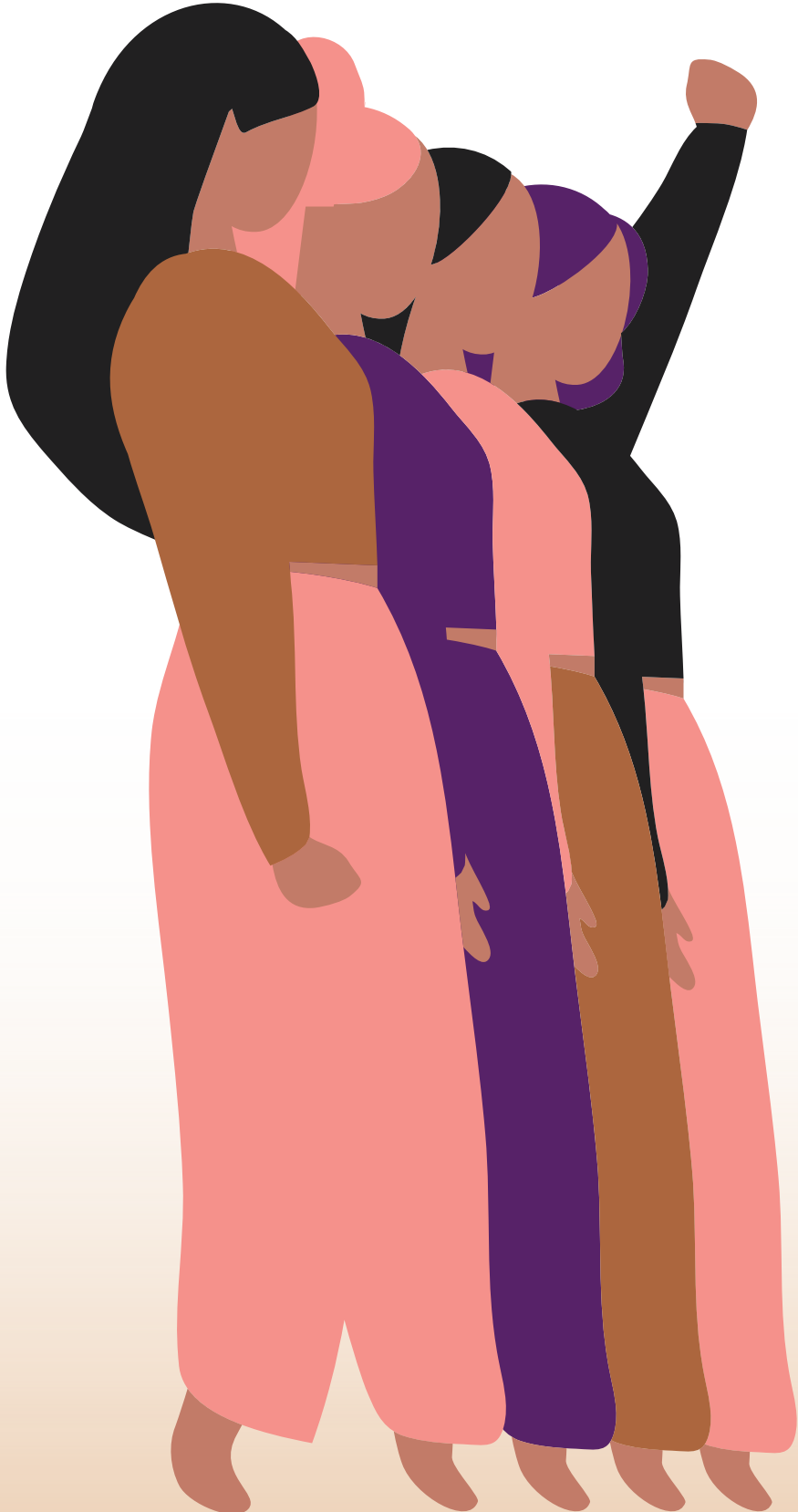


Canadian Women of Colour Leadership Network



Annual Report 2022
A Journey of Empowerment

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Land Acknowledgment

CWCLN recognizes that our office is located on the unceded and unsundered land of the Algonquin Anishinaabe Nation. We acknowledge and respect to all First nation, Inuit and Metis people for their valuable past and present contributions to this land, CWCLN respectfully acknowledges and appreciates our presence on the Algonquin Anishinaabe ancestral lands we're grateful to have the opportunity to be present in this territory and continue to work in solidarity towards improving the lives of our diverse people on Turtle Island.

