membership awards (March)

- Visited Markham Unionville to present awards from National in Sept. 2015.

CFUW Profile

- Led Ontario Council Leadership session in May 2015
- Will lead RD workshop at National AGM 2016
- Created a new format for Fall Gatherings held Nov. 7, 2015
- I will have visited all the 13 Clubs and Toronto Caucus by end of May 2016
- Was invited by local MPP to attend session attended by Ontario Premier

Advocacy

- Updated the OC list of topics Clubs are working on and contacts in January 2016
- Set-up Advocacy Table with chair at Nov. 7 Talk It Out
- Advocated for a change in process for the OC Advocacy Awards to an application one. Process changed for 2016. Leaside /Etobicoke, Scarborough/Ajax , UWC North York have won OC Awards. Honour Mentions: Aurora Newmarket. Reminded Clubs to enter by April 15.
- March 6 IWD event Scarborough/Ajax

Scholarship/Fellowships

- Attended Toronto Caucus Dec. 6 lunch brought greetings. Support Polytechnic Scholarship
- Attended and supported events run by Etobicoke, Scarborough, Vaughan.

Sustainability

- Created a new format for Clubs to meet with chaired sessions for Presidents/VPs, Program, membership and Advocacy Chairs. 12 or the 13 Clubs sent representatives. Rated highly.
- All Clubs will have been visited by May 2016
- Work with Oshawa to host 2018 OC AGM.
- Took part in most RD Teleconferences, OC EX and AGM and National AGM.

Sandy Thomson **Regional Director Ontario Huron**

Membership

Goal: Visit all five clubs' new executives and attend opening membership meetings. *Target Achieved.*

CFUW Profile

Encourage all clubs to increase their exposure in the community by offering open meetings and distributing CFUW material. Goal: Partner with at least one community organization for increase exposure. The rural Huron clubs excel in this area. *Target Achieved.*

Owen Sound: Partnered with the local theater to stage a play, thus raising money for their scholarship fund. Partnered with local agencies to host an all candidates' meeting.

Saugeen: Successful post resolution activity: "Communicating with Clarity" Workshop, partnering with Quill. Invited to Quill's AGM, thus setting up a solid partnership. Another potential partnership with Ontario Youth Apprenticeship Program – invited to "Women in Trades" workshop; delivered information on CFUW and advocacy to teachers and students.

Orangeville: Partnership with Nova Scotia Bank's matching program; raised \$1600 at Silent Auction. Bank matched with \$1,000, thus supporting their Haitian nursing student.

Southport: Several partnerships through their Successful "Grandma Asked Me to Vote" campaign, a post resolution activity. Excellent exposure locally, provincially and nationally.

Advocacy

Encourage all five clubs to be involved with the VAM initiative, a National Committee, a National Study Group, or a resolution. *Target Achieved.*

Kincardine: Christmas donation to Women's House and Food Bank

Orangeville: National Study Group participation; National Day of Remembrance on VAM with Family Transition Place.

Owen Sound: Developed resolution for AGM: To strengthen the Pest Management Regulatory Agency (PMRA) of Health Canada.

Saugeen: Letter to Editor published re: International Women's Day.

Southport: Nominated Mary Eberts, women's advocate and lawyer, for the Senate. Excellent coverage of their Dec. 6 Vigil. Published three columns in local newspaper re: what Reconciliation means in the community and why it is needed.

Scholarship/Fellowships

Encourage clubs to recognize mature students and/or contribute to the 100th Anniversary Award. *Target partially achieved (two out of three)*

Kincardine: Hosted Lake Huron Collaborative Learning Centre. Considering a mature bursary to this organization. Donated to 100th Anniversary Scholarship Fund.

Orangeville: Supports scholarships in Shelburne and Orangeville high schools.

Owen Sound: Supports scholarships at each of the three local high schools.

Saugeen: Provides scholarships to four local high school seniors.

Southport: Raising money for 100th anniversary through quilt raffle. To create special scholarship. Raised over \$800 for the mature woman's bursary.

Sustainability

Encourage Huron members to consider working on Ontario Council as this is my last term as regional director. Seek interest among the regional director group to take on the lead for the next biennium. Target Not Achieved.

Leila Metcalf
Regional Director Ontario East

Membership

- Clubs visited: CFUW Ottawa, Nepean, Perth & District, Peterborough, and Renfrew & District.
- Encouraged and provided ongoing assistance to CFUW Renfrew & District as they revised their Constitution and Bylaws to reflect open membership.
- Enrolled in and encouraged clubs to participate in webinar on membership (“Power up your Membership”).

Profile

- Attended IWD Celebration in Ottawa (co-hosted by CFUW Kanata, CFUW Nepean, CFUW-Ottawa & Ottawa Council of Women); attended CFUW Nepean Scholarship Trust Lunch, General Meetings (open to public) at CFUW Perth & District, CFUW Peterborough, and CFUW-Ottawa-

Advocacy

- Sent emails to clubs as directed.
- Encouraged clubs to advocate on local issues using CFUW policies during remarks at General Meetings of CFUW Renfrew & District, CFUW Perth & District, and CFUW-Ottawa, and by nominating 7 clubs for OC Advocacy Awards.
- Addressed this topic during remarks at General Meetings of CFUW Perth & District, CFUW Renfrew & District, and CFUW- Ottawa.

Scholarships/Fellowships

- Attended CFUW Nepean’s Scholarship Trust Lunch and addressed this topic during my remarks.

Sustainability

- Email and telephone communication links were always open and used on an ongoing basis throughout the year.
- Not accomplished this year
- Accomplished via telephone and email communications with club Presidents on an ongoing basis throughout the year.

