



Action Plan Updates/Annual Reports 2020-2021

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

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Board of Directors

Kathryn Wilkinson **National President**

As I begin this report, I want to acknowledge and thank the National Board, Committee Chairs and members, the staff at National office under the leadership of our Executive Director, Robin Jackson and you, the Clubs and individual members for all the incredible work done in the past year. A year ago, we would never have anticipated a second year in a pandemic but CFUW Clubs have adapted to this new way of operating and our *Year at a Glance* shows just how active we have all been in our on-line world. As we emerge from the pandemic and are able to once again meet in person, I hope we will continue some of the best practices from this experience – the sharing of meetings, opportunities for National discussions and never having to cancel a meeting because of poor weather, to name just a few.

The development of the Strategic Plan was one of my primary goals for 2020-2021. I have worked with our Executive Director and outside consultant, Board Members and Committees to produce a plan that is designed to take us forward as an organisation. The new vision and mission, and the six goals identified by the Board have been shared with the membership and two dates have been reserved in September for Townhalls to share the Plan with the Clubs.

The National President is ex-officio member of all CFUW committees, so I have supported the strategic goals through attendance and participation at the Advocacy, Articles and By-laws, Communication, Education, Finance, Governance, International Relations, Resolutions, Regional Directors and the Indigenous Persons Sub-Committee. I am also a Trustee of the CFUW Charitable Trust. Each committee has worked on its own set of goals and examined how these fit with the national vision.

I meet with our Executive Director on a regular basis to discuss issues, plans and proposals, and the overall health of CFUW. CFUW has been through a period of turmoil and a major goal is to lead the organisation, under the leadership of the Board, to a resolution that will allow Clubs that wish to support GWI, and those that do not, to co-exist in an amicable way and to work to support the vision and mission of CFUW:

In the fall of 2020, I proposed a plan to implement the recommendations of the Mediation Report of June 2020 with a date of March 2021 to report to the membership. The first recommendation to be put into action was the formation of a Communication Committee that has produced a robust plan for internal communication and hosted Two Townhalls to consult with the membership on communication needs and strategies.

The Mediation Report was under the leadership of an ad hoc oversight committee and the report was presented to the membership in April. We have begun a practice of offering the same Townhall twice – once on a midweek evening (eastern time) and again on the weekend to maximise the opportunity to attend, especially for those individuals who are working.

Throughout the year, I have responded to inquiries from members, accepted invitations to attend meetings, written Presidents Messages for the Club Action News, answered member questions in Question and Answer Documents and, in collaboration with the Advocacy Coordinator, been signatory to multiple letters to government officials.

In support of CFUW's international advocacy, I was a delegate at UN-CSW (United Nations, Commission on the Status of Women). I serve as a member of the GWI BRPID Committee (Bina Roy Project in Development), am a member of the MOU oversight committee and also of CAMEUS (Canada, Mexico, USA) collaboration. I was also a voting delegate at the International Alliance of Women (IAW) Virtual Triennial Congress.

Finally, there are a number of exciting, initiatives that are in either the planning stage or just beginning so look for further information in the fall.

Have a safe and very happy summer.

Jeanette Mergens

VP Advocacy

Thank you to the committee members and guests who contributed to our advocacy work.

Goal for year – engage clubs in advocacy - Informal evidence that this is happening.

- Responded to individual club inquiries
- Attended two Regional Directors' Meetings

Participated in preparing the Strategic Plan

Updated Who Does What in Advocacy chart

Sub-Committees

1. Policy Book Review
 - Updated the 2020 Online CFUW Policy Book
 - Developed the "Advocacy Action" Document
 - Developed the "Advocacy in Action – Our Policy Base" information for the CFUW Public Website
 - Provided a separate GWI Policy Book, and

- Commenced work on a CFUW Policy Historical document
2. Status of Women & Human Rights – participated in UNCSW65
 3. Environment & Climate Change – March 2020 on - information in each Club Action newsletter

Advocacy Coordinator – I'm sure has a separate report, but noted here:

- Updated advocacy information on the member website
- Prepared and keeps updated on the website an advocacy score card
- Hosted committee ZOOM meetings
- Prepared action packages for the eight policies passed at the August 2020 Special General Meeting
- Prepared Toolkits
- Wrote letters in support of national initiatives and policies
- Participated in study groups
- Club Action Newsletter
- Liaised with organizational partners – Women, Peace & Security Network; Beijing +25 Network; Canadian Health Coalition
- Weekly social media posts

VP Advocacy participated in the following committees and study groups:

- Chaired Advocacy Standing Committee
- MOU (Memorandum of Understanding with GWI)
- IR – International Relations Committee
- Indigenous Peoples Committee
- Education Committee
- CAMEUS (Canada, Mexico, United States)
- Resolutions Committee
- Advocacy Steering Committee
- Long Term Care Study Group

Joy Hurst

VP International Relations

The activity of the VP International and the International Relations (IR) committee has contributed to the advancement of the status of women through mission focused advocacy and engaging a diverse network of women within CFUW who have worked collaboratively to contribute to CFUW's movement of influence.

- ▶ Our tools of formal advocacy at the national and international level were through written United Nations statements, namely the following: a Joint statement with GWI (Graduate Women International); Distant Learning and Digital Technology submitted for the 45th Human Rights Council, CFUW's statement submitted for United Nations Commission on the Status of Women (UNCSW65) and CFUW submission to Government of Canada--response to UNCSW65 draft zero conclusions. Members of the IR committee, also CFUW representatives, participated in roundtables with the Feminist Foreign Policy Working Group (outcome report: What We Heard) and CFUW through the IR committee submitted a statement regarding the core principles of Canadian feminist foreign policy.
- ▶ With regards to specific issues, I endorse CFUW's advocacy with Canadian officials for Afghan Women Peacebuilders during this very precarious time.
- ▶ The IR committee has also contributed to CFUW advocacy through policy development by proposing a Post-Pandemic Recovery resolution which will be voted on in the upcoming 2021 AGM.
- ▶ November 24-26, 2020, CFUW President and I were able to attend the International Alliance of Women (IAW) Virtual Triennial Congress as CFUW voting delegates. The theme of Congress 38 was **Caring Economy: Putting People Over Profits**. We also contributed videos to the legacy IAW Beijing 25+ Video/Vlog project. In the 2021-2022 IR cycle, an action plan will be developed to advance the Congress resolutions.
- ▶ On December 17, 2020 members of the IR committee and the staff from the national CFUW office were privileged to participate in a joint webinar hosted by the Ministry of Foreign Affairs of Finland and the Embassy of Canada to Finland, "Advancing meaningful participation of uniformed women in UN Peace operations".
- ▶ As per the IR committee terms of reference, the committee selected CFUW's 2021 International Women's Day Project, TEMBO Canada. The committee has also adjudicated the 2021 International Relations and International Women's Day award and will host two pre-AGM webinars. The IR committee has produced special International Relations Newsletter Editions.
- ▶ The committee made a significant contribution to the Mediation Working Report Implementation by developing a Framework for CFUW International Relations and Action and producing a Survey of International Organizations Report. This and other related material is posted in the member section of the national website.
- ▶ Three goals are key to the International Relations and Action Framework, namely A.I.M.

A-Amplify collective action for the improvement of the status of women and girls outside of Canada

I-Influence public policy and instruments to support and empower women and girls outside of Canada

- **M-Mobilize** and **Enable Clubs**: Educate and engage CFUW members in dialogue about global issues affecting girls and women through the development and/or dissemination of advocacy tools, and encourage/support clubs taking direct action through international service projects.

Four crosscutting domains of action for long term CFUW investment to improve the status of women outside of Canada were recommended by the IR committee. They are as follows:

H-Health and Wellness

E- Education and Economic Empowerment

A-Action toward Women, Peace and Security

L-Leadership by Women

The annual March United Nations Commission on the Status of Women session was a virtual event in 2021. CFUW's UNCSW65 delegation was 25 women strong from across the country. Unique to this virtual environment, the delegation was able to attend sessions for the full two week period. Highlights of our experience included 3 consultation sessions with the Government of Canada, the CFUW and CAMEUS (North American GWI NFAs, Canada, Mexico and USA) parallel events.

As VP International Relations, I have provided leadership in CFUW's relationship with GWI and dialogue with CFUW members about issues related to GWI membership. My contribution has included participation as Co-chair of the Mediation Report Implementation Committee, Chair, CFUW MOU Implementation Committee and member of the Joint CFUW-GWI MOU Oversight Committee and GWI Regional Leadership Platform. It has been an honour to work with others in the North American Region and to contribute to a very active CAMEUS collaboration. I have continued to work with the leadership of the CFUW Canada GWI club to facilitate GWI NFA (national federations and associations) "meet and greets" which provides opportunities for direct contact with women in other NFAs promoting fellowship and learning.

Personally, it has been a pleasure to speak directly with various clubs and at the Alberta Council AGM. Thank you for reaching out and your invitations.

Judy Hopps

VP Quebec

Membership:

- 6 active clubs (4 English language and 2 French language)
- 400 members; a decrease of 37 from 2019-2020 or 8% decline (although clubs attracted 16 new members)
- The main reason for loss of members is due to COVID because of the absence of face-to-face meetings and activities.
- All clubs have embraced the use of Zoom to continue holding regular meetings with speakers.
- Zoom has also allowed for RD visits and invitations to join other club meetings via Zoom

Public Profile:

- Quebec clubs continue their outreach through their speaker series and Facebook pages
- CFUW Sherbrooke & District has received excellent coverage from the Record, the only English language daily in Quebec. Recently, the club and the Lampe Foundation was featured in Friday Files (YouTube video series).
- All clubs have websites and Facebook pages with one club also having an Instagram and LinkedIn page.
- QC Council has a new website which continues to be a work in progress; we plan to add historical documents to the website such as past Advocacy initiatives, past Presidents, etc.
- Club Newsletters are distributed to all clubs.

Advocacy:

- This year, Provincial Council formally created a Standing Committee on Advocacy with representation from 4 clubs. They partnered with the Provincial Council of Women to mount a petition on Long-Term Care Standards in Quebec. The petition secured over 1650 signatures and was presented to the National Assembly in March 2021 by an MNA.
- Me Marie Rinfret, our Quebec Ombudswoman, was the guest speaker at our Fall Council meeting on the conditions in long-term care facilities in Quebec.
- Clubs continue with their local advocacy projects covering Young Adults aging out of care, Women's shelters, systemic discrimination against Indigenous women, petition against MindGeek/Pornhub in support of the resolution adopted at last year's AGM to protect children from pornography.

Scholarships:

- All clubs continue to support scholarship and bursary programs in their region. A total of \$110,700 was provided by our clubs towards education.
- All clubs allocate bursaries and scholarships to CEGEP and university students, and AFDU Québec and Sherbrooke & District include Indigenous students. Sherbrooke & District also support bursaries at the local Vocational school and provide leadership awards at all four regional high schools. Sherbrooke & District awarded its first 100th Anniversary Scholarship for Indigenous Students in December 2020. S & D 's Lampe Foundation's portfolio achieved the \$1 million milestone in December 2020.
- Provincial Council continues to collect \$1/members for future projects that may include bursaries.

Sustainability:

- All Executive positions on Quebec Council are filled for the 2020-2022 term.
- Clubs continue to have difficulty attracting members to take on executive positions within their clubs with some clubs going to a co-president format.
- Clubs continue to use various methods to attract new members, especially younger members in order to sustain their clubs.
- Given Covid restrictions this past year (a good portion of it in lockdown mode, particularly in Montreal and area), the Clubs are making good use of Zoom with interesting speakers. Hopefully, when we are able to meet again in person, some of the members that have chosen not to renew will come back.