African, Caribbean, and Black people are located on various unceded territories across the country called Canada. We extend our respect to all people who identify as African, Caribbean, and Black, and the contribution they have made to the development of human civilization. We recognize that we are at the latter part of the UN Decade for People of African Descent (2014 - 2025). Under the themes of recognition, justice, and development, we take this opportunity to reflect on our current condition in this country and continue work with our allies towards making long term improvements to the lives of our diverse.

CWCLN is Founded on the pillars of Women in Leadership, Wellness, Economic Development and Community Partnerships, and operates through the lens of an intersectional feminist and post colonialist framework in our objectives. Our aim is to see Black, racialized women, Two-Spirit, trans and non-binary femmes reflected in upper-level leadership and management positions in the workplace by providing the necessary skills, tools, and connections to mitigate systemic barriers.

Founder/CEO Report

It is with great pleasure and pride that I present to you the annual report of the Canadian Women of Colour Leadership Network (CWCLN). As we reflect on another year of dedicated work, I am truly inspired by the remarkable progress and meaningful impact we have achieved together.

Founded upon the fundamental principles of Women in Leadership, Wellness, Economic Development, and Community Partnerships, the CWCLN has remained steadfast in its commitment to fostering an inclusive, equitable, and empowering environment for all. Our journey, guided by an intersectional feminist and post-colonialist framework, reinforces our dedication to dismantling barriers and advocating for lasting change.



At the heart of our mission lies a resolute aim: to elevate racialized women, Two-Spirit individuals, trans and non-binary femmes to the upper echelons of leadership and management within workplaces. We firmly believe that true progress necessitates the presence and perspectives of diverse voices in decision-making processes. To this end, CWCLN has tirelessly strived to equip our participants with the essential skills, tools, and connections required to overcome systemic obstacles.

Throughout the past year, we have witnessed the transformative power of collaboration and perseverance. Through strategic partnerships and innovative initiatives, we have facilitated workshops, mentorship programs, and networking opportunities that have empowered countless individuals to navigate their professional journeys with confidence and resilience. The stories of triumph we have encountered are a testament to the potency of our shared vision.

As we embrace the challenges and opportunities that lie ahead, I extend my deepest gratitude to each member of CWCLN community—our participants, volunteers, sponsors, and allies—for their unwavering dedication. Together, we are shaping a future where every individual, regardless of their background, is empowered to lead, thrive, and inspire change. We deeply believe in this and our board is a reflection of these values. We created an organization where Black, racialized women and femmes are reflected in all components of CWCLN.

In closing, I invite you to explore the pages of this report, which encapsulate our achievements, and milestones. Your continued support and belief in our mission are the driving forces that fuel our momentum. Let us press onward with renewed vigor, emboldened by the knowledge that our collective efforts are creating a more just and inclusive world.

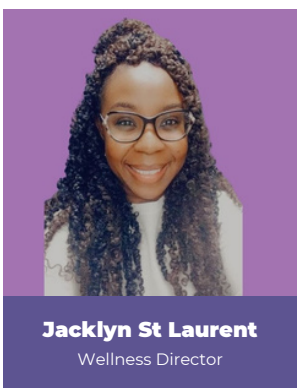
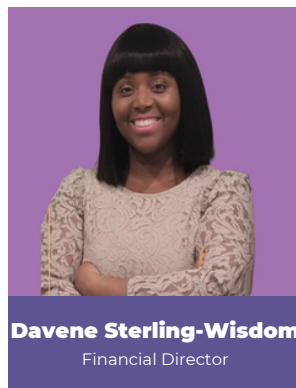
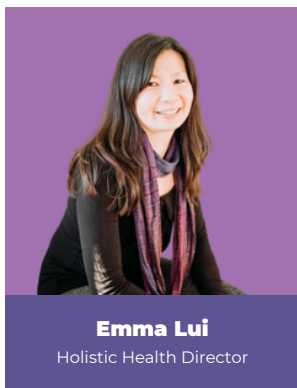
With profound gratitude,