- Accomplished via telephone discussion and email communication with CFUW-Kanata President. Ontario East Regional Fall Gathering will be held on October 22, 2016. Facility and program have been booked, and budget approved.
-

Debbie Christiansen Stowe
Regional Director francophone
Directrice régionale Québec français

AFDU Québec, is the only French language club in CFUW/FCFDU. It functions quite differently from other CFUW clubs in that there are no interest groups or monthly meetings. Until recently, the general business was handled during bi-monthly meetings of the 'conseil d'administration'. After chairing the LAC for the CFUW AGM in Québec City, Godelieve De Koninck tendered her resignation as AFDU president. Nobody stepped forward to take her place at the club's AGM in October 2015. Special meetings were convened in January and February 2016 to address the issue of the club's future. There was no consensus.

The club's bursary-granting wing, Fondation AFDU, is still very active, issuing \$39,000 to deserving women at their annual ceremony in March 2016. However, because the foundation cannot exist unless it is affiliated with the club, efforts will be made to keep the club alive, if only on paper.

Membership

- We tried to attract new (and former) members to AFDU through the activities affiliated with the 2015 CFUW AGM in Québec City with very little success
- Through social media and our scholarship program we are trying to engage younger women and encourage them to join AFDU Québec
- There are currently 25 paid members

CFUW Visibility

- At a special meeting convened in January 2016, Liette Michaud (VP Québec) informed the AFDU membership about the mandate and mission of CFUW

- Members are encouraged to visit the revamped CFUW/FCFDU website
- AFDU maintains a website and publicizes its activities at local events and through word of mouth

Bursaries issued by Fondation AFDU Québec

- We continue to look for ways to increase the visibility of ADFU bursaries and find new sources of financing and fund raising opportunities for Fondation AFDU Québec
- Promote education for young native women through access to bursaries

Advocacy

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

Viability

- In collaboration with Karen Dunnett (CFUW president 2016-2018) and Dominique Racanelli (VP Québec 2016-2018) we will work out a plan to revive /revitalize AFDU Québec
- We will participate in provincial council activities and maintain links with the other Québec clubs.

Patricia DuVal
Regional Director Quebec English

Roseline Anderson
Regional Director New Brunswick

My aim has been to support individual NB Clubs working towards the strategic aims of CFUW while strengthening their individual Clubs.

Membership

Membership recruitment and retention continues to be a major concern in the CFUW Clubs of New Brunswick with only one club achieving significant membership increases. All Clubs in the province are currently in the small club category of less than 50 members. Discussions continue to encourage work in this area to increase membership and share ideas in this regard.

Profile

Clubs were encouraged to support and raise the public profile of CFUW both locally and nationally. This year we were pleased to have our National President Doris Mae Oulton and VP Atlantic Grace Hollett visit clubs in Fredericton, Saint John and Moncton with Kent members attending the Moncton meeting. Such contact has improved individual members knowledge on the work of the National organization as well as GWI and with publicity locally in the newspaper has helped to raise the profile of CFUW locally. Clubs continue to include CFUW information locally at activities they are doing in their communities thus helping to increase CFUW profile.

Advocacy

Discussions occurred with Clubs to encourage supporting CFUW advocacy issues at the Club level within their communities and to take a more active role in CFUW advocacy initiatives. Several Clubs have taken actions to support CFUW advocacy initiatives and continue to inform their memberships of these initiatives and encourage support.

Scholarship/Fellowships

Most Clubs continued work towards raising scholarship funds within their communities and are making plans in honor of the CFUW 100th anniversary celebrations in 2019. Clubs have a number of fundraising activities directed at scholarship support despite declining membership involvement in several clubs.

Sustainability

Clubs continue to be encouraged to become active in CFUW affairs and to participate in CFUW conferences being held regionally and nationally to learn more about the organization and its work. Extensive discussions have taken place this year around the resolution of CFUW to withdraw from GWI with clubs reporting major concerns. Some Clubs are reporting difficulties in filling all executive positions but are working through these difficulties.

Janet Willwerth Regional Director Nova Scotia

As a Fall Action Plan was not submitted, this is a brief year-end review. Along with President Doris Mae Oulton and Vice-President Atlantic Grace Hollett all Nova Scotia clubs were visited in conjunction with their attendance at the Atlantic Regional Council meeting in late October.

Membership

Clubs have generally not grown, but most are holding their own in terms of numbers. The two smallest clubs, CFUW Pictou County and CFUW Cape Breton give me some concern because of their small numbers (3 and 14, respectively). However, their members are engaged and continue to wish to remain as CFUW members.

CFUW Profile

The attendance of CFUW Halifax representatives at the United Nations Commission on the Status of Women meetings in March was in three local publications; as a result our MP has requested a meeting and there have been subsequent requests to speak at a school and meet with another organization. CFUW Wolfville had a successful book sale which has a high profile in the community. CFUW Halifax also partnered with two community organizations in presenting public events concerning income assistance and early learning and child care.

Advocacy

Clubs have signed on to the COP 21 initiative that was requested by the National Office. Clubs have also lobbied on behalf of social assistance reform, including child welfare for youth (CFUW Cape Breton) and on behalf of proposed changes for drug coverage for seniors (CFUW Dartmouth).

Scholarship/Fellowships

With one exception, clubs have continued with their established programs, with sufficient fundraising to meet their obligations. CFUW Halifax was able to make a donation to the 100th Anniversary National Scholarship from a surplus from holding the Atlantic Regional Conference. The exception is CFUW Truro, which can no longer sustain its scholarship because it is not in a position to hold its book sale. No other fundraising projects have been identified.