Janet Willwerth

VP Atlantic

This last year (2020-2021) has been a year of adjustment for all the clubs in the Atlantic Region. Once lockdowns occurred in our various Provinces we all had to start adjusting the way that we live day-to-day, including how we carried on our CFUW activities. Our clubs had to adjust to meeting online using the Zoom platform. Some were able to adjust to that platform more easily than others. Some have had Zoom meetings for the whole membership, some just for the Executive or interest groups, and some have been able to extend their reach by inviting members of other Atlantic clubs to attend meetings by Zoom when they have hosted a speaker with a particularly interesting topic. Other clubs have found that their speaker program was not restricted to persons in their communities; persons elsewhere could speak to club members from different locations via Zoom.

Because of the quarantine provisions and other travel restrictions that have existed in Atlantic Canada since the beginning of the pandemic our COVID-19 case numbers

were largely kept low, with occasional localized flare-ups. This meant that some clubs have been able to meet in person, in larger venues that allowed for social distancing. In other cases, even if the clubs could not meet as a whole because of pandemic gathering limits, interest groups have been able to meet in person.

One of the benefits of switching to online meetings, including the Town Halls that were instituted by National, has been a higher level of engagement of clubs in the Atlantic Region with national issues. As largely small clubs with limited funds, Atlantic clubs have not always had the means to subsidize delegate travel to national Annual General Meetings or even to Atlantic Regional Council meetings. Being able to attend these meetings electronically has strengthened the connection with National and with other members across the country. Therefore, I hope that even when we return to in-person meetings there could be a capacity to have “hybrid” sessions where members could also participate online.

Another first for the Atlantic Region was to hold our Atlantic Regional Council Annual General Meeting by Zoom. For the first time since I have been involved in CFUW, we had attendance from all of our clubs in the Region. It was a learning curve for us but we were able to have our business done this way. Our National President, Kathryn Wilkinson, was able to join us from her home in Ontario. Plans are now underway to hold our 2021 gathering that way. Since a decision was taken pre-pandemic to hold in-person Annual General Meetings in the years that National was not holding an in-person meeting, we will not be having another physical Annual General Meeting until 2023.

As a Council, we are also moving to bring our meeting schedule in line with the other Regional Councils in the country. Starting in 2022, our Annual General Meeting will move to the Spring from the Fall. This move is being made to accommodate the election of Regional Directors so that they are in place in time for the June National Annual General Meeting. This necessitates changes to the Constitution and Bylaws of the Atlantic Regional Council. A draft was circulated to the clubs for comment in the fall and a revised one following comment will be going to the clubs shortly, with a plan for adoption later in the fall.

Following our experience with the first virtual Annual General Meeting, the Atlantic Regional Council executive has started planning for our 2021 Fall Meeting. For the first effort we just did our business meeting. For our second effort, we are hopeful of having a program of interest to members. 2021 is a year that we will transition to having our next Annual General Meeting in the Spring of 2022, so limited business will be conducted at that meeting.

Membership in the Atlantic Clubs, like other regions in the country, has declined. Overall, we are down 77 members. There are now 284 members across the region. This is a decrease of about 20%, which is discouraging for a one-year drop. There are

undoubtedly a number of reasons for this reduction, including an ageing membership and a lack of in-person meetings. We have traditionally found that new members are best recruited through personal contact and the ability to meet potential new members in various social settings is not available. Although some clubs have had visitors attend Zoom meetings it is not an ideal way to recruit new members. On the other hand, the clubs that have embraced Zoom technology have overcome some barriers to member participation at meetings, such as bad weather or reluctance to drive to events.

It is unknown at this time how the recent vote for clubs on whether to opt-in or opt-out for payment of per capita GWI dues will affect overall membership. There is support for both options in the Atlantic Region. It is important that all members know they are valued.

This drop in membership numbers, lack of being able to physically meet and the uncertainty about the GWI opt-in/opt-out results for clubs will have to be monitored closely with a view to the **sustainability** of our clubs overall.

Fundraising for scholarships has been a challenge in the Atlantic Region as it has been across the country because of the inability to host fundraising events that involve the general public. That said, CFUW Wolfville was able to host its annual book sale, which had to be cancelled in 2020. There was an opportunity before the most recent lockdown in Nova Scotia where it could be held with appropriate COVID protocols. Although the sale was not at the same scale as it has traditionally been, the club was able to raise funds for its scholarship program. CFUW Fredericton adapted its book sale to safely sell bags of books, which also brought in some money for scholarships. Because a significant number of our clubs' scholarships are endowed, most clubs were able to continue to offer scholarships to young women at various stages of their academic careers. We all look forward to returning to a time that these funds can be augmented through fundraising events. These events also build cohesiveness within the club membership and most look forward to being able to resume.

The Atlantic Regional Council has not traditionally carried out **advocacy** as a council, because of the complications of dealing with four separate provincial governments with four different sets of legislation and policies.

However, clubs do carry on advocacy within their jurisdictions. I was very pleased to see that one of the national resolutions this year is from an Atlantic club, CFUW Cape Breton. Clubs have continued to educate themselves through speaker programs on local issues. Several of our clubs joined the "Walk to Kabul" project in the spring. Having a national advocacy project that was fun and helped us to learn about various parts of the country and the world through the travelogues got good support from our membership.

With the advent of widespread vaccinations for COVID-19 now underway in our region we are looking forward to possibly returning to more normal activities in the Fall.

Victoria Grabb

VP Prairies

Over the course of 2020-21, I have reached out to Saskatchewan and Alberta RDs, and to the Presidents of the Manitoba clubs throughout the year.

During this year, CFUW Portage La Prairie decided to close down as a result of a combination of aging membership and the challenges posed by the pandemic. I offered support via email, suggesting ways that the club might be able to continue but ultimately understood the decision.

There is now just one club in Manitoba – UWC Winnipeg.

I attended meetings of Saskatchewan Council and Alberta Council at their invitation and meetings of some Saskatchewan and Alberta clubs, when invited.

Through the year, I forwarded to RDs and the President of UWC Winnipeg information from National Office regarding town hall meetings and other sessions of interest to clubs, including the offer from the Governance Committee to deliver sessions on succession planning.

In addition to communicating within the Prairies, I have been a member of the Governance Committee and the HR Committee of the Board. Although not a member, I have attended meetings of the Advocacy Committee of the Board. In addition, there have been about two meetings of the National Board each month, regular meetings and special meetings to discuss the strategic plan and other pressing issues.

Vicky Grabb

VP Prairies

Lynne Kent

VP Membership

The work and action plan of the CFUW Membership committee was created with the CFUW Vision and Mission in mind and the Strategic Goals as follows:

NATIONAL VISION: Women and girls are educated and empowered to make transformative change in the world.

NATIONAL MISSION: Promote and enable women's fellowship, continuous learning and empowerment to achieve educational and economic equality and social justice.

STRATEGIC GOALS:

Advancement of the status of women, human rights and the common good locally, nationally, and internationally through effective mission focused advocacy.

- a. The Membership Committee worked with the Communications Committee to help promote our CFUW & international work to the membership through the

- Membership Matters newsletter and the club dialogue sessions to ensure a good understanding of the benefits of our national and international affiliations.
- b. Bi-annual dialogues were held to facilitate peer-to-peer engagement and support.

Promotion of women as leaders and decision-makers socially, economically, and politically.

- a. CFUW Clubs provide great opportunities for leadership development. The Membership Committee facilitated sharing of strategies and governance styles to assist with succession planning through club dialogues, peer-to-peer support and newsletter information items.

Support of public education in Canada, advanced study and research by women, and a sound concept of lifelong learning.

- a. The Membership Committee developed a toolkit for membership development and included information on developing a relationship with local universities. The Club Dialogue sessions provided opportunities for members to share their work with their local university and their successes.

Diverse, vibrant and committed membership based on cooperation, networking, support and understanding.

- a. Each year the Committee identifies a theme to support members in building an annual membership drive. To address the reality of Covid, this year's theme was 'Staying Connected' and focused on supporting clubs with technology tools. Our messaging centered around 'the best place to be in a pandemic'.
- b. When Clubs are connected, they are a valuable resource to each other. The Membership Committee facilitated this connection through 16 dialogue sessions this year and produced a Membership Matters Newsletter to share and provide tips for success.
- c. Increased interaction with each other has resulted in greater engagement and sharing of events, programs, successes & challenges and building a greater sense of being part of a movement.
- d. The Membership Committee held 6 dialogue sessions with members in the 40-60 age group to learn what attracts this age group to CFUW membership, what more clubs might do to retain members in this age group and how CFUW National can further support clubs in the recruitment and retention of these members.
- e. The National office facilitated interviews with members in the under 40 age group to give us further information on resources to consider to help diversify our membership.
- f. Through our dialogue sessions, toolkit, and newsletter we continued to encourage an understanding of the needs of different age groups and cultures to diversify our membership. We provided resources & tools to assist clubs with demographic understanding of their community as well as suggestions for

programs and tools (including marketing & social media) for engaging different age groups.

- g. The Membership Committee gave twenty-eight Awards to Clubs for Membership Development and seven special project Awards this year.

Recognition of CFUW's ongoing and significant contributions to Canadian society and support for women/CFUW is known as a movement of influence.

- a. To engage clubs in profiling & messaging in their communities so that CFUW is known across Canada for its vision and mandate, the Membership Committee held 10 dialogue sessions with clubs to explore ways to increase club visibility and influence in their local community and identify actions CFUW National could do to assist clubs in this endeavour. A summary of the feedback received was created to share with all participants.
- b. The Committee is developing tools and resources to assist members in being successful ambassadors for CFUW and to show the value of marketing CFUW locally, nationally & internationally for local success.
- c. The dialogue sessions help to build strong connections within the CFUW membership that we may walk the talk – 'the Power of Women Working Together.' The goal of the biannual dialogue sessions is to increase inter club activities, promote sharing of resources, programs, and projects to enhance our Clubs' opportunities for success in their initiatives.

Financial independence and stability to ensure our voice and grow our influence.

- a. When members see value in belonging, they recognize the importance of supporting the financial needs of CFUW. The Membership Committee continues to promote the benefits of belonging in all our communications.