Sophia Jacob
Founder/CEO
Canadian Women of Colour Leadership Network

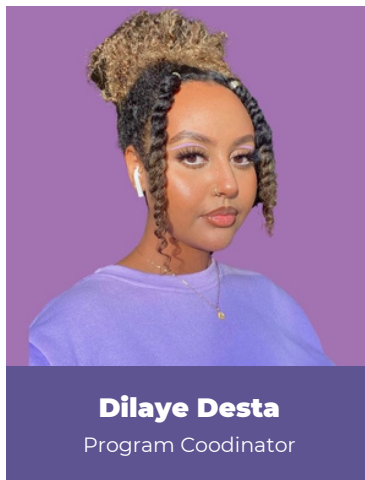
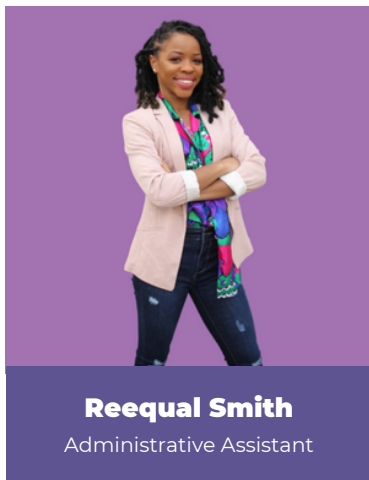
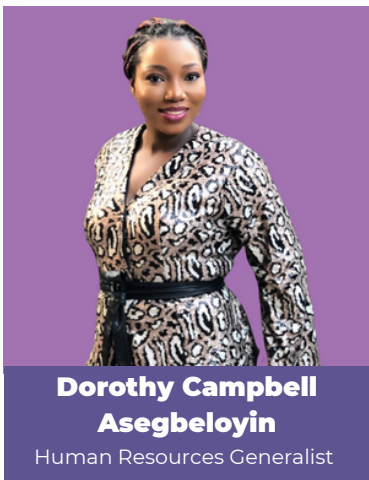
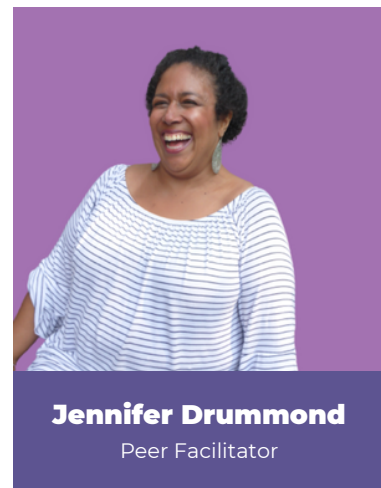
OUR TEAM

Sincere thank you to our board member, volunteer and staff

OUR BOARD



OUR STAFF



Sincere Thanks

Our Partners

Have played a pivotal role in constructing, connecting, and nurturing our organization throughout the past year. Collaborating with each of you has enriched our journey, and your unwavering support has been instrumental in our remarkable achievements. Without your contributions, the incredible progress we've made would not have been possible.

see page XX for list of partners

Our Board of Directors

Unwavering dedication, visionary leadership, and tireless efforts have been instrumental in propelling our mission forward. Your guidance and strategic insights have been the driving force behind our achievements, shaping the CWCLN into a beacon of empowerment and opportunity for our community. Through your commitment, we have navigated challenges, seized opportunities, and made tangible strides towards our collective goals.

Our Funders

Steadfast support of community-driven initiatives have fuelled positive change, enabling us to empower lives and foster growth. Together, we've achieved remarkable milestones, creating an inclusive and brighter future. Your generosity resonates deeply, and we express our sincere thanks for your unwavering belief in our vision.

Our Volunteers

CWCLN extends a special thank you to our outstanding volunteers for their invaluable contributions to the growth and advancement of the Network. Your dedication and incredible efforts have been instrumental in shaping our progress.

We deeply value your partnership and eagerly anticipate our continued collaboration for the betterment of our community.