Sustainability

In the short term, there is not a concern about the viability of the clubs, as they are currently structured. CFUW Truro is continuing to function as it has, with members taking turns at organizing meetings and programs. Despite its small size, CFUW Cape Breton also has members taking turns at executive positions. CFUW Pictou County continues with its three active members.

Heather Huestis

Regional Director Prince Edward Island

There are five strategic aims of CFUW: Membership, Public Profile, Advocacy, Scholarships/Fellowships and Sustainability. CFUW Charlottetown has drawn on these aims to enhance our public profile.

A memorial service for the Montreal Massacre was attended at the Confederation Centre of the Arts. CFUW Charlottetown made its annual donation to Ecole Polytechnique Fund.

One of CFUW Charlottetown's aims was to study the elementary school curriculum by enlisting three different speakers from different areas; Dr. Tess Miller from the University of Prince Edward Island, Brenda Larsen, a math specialist from the Department of Education, and thirdly, PEI's superintendent of the English school board.

CFUW Charlottetown celebrated its sixtieth anniversary as a Club in Oct 2014 and Kathleen Casey, a representative from provincial government spoke to the group. Also present was eastern vice-president, Grace Hollett.

A presentation was made to our Club in March 2015 by Ruth Lacey on a project that she would like us to sponsor for the Creative Arts Award. We are hopeful that this \$4000.00 project is accepted as it would provide twelve marginalized school children with a course.

Barbara Clancy

Regional Director Newfoundland and Labrador

Membership

- CFUW Corner Brook: Membership is sustained at 10 members. The club takes every opportunity for member recruitment.
- CFUW St. John's: Current membership stands at 102. There was a loss of 12 members – 1 deceased, 3 moved from the area, 9 did not renew. However, 7 new members joined throughout the year with a potential of 4 new members for the beginning of the 2016 – 2017 CFUW year.

Profile

The profile of CFUW is raised in the St. John's area by the publicity around the annual used book sale. We are fortunate to have the support of the local media through radio interviews, articles and pictures in the paper, and spots on the local evening news on both CBC and CTV. CFUW Corner Brook had a well-received series of speakers this year under the theme of "What Every Women Should Know About....." which covered such topics as finance, justice, health, etc.. Members of the general public are invited to all general meetings by both clubs and meetings are advertised in the Go Guide section of the local papers and on the local community channel. Scholarship presentations and donations to community organizations through CFUW St. John's community outreach program also bring much-needed publicity to the organization.

Advocacy

Both clubs participated in advocacy issues this year. Both wrote letters to MPs and individual members signed the petition in support of Bill C-242 on non-state actor torture. Also the St. John's club sent messages to MPs and MHAs relating to the resolutions passed at the 2015 AGM. Members of the St. John's club participated in the local "Respect Women" campaign in November, attended the Ecole Polytechnique vigil in December, and the club is an active member of the Coalition Against Violence. CFUW Corner Brook members attend the CB Status Women Dinner on International Women's Day and presents its scholarship at that time.

Scholarships

Both clubs participate in scholarship programs. CFUW Corner Brook awards a scholarship to an undergrad female student who entered university as a mature student at Grenfell College (MUN). This scholarship is now endowed and is presented every year at the Corner Brook Status of Women dinner on International Women's Day. CFUW St. John's raises money through its Used Book Sale and, for the 2015-2016 academic year, awarded \$32,500 in scholarships, bursaries, and donations to other education initiatives.

Sustainability

CFUW Corner and CFUW St. John's will elect their executive for 2016 – 2017 at their annual meetings in June. The St. John's club has a full slate of officers to nominate and Corner Brook, who use an alternate governance model, has interest in executive positions as well. St. John's will have at least 5 members in attendance at the 2016 CFUW AGM; however, Corner Brook will not, at the time of writing, have anyone at the AGM. They are aware of the Small Club Grant but no one is available at this time to go. CFUW St. John's will host the ARC 2016 Conference and AGM in October 2016 and has an enthusiastic committee working together to organize it.

Personal Involvement in CFUW 2014 - 2016:

- Member of CFUW St. John's, serving as past-President in 2014 – 2016
- Chair of Scholarship Committee for CFUW St. John's
- Member of 2 national committees, Membership and International Relations
- As a member of the Membership, compiled the Incoming Presidents' Checklist in collaboration with Barbara DeMoulin and Pat Joyce.

Action Plan Updates/Annual Reports 2015-2016

- As a member of the International Relations Committee, wrote the original criteria, nomination form, and evaluation form for the IRC Award in collaboration with Valerie Hume, and currently revising same.
 - Chair of the ARC 2016 Conference and AGM to be hosted by CFUW St. John's in October 2016
-

COMMITTEE REPORTS FOR 2014-2015

Eleanor Scarth

Chair, CFUW Resolutions Committee

Membership

Thanks to all the following members of clubs in BC and Ontario who served.

2 new members * joined committee for this year

Judy Gay- CFUW Owen Sound and Area*

Teresa Habs – CFUW Barrie and District

Fran Manning – CFUW Ottawa

Mary McEwen – CFUW Guelph

Babs Perowne- CFUW West Vancouver

Peggy Pinkerton – CFUW Etobicoke

Phyllis Scott- CFUW West Vancouver

Monique Sirois-Kelly – CFUW Vaughan*

Advocacy

- Revised Resolution Guidelines for 2015-16 - approved by board and made available to all clubs.
- Committee received 5 draft resolutions by deadline of Sept. 30 and provided feedback to proposers.