Barbara DuMoulin

VP British Columbia

- 1. Advancement of the status of women, human rights and the common good locally, nationally, and internationally through effective mission focused advocacy.
 - a. Locally and provincially advocated for seniors' rights, childcare, ageing out of foster care, free contraceptives and more
 - b. Local > international, my club partnered with Commonwealth Girls Education Fund (CGEF) to sponsor 32 girls for their secondary education
 - c. Nationally – supported and attended the LTC study group, all

- board and committee meetings that I am either a member of or chair (HR) and all National AGM planning sessions
- d. International Advocacy – Participated in the CaMeUs meetings, discussion, and planning for CSW65 parallel event
 - e. Attended CSW65 as a delegate
 - f. As Communication chair of the Canada GWI Club participated in NFA meet and greets – UWE(University Women of Europe)
2. Promotion of women as leaders and decision-makers socially, economically, and politically.
 - a. Held succession planning workshop with Heather Oxman for BC Clubs
 - b. Encouraged advocacy through letter writing and meetings with MLAs and MPs
 3. Support of public education in Canada, advanced study and research by women, and a sound concept of lifelong learning.
 - a. Supported clubs in BC in encouraging diverse fundraising for Scholarships and Bursaries
 - b. Encouraged a range of scholarships and bursaries (IP, mature women returning, trades, etc.)
 - c. As BC Council president –
 - i. encouraged sharing amongst clubs of speakers on the Zoom platform
 - ii. hosted speakers, a conference day and the CFUW BC Council AGM
 4. Diverse, vibrant, and committed membership based on cooperation, networking, support and understanding.
 - a. Encouraged clubs to share speakers through the Zoom platform
 - b. Held a social night for registrants at the CFUW BC Council fostering friendships and networking
 - c. Encouraged greater interaction with Indigenous people and supported campaigns against Violence against Women especially red dress campaigns

5. Recognition of CFUW's ongoing and significant contributions to Canadian society and support for women/ CFUW known as a movement of influence
 - a. As BC Council President - Applied for and received honorary patronage from the Lieutenant Governor of BC, the Honourable Janet Austin, in February in recognition of the contributions of CFUW BC Council to society in BC
 - b. Sent a press release to the local newspaper about attendance at CSW65
 - c. Encouraged clubs to share newsletters both provincially and nationally and with the press
 - d. Part of Admin for the public national CFUW Facebook page
 - e. Facebook Admin for Canada GWI club
 - f. Facebook admin for local club
 - g. Regularly suggest postings to the CFUW BC Council page and social media

6. Financial independence and stability to ensure our voice and grow our influence.
 - a. Increased the contingency fund for BC
 - b. Encouraged diverse methods of fundraising for clubs
 - c. Stability - Co chaired the Mediation Report Implementation Committee and coauthored the report
 - As VP British Columbia, represented BC at all national monthly and special board Zoom meetings
 - National Committees - Acting or Deputy President
 - Chaired the Human Resources Committee
 - Participated in strategic planning sessions
 - Participated in all board meetings
 - Co chaired the Mediation Report Implementation Committee and coauthored the report
 - Participated in the National AGM planning sessions.

- CFUW Canada GWI club - as Communications chair of the Planning Committee for the Canada GWI club, participated in all executive meetings and Quarterly General meetings
 - Club Website Maintenance
 - worked with Barb MacLellan, on the website <https://cfuwcanadagwi.com/>.
 - posted all news of an immediate nature on the Facebook account
 - Established a LinkedIn, Instagram, and YouTube for this club
- International Advocacy – Participated in the CaMeUs discussion and planning
 - Attended CSW65

President, CFUW BC Council

- Held regular meetings of the BC Council executive
- Chaired CFUW BC Council's governance committee
- Attended regional gatherings for all three BC regions in both the fall and spring
- Supported the CFUW BC seniors survey which lead to the provincial resolution
- Held planning sessions and created the power point for the CFUW BC Council AGM
- Hosted the CFUW BC Council conference and AGM May 14th 15th
- Hosted succession planning workshops for BC Clubs
- Hosted workshops in BC

Beverley Rhodes

VP Finance

Strategic goals adopted by the Board supported by **example** and **action** –

My three children completed their pre-university studies in the public system

Six of my grandchildren have graduated from the public system and three more are currently in secondary school

Both my younger daughter and her husband teach in the public system

For my own part, when my two older children were in their last years of high school, I returned to post-secondary study to obtain credit in the courses necessary to obtain a place as a student in accounts with a firm of chartered accountants. At that time accounting firms were just starting to admit women as students in accounts; to admit one of some years senior to the usual intake was a new concept. After passing the Uniform Final Examination and serving the required years of experience I qualified as a Chartered Accountant in October 1980.

Since joining CFUW in Thunder Bay in September of 1958 (I was invited by a neighbour) as a relatively new graduate, I have belonged to four Clubs in the course of moves around the country – Thunder Bay, Sudbury, Scarborough, Calgary and back to Scarborough and was, and still am, active as a member after some sixty years. Aside from Club positions, I have been on committees made up of representatives from the Greater Toronto Clubs that organize events to recognize December 6 and International Women’s Day and am currently a member of the CFUW board as V-P Finance. That position involves acting as chair of the Finance Committee, which reviews financial reports before they are submitted to the board as well as the proposed budget for the forthcoming year.

Graduate Women International, the international organization to which CFUW belongs, provides for a representative of the national association with the largest membership and the association from the country in which GWI has its headquarters to be members of the GWI finance committee. These appointees currently are Assistant Treasurer Canada and Assistant Treasurer Switzerland – I have been the Canadian appointee for some three years.

In the church congregation to which I belong the chairmanship is joint between a person elected by the congregation at the annual meeting and another appointed by the cleric – similar to co-presidents, if you will. In the dozen or so years since the establishment of the congregation, both of these officials had been men until the year that I was nominated and elected. Since that time there has been a succession of women elected, and even appointed.

In my current position, I have been attempting to shed some light on the accounting and bookkeeping processes, e.g. the difference between cash and accrual accounting. There are a few interested members knowledgeable on those subjects and a great many with a little learning.

Heather Lewis

VP Ontario

Notwithstanding a pandemic, the Ontario Clubs have been very active. Under the leadership of Ontario Council President, Sandra Thompson, and her team, three Speaker Series by Zoom were presented on the topics ***Elder Care: Protect the***

Vulnerable; Women in the COVID Economy; Mental Health-From Prevention to Wellness. On May 14th a virtual Conference was hosted by CFUW Orillia with a presentation on **Women's Leadership in the Economic Recovery**. The Ontario Clubs have engaged in a very impressive amount of Advocacy. A detailed report from Ontario Council on the many activities of the Council during the year can be found here: <https://cfuwontcouncil.org/wp-content/uploads/2021/05/OC-ANNUAL-REPORT-2021-v11-02May21-with-Automated-Table-of-Contents.pdf>

The Regional Directors, Anne Cordon ON East, Judith Pownall ON Central, Joyce See ON South, Elana Freeman ON West, Roline Maconachie ON North and Lori Ker ON Huron, showed good leadership to their Clubs and assisted them in keeping their members engaged, their advocacy dynamic, and their fund-raising sustained. The reports of these RDs can be found in this Report. I met with the Ontario RDs regularly by Zoom and stayed in touch by email. I also attended the Speaker Series and the Ontario Council AGM.

My focus this year was on providing some assistance to the Club Executives. We prepared a Succession Planning Webinar for Club Executives. This was piloted in a session for the Ontario Clubs on January 21st and is now a resource for future use in other parts of the country. A revised **President's Handbook** is complete and available on the Member Resources site. Barb MacLellan, with some help from Heather Oxman and me, will present a webinar **Club Leadership 101** a couple of times in the leadup to the 2021 National AGM.

I am confident that the Ontario Clubs will continue to face the challenges ahead in the up-coming year with ingenuity.

Sandy Thomson
President, Ontario Council

Please view the CFUW Ontario Council Annual Report for the 2020-2021 year [here](#).

Kathy Wosnick
VP Education

Shortly after the elections at last year's AGM I took office, so to speak, and jumped right in with the first of many, many Board meetings, discussions with our Executive Director and other members of CFUW staff and held the first Education Committee meetings to begin to set our priorities for the year. Much of our time as a Board has been spent in considering what we've heard from clubs and individual CFUW members through surveys and Town Hall meetings. We've worked on a full review of our Vision and Mission, and our National Goals as an organization. Our energies for the education committee this year have been focused on the first three of our National

goals: Early Learning and Child Care, Long Term Care and Elders' Rights, Indigenous People's Rights.

We were gratified to see that our many letters (over many years), discussions with Ministers, club, provincial and national efforts have finally resulted in a significant National Early Learning and Child Care commitment from the Federal Government, as announced in the April 21st budget. We can rightly pat ourselves on the back for a job well done—with of course the follow-up policies and provincial uptake needing to be closely monitored. I was invited to join the Toronto Caucus this year, who have been working with great determination for just this result for many years. They will continue to watch the roll-out in Ontario as will Ontario Council, while our national Education and Advocacy committees will monitor Federal and Provincial/Territorial uptake on an issue which is at the heart of a strong recovery for women and families in Canada.

We were hoping for similar results for Long Term Care. The pandemic has spotlighted the issues and deficiencies in our Long-Term Care system. We need universal, accessible, regulated, respectful high quality long-term care for the immediate and growing needs of elderly and vulnerable persons in Canada. Last April we held a Think Tank which included the V.P.'s of Education and Advocacy and 23 interested members, from which a LTC Study Group evolved to over one hundred committed, highly involved members. This group has had eight zoom planning meetings and as a direct result, CFUW declared May 4th as Elders Action Day. The LTC study group hosted two special events—a Panel Discussion for CFUW members and a Town Hall, with invitations to the community to join us. Together we can make a difference and help create options for Elder Care within our own neighborhoods and make great improvements in care facilities to protect and support the most vulnerable in our communities.

This year I have been an active member of the National Advocacy Committee—much of the work of the Education committee is advocacy with our members, addressing concerns to government representatives and engaging the public. Our two Committees and Vice Presidents work very closely together and in concert with the Advocacy Coordinator to further our mission to “empower to achieve educational and economic equality and social justice”.

The Indigenous Peoples sub-committee is continually working to revise and expand the list of resources on our CFUW website—movies (many from the National Film Board), fiction and non-fiction books (in an updated and well-organized list), most from Indigenous sources and a list of excellent speakers that clubs can access for their meetings are being updated on an ongoing basis. This spring the committee hosted Indigenous Issues: Calls to Action CFUW Webinar and a Workshop on National Indigenous Peoples Day, focused on IP Art in school curriculum. CFUW members, clubs and board reaffirm our commitment to Truth and Reconciliation and as allies.

This year, I have been a member of the Human Resources committee and CFUW Reads, our national virtual book club. As the vice president of my own club, I have been in the fortunate position to be able to see issues from various vantage points...they often seem so different on the ground than around a board table (all

metaphorically speaking of course). I have also learned a lot from being a liaison to the Charitable Trust, developing a clearer understanding of how valuable the work of the Trust is in helping young women reach their potential and make a real difference in the world.

While in the past we may have held Board and Committee meetings through conference calls, being able to talk while seeing each other has been so much better. While Zoom has its own challenges, “you’re on mute” is the phrase of the year, it has also been an invaluable tool for us as a national organization and within our clubs. I have learned so much and it’s clearly the way of the future, to bridge distances and time zones. In a post-pandemic world when we can meet in person, the advantages of zooming are clear for a country as large as ours where distances can be mitigated so well through technology.

I was fortunate to be able to attend the United Nations Commission for the Status of Women (CSW 65) this year, virtually of course. It was a privilege to interact with women from around the world focused on ensuring that women’s rights are on each government’s agenda. When we know more about what is happening in other regions, we can be justly proud of how far Canadian women have come in our own journey. We of course are not *there*, we need to keep going, keep in mind that women’s rights are human rights here in Canada and abroad and continue to fight until all women and children are treated with equitable dignity and respect.

Many sessions of this CSW focused in some way on Women in Leadership, on how much of a difference having a female head of government has made in response to the global pandemic. From many of the CSW presenters the belief in the power of feminist leadership, of advancing the interests of a collective rather than individuals, of mentoring young women, of disrupting patriarchal structures, governments bodies and workplaces are loud and clear messages and calls to action. Two quotes in particular resonated with me: *When women succeed, the rest of Canada is stronger.* (Minister Maryam Monsef) and *Behave as though you can change the world for the better.* (Shelagh Day, Director of Saskatchewan Human Rights Commission).