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[Twitter](#)

[Eventbrite](#)

Timeline: Years in Review

| | |
|------|---|
| 2022 | <ul style="list-style-type: none">• Expanded to 6 volunteers, 2 staff• Received grants from Social Planning Council of Ottawa, Ottawa Community Foundation, SEOCHC• Expanding 2 provinces |
| 2021 | <ul style="list-style-type: none">• Created 4 pillars• Expanded to 3 volunteers, 1 staff• Received grants from Social Planning Council of Ottawa, Ottawa Community Foundation• Expanding to Ontario• Started ACB peer support |
| 2020 | <ul style="list-style-type: none">• Received first grant from Social Planning Council of Ottawa• Established advisory board |
| 2019 | <ul style="list-style-type: none">• Mobilization Canada• Women of Influence• Participated in Canada's Women March• Attended Obama Event with BIPOC women |
| 2018 | <ul style="list-style-type: none">• CWCLN was established• Created Twitter & Facebook |

Timeline: Progress Highlights

Foundation Laid: 2018

- Established in Ottawa, our mission took root, fostering empowerment among racialized women. Key milestones included uniting at the Women's March and establishing a dynamic online presence.

Strategic Growth: 2020-2021

- The addition of skilled staff in 2020 bolstered operational capacity, affirming our dedication. Grants from esteemed entities like the Social Planning Council of Ottawa validated our objectives. In 2021, we introduced four strategic pillars, expanded volunteer engagement, and extended our reach to Ontario.

Collaborative Advancement: 2022

- Supported by esteemed partners, including the Ottawa Community Foundation and SEOCHC, our impact continues to broaden. As our footprint extends, 2022 exemplifies the trajectory of growth, resilience, and unbounded potential.

Empowerment Beyond Borders

- Our journey remains anchored in tangible accomplishments that drive empowerment and change. By uniting stakeholders, strategic planning, and amplifying reach, our ongoing efforts promise a future where empowerment knows no limits locally, regionally, and nationally.

Metrics of Success:

- **Women's March Engagement:** Increase in participation, fostering solidarity.
- **Online Presence:** Rise in social media engagement post-2018 launch, reflecting digital impact.
- **Staff Expansion:** Enhancement in operational efficiency, facilitating mission execution.
- **Grant Validation:** Successfully securing grants affirming mission credibility.
- **Pillar Implementation:** Successful launch of four strategic pillars, each fostering specific goals.
- **Volunteer Expansion:** Engagement growth of volunteers, augmenting our collective force.
- **Regional Outreach:** Establishment of presence in Ontario, reaching new communities.
- **Partnership Impact:** Collaborative endeavours with Ottawa Community Foundation and SEOCHC resulting in impactful projects.
- **Influence Amplification:** Increase in organizational reach, reflecting growing impact.

Organization Pillars

Within the essence of our mission lies the framework of our progress – the Four Pillars that guide CWCLN on a path of empowerment and transformation. These Pillars stand as beacons of purpose, uniting community leaders and partners in a shared commitment to fostering career growth, educational excellence, and leadership opportunities.



Through these foundational Pillars, the CWCLN aspires to usher in a future where racialized women and non-binary individuals flourish in leadership positions across diverse realms. As we delve into each Pillar, we uncover a tapestry of initiatives, partnerships, and programs that work harmoniously to equip our community members with the tools and knowledge they need to ascend and excel in every facet of their journeys.

In the pages that follow, we invite you to explore these Pillars – each a cornerstone of our efforts – as we unfold the ways in which they collaborate to create an empowering ecosystem. Together, we are shaping a landscape where barriers are dismantled, potential is realized, and a diverse tapestry of voices assumes the helm of leadership across all fields and stages of careers.

OUR NUMBERS

4,425

ACTIVITY PARTICIPANTS

50

COMMUNITY PARTNERS

5,352

COMMUNITY ENCOUNTERS

37

ACTIVITIES



WELLNESS

18 ACTIVITIES
3841 ENCOUNTERS



LEADERSHIP

12 ACTIVITIES
946 ENCOUNTERS



ECONOMIC DEVELOPMENT

7 ACTIVITIES
451 ENCOUNTERS



COMMUNITY PARTNERSHIPS

31 ACTIVITIES
4028 ENCOUNTERS

*The numbers in this image overlap in more than one pillar, therefore the encounters were counted as listed under multiple pillar.