Resolution 1 – Missing and Murdered Indigenous Women and Girls – Ending the Marginalization of Indigenous Women in Canadian Society (CFUW Barrie and District)

Resolution 2 – Fetal Alcohol Spectrum Disorder(FASD) – Diagnosis, intervention and support plan for children, adults and families affected by FASD (CFUW Guelph and CFUW Kitchener-Waterloo)

Resolution 3- To Strengthen the Pest Management Regulator Agency of Health Canada in its Mandate to Approve, Register and Monitor Pesticides, in a timely manner, as well as to protect the health of Canadians and the environment (CFUW Owen Sound and Area)

Resolution 4- Electoral Reform: Changing the First Past the Post electoral system to proportional representation in Canada (CFUW Leaside-East York and CFUW

Etobicoke)

Resolution 5-Sustainable Development Goals, also known as Global Goals (CFUW Standing Committee on Advocacy, CFUW Standing Committee on International Relations, and CFUW Standing Committee on Education)

The committee chose 3 Policies passed at recent AGMs and working with the clubs that had proposed them, prepared them to submit to GWI for their Feb. Resolution deadline. Policies were: Full Accessibility and Barrier Free Environments for Persons with Disabilities; Bullying and Cyberbullying ; and Reducing Climate Change Through the Use of Carbon Taxes. All were accepted and are among the 12 resolutions for the GWI AGM this August.

- A sub-committee of the Resolutions Committee and Advocacy Coordinator Maddie Webb met via group email and 2 telephone conferences to compile the Proposed Changes to Draft Resolution Process document. This was sent out in a Club Action email for responses by April 15. Comments received were considered in the final wording of the document. Proposed changes include: a shorter timeline; removal of the Intent Deadline; reinstating use of Whereas clauses; removing the Urgent category; and redefining the Emergency category
- As chair: attended pre-AGM board meeting; led AGM resolution workshop; and participated in 3 Advocacy committee phone conferences.

Myra Willis
Chair, Articles and Bylaws Committee

See her report in the AGM Business Book

Patricia McGregor
Chair, Fellowships Committee

The CFUW Fellowships Committee met on March 25 and 26, 2016, at the Cartier Place Suite Hotel in Ottawa. Due to an expected lengthy discussion regarding the new CFUW Aboriginal Women's Award (AWA) applicants, our committee decided to meet on Thursday evening immediately following our arrival. We looked at the Ruth Binnie and Canadian Home Economics Association (CHEA) Fellowships and selected winners.

Friday was a very successful day. The winners of the fellowships and awards were chosen. The selection of the inaugural recipient of the AWA was a unanimous decision, something that rarely happens during our adjudications. The ambitions of the young women applicants were heartwarming. They were all aware of the problems in their communities and, for the most part, were planning to return to their communities to help improve the situations. We were surprised at the small number of applicants, however 2015 was the first year for this award. We noted that the AWA application and process requires some fine tuning. Various ideas were presented.

General business matters were also discussed at the meetings. We are sorry to lose two administered awards, CFUW Beverley Jackson, \$2,000 funded by UWC North York and the CFUW Margaret Dale Philp, \$3,500 funded by CFUW Kitchener-Waterloo. The base amount for a national award is set at \$5,000 and the two Clubs were not able to reach that amount. The awards have been repatriated by their Clubs and will be managed locally by the Clubs.

CFUW President Doris Mae Oulton and Executive Director Robin Jackson both spoke to the committee. We are all extremely appreciative of the support we receive from the CFUW Board of Directors and the National Office.

The members of the committee will be returning next year. This is a collegial group who are always willing to go the extra mile. They certainly make my life as Chair easier and I cannot thank them enough.

Cheryl Hayles
Vice President International/Coordinator for International Relations
Chair, History Committee and 100th Anniversary Committee

Membership

The Mentorship Pilot Program for women in STEM, Politics and Organizational Leadership launched in the fall of 2015 continues to thrive with 20 mentors and 9 mentees. All mentees received a mentor. The first Mentorship Award will be given at the AGM to a CFUW/FCFDU individual member(s), group, or Club in good standing in recognition of efforts in mentoring

women and/or girls in the STEM fields and Politics. This Award also recognizes mentorship to women who have assumed a portfolio of responsibility within the organization.

A webinar entitled “**An Invitation to discuss a Constitution for the future of GWI**” was attended by 41 members from across the country on January 12, 2016. The webinar which is a response to Circular 11(2015) from GWI is posted on the CFUW website. A response to Circular 9 (2016) is being prepared for submission to GWI.

UNCSW60 in March 2016 was highly successful in solidifying Canada’s commitment to achieve the 2030 Sustainable Development Goals. 19 delegates from across the country attended this Civil Society appointment offered to CFUW members through our ECOSOC status. Pre-UNCSW60, a written statement supported by 12 NGOs was submitted. As well, the mentorship program was featured in a Parallel Event. The UNCSW60 report is posted on the CFUW website.

The International Relations Award will be given to a CFUW/FCFDU individual member(s), group, or Club in good standing in recognition of efforts in advocating for the rights and advancement of women and/or girls at the international level.

In response to invitations I visited the following Clubs/Gathering/Council:

CFUW Mississauga
Ontario West Fall Gathering
CFUW North York
Alberta Council
CFUW Brantford

Profile

Published the following articles in the “Club Action News” and the “Communicator”:

- "What Do You Want to Be When You Grow Up?"
- “Ring in the New Year”, the CFUW International Women’s Day Project
- UNCSW60
- International Study Group Takes on Education for Girls in Haiti
- CFUW Mentorship Program

The 100th Anniversary Notable Woman Award (2019) Criteria was completed in April 2016. One hundred awards will be given to members of the Canadian Federation of University Women who have made outstanding contributions within CFUW and/or to the wider

community, locally, nationally, or internationally in the fields of Education, STEM, Economic Empowerment, Political Engagement, Organizational Leadership, Cultural Endeavours, or Social Innovation.