In August 2020, I set my priorities as a new vice president and member of the National Board. They were: Education focussed Advocacy and Communication, Co-ordination of National Study groups and Sub-committees and Support for Scholarships (through the Charitable Trust) and Lifelong Learning. It has been a very busy and challenging year in so many ways but as a CFUW member within my own club and more broadly on the national stage, I know we can change the world for the better.

Regional Directors

Sheila Service

RD Vancouver Island

Membership: In the past unique year all of the Vancouver Island Clubs have seen a decline in membership. Initially last March to September some clubs shut down while others embraced the concept of Zoom meetings. By the fall all clubs were meeting in some manner.

Public Profile: Most clubs have found ways to continue to make their voices be heard through being active in 6 days of Activism, Red Dress activities, Coldest Night of the Year and local initiatives.

Advocacy: The Island Clubs have been active in highlighting issues concerning the Elderly and those living in Long Term Care.

Scholarships: All clubs have provided scholarships for girls leaving high school. In some cases these have been delayed by a year given Covid restrictions. I really do commend their ongoing efforts in spite of the fact that fundraising was a challenging undertaking in 2020.

Sustainability: Given the need to use technology to meet and carry on the business of the clubs all 6 of Vancouver Island Clubs have found a number of older members who are not comfortable with the use of technology. All have found ways to keep in touch with members using cards, newsletters and personal phone calls. It is hoped that when we can meet face to face they will return. Some clubs are reporting interest from new members because of technology. We continue to find ways to adjust.

Respectfully submitted

Sheila Service

Patricia Atkinson

RD British Columbia West

The B.C. West area encompasses 11 CFUW Clubs:

CFUW Abbotsford; CFUW Coquitlam; CFUW New Westminster; CFUW North Vancouver; CFUW North Delta/Surrey; CFUW Richmond; CFUW South Delta; CFUW

Sunshine Coast; CFUW West Vancouver; CFUW White Rock/Surrey; UWC Vancouver.

MEMBERSHIP:

All Clubs have been very focused on maintaining membership numbers; some have lost members and some have gained. Some undertook telephoning to keep members engaged early in the pandemic, as need be. All continued to encourage members to invite friends and associates to attend meetings as guests. One longstanding Club is small, but they have managed to maintain their membership numbers during the pandemic. Clubs have continued to set their own membership fees based on their Club's needs, and all meetings have been held virtually, as have most interest groups and other events. Combined, the eleven clubs currently have approximately 871 members, which includes some dual members in several Clubs. All of the newsletters published this past year have been excellent; a valuable way to keep members informed and inspired.

PROFILE:

Clubs have been active in their communities in a variety of ways, which raises their profile. Sometimes they organized events and projects by partnering with other organizations or Clubs, and sometimes they invited others to join in their already planned events. Some members met with elected government officials, and some wrote letters or submitted other information to local papers; actions which also raise visibility.

ADVOCACY:

All Clubs have Advocacy Representatives, and are involved in advocacy work locally and beyond, in keeping with the resolutions that have been adopted at past CFUW National AGMs. In accordance with National Strategic goals, the advocacy areas included advancement of the status of women, human rights, and the common good locally, nationally, and internationally. A letter writing campaign regarding current issues was very successfully initiated by one Advocacy Chair, and messages were sent out by many. Some examples of the advocacy endeavours included actions around child care, violence against women; supporting Transition Houses; Indigenous issues; Long Term Care/Elder Care issues; environmental issues; human rights issues; preparing and serving community meals, and mental health issues.

SCHOLARSHIPS & BURSARIES:

All have done amazing fundraising for scholarships and/or bursaries, and have awarded a total of approximately \$224,100.00, with one Club's total yet to be added in. Some of

this support is for local High School students & some, for University students. Clubs have also generously shared fundraising ideas, in support of each other.

SUSTAINABILITY:

Presidents & Co-Presidents were diligent about attending Town Halls and other informational sessions, and conscientiously handled National Issues that arose this year. The activities mentioned in this report represent all of the good work, advocacy and fundraising that the B.C. West Clubs have been involved in, while supporting the CFUW National strategic goals. I commend everyone for doing such a wonderful job.

As Regional Director, I have shared pertinent communications; I have held two virtual gatherings and am in the process of attending each Club's general meeting. As well, I attended many of the virtual Speakers' events; B.C. Council and National R.D. meetings, and as well, other National virtual information sessions. I will be attending the CFUW B.C. Council and CFUW National AGMs.

Respectfully,

Patricia Atkinson
CFUW Richmond
CFUW B.C. Council, R.D. West

Alison Hutchinson

RD BC Interior

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

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

Three of the four clubs currently have fees of \$90.00 per year and Kelowna CFUW's fees are \$100.00. At least 3 of the clubs have opted to support GWI and this may impact the fee structures going forward.

Membership

Current membership numbers for BC Interior clubs is 170 including one student membership down from 205 at my last report. All clubs have had members who have passed away in the last year these members are missed and mourned. Clubs continue to try to recruit new members through their membership and via their social media avenues like Facebook, Twitter and Instagram.

Profile

BC Interior clubs have promoted their clubs via articles in local newspapers, newsletters and Facebook, Instagram and Twitter Pages. CFUW Kelowna had an excellent article published in a local paper celebrating the club's 60th Anniversary and detailing some of the club's accomplishments and their ongoing support for education for women and advocacy efforts. Congratulations to CFUW Kelowna for giving out \$175,000 in scholarships over the past 30 years and for being the impetus for many important community events. A couple of members from CFUW Nelson were featured in a local publication in honour of International Women's Day (IWD) showcasing influential Kootenay women. Clubs have advertised online through their websites and via Facebook. CFUW Vernon has featured the beauty of their area in photos highlighting their hiking and snowshoeing groups. Kelowna publishes an excellent newsletter and Nelson shares many women centered articles on their page.

Advocacy

Interior Clubs have continued to advocate for many issues affecting women in their local communities as well as issues that are important to everyone, whether it be local, national or international. CFUW Vernon and CFUW Kelowna held online public forums to highlight the accomplishments of women, in honour of IWD. Clubs have participated in efforts with the BC Seniors Advocate, Isobel McKenzie, to advocate on behalf of seniors and senior care in BC. There are many other advocacy efforts that the clubs have participated in, such as Free Contraception and social or low cost housing. To that end, CFUW Nelson and Kelowna both entered teams into the Coldest Night of the Year to raise awareness and funds for affordable housing.

Scholarships

BC Interior Clubs awarded a combined \$33,000 in scholarships over the past year, up from \$25,000 at my last report. This is pretty impressive considering the clubs did not meet much in person. Kelowna CFUW awarded an additional \$6,000 for their 60th Anniversary. Awards are given to local high schools, colleges, trade schools and universities.

Sustainability

All the activities of the BC Interior clubs support the national CFUW goals. The activities outlined in this report are a snap shot of all the good work, advocacy and fundraising BC Interior Clubs are involved with. BC Interior clubs have participated in the national workshops on succession planning and other topics with a focus on maintaining and growing our membership but the ongoing discussions and disagreements about GWI are distressing for our members.

As Regional Director for clubs that are geographically remote and because of Covid restrictions, we didn't have opportunities to meet in person. I continue to send out communications as required when I receive information from BC Council and CFUW

National. Clubs have been meeting using Zoom and we have had several Regional Director and President's meetings via Zoom. I attended two AGMs as well. If restrictions allow, I hope to be able to attend some meetings in person in my last year of my term.

Amy Macleod

RD Alberta

During the past year the novel coronavirus, COVID-19, challenged every aspect of the way Alberta Council and the Alberta clubs conducted their business and activities. The Alberta Council has had executive meetings via Zoom meeting platform this year. As Regional Director I've been in communication with Alberta clubs with a monthly email listing upcoming deadlines and highlights from CFUW national and Graduate Women International for club presidents. I've also been sending a Newsletter to club presidents to send to their members that includes upcoming events, opportunities to be involved in Advocacy actions, and highlights from CFUW national and Graduate Women International (these are listed on the Alberta Council '[Events](#)' and '[Take Action](#)' webpages). There have been many more events occurring that our club members could attend with so many events being virtual this year across the country (any events that have recordings or can be viewed on-demand after their 'live' date are available to view via links on the AB Council '[Events](#)' webpage). One of the benefits of having the Alberta Council Zoom account and it being available to all clubs to use is that I've been able to attend many more club meetings than I otherwise would have with in-person only meetings. I've really enjoyed getting to know the club members that attend these meetings and assisting members with any technology needs they have. Even if we aren't meeting just yet in person and perhaps not until the end of the year, we are a community of women who celebrate each other in the good times and support each other in the bad times. I have been honoured to serve as Alberta Regional Director this past year and look forward to the 2021-2022 year ahead.

As requested, the main points of this report has been structured according to the strategic goals adopted by the CFUW national board in February 2021.

1. Advancement of the status of women, human rights and the common good locally, nationally and internationally through effective mission focused advocacy.

- Alberta Council conducted and facilitated advocacy by various means, and encouraged all the AB clubs to follow the lead of other AB clubs that did advocacy in the province (e.g. sharing letters). All advocacy notices by us and national were passed along to AB club presidents and members via our AB newsletter.

- Lethbridge took the lead in making reuseable shopping bags with the pattern being shared among the AB clubs but mainly switched to reuseable masks this year (many hundreds made) – giving them away to the community.
 - This past year the focus has mainly been on coal mining as the AB government worked to open leases in the Rocky Mountains that had major detrimental consequences on the local area and a long distance downstream across the province and across the Prairies (water shortage, heavy metal contamination, etc). Actions were mainly writing letters and signing petitions with the pandemic gathering restrictions in place. Information exchange occurred with a CFUW AB club sharing their speaker on the coal issue to the other AB clubs; also many other webinars hosted by the Council of Canadians, the Alberta Environmental Network, Alberta Wilderness Association, Canadian and Wilderness and Parks Society to name a few.
 - Other issues we focused on included child care, long-term care, and protecting Alberta provincial parks (government want to sell/privatize many of them across the province)
 - See our full advocacy report in our 2021 [AB AGM report](#).
2. Promotion of women as leaders and decision-makers socially, economically and politically.
- Via the AB Council Zoom account we've hosted AB club meetings that often have speakers that are women leaders and decision-makers making a difference through their leadership and decision-making. Some of these have been events open to the public. Those that have been recorded are available to AB CFUW members after the live event and some continue to be available to the public as well via the [AB Council YouTube channel](#) (new in 2020-2021)
 - A benefit of the AB Council Zoom account is the Council has had monthly Movie Nights (on the first Friday each month) that were followed by discussion about the film we watched. Films chosen were on topics related to the CFUW mission and national/international notable day/week/month periods.
 - Nov 6 [Status Quo: The Unfinished Business of Feminism in Canada](#)
 - Dec 4 [The War At Home](#) (during the 16 days of Activism Against Gender Based Violence)
 - Jan 1 [Conviction](#) (topic: women in Canada's prison system)
 - Feb 5 [Journey To Justice](#) (black Canadians struggle for equality; Black History Month)
 - Mar 5 [Margaret Atwood: A Word after a Word after a Word is Power](#) (Canadian author)
 - Apr 2 [Rebellion](#) (topic: the environmental movement by youth in Canada; Earth Day)
 - May 7 [Never Too Old](#) (topic: Canadian & CFUW member Olive Bryanton, PhD; education)