WELLNESS PILLAR

The Wellness Pillar stands as a beacon of support, addressing the critical mental, emotional, and social wellbeing needs of racialized women, Two-Spirit, trans, and non-binary femmes across Canada. Rooted in the recognition of systemic barriers affecting health and quality of life, this pillar embraces an intersectional and holistic approach to wellness.

Throughout the reporting period, the Wellness Pillar successfully organized and **executed 18 impactful activities, totaling an impressive 3,841 encounters**. Guided by a commitment to fostering wellbeing, this pillar has hosted a range of events, workshops, and discussions, all contributing to empowering individuals and fostering healthy lifestyle habits. Some notable initiatives include:

- **Sexual Health Workshops:** Empowering participants with knowledge and awareness about sexual health through sessions such as "An Introduction to My Sexual Self" and "Developing a Sex Positive Attitude."
- **Burnout Series:** Addressing burnout head-on with insightful sessions aimed at mitigating stress, including "BURNOUT & HOLISTIC HEALTH WORKSHOP SERIES."
- **Peer Support:** Establishing a safe space for open dialogues on topics such as "Social Stigmas & Sexual Violence" and "ACB Mental Health Peer Support."
- **Embracing Empathy:** Promoting emotional intelligence and empathy as vital tools for mental wellness.
- **Holiday Series:** Addressing the emotional complexities of holidays through sessions like "Unpacking the Holiday Blues" and "What the Holidays Mean to Us."

In collaboration with 31 partners, including Jacklyn St Laurent, Mary Roufail, The Chi Garden, Sun Shan, and more, the Wellness Pillar has extended its impact across a spectrum of disciplines. Collaborations with organizations like Ottawa Community Foundation, OBMHC, SEOCHC, CDF, and SWCHC have further enriched our efforts.

Our Wellness Pillar serves as a testament to the CWCLN's dedication to comprehensive wellbeing. By fostering a space that acknowledges and addresses the unique challenges faced by racialized women and femmes, we continue to champion positive change in the lives of those we serve.

LEADERSHIP PILLAR

Guided by a mandate driven by racialized women and femmes, the pillar is a testament to our commitment to respect, accountability, and cultural sensitivity.

Empowered Leadership Team: 100% of our initiatives are led by racialized women and femmes, showcasing our mandate's emphasis on empowerment and representation.

Diverse Participation: 946 impactful encounters were facilitated by 16 esteemed partners, including WeApply Canada, OLIP, Yoga with Jas, and more, amplified the reach and impact of our initiatives, engaging a spectrum of voices and perspectives, reflecting our commitment to challenging oppression in all its forms. Throughout the reporting period, our Women in Leadership initiative orchestrated a comprehensive array of 12 activities, fostering engagement and learning. Some of the activities included:

1. **Speaker Series:** Addressing critical aspects of workplace equity, diversity, and professional growth.
2. **Winning Strategies for Job Search:** Equipping participants with essential skills to excel in their careers.
3. **Challenge Bias & Rise Together (IWD):** Challenging stereotypes and biases while fostering collective growth
4. **Shared Services Canada Women's Network:** Amplifying voices and driving progress.
5. **Barrier to Equal Access:** Identifying and dismantling barriers impeding equal opportunities.
6. **Professional Branding Masterclass:** Cultivating a powerful personal brand for effective leadership.

Cultural Sensitivity: Collaboration with 16 partners, including BLAC legal, Black Cultural Society in Prince Edward Island, and others, exemplify our pledge to respect all languages, cultures, and religions.

Inclusive Empowerment: Initiatives like the "Professional Branding Masterclass" and "Challenge Bias & Rise Together" translates our belief in a knowledgeable and empowered sisterhood into actionable outcomes.

The Women in Leadership pillar's tangible outcomes mirror our holistic mandate, effectively translating it into measurable progress. By empowering racialized women and femmes, fostering diversity, and dismantling barriers, the pillar becomes a transformative force driving economic advancement within our community.