Ironically CFUW who is an advocate for anti-bullying, itself was targeted by bullies who ignored the etiquette of social media and the appropriate use of the CFUW directory. I am now so much more empathetic to women and girls who face this kind of abuse on a regular basis.

Advocacy

Provided feedback to the Afghan Study group on the advocacy package. National office sent a letter to the Canadian government encouraging support for women's educational institutions in Afghanistan. The advocacy package was sent to clubs.

Inter Pares, the designated International Women's Day Project received \$2,352.25 (at time of publication) in donations from clubs. These funds went to support a Salvadoran Feminist Collective for Local Development to reinforce and build on previous successful efforts in the struggle to end violence against women in El Salvador by:

- Providing immediate and follow up care to women experiencing, or at risk of experiencing, situations of violence.
- Enhancing the capacities and resilience of front-line workers who attend to situations of violence against women.
- Enhancing municipal level awareness on the relationship between violence against women and citizen security, and strengthening efforts by municipal authorities to develop and implement municipal action plans to prevent VAW.

Likewise, Clubs donated \$710 to the Bina Roy Project Development funds.

In consultation with the Resolutions Committee, 3 Resolutions were submitted to GWI for the 2016 Triennial. These will be voted on at the 2015 CFUW AGM. Members will decide if they should stand or not.

Resolutions

- Reducing Climate Change Through the Use of Carbon Taxes

- Full Accessibility and Barrier Free-Environments for persons with Disabilities
- Bullying and Cyberbullying

Scholarship/Fellowships

To celebrate CFUW's 100th Anniversary, the local, regional and national levels of CFUW have as their goal the provision of an additional \$100,000 in scholarships and awards in 2019. Donations and commitments from 26 Clubs, three Councils and the Camino Fundraiser have crossed the \$74,000 mark.

Sustainability

The author for the CFUW History Project has been selected. Work in the Presidents Profiles is complete and has been submitted to the national office.

GWI Notes of Interest

- 10 Circulars arrived from GWI between January 2016 and May 12, 2016! 12 Circulars arrived in 2015. GWI's Circular Timelines challenged CFUW's communication with our members and further compromised the level of engagement that is required to professionally respond. One example is the Constitution Review. This was broken into two processes. Each process was presented by GWI with a compressed timeline for us to respond. Had it been one process with a continuous timeline NFAs would have had time to address the matter in a comprehensive manner.
- Transparency continues to be an issue in the GWI governance model. Questions posed to GWI are neither addressed appropriately nor are they appreciated. Seeking clarification on behalf of our members is not welcomed.
- GWI made a commitment of 7.8 million dollars to the Clinton Foundation at a time when reserve funds are being transferred to the operating budget and there is a proposed dues increase of 100%. These decisions were made without consulting the NFAs which suggests a top down governance approach.
- GWI allowed an independent nomination for the position of President for the 2016-19 Triennial. This is in violation of the GWI Constitution. The instructions given in Circular 12 of 2015 states NFAs make nominations.

Grace Hollett
Vice President Atlantic
CFUW History Committee

See Grace Hollett's report above for detail on the History Committee activities.

Grace Stapleton
Chair, Nominations Committee

At the CFUW AGM last June, all CFUW clubs were invited to submit nominations for positions on the CFUW Board of Directors for 2016-2018. Clubs in each region were also invited to submit nominations for Regional Directors to serve for the same period.

Nominations officially opened on October 30, 2015 when notice was sent out, and the Nominations Form was posted on the CFUW members only website. The form asked for contact information for the nominee and two members of the executive of the nominating club, plus assurance that the nominee was familiar with the job description for the position. The nominee was asked to submit a one-page letter of introduction.

As each nomination and letter was received, acknowledgements were sent to the nominee and both club contacts. Then both documents were sent electronically to National Office for posting on the Members' Resources website. Reminders were sent to the Regional Directors to pass on to their clubs, and replies were sent to clubs and individual members who requested information.

When the nominations period closed on February 15, 2016, nominations had been received for ten of the eleven Board of Director positions. There were two nominees for Vice President International Relations, so a vote on this position will be held at the AGM. Nominations will be accepted from the floor for all Board of Director positions, and a vote held for any position with multiple nominees.

Nominations were received for fourteen of the eighteen Regional Director positions. Nomination procedures allow an electronic vote for Regional Directors; since there were no multiple nominations for any position, no vote was needed. The Regional Directors will be presented at the AGM. Since the close of Nominations in February, we have received notice that nominations for the vacant Board of Directors position (VP Quebec) and three of the

vacant Regional Director positions (RD BC West, RD Manitoba, and RD Ontario South) will be presented at the AGM.

CFUW Board of Directors	Nominees for 2016-2018
President	Karen Dunnett
Vice President Atlantic	Grace Hollett
Vice President Quebec	
Vice President Ontario	Sandra Thomson
Vice President Prairies	Bilkies McKen
Vice President British Columbia	Ruth Mellor
Vice President Finance	Helen Sami
Vice President Advocacy	Brenda Robertson
Vice President Membership	Madeline Kalbach
Vice President International Relations	Cheryl Hayles Brenda Wallace

Vice President Education	Kathryn Wilkinson
CFUW Regional Directors	Nominees 2016-2018
RD BC Vancouver Island	Barbara DuMoulin
RD BC West	
RD BC Interior	Maureen Fotos
RD Alberta	Dale Wilkie
RD Saskatchewan	Margaret Hendrey
RD Manitoba	
RD Ontario North	Christine Tworo
RD Ontario West	Cheryl Ambrose
RD Ontario South	

RD Ontario Central	Patricia Joyce
RD Ontario East	Mary Partington
RD Ontario Huron	
RD Quebec English	Jane Cowell-Poitras
RD Quebec French	Debbie Christiansen Stowe
RD New Brunswick	Sharon Crabb
RD Nova Scotia	Janet Willwerth
RD Prince Edward Island	Heather Huestis
RD Newfoundland	Barbara Clancy

Tracey Otto
Chair, Library and Creative Arts Committee

Membership

There are three members on this committee. One member is located in Ontario and two are in BC.