- Jun 4 [Borealis](#) (topic: life in Canada's boreal forest; Canada Environment Week)
 - In May 2021 AB Council started social media accounts on Facebook and Twitter, in part, to promote AB CFUW women and non-CFUW women who are leaders/decision-makers locally, regionally, nationally, and internationally.
3. Support of public education in Canada, advanced study and research by women, and a sound concept of lifelong learning.
- Alberta Council has decided to use some of their funds to provide extra bursary funds to the clubs that provide support in the province in the southern, central, and northern regions of AB. \$3,000 total: \$1000x3 areas: Lethbridge, Calgary, Edmonton. (2019-2020 provided funds to women's shelters; 2018-2019 provided funds for 3 scholarships for indigenous persons; so thought is to alternate between these main focuses)
 - An option for all AB CFUW members (and the public viewing our website) is to watch recordings of previous events (CFUW and non-CFUW events that relate to the mission of CFUW), on demand activities (e.g. past movie night films), and join MOOCs via our website ([here](#)).
4. Diverse, vibrant and committed membership based on cooperation, networking, support and understanding.
- The pandemic continues to affect clubs in Alberta and their capacity to retain and recruit members but all Alberta clubs did add new members to their clubs this year.
 - Clubs are adapting to online meetings, socially distanced gatherings, and one has reduced their fees for this year.
 - Alberta Council has and will continue to facilitate online meetings with Alberta clubs via the professional Zoom account that was purchased with the member approval at the April 2020 Alberta Council AGM. All clubs have used and have booked meetings using the Zoom account this year. One club has purchased their own Zoom account this year.
 - Alberta Council has and will continue to encourage and facilitate the sharing of program activities between Alberta clubs to bolster club programs.
 - Regional Director providing technical support during Zoom meetings and helping members connect online by various means.
 - Alberta Council had a monthly movie night for CFUW Alberta members on Zoom to provide more program for members and activities that can be shared across Alberta. These further encouraged connections/friendship between clubs as we had interesting discussions about the films we watched for ~15-30min after each film.

5. Recognition of CFUW's ongoing and significant contributions to Canadian society and support for women/ CFUW known as a movement of influence
 - Alberta Council continues to expand the ways it raises the public profile of CFUW Alberta clubs. In addition to encouraging clubs to have and use social media the AB Council started social media (Facebook and Twitter) in May 2021 with approval of the members during the April 2021 AB AGM. AB Council social media can 'fill in' for clubs that do not have social media by promoting and highlighting their activities and advocacy online.
 - When possible, share programs with public during or after (as a recording for example) to highlight the issues CFUW Alberta clubs are interested in and working on (via links on the AB Council ['Events'](#) webpage)
6. Financial independence and stability to ensure our voice and grow our influence
 - Alberta Council has/increasing their communication with clubs and facilitation of programs/speakers between clubs.
 - Actions taken in items #1-5 will contribute to the sustainability of the organization and contribute to Alberta Council and Alberta clubs reaching their goals and contributing to the CFUW national strategic goals.

Gerlinde Sarkar **RD Saskatchewan**

The past year has not permitted us to meet in person, but technology enabled the CFUW clubs in Saskatchewan to stay connected more than ever. We have three clubs in the Saskatchewan Council: Saskatoon with 49 members, Yorkton with 17 members and Prince Albert with 17 members, plus three e-members in Regina. The Saskatchewan Council has met via Zoom approximately every two months and we shared our experiences and reported local activities. We were also fortunate that our VP of the Prairies, Victoria Grabb, could join us at most of our meetings. Despite the difficulties imposed by covid -19, there were some benefits this year as Zoom allowed us to participate in the meetings of the other clubs. I particularly enjoyed the meeting with the Yorkton club on March 31 with the guest speaker Randy Goulden, a Yorkton City Council member and the meeting with the Prince Albert Club on March 2 with Laura Ross, Minister responsible for the Status of Women. They shared their thoughts on their respective roles and highlighted ways how we can raise awareness on women's issues and encourage women to take leadership positions.

All Saskatchewan clubs were able to continue with their activities and they continued to raise funds to provide scholarships or bursaries. At the suggestion of e-members from Regina I wrote a letter of Commendation to Lori Carr, Minister of Social Services commending her on discontinuing the practice of birth alerts (reported in Start Phoenix

on January 27, 2021). I also wrote a letter to our premier, the Honorable Scott Moe, expressing our disappointment that no funding was provided for the Prairie Harm reduction sites. Saskatchewan is the only province whose safe injection sites are not funded by the provincial government. To date, we only received an acknowledgement from the office of Don Morgan, MLA.

I have attended numerous Zoom conferences and Town Halls with CFWU National, attended all bi-monthly Regional Directors' meetings and Study group sessions on Long Term care.

We are finding new ways of working during the COVID-19 pandemic. Virtual meetings might allow many of our older members to be more involved without leaving their home, which is attractive especially in the winter, and it may entice younger women to join. At the National level there are discussions on how to attract younger member and perhaps have a separate chapter for young CFUW members. Some people have suggested that younger women may wish to be more involved in our international activities. I participated in a couple of ZOOM meetings with speakers from Afghanistan and also Nigeria, good examples of how easily we can network internationally, and have more of our members involved. We may be physically distancing but the technologies that we are using may help us to move forward in a more inclusive and equitable way.

Roline Maconachie

RD Ontario North

In early September, I initiated recurrent monthly virtual meetings with the Executive, primarily the Presidents, of each of my clubs. It allowed the ladies to get to know each other, discuss issues, challenges, and successes, and share ideas. It has been very successful and has resulted in the clubs working together. Thunder Bay, which had not participated at all over the years, is now a regular participant and I am hoping to help them further next year in using technology and social media.

Membership:

- Discussed ways of recruiting and retaining members despite having to meet virtually
- Developed a recruitment flyer to send out to potential members who belonged to other organizations that were no longer meeting and shared it with clubs in region and with OC newsletter
- Attended tech workshops to learn more social media skills to be able to help clubs
- Encouraged all my clubs and participated myself in calling and engaging members on a regular basis to keep them interested and engaged.

- All clubs in my region retained a solid membership and some gained members.

CFUW Profile:

- Speaker sharing program very successful. All clubs except one (doesn't have the technology) offered several speakers and all clubs participated.
- Offered technical help from home club to help other clubs learn Zoom and other internet technology
- Passed all information from Ontario Council and National to clubs and encouraged them to act upon actionable items- and helped when needed
- Encouraged members to join committees- a member from my club joined the OC Board
- Used media to highlight speaker programs and CFUW initiatives in the community
- Reviewed OC and National aids on their websites with club members
- Attended all OC and National meetings and many webinars and workshops.
- Acted as Liaison between Ontario Council and CFUW Orillia in planning the 2021 AGM and served on the LAC itself

Advocacy:

- Highlighted Advocacy calls to action and encouraged all clubs to form advocacy committees
- Joined and worked on my home club's committee on issues such as Human Trafficking, Indigenous issues, LTC, etc.
- Sent letters to Provincial Ministers regarding Bill 276- Schedule 16- severing NOSM from Laurentian and Lakehead Universities
- Encouraged individual members to write letters regarding the above issue which could adversely affect northern Ontario – presently working towards developing a provincial action re Laurentian situation and possibly a National action
- Encouraged clubs to apply for advocacy awards
- Discussed advocacy actions at our monthly meetings.
- Some members joined the National LTC study group and most of my clubs participated in the Walk to Kabul
- Participated in the UN initiative and wore orange to bring attention to the cause.

Scholarships/Fellowships:

- All clubs were able to honour their scholarship commitments- some used reserves and others found creative ways to fundraise. Two clubs had virtual Author's Nights and one set up virtual activities with their own members and asked for contributions at each.
- I have worked extensively as one of the organizers with my local club to present a virtual Homes Tour for Scholarships which will air on June 6.
- IWD activities took place in some clubs

- Many discussions at monthly meetings on numerous topics and ways to fundraise for scholarships

Sustainability:

- Very involved in attending all Town Halls and workshops relating to the GWI situation so as to better inform clubs
- Suggested ways to attract and retain younger members as the current membership ages- a couple of my clubs have been quite successful in this endeavor.
- Spoke at several club meetings in the region to explain the CFUW organization and its various goals and actions.
- Encourage at every meeting- members to access the websites for valuable information and insight.
- Try to attend meetings at all clubs when possible.

Elana Freeman

RD Ontario West

Membership

The focus this year was on retaining members given the situation with the Global Pandemic. The ON West region was able to maintain a fairly consistent level of membership over the year/

Profile

At the beginning of the year social media was one of the areas I wanted to develop in Ontario West. Some highlights of the region's accomplishments:

- CFUW London joined Facebook
- CFUW K-W launched a new website
- ON West clubs participate in the 16 Days of Activism against Gender-based Violence social media blitz lead by the Ontario Council
- CFUW K-W joined Instagram
- CFUW Stratford boosted its Facebook posts to increase the reach of their LTC survey
- CFUW Windsor created a Social Media manager role
- CFUW Windsor joined Instagram
- Reddit was used to increase the reach of the CFUW Stratford LTC survey

Advocacy

Long term care (LTC) was a focus of many clubs this year. As described below, CFUW Stratford led a survey campaign and worked with other clubs like CFUW K-W, CFUW Windsor and CFUW Oakville to achieve their goal. These Clubs also participated in the National LTC Study group.

Individual clubs also worked on some of the projects highlighted below.

Advocacy work was a focus for CFUW ON West clubs this year.

CFUW Cambridge

Cambridge Poppy Project. CFUW Cambridge submitted this project for consideration to the CFUW Creative Arts Award. This project is a community art project of Remembrance that will be created using 10,000 hand-made poppies to honour Veterans. The knitted poppies will be displayed on the interior and exterior of the libraries in Cambridge, Preston and Hespler. The project highlights the rich patriotic history of Cambridge and Waterloo Region and highlights the importance of the textile industry in the area's heritage. Women came to the area to work in the textile mills to produce fabrics used by the military. This project supports CFUW values in pursuit of knowledge, promotion of education and improving status of women.

CFUW Guelph

Her Story: Women Trailblazers of Guelph-Wellington County. CFUW Guelph submitted this project for consideration to the CFUW OC Recognition Awards. This project celebrates women who have led the way towards a diverse and gender inclusive community. The project aimed to share the stories of cisgender women, trans women, two-spirit, and gender non-conforming people. This project recognized the historical barriers faced by all women; it acknowledged that Black, Indigenous and People of Colour and LGBTQ2IA+ women have faced and continue to face even greater barriers. The featured trailblazers are activists, artists, caregivers, health care workers, mothers, politicians, scientists, and writers, as well as women-led organizations.

CFUW Kitchener-Waterloo

CFUW K-W has an Advocacy Environmental Working Group. This year they focused on the following issues:

1. Monitoring Ministerial Zoning (MZO) Orders
2. Promoting green development in our region by planting trees.
3. Monitoring the sale of Nestlé and the impact on local wells.
4. Supporting the ban of single use plastics which are the 2nd biggest polluter worldwide in shoreline cleanup

CFUW London

CFUW London has opened some of its monthly meetings to the public, including other CFUW clubs, as they featured speakers during Black History Month, and Equal Pay Day.

CFUW St. Thomas

The Advocacy Club worked on the following issues:

- The review of the Sexual Assault Policy for the St. Thomas Police
- Lack of local rape kits available to STEGH
- 11th Annual Shine the Light on Women Abuse Awareness Campaign – Nov 1-30th, 2020
- Bill 13, Time to Care Act (Long Term Care Act (Long Term Care Homes Amendment, Minimum Standard of Daily Care), 2020
- Speech from the Throne promise of a Canada-wide early learning and childcare system, including a commitment to affordable, inclusive and quality childcare.