ECONOMIC DEVELOPMENT PILLAR

We are committed to improving accessibility to financial literacy education for racialized women by providing free in-house educational tools and resources. At the CWCLN, we believe that achieving and maintaining economic stability is a key factor for racialized women, Two-Spirit, trans, and non-binary femmes to live happy and fulfilling lives. We support the socioeconomic development of racialized women and femmes by providing free and accessible educational programs covering topics such as financial literacy, wealth creation, and building generational wealth, empowering them to take control of their economic success.

Our resources cater to entrepreneurship and financial management for small business owners and entrepreneurs looking to learn and grow their businesses and careers. As part of our initiatives, the CWCLN presented a two-part virtual seminar on taxes, led by our Financial Director, covering topics such as filing taxes for small business owners, entrepreneurs, retirees, and postsecondary students.

In the realm of economic development, our initiatives encompassed 7 activities with a total of 451 meaningful encounters. Initiatives include:

- Incubator Session: Intersectional Perspectives
- Tax Talk
- Stand Out With Your Interview
- Money Management & Finances 101
- To Money & Mental Health

The Economic Development Pillar is committed to equipping racialized women and femmes with the knowledge and tools to thrive financially, reinforcing our dedication to comprehensive empowerment.

COMMUNITY PARTNERSHIPS PILLAR

Our commitment to inclusivity and community collaboration is at the core of our mission. We understand that personal and professional development thrives when we work together. Therefore, we actively seek partnerships with local and broader community groups and organizations that share our values. We believe that healing and growth happen in the context of relationships and the shared power of community. Collaboration is key to achieving our vision of a more inclusive and equitable society.

During the reporting period, the CWCLN hosted 31 impactful events under the Community Partnerships and Events Pillar, facilitating 4,028 encounters. These events were made possible through collaborations with 50 community partners who shared our commitment to inclusivity. Some of the notable events included:

- An Introduction to My Sexual Self: Promoting sexual health awareness and self-discovery.
- Social Stigmas & Sexual Violence: Open dialogues on important social issues.
- Speaker Series: Gateway to Growth: Exploring pathways to personal and professional development.
- Creative Expressions: Fostering creativity and self-expression.
- Embracing Empathy: Building emotional intelligence and empathy as tools for personal growth.
- Winning Strategies to Elevate Your Job Search: Providing practical strategies for career advancement.
- Speaker Series: Diversity in the Public Service: Highlighting diversity and inclusion in public service careers.

These events, made possible through our diverse network of community partners, have contributed significantly to our mission of empowerment and inclusivity.

The Community Partnerships and Events Pillar exemplifies our unwavering commitment to fostering meaningful connections, collaboration, and inclusivity in every aspect of our work. Together, we continue to make a positive impact on the lives of racialized women and femmes across Canada.

2022 HIGHLIGHTS

ACB Peer Support

In 2022, CWCLN achieved remarkable milestones. A key highlight of our year was the substantial growth of our ACB Peer Support, which played a pivotal role in nurturing a sense of belonging, understanding, and resilience within our community. The ACB Peer Support serves as a lifeline for individuals who identify as Black and/or racialized and are living with mental health challenges. These support groups offer a safe space for participants to connect with empathetic peers, share experiences, and explore new tools for self-care and empowerment. Hosted through Zoom, these groups comprise at least one facilitator and other participating peers.

Virtual ACB Peer Support Group

One of the notable additions to our ACB Peer Support in 2022, additionally planning for "Virtual BIPOC Peer-Support Self-care Oasis" group began. ACB Peer Support provides a welcoming environment for members to openly discuss their mental health challenges, share experiences, and collaboratively explore new coping mechanisms. Through this group, we aim to empower and support one another on our individual journeys towards improved mental health and well-being. The growth of our ACB Peer Support network in 2022 signifies our commitment to supporting the mental health and well-being of Black and racialized individuals. Through safe and empowering spaces, we continue to celebrate the strength of our community, providing essential tools for self-care and nurturing conversations. As we move forward, CWCLN remains devoted to creating a more inclusive and empathetic world where mental health challenges are met with understanding and support.

The Power of Community:

These peer support groups exemplify the power of community and shared experiences. In 2022, CWCLN expanded its commitment to mental health and well-being by not only providing these valuable spaces but also by recognizing the need for specialized support for different age groups and identities within our community. Our dedication to fostering resilience, understanding, and unity remains unwavering.