CFUW Profile

This year, the committee redeveloped the Library Award. One of the key changes made to the criteria of the Award was the removal of regional requirements. In other words, the award is now open to applicants across Canada. In addition, wider advertising of the Award was also a priority. We received nine applications from organizations across Canada.

Advocacy

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

Scholarships

Although this committee does not award scholarships, the award amount of \$4,000.00 is enough to create significant change in a community. This year, the Library Award winner is the Shelldale Better Beginnings, Better Futures in Guelph, Ontario. They were nominated by CFUW Guelph. Their proposed project is a multicultural family literacy program, which utilizes books written in multiple languages to help teach English to immigrant families. It is a multi-generational program, focusing on the family as a whole. Although it is a literacy based project, participants will benefit in many other ways: social opportunities, capacity building, community involvement, and lessening the sense of isolation by encouraging participation in group activities.

Sustainability

The Creative Arts Award and Library Award are funded by the Charitable Trust, and are awarded biennially, alternating each year. The sustainability of the award amounts is dependent on the Charitable Trust's funding.

Barring funding cuts/reduction, the sustainability of the committee is good based on the current award processes.

SPECIAL APPOINTEES - REPORTS FOR 2015-2016

Brenda Canitz

Chair, CFUW Representative to Canadian Commission for UNESCO

The 56th Annual General Meeting (AGM) of the Canadian Commission for UNESCO (CCUNESCO) was held April 24-26, 2016 in Winnipeg. This year's event included 170 CCUNESCO Members representing the three sectoral commissions (Education, Culture and Science); 18 UNESCO Chairs

<http://unesco.ca/homeaccueil/chairschaires%20new/unesco%20chairs%20in%20canada-les%20chaires%20unesco%20au%20canada>; plus the Biosphere Reserves Network and the Youth Network

The National UNESCO Schools Conference was held concurrently and brought together 175 students and teachers from all over Canada. This conference was intended to inspire students to create an action plan for the implementation of global citizenship values at their schools. This interaction produced a dynamic inter-generational exchange, and the creation of [a video in which adults and youth alike reflected on the importance of global citizenship education.](#)

Winnipeg is home to the Canadian Museum for Human Rights (CMHR) and is part of the [Canadian Coalition of Municipalities Against Racism and Discrimination](#) (a CCUNESCO network). The collaboration with the CMHR, enabled CCUNESCO's members, students and teachers to participate in an inspirational and interactive experience on human rights and social inclusion that offered tools to reduce barriers and create meaningful, lasting change. Participants also had opportunities to visit the Hudson's Bay Company's archives, and the National Centre for Truth and Reconciliation. Checkout this [interactive report of the event](#) or watch the blog posts linked to the internet '[Storify](#)'.

Check out this interactive map showcasing CCUNESCO networks in Canada. This is a Google Map and can be edited by anybody with a Gmail account. Use it and share it within your social networks! Click here to view the map:

<https://www.google.com/maps/d/viewer?mid=1TYV4r-eLxq2uodUmOiyM6QbathE>

Brenda Canitz, Victoria, represents CFUW on the Education Sectoral Commission. Brenda is also the Chair of the CCUNESCO Membership Committee and will be working with a national committee to revitalized and engaged membership with special attention to disenfranchised groups such as women, indigenous peoples, immigrants, and the poor.

NATIONAL OFFICE REPORT FOR 2015-2016

Membership

Statistics for 2015-2016:

Inquiries by members responded to	2,629 via email+ 589 via phone = 3,218 total
Certificates mailed	132
Club supplies	5,885
Saleable Items ordered	215
Issues of Club News	22
Business Cards mailed	862
Press Agency/Communicator	8 Press Agency, 2 Communicator

- Staff developed a pilot Pay Equity Workshop at Carleton University to educate young women about to graduate on negotiating salaries and contracts and how to reduce the pay gap between them and their male colleagues. We hope to expand on the pilot workshop to offer it to other universities and colleges in the Fall. This is seen as a member recruitment opportunity geared to young women.
- Staff investigated various webinar services, tested them out, prepared a survey to Clubs to gauge interest on possible topics; organized webinars on Power Up Your Membership - Ways to Increase and Energize your Members; Amending the GWI Constitution and By-Laws and the Pre-Budget Consultation webinars.
- Staff organized over 100 phone calls for Operation Connect between Club Presidents, Doris Mae Oulton and the Executive Director.
- Assisting Karen Dunnett, VP Membership, staff worked on the Club in a Bag project helping to compile, review and upload documents as well as designing the USBs
- As part of the GWI Going Forward Initiative, staff created a Discussion Forum for GWI, prepared a how- to guide to assist CFUW users and moderators in participating and moderating the online discussion forum and monitored and blocked over 500 hackers trying to access the Discussion Forum.
- As part of the duties in organizing AGMs, staff negotiated the 2016 contracts with the university and the conference registrar, investigated companies to supply clickers for voting at the 2016 AGM; worked with the President to restructure the 2016 AGM,

identified a director for the reading play “Let Them Howl” and designed merchandise for the play.