CFUW Stratford

Survey: Long Term Care in Ontario was a project that CFUW Stratford submitted for consideration to the CFUW OC Recognition Awards. CFUW Stratford devised a 5-question survey that was distributed throughout Ontario to CFUW clubs, CFUW friends and family and other interested organizations with the goal of using the results to lobby Premier Ford to recruit, train, and properly pay full time Personal Support Workers in 2021 and to put people before profit in Long Term Care. The survey results were turned into a 19-page report of findings.

CFUW Windsor

Ward 7 By-Election Candidates Meeting was a project that CFUW Windsor submitted for consideration to the CFUW OC Recognition Awards. CFUW Windsor wanted to ensure that the issues in Ward 7 were well known and publicized and that the By-election itself received the appropriate attention given the pandemic and the postponement of the original event. In addition, CFUW Windsor has a goal to ensure that the Windsor/Essex electorate is well informed by holding candidates meetings and/or issues meetings in advance of elections. The event was very well publicized by CFUW Windsor (via social media) and was also picked up by local media because it was the first virtual candidates debate in the area and the only debate/meeting where all of the candidates were invited. A Press Release was issued to assist in publicizing the event. This event certainly raised CFUW Windsor's profile in the media and in Ward 7.

Scholarships/Fellowships/Bursaries

This year the focus was on fundraising during the Global Pandemic. The Clubs in ON West focused on maintaining their scholarship commitments as in any other year.

Sustainability

As mentioned in the other sections above, the focus for ON West clubs for this year was on sustaining our current levels of membership and member engagement. Clubs offered lots of content to their own members and opened their virtual meetings to other Clubs in their region and in Ontario. Clubs also offered lots of content to the public in an effort to ensure CFUW was front and centre in their communities.

Joyce See

RD Ontario South

As a first year Regional Director, I focused on getting to know the clubs in Ontario South and to get a better understanding of the workings & resources of both Ontario Council and the CFUW National so I can better serve the clubs in the region.

Ontario South has ten clubs located in cities and towns west of the Greater Toronto area and the Niagara Peninsula. Clubs include:

Mississauga, Oakville, Burlington, Milton and District, Georgetown, Hamilton, Brantford, Grimsby, Welland and District and St. Catharine's. The presidents of these clubs have worked with great energy and imagination to keep their members engaged and, to create links amongst themselves – sharing processes, speakers and ideas.

Four clubs from Ontario South celebrated milestone anniversaries in 2021. They are:

- Grimsby – 40
- Georgetown – 50
- Welland & District 80
- St Catharine's – 100

Each is celebrating their longevity and years of work and development in different ways. We congratulate them on reaching these significant milestones.

Communication:

All clubs in the region are unanimous in saying that Zoom meetings have been a very positive tool in managing their club business. Zoom meetings were organized and facilitated every other month between September and May. The agendas included discussion and sharing regarding membership, advocacy initiatives, managing club business in a pandemic environment, information and idea sharing.

Membership/CFUW Public Profile:

Though challenged by the restrictions placed on them by Covid-19, all clubs saw their memberships maintained at close to pre-Covid numbers. They continue to build and strengthen membership to sustain a healthy organization and continue advocacy and educational support initiatives.

As RD, I facilitated conversations between the clubs in Ontario South to understand successes and challenges with membership recruitment and retention. Clubs partnered and shared expertise in successful communication strategies including the use of social media. In particular, there was significant sharing and inter-club participation to celebrate International Women's Day.

Advocacy:

The past year has been an active one for clubs engaged with advocacy initiatives. Clubs were encouraged to use the advocacy tools available on the OC and National website. In particular, several clubs across the country did significant work in relation to Long Term Care in response to the resolution about the same issue passed at the 2020 National Annual General Meeting. Work continues on a variety of environmental issues, support to Afghan women & girls, murdered and missing women & girls as well as many other local issues.

There were good discussions regarding the proposed resolutions put forward for the 2021 AGM including two clubs working together to review, comment and propose amendments.

Scholarships/Fellowships/Bursaries:

All clubs in Ontario South continues to provide scholarships to young women in their jurisdictions. The challenge was to raise the funds needed to support the funding of these awards. Clubs adapted their traditional fundraising initiatives or found new ways to support this important work.

Sustainability:

By ensuring regular get togethers and ongoing communication, clubs were able to identify and problem solve issues they faced as CFUW clubs during a pandemic. Regular meetings of OC and with the National RDs provided forum for unique issues to be taken forward for further problem-solving.

Clubs were encouraged to explore the different grants available through Ontario Council as well as other club resources available Nationally and through OC and to bring forward Club issues of concern to Ontario Council regarding sustainability, financial concerns and Clubs maintaining their fiduciary duties.

One club was having a challenge with recruitment of executive members so undertook a review of their structure. Other clubs in Ontario South were able to share their experiences with what worked and didn't in their management processes.

Finally, the strategic goals adopted by the National Board in February 2021 will form the basis of the 2021-22 for the RD going forward.

Lori Ker

RD Ontario Huron

Huron Region consists of four clubs: Orangeville, Kincardine, Southport, and Owen Sound. For each of the last two years, I have made official visits, virtual or in-person to all the clubs in Huron. I have attended many club programs this year and held monthly

or bimonthly virtual meetings for Huron Presidents. This has been beneficial, leaders learning from each other, specifically the new Presidents, and is recommended to continue after the pandemic.

The following is a description of Huron Region Action Plan including the five strategic pillars: Membership, Profile, Advocacy, Scholarships and Sustainability.

Membership: Build and strengthen membership to sustain a healthy organization and continue our advocacy and educational support and initiatives. This has been the one area that all clubs have been focussed on this past year. They have done their best by supporting member engagement in modified ways. I submit that priorities in membership have moved from growth to preservation and in Orangeville's case, rescue. The cost of dues and the outstanding issue of GWI membership continue to be barriers to real growth in the Huron region.

Last fall, I had predicted a drop in Huron membership in the range of 10-15% and while the reduction was almost 10%, it was due to one club only, **Orangeville**. I believe that membership in Orangeville will bounce back when in-person meetings resume. **Southport** is typically quite active in the community which attracts new members. Their success in maintaining and slightly growing their membership is a result of two strategies: deliberate connection to their members early in the pandemic and their practice of networking and welcoming newcomers to their community by widely sharing their newsletter. **Owen Sound** and **Kincardine** are actively engaged and were successful in preserving the members they had. All clubs are offering virtual speaker and business programs for their members. Operating virtually is likely to continue beyond the pandemic, particularly in the winter months.

Profile: Raise the public profile of CFUW so that our ongoing and significant contributions to society are fully recognized. In the Huron Region there are clubs who manage and promote their profile very well. **Orangeville** held their 3rd Annual Persons Day event with a virtual Campaign School for Women in partnership with Equal Voice, on Oct. 18 and had local media engaged in the event. **Southport** does an excellent job in maintaining a high profile in the community. This year they held a community wide Dec. 6th vigil that was quite moving, very well attended and raised money for 3 area women's shelters. **Owen Sound** and **Kincardine** have engaged with community partners on the LTC advocacy. **Kincardine** has also partnered with their community on Mental Health advocacy.

High club profile requires dedicated involvement in media relations but perhaps more importantly, in community networking, developing new connections and leveraging existing ones. Creating and maintaining a database of community organizations that align with club advocacy priorities and learning how to make cold introductions would be important guidance. This, in addition to media relations, would be helpful for club profile.

Advocacy: Increase the effectiveness of CFUW's advocacy role and extend our impact through partnerships. All Huron clubs were involved in the Long-term care advocacy work. **Southport** held a Virtual December 6 Vigil titled "Bringing Abuse Out of the Shadows", with both media and social media, a video, contacts with authorities, and a fundraising campaign that resulted in a 750% increase over target for 3 local women's shelters. **Kincardine** focussed on improving mental health for children in Grey-Bruce and through their research and consultations with officials, changes are being made by the responsible body for better access to mental health services for local children. **Orangeville** received a grant to hold their 3rd Annual Persons Day event, a virtual Campaign School for Women together with Equal Voice on Oct. 18. **Owen Sound** has had a sustained focus on climate crisis initiatives with deep partnerships with community organizations (Transform our Community). They worked to have Owen Sound recognized as a Tree City of the World and held an Earth Day event that had local speakers addressing various environmental initiatives including Owen Sound's Climate Action Plan.

While advocacy is not a primary factor for many individual Huron club members there is a decent level of engagement in advocacy driven priorities. All Huron clubs survey their membership every couple of years for club advocacy priorities.

Scholarships: Support Clubs in their programs at the local level. All Huron clubs have scholarships at the local level and beyond. All Huron clubs are usually active in fundraising and promoting their Scholarship programs. This year awards are being funded through club reserves and membership dues. **Kincardine** locally administers and presents 2 yearly bursaries to female graduates going on to university or college. This year, to commemorate the anniversary of CFUW, they presented an extra \$1,000 bursary. **Owen Sound** has four scholarships and **Southport** has three scholarships including their Carolyn Day Memorial scholarship. **Orangeville** has scholarship programs in all four secondary schools and this year launched a new scholarship for two female BIPOC students from the Headwaters community. All clubs recognize that scholarships are a cornerstone of CFUW purposes and have no issues delivering on their scholarship programs.

Sustainability: Support CFUW goals at all levels. As I have indicated previously, this seems to be an odd description of sustainability. Sustainability ideally relates to maintaining/growing membership and developing leadership. In the recent past, all clubs in Huron struggled with club leadership development and succession, using a shared governance model in the past. This year, all clubs have identified presidents or co-presidents and we have regular discussions regarding succession planning. Moving to a more transparent framework where the executive as a whole is responsible for reaching out and finding successors has been successful. The more transparent the process the

broader the reach into the clubs to find and encourage those that may be interested in leadership.

Having regular and consistent meetings with Presidents as a group has been great for sharing best practices in club governance, leadership, and sustainability.

Anne Cordon

RD Ontario East

This year has been the year of electronic communications and actions at all levels—within clubs, between clubs, provincially, and nationally for CFUW. Because we could not travel to have the typical in person meetings due to pandemic health concerns, we have needed to be resourceful; the outcome is we have actually “seen” each other more, albeit electronically. To establish contact and maintain communication with my clubs in my region, I instituted monthly zoom meetings. Through our monthly meetings, we have shared more and got to know each other better than in the previous model of meeting perhaps once a year in person. In addition to my club presidents’ meetings, I have also met monthly with the OC Board and almost as frequently with our VP Ontario and CFUW National and I have attended many CFUW related townhalls and discussion groups.

My personal philosophy is to be the “guide on the side” not the “sage on the stage”. I see my role as RD to be a conduit of information from OC and National to the clubs and between clubs, and facilitator of discussion on issues/ideas. I feel the frequent zoom meetings were a perfect vehicle even in these unusual times. To that end I wanted my clubs to be heard in this report of how they have faced these times and how they have managed, so I asked them to send me their thoughts on the “best and worst/most challenging” rather than me tell you what they did. The themes that come out from all clubs is the importance to connect with members, be heard locally and afar on heartfelt advocacy issues and to continue fundraising to allow them to maintain their scholarships and advocacy.