2022 HIGHLIGHTS

Creative Expressions

This program was thoughtfully tailored for Black and racialized women and femmes, embodying a celebration of ancestral heritage as a wellspring of inspiration for personal growth and communal empowerment. Invited participants to embark on a profound journey of self-discovery and rejuvenation through various creative expressions deeply rooted in their heritage. This innovative program explored the rich tapestry of cultural backgrounds, acknowledging the dynamic intersections of identity and experience. Through a series of workshops and activities.

By sharing their unique experiences and stories, participants offered support to one another, nurturing healing processes and fortifying inner strength. This collective sharing of narratives created a supportive environment where personal growth flourished.

As participants reconnected with their roots, they empowered themselves by embracing the wisdom of those who came before them. Ancestral guidance became a guiding force in their journey of self-exploration, reinforcing the importance of heritage in shaping identity.

We were proud to collaborate with partners like Onyxstasia African Diaspora Productions and the Ottawa Community Foundation to make this program possible. Together, we wove a tapestry of creative expressions that enriched lives and strengthened the bonds within our community.

Financial Literacy

In 2022, we introduced a transformative initiative designed to provide practical insights and actionable strategies for participants to navigate the complex world of finance confidently. This series focused on equipping our community with valuable knowledge and skills in managing finances and achieving financial goals.

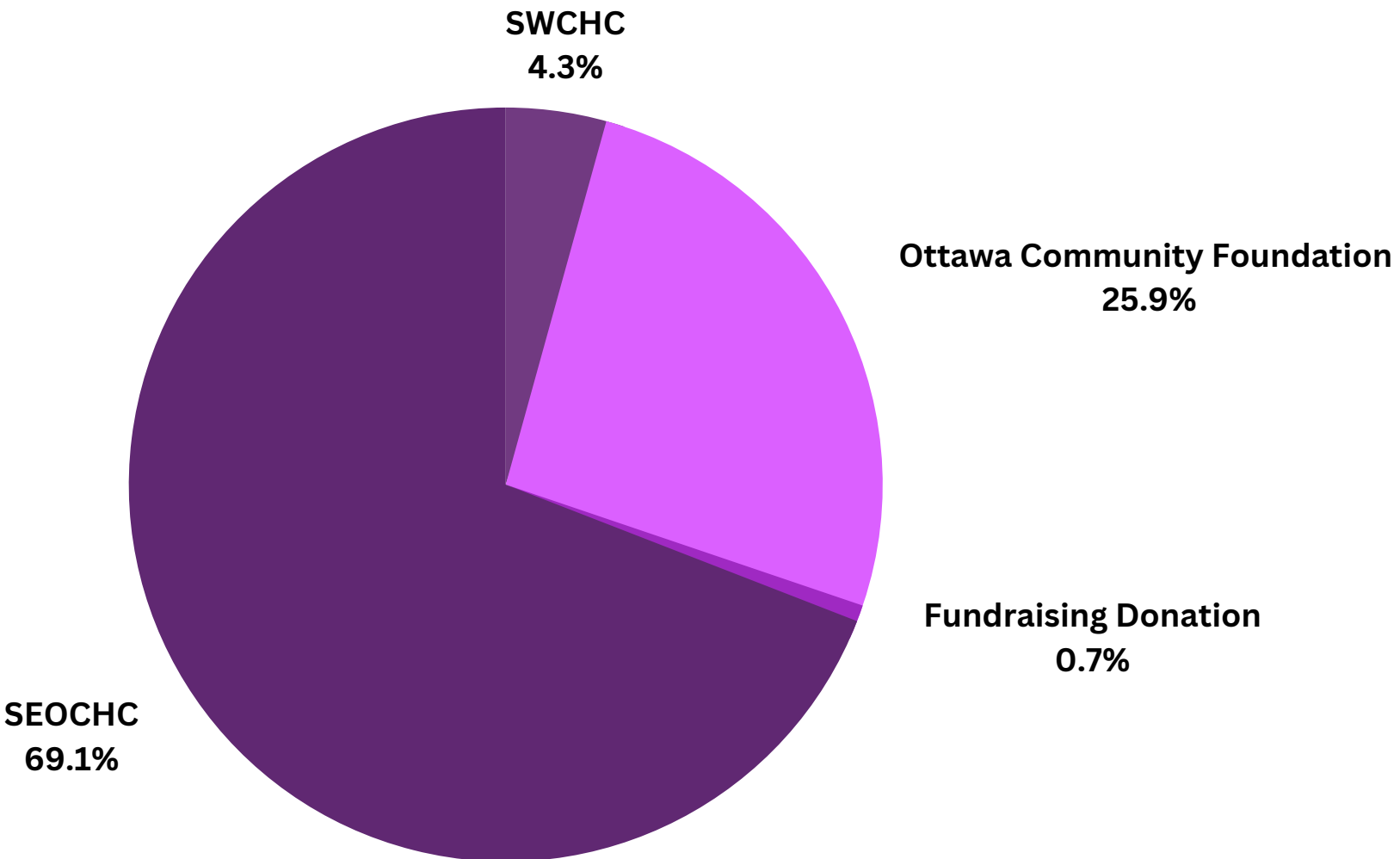
This initiative brought together individuals eager to enhance their financial literacy and take control of their financial futures. Each week featured a different topic, providing a comprehensive exploration of various financial aspects.