Profile

- Both the Member Resources and Public CFUW websites were redesigned and content was prepared and integrated. The public site is geared to getting CFUW better known so that women will want to join CFUW and membership in our Clubs will increase. Along with this goal are three other primary mission- driven aims: to get people to take action on our advocacy issues, fund women’s education and provide support to our Clubs in assisting them to build leadership skills and opportunities for lifelong learning.
- For the first time in a while, there is a French public site containing all content that is found on the English public site. Again, it is hoped that this might draw more Francophone members to the organization.
- Staff drafted a business and marketing plan for the 100th anniversary celebrations.
- Staff maintained and increased CFUW’s social media presence (+31 Facebook followers, 900% increase in Tweets, 89 new followers, and a 30% increase in impressions/views). The Blog section of the website was updated to contain new materials submitted by members and Board.

Advocacy

National Advocacy

Government Relations

Private Member’s Bills

- Bill C-242 An Act to amend the Criminal Code (inflicting torture) - MP Peter Fragiskatos (London North Centre)
 - In response to a request from MP Fragiskatos, sent letter of support for Bill C-242, Private Member’s Bill to add Non-State Actor Torture to the Criminal Code
 - In March, CFUW President and members attended a press conference with MP Fragiskatos in London on Non-State Actor Torture bill C-242
- Bill C-243 An Act respecting the development of a national maternity assistance program strategy and amending the Employment Insurance Act (Short Title: National Maternity Assistance Program Strategy Act) – MP Mark Gerretsen (Kingston and the Islands)

- sent letter of support for Bill C-243 which would allow an EI claimant to begin to use her maternity benefits 15 weeks before her due date if her job poses a risk to her health or her unborn child, and her employer cannot modify her job functions or move her to another job.

Meetings – Government

- Suzanne Cooper, Senior Policy Advisor at Status of Women Canada (re UNCSW)
 - Discussed upcoming UNCSW and how CFUW can engage with the Minister of Status of Women, Patty Hadju
- Consultation with Global Affairs Canada on Women, Peace and Security
 - Conveyed CFUW concerns regarding Women, Peace and Security including disarmament and the inclusion of women in the peace process (Syria, Afghanistan)
- Karen Vecchio, MP, Conservative Critic for Status of Women
 - Discussed with Ms. Vecchio her role and plans as Critic; presented her with CFUW policy on child care and the wage gap. Encouraged her to take a position in favour of the NDP motion on wage gap.
- Policy Advisors to Ruth Ellen Brosseau, NDP MP Critic on Agriculture
 - Shared CFUW's position on Neonicotinoid pesticides, discussed working together as this issue moves forward and encouraged them to introduce a Bill in the House to do further research on neonicotinoids.
- Policy Advisor to Ed Fast, Conservative Critic on Climate Change
 - Encouraged them to consider carbon taxes, and to push for the inclusion of women and Indigenous peoples at climate talks.
- Patty Hadju, Minister for the Status of Women
 - Staff and the President met with the Minister to discuss issues of concerns – child care, violence, new Government initiatives announced at the United Nations Commission on the Status of Women

Meetings – NGOs

- Staff had many meetings with Up For Debate culminating in the “debate” held via video in September. CFUW has been very involved in particular with the UpForDebate website and communications
- Met with Canadian Network of Women's Shelters and Transition Houses to collaborate on the forthcoming proposal for the National Action Plan on Violence Against Women
- Attended International Women's Day meeting – coalition of Ottawa-based national organizations seeking to organize a large IWD event in 2016
- Attended The Hill Times Climate Change Briefing discussion panel with Elizabeth May on COP21, what to expect and where we are at.
- In November, staff attended The Hill Times Event: Gaining Consensus – Getting Issues Heard in the New Parliament. The event was an expert panel on effectively lobbying the new Liberal Government.

Submissions and Briefs

- Drafted submission to the Standing Committee on Finance
- Annual Brief on Women's Equality prepared

Letters

- Letters of congratulations to all new Ministers and Critics, with invitations to meet, with briefs and handouts attached.
- Letters to Prime Minister Trudeau and Green Party Leader Elizabeth May on climate change and COP21
- Letter to Minister of Indigenous and Northern Affairs Carolyn Bennett re: national inquiry on Missing and Murdered Aboriginal Women
- Letters of support to Private Member's Bills C-242 and C-243

Endorsements

- Endorsed *Empowering the Future: Best Evidence for Investing in Early Childhood Education in Canada* from Atkinson Centre for Society and Child Development

Materials Created for Club Use

- Fall Advocacy Package including materials on the newly adopted resolutions November 2015
 - Template letters and Suggested Activities for Missing and Murdered Indigenous Women, Neonicotinoid Pesticides, Physician-Assisted Dying and Carbon Taxes
- Four Election bulletins prepared
- Information drafted on newly elected MPs: Cabinet and Shadow Brief on Women's Equality
- Violence against Women Materials
- Prepared Op Ed for members attending UNCSW60
- Club Advocacy Toolkit:
<http://www.cfuwadmin.org/AdvocacyResolutions/AdvocacyToolkit.aspx>
- Materials on Climate Change and COP21
 - Including a follow-up to COP21
- Toolkit on Aboriginal Education
- Toolkit on Non-State Actor Torture
- The Advocacy/Resolutions pages of both the Members' website and the public site
 - Created the Take Action as the primary source of advocacy action for CFUW Clubs and members