1. CFUW Belleville and District: Best: Our local LTC advocacy through interaction with politicians, media and LTC homes; educational Zoom presentations with educators, LTC personal, new care models, along with membership in the national study group. Because of our advocacy we have attracted new members. Also our fabulous **virtual Christmas party** (cookies made and delivered to EACH individual member) then costumes, songs, contests, stories and breakout room visiting. **Worst:** lack of face-to-face contact. about only half our 100 members will use Zoom to stay connected. A number of interest groups have struggled to find a way to keep going and some have just shut down. Fund raising (Garden Tour) has been compromised. **Most interesting or challenging:** using Zoom - need to think outside the box to get things done virtually. We have had access to speakers that are from everywhere on a wide range of subjects, interest groups that can use zoom are doing it, regular casual

member coffee get togethers, being able to connect easily with national and provincial members and ease of getting together in winter

2. Cornwall and District: Best: As brand new Co-Presidents and relatively new members of CFUW, we started our term in Summer 2020 with a great deal of anxiety. We weren't sure what our members would expect from the club during a global pandemic. During the summer of 2020, we **telephoned all members** to try to get to know everyone a bit better, and to try to re-connect the club. The telephone calls were so well received that since then the club executive has divided up the membership and we each call several "sisters" every few weeks or so. This has given everyone a good sense of connection. **Challenge:** Learning the technology around doing everything on-line has been our biggest challenge. As well, we initiated a new club newsletter, The Dispatch, which required learning about desktop publishing. The best part of the on-line pandemic year has been getting to know one another much better. At a time when distance from others has been emphasized, our club members have been able to remain connected.

3. Kanata: Best: CFUW Kanata- Our biggest success was shifting to online meetings and learning to use virtual formats effectively to run monthly meetings. We were able to adapt many Interest groups to virtual formats. Thanks to a small group of tech-savvy members, the club had volunteers to mentor others until they felt confident using the new programs on iPads and computers. It was upbeat to invite guests to our meetings and, in return, enjoyable receiving invites from other clubs in return. One **challenge** was finding new ways to do fundraising and in the end we did well, although not at the same level as previous years.

4. Kingston: We are a very small club with an aging membership, but we have still connected to each other and via zoom to other clubs in the region to share rich program offerings

5. Nepean: Best: Inspired by the resilience of club members to adapt. Our membership did not drop although we did lose some members but gained others for a net 0 impact. Club will probably adopt a hybrid model during next club year with winter activities being primarily over Zoom and in-person activities in the spring and fall. Active advocacy group including proposing resolution on single use plastics and letter writing campaign on gun control and LTC. **Challenge** 1. Try to make the Club experience as meaningful as possible and keeping members engaged: instigated a popular Friday coffee chat and offered a Wednesday evening monthly speaker series. 2. Raise funds for our scholarships through: \$30 per member donation to honour our 30th anniversary; Valentine Trivia evening at \$5/person; Book & Puzzle Sale; Bottle drive; and Bridge and Book Club donations (usually done each year)

6. Ottawa: Best: Little did we think last March that we would have much of a program to offer our club for this 2020-2021 season. Thanks to Zoom and especially the hard work of our dedicated club members...WOW! What a program we had and still have! From our CFUW-GWI Partnership, 'Walk To Kabul', our monthly Speakers' Series, and International Women's Day, speakers from around the world presenting to our Study and Interest Groups, and outreach to people joining our Zoom across the country and around the world. Yes, we have made an impact this season and hope to continue making an impact next season. **Challenge** The downside to all this of course is giving new members a proper welcome. We are hosting a newcomers Zoom next month. They have the option of attending one of two nights and we hope to put them into small rooms with a board member to discuss their experiences and how we can improve with COVID still in the picture.

7,Perth & District: Best: Due to COVID-19, CFUW Perth & District cancelled it's popular House Tour. Instead, the Club came together for a successful Staycation raffle. Not only was it a significant financial boost to the Club in this unprecedented year, it was also very successful in fostering club spirit. Everyone chipped in and felt part of the success. Not incidentally, it also highlighted and reinforced our excellent reputation in the community. Virtual technology platforms have given us the opportunity to continue to meet as a club; it gave us exposure to other clubs and the opportunity to hear speaker presentations that we would otherwise have been unaware of. For some members, it exposed them to technology, and having National absorb the cost was appreciated as well. **Challenge:** We are a social club; keeping the spirit alive while unable to meet in person is a challenge

8. Peterborough: Best: staying connected with our members in new and inventive ways, interest groups are thriving (an additional 3 this year including an Issues group focusing on the LTC crisis, biweekly craft group and a weekly Koffee Klub just for fun), our general meetings have had great attendance and our membership has increased; we even had a curator from the Toronto Aga Khan Museum as one of our remote speakers. **Challenge** was to show members we care for others and each other, so during December our secret Ms. Claus and her CFUW elves hand delivered special goodies to each of our members. Our executive has gone above and beyond to try and make this year as dynamic and fun as it could be.

9 Renfrew: We are a small club with an older demographic in a small community, but we have still been able to stay connected with a number of zoom meetings. Although we have not been able to hold our annual Book Fair to provide high school awards, we will be able to provide several scholarships this June summer due to a generous family donation and other donations after the sudden passing of a member. We received correspondence from the Honourable Seamus O'Regan, Minister of Natural Resources, regarding our letter of concern over the Near- Surface Disposal Facility at Chalk River Laboratories.

Judith Pownall

RD Ontario Central

Strategic Aims

1. Membership:

- Support the Clubs in building and sustaining a strong membership base by encouraging collaboration among clubs of successful strategies.
- Address membership issues and strategies at the Club Presidents meetings. This has been accomplished informally as getting 12 clubs together has been a concern.
- Support Clubs in enhancing their social media platforms. Several clubs have developed Instagram and Twitter social media to both publicize events and attract new members.
- Support Clubs in utilizing virtual platforms such as Zoom to facilitate interaction among members. All clubs are using Zoom to hold meetings, interest groups, and join Ontario and National events.

2. Public Profile:

- Support Clubs in sharing their special events and successes through Ontario Council and National newsletters. Several clubs in Ontario Central have limited access to local media due to the size of the community. Clubs are encouraged to utilize Facebook, Instagram, and Twitter to enhance the public profile.
- Encourage Clubs to publicize open events and scholarship awards in local media. Same concerns as above.
- Support Club partnerships with other local organizations to increase local community awareness and involvement in Club activities, particularly related to women's issues. An excellent example of this is the International Women's Day event in Barrie where CFUW Barrie partnered with the National Council of Jewish Women of Canada in Simcoe County.

3. Advocacy:

- Encourage Clubs to expand local community partnerships and networks to promote advocacy activities. Clubs have been working with organizations both locally and internationally to promote the betterment of the lives of women and girls.
- In the Toronto area in particular, support Clubs' collaboration on issues such as Affordable Housing and Homelessness to solidify CFUW's influence in significant municipal and provincial initiatives. This work continues.

4. Scholarships/Fellowships:

- Encourage Clubs to work with community organizations to broaden the scope of educational and fundraising activities to support local students. Many clubs work with organizations such as Children's Aid, local shelters, and indigenous groups to assist young women.
- Share information on successful local fundraising initiatives with other Clubs. Clubs have shared ideas such as book and bottle sales. Virtual breakfasts, lunches, and

dinners have proven to be very successful as using Zoom has broadened the reach of such activities to attract new audiences.

5. Sustainability:

- Support Clubs in developing successful strategies to broaden their membership base. As we enter the second year of virtual meetings, clubs continue to use Zoom to carry on their programs and to support members.

Linda Sestock

RD Quebec English

This past year has been a great learning occasion for me as Regional Director (EN). I have had the opportunity to learn more about our English Clubs and about how clubs work across Canada. I always thought we may be different here in Québec, but I quickly learned that all Provinces have similar issues and concerns. I am also grateful to be a dual member with AFDU Québec et j'aime travailler avec Anne Lise Dupuis, Directeur Régional (FR)

Membership:

Thanks to zoom, I have been able to participate at Club meetings. It was heartening to see how clubs have taken to zoom and how members were retained and how fundraising has continued despite the pandemic. Thanks to zoom, clubs across Québec were invited to each other's meetings.

Public Profile - Advocacy

I had the opportunity to participate with the Québec Council Advocacy committee and a Facebook page was created to share news of our petition and our concern for better care in long-term care facilities. Going forward, this site could be used for future endeavors. Clubs across the Province were represented during this partnership with the National Council of Women (and the Montreal Council of Women) on social media and through print media. Clubs also advocate and fundraise for worthy causes within their community.

All clubs were active within their local community and are interested in climate change, indigenous issue, fighting against child pornography (Pornhub) mental health care, long-term care and the opioid crisis.

Resolutions: the MLUWC put forward a resolution on the Opioid Crisis

Scholarships

All Clubs continued to fundraise : cheese sales (working with local cheese stores) AFDU Québec, Zoom fundraising with invited guest speakers, some events postponed

for a later date, but scholarships and bursaries went out to deserving women across the Province as usual.

GWI/International & CFUW

It has been a challenging year with regards to GWI, but Quebec is united in its support of GWI. The MLUWC created a new position of GWI-International Rep – to help spread the news of GWI within the Club.

Virtual 65th United Nations Commission on the Status of Women (UNCSW65)

Gawa Atif – VP and member of UWCM participated, as one of the CFUW 21 person team, in the virtual 65th United Nations Commission on the Status of Women (UNSWC). It focused on gender equality, the impact of climate change on women and establishing a public system of childcare.

Mariam Ishak – also attended as MLUWC representative.

Walk to Kabul

Several of the clubs participated in the Walk to Kabul effort this year and this was a great example of cross-country support of other CFUW clubs and women internationally. It shows that we are stronger together.

As the Province continues to offer vaccines (and soon, the 2nd shot) we can look forward to a better year ahead. Zoom will continue to play a role both locally, provincially, nationally and internationally. The best part of our covid experience has been to come together with the help of zoom.

Anne-Lise Dupuis

RD Québec French

1. Membership:

- a. Membership has remained stable despite COVID.
- b. By adding a virtual dimension to AFDU Montérégie, we hoped to attract members from other areas beyond reasonable driving distances, however, our conferences haven't continued and lack of members available to work on this aspect had hindered its development.

2. Public Profile:

- a. Quebec area AFDU has well-known members and the foundation's activities are well publicized
- b. AFDU Montérégie has renewed its registration as a regional organization in St-Lambert to gain publicity for its events and accomplishments. It has also joined the *Table de concertation des groupes de femmes de la*

Montérégie (TCGFM) in order to work with other regional organizations towards the advancement of women.

- c. AFDU Montérégie is also now a member of a local association which works on encouraging scholarly perseverance *Instance régionale de persévérance scolaire de la Montérégie (IRPS)* and membership numbers permitting, we will present a project.
- d. Local events having been cancelled due to COVID and we weren't able to participate at that level this year.

3. Advocacy:

- a. AFDU Québec does little advocacy outside of working to improve access to education programs in aboriginal communities and by awarding specific scholarships.
- b. This autumn, members participated in a vigil in Saint-Lambert, organised in part by Amnesty international to denounce the tragic death of Joyce Echaquan of Manawan. The guest of honor was Vivian Michel, president of Aboriginal women of Quebec.
- c. December 4th, in collaboration with CFUW South Shore, members met in front of St-Lambert's city hall to denounce violence to women. Each wore a theatrical mask to illustrate woman's' suffering.