Under Financial Director expert guidance, the CWCLN Financial Workshop Series covered an array of topics, including taxation, financial literacy for small businesses and entrepreneurs, insurance, investments, and wealth creation for both individuals and small businesses.

This initiative is a testament to our organization's commitment to empowering our community. Through financial education and access to expert guidance, we empower individuals to make informed financial decisions and take control of their financial destinies.

Total Revenues 2022

For details, please contact us at: info@canadianwomenofcolour.ca



Total 2022 Revenue: \$115,682.25

Thank you to Collaborators

SWF Financial Solutions
Ontario Legislature Internship Programme
Lotus Movement
Women in Communications and Technology Network in the National Capital Region
Emma Lui, Alternative & Holistic Health Service
Black Cultural Society in Prince Edward Island
Shared Services Canada Women's Network for IWD
Government of Canada
Intercultural Dialogue Institute Ottawa (IDIO)
Price Water House Coopers (PWC)
Carleton University
The Vulnerability, Trauma, Resilience & Culture Lab of Dr. Cenat at the University of Ottawa
Le Cap, Montreal
University of Ottawa
Oasis Wellness Centre & Spa
Natalya Mason, SASS Sexual Assault Services
Happiness Habits 613
Tammy Robinson (Tammy Nutrition)
Sarah Onyango and Sylmadel Coke
Ottawa Black Mental Health Coalition
United for All Coalition
Somerset West Community Health Centre
Co-operative Development Foundation of Canada
African, Caribbean & Black Mental Health Peer Support
Ottawa Neighborhood Social Capital Forum (ONSCF)
Canadian Small Business Women
Onyxstasia African Diaspora Productions,
Ottawa Community Foundation (OCF)
Life Cycle Counselling
Yoga with Jas
African, Caribbean & Black Wellness Resource Centre (ACB)
Black Legal Action Centre (BLAC)
WW Canada
Conscious Lead, Dale Allen.
Equal Futures Network
WeApply Canada, Lissa Appiah
Kristin Murray
Mary Roufail and Urban Farmer,
The Chi Garden, Sun Shan
Bonita Eloise Ford, LivinghEarth
Wellness by Saran
Sakinna Gairey
Ottawa Black Art Kollektive (OBAK)
Myrtha Counselling

Sincere Thank You To Funders & Partners

Funders



South-East Ottawa
Community
Health Centre

Centre de santé
communautaire
du sud-est d'Ottawa



OTTAWA
COMMUNITY
FOUNDATION



United Way
East Ontario



Partners

SOCIAL PLANNING
COUNCIL
of Ottawa



Ottawa Black
Mental Health
Coalition



Community
Development
Framework

Cadre de
Développement
Communautaire



Equal Futures
NETWORK



MYRTHA COUNSELLING
PSYCHOTHERAPY AND RESEARCH CENTRE



AYT
OTTAWA YOUTH TABLE
COMMUNITY OF PRACTICE