Child Care

- Organized the editing of the CFUW Guelph videos on the Early learning and child care panel and placed the videos on YouTube
- In conjunction with Board and Club members, created plans for a national strategy to launch a CFUW Initiative on child care
- Endorsed Bill C-243, Private Member's Bill C-243 to *Amend the Employment Insurance Act* which would allow women in non-traditional labour to take maternity leave prior to their due-date

Pay Equity

- Discussed pay equity with Karen Vecchio, MP Conservative Critic for Status of Women

Violence against Women / Missing & Murdered Indigenous Women

- Attended conference call "Missing and Murdered Indigenous Women: Where are we now? National Inquiry, provincial and territorial actions"
- Prepared letter to Carolyn Bennett and Minister Patty Hajdu on CFUW stance on VAW, offering support for MMIW Inquiry
- Staff attended the Truth and Reconciliation Commission Final Report presentation
- Created materials for club use for Violence against Women Awareness Month
- Met with Canadian Network of Women's Shelters and Transition Houses to collaborate on the upcoming proposal for the National Action Plan on Violence Against Women
- Prepared an update on *Violence Against Women, February 2016: Where are we now? Violence against Women: Canada's Renewed Commitment*¹ for International Women's Day

Support to Standing Committees

Resolutions Committee

- Staff participated on the Resolutions Committee phone call regarding changing the resolutions and amendments timeline, offered support and advice
- Put together and formatted the Proposed Resolutions Package, including Amendment Form and Instructions
- Worked with the Advocacy Committee and identified Child Care as the next National Initiative and worked on national strategy for child care advocacy

Education Committee

- Worked with the members of the Education Committee, with a focus on Aboriginal Education
- Created a list of resources (Member Resources Website > Tools & Resources) for clubs to learn more about Aboriginal Education

International Advocacy

United Nations Commission on the Status of Women (UNCSW60)

- Coordinated with other groups based in Ottawa on how to work together and lobby effectively at UNCSW60
 - Numerous meetings attended with the Canadian Labour Congress, Canadian Union of Postal Workers, CUPE, AIDS Free World, Oxfam, and the Women Peace and Security Network
- Created a background handout for UNCSW60 attendees from CFUW to use when speaking with other groups – an overview of CFUW policies that are likely to be discussed
- Submitted our recommendations on the UNCSW60 Draft Conclusions – made additions of education, violence against women and non-state torture
- Created and submitted an advertisement for our parallel event with CRIAW
- Advocacy Coordinator paid her own way to attend UNCSW60, meeting government delegations and other national and international NGOs

United Nations Security Council Resolutions (UNSCR) 1325

- Sent a letter to all the members of the Standing Committee on Foreign Affairs and International Development to support the motion by H el ene Laverdi ere, which would commission the committee to study the efforts of the Canadian Government to implement the UNSC Resolutions on Women, Peace and Security. On February 23, 2016 this motion passed.

Graduate Women International

- Attended conference call with GWI members and GWI head office regarding IWD celebrations and on UNCSW
- Advocacy Coordinator attended GWI breakfast in New York during UNCSW
- Prepared the triennial report on CFUW activities

International Women's Day

- Joined IWD planning committee with fellow women's organizations based in Ottawa and participating in the Programming committee to organize the event
- Disseminated information regarding this year's IWD fundraiser for InterPares

Scholarships

Annual Fellowship statistics

Number of Fellowship applications received and processed: 257

Number of Fellowship applications sent forward to Committee: 247

Number of Fellowship inquiries responded to: 3,332

- Drafted the Aboriginal Women's Award (AWA) application and prepared the guide to completing the AWA Application
- Created CFUW Publicity and Communications Plan for the CFUW AWA roll out.
- Prepared the press release on the total amount of monies raised for scholarships and awards for the past year
- Prepared the e-newsletter for distribution to the student aid offices in Canadian and international universities
- Prepared the survey questions for the 100th Anniversary Scholarship Project
- Recruited Jennifer McWhirter as guest speaker for the CFUW CT Luncheon at CFUW 2016 AGM & Conference, St. Catharines.
- Worked with the Charitable Trust to prepare their brochure and fundraising pamphlet
- Worked with the Charitable Trust to prepare a contract with them for CFUW to be the service provider to administer the fellowships program
- Prepared a historical review of the cost of the fellowships program over the past ten years

Sustainability

- Staff continued in its duties to support the activities of the Board by preparing the meeting agendas, minutes and policy papers as required.
- Staff provided support to the Finance Committee by preparing background information and briefing books for their March meeting; preparing the draft Operating Budget and Reserve Fund and the accompanying explanatory guides

- Research on various national past Presidents was undertaken at the request of the History Committee. A paper outlining options for storing and distributing for sale biographies of CFUW Past Presidents was prepared.
- In recognition and to celebrate CFUW's 100th Anniversary, the History Committee proposed that a history of the CFUW should be written and published. In response to their request, a feasibility study was prepared to examine budget, content, risks and opportunities, target audiences, possible authors, project management, timing and schedule, funding possibilities, publishing and marketing and distribution. Staff prepared the terms of Reference for the writing of the history book contract.
- In response to some requests from Clubs which do not have insurance coverage, an investigation was undertaken into the costs and logistics of getting general liability insurance coverage for those Clubs without it.
- To assist Clubs in their examination of GWI, staff prepared several fact sheets and investigated other international women's organizations which do international advocacy
- In preparation for the pre-budget consultations, staff prepared the discussion document
- As a way of dealing with the fluctuating Swiss franc, staff opened a foreign currency bank account for the purchase of Swiss Francs
- prepared a proposal to request a work placement student from the Algonquin Library and Information Technician program. The student has begun work on the CFUW archival materials.