4. Scholarships/Fellowships:

- a. Fondation AFDU Québec held their annual bursary evening on March 18, 2021 on Zoom for students at Université Laval. The event provides excellent visibility for AFDU and CFUW/FCFDU within the community;
- b. \$38,000 was awarded to deserving women from multiple faculties.
- c. AFDU Montérégie held two fundraising activities and has raised in excess of \$8,000. Scholarships have been given to CEGEP for a nurse's accreditation program for immigrants as well as music and science programs to high-school graduates.

5. Sustainability:

- a. AFDU Québec's board's president, Frances Rémillard, continues her excellent work and the foundation is in good hands with Suzanne Lemire as its president.
- b. A past Québec Council President and club president, AFDU's president is Liette Michaud. All positions on the board are filled by enthusiastic members.

Eleanor Palmer

RD Nova Scotia

Even though this has been a year like no other in recent memory, my position as RD Nova Scotia has continued to take me in new directions. First and foremost of course is working with our Nova Scotia Clubs. As Chair of the CFUW Regional Directors, I attend all CFUW Board meetings. In addition, I have been appointed as a member of the Governance Committee – all positions in which I feel very honored and privileged to serve.

The Regional Directors have held four meetings via Zoom. Where there are few if any face-to-face meetings, these meetings have brought us together and allowed us to form a strong team which has included opportunities for all seventeen of us to share ideas and concerns and to discuss our role as liaison with the Board. Our CFUW President and our CFUW Membership Chair have taken part in all meetings. Also, Advocacy, Governance, Finance and Articles and By-Laws Chairs have participated in one or more of our meetings bringing us up to date in the various areas of CFUW.

Janet Willwerth, VP Atlantic, and I are lending support to CFUW Dartmouth, a club that is currently experiencing leadership difficulties.

I want to commend our small Cape Breton Club for submitting a timely a resolution for this year's virtual AGM.

More and more our Nova Scotia Clubs are embracing Zoom and other on-line meetings that include special speakers and/or events. Once again, I have been invited to take part in CFUW Halifax's virtual AGM.

This year our Clubs have found traditional fundraising a challenge so in the interim we have embraced different ideas and ways to enable us to support our long-term commitments.

A very positive experience for two of our Nova Scotia Clubs – Halifax and Wolfville – was taking part in the Walk to Kabul. A lot of publicity was generated regarding the picture taken on the bridge as part of International Women's Day awareness.

Regarding advocacy, our CFUW Wolfville Issues group recently surveyed Club members re the use of single plastics. The club is planning to take the survey a step further by involving both the town and our other Nova Scotia Clubs. The new Nova Scotia Minister of Environment and Sustainability is our local MLA, an individual with whom we have had and continue to have a very positive relationship.

I look forward to assisting CFUW move forward in what many are calling “a new world”.

Eleanor M. Palmer

RD Nova Scotia

Grace Stapleton

RD Newfoundland and Labrador

Who would have believed, one year ago, as I wrote my 2019-2020 Report, that twelve months later we would be still strongly under the influence of Covid 19? Conditions have improved as most of our members have received at least one vaccine “jab”, but we are still under severe restrictions. We realize that several of our sister provinces- and other countries have fared far worse, and we hope the situation improves soon for everyone.

This is the end of the first year of my second term as RD NL. As there is only one club, CFUW St. John’s, in my region, most of this report refers to the work of that club. I serve on the executive as Chair of the Scholarship Committee, so I am actively involved in its activities.

In addition to the effects of the pandemic, CFUW St. John’s has had an unusual loss. Last summer our VP/Acting President suffered a sudden fatal illness and died in early September. While we were in shock and grief over the death of a long time friend, it took some time to restart our club. We were not able to hold our AGM, the executive members had finished their terms, and we had no meeting space nor the ability to hold in-person meetings. However, in January a number of long time members organized an AGM, and the “new” (recycled) executive has revived the club, mostly with emailed updates and zoom meetings.

As Regional Director I wrote a number of articles for distribution to members. In the fall I explained the results of the national AGM, and how the work of the National Board was continuing through the pandemic. In January I wrote a history of the relationship between CFUW and GWI. With Grace Hollett, past national President, I prepared and presented to the club a version of the dialogue sessions that the national board held regarding the GWI opt-in or opt-out vote. We continued to forward the CFUW President’s Messages and Updates to all members. For each month’s Club Newsletter I wrote a message highlighting issues of concern and upcoming events from CFUW and GWI, emphasizing that we could all now attend most national and international sessions electronically, with no travel or cost involved.

Membership

Before the pandemic our club had reached its highest number of members ever (127), but we feared the situation would reduce that number significantly; we were relieved when 100 members rejoined. The Membership Committee did follow-up with those who did not return: reasons included age and lack of interest in technology (email and zoom), but some said they will rejoin when we are able to meet in person.

We are concerned with the lack of participation of the members; only 58 voted on the GWI Motion, no one responded to an effort by the Issues and Resolutions Committee to initiate Study Groups on issues of concern or interest, and attendance at zoom meetings is low, although the Program Committee arranges presentations and the events are well publicized. Recent speakers included a winner of one of our scholarships for women in non-traditional occupations (she is a chemical processing engineering technologist) and a dynamic woman who is a theatre founder/director and politician. We will try to find solutions for the apparent apathy, but it is likely that the loss of the social aspect of the meetings is the major cause. The book and craft groups have divided so they can meet in person with social distancing.

Advocacy

The CFUW St. John's Issues and Resolutions Committee *has* been active, and followed up on several of the resolutions passed at the 2020 AGM. The 2021 proposed resolutions and members' proposals re dues have been discussed and presented to the club. Some members attended the presentations on Long Term Care, and we plan to do research into the situation in our province.

Public Profile

Up to now the public profile of CFUW St. John's has been created by publicity related to our Giant Used Book Sale, our scholarship donations and presentations, and our outreach projects. This year we collected, sorted and boxed books, but have been unable to hold a sale. We did get some publicity and scholarship money through a donation fund at MUN, so were able to give two graduate and two undergraduate scholarships, plus two entrance bursaries from our Endowment Fund. Since the university has had no public activities, there were no scholarship presentations. Ironically we are currently getting a little publicity through the establishment of a scholarship fund in the name of a dear long time member, Dr. Audrey Lee, who passed away on Mother's Day, four months before her 100th birthday!

We have a website, a members' Facebook page, and a public Facebook page. The latter has received some attention through an IWD Project when we posted some photos and info on our mothers, aunts, nurses, teachers, and other inspiring women from past generations. We also repost information from CFUW members across the country, and local articles, such as Lieutenant-Governor Judy Foote's tribute to our member, Zaineb Jerrett, for her local and international work. At the 2020 AGM the St. John's Club won the International Relations Award for its support of the work of Zaineb's We Care NL Foundation in northern Nigeria.

The Outreach Committee has continued to prepare the New Beginnings Baskets. Each month two baskets are filled with small household necessities and delivered to a shelter for women escaping from intimate-partner violence, a situation that has been even more common in the current Covid climate. The other Outreach Projects have had to be paused for lack of funding.

Other ...

I have attended, by zoom, four Regional Directors' Group Meetings, the executive meetings of the Atlantic Regional Council, and the ARC AGM in October. Although the internet is not always "stable" here, I have joined the CFUW town hall meetings and dialogue sessions, as well as many of the GWI webinars and presentations. In fact, I was surprised to see that my CFUW Diary lists over 80 actions - from articles/messages written, phone calls, zoom meetings/presentations/webinars - since May 2020. The pandemic restrictions have slowed us down, but at the same time they have catapulted us into a technological future - with both positive and negative consequences.

Although I have not addressed the strategic goals that were listed in the request for this report, I hope that what we CFUW members in Newfoundland have accomplished in the past few months does contribute -at least a little- toward the achievement of those goals.

Committees

Judy Gay

Articles and Bylaws Committee

This small Committee, four members, is very important. Looking after and keeping the Constitution current and up-to-date is our mandate. This legal document gives us the big picture on how to organize and operate our organization.

In keeping up-to-date and particularly in compliance with the Canada Not-for-profit Act (CNCA), we have engaged the legal firm of Drache and Aptowitz to review the By-laws.

With this firm, legal base, the Committee will now be able to review, in house, the By-laws every two years.

One of our important tasks is to review and prepare By-law Amendments for presentation and approval at the AGM. This was not onerous this year, two Amendments were presented by the Clubs. We accepted one, with minor word changes and rejected the second.

With reviewed and re-vitalized By-laws, we anticipate that the need for Amendments will continue to be minimal.

As Chair, I thank the members of the Committee for a successful year. It is a pleasure working with you.

Judy Gay
Chair
Articles and By-laws Committee
May, 2021

Grace Hollett

Resolutions Committee Chair

The Resolutions Committee members for the 2020-22 Biennium are Margaret Therrier, Teresa Habs, Deborah Track, Bilkies McKen, Monique Sirois Kelly, Jeannette Mergens VP Advocacy, Kathryn Wilkinson National President, and Grace Hollett Committee Chair. Together they bring regional representation and relevant CFUW working experience with resolutions, current CFUW policy, and advocacy at Club, regional/provincial and national levels. Charlotte Akin is the staff consultant.

The Resolution Committee's Terms of Reference focus on ensuring the scheduled timelines set for Resolutions are sent to the membership and that Resolutions are prepared properly for voting by delegates, which on June 26, 2021 for the first time will be at the Policy Session following the AGM. Reporting to the CFUW Board is through VP Advocacy Jeannette Mergens.

In its initial meeting, the Committee discussed the annual review of the Resolutions Information and Guidelines document and organized to have the revised document ready for presentation for approval at the October 6th CFUW Board meeting. In considering the need for Proposers to determine if there is current CFUW policy related to a proposed Resolution, and while exploring the link between Advocacy Resolutions, the moving of resolution statements into policy statements and subsequent advocacy action, the Chair asked Margaret Therrien to present to the committee on the achievements of her and Teri Shaw's committee on Policy Review formed in 2018 with the focus of making CFUW policy more accessible to members. Proposers of Resolutions for June 2021, and the Resolutions Committee, needing to access current policy, were directed to the revised 1964 - 2020 Policy Book and the Advocacy Action Document both compiled by Margaret's committee and available online. The Resolutions Committee was interested, also, in the plan to highlight the absence of any CFUW policy on issues of concern to CFUW, and to collate policies needing updating and/or possible combining of separate statements into one statement, and asked that this information be shared with Clubs to possibly trigger Resolution writing by more Clubs and to fill in the gaps in policy.

The Resolutions Committee completed a review in early September 2020 and following a year working with the document has completed another review and revision of "Resolution Information and Guidelines" to clarify questions arising during the past year and to make it more user-friendly. This Guidelines document is now reorganized under the following topics:

- 1. CFUW Resolutions –General:** What are CFUW Resolutions; How is CFUW Policy Used; Who Develops CFUW Resolutions; Policy Update, Review or Removal; Types of Resolutions.
- 2. CFUW Resolutions–Development** of Intent: Resolved Clause; Background; Implementation; Bibliography. Resolution Format.
- 3. CFUW Review–Revision Process:** National Resolutions–Committee Review; Club Review (Amendments); Resolution Proposers Review
- 4. CFUW Resolutions-** Policy Session: Proposers and Amenders Workshop; CFUW Policy Session Procedures: Post Policy Session Activity

There are five appendices which contain the revised forms and information on APA format for the Bibliography.

The Resolution Process for 2020-21 followed this schedule:

November 15	Deadline for the submission of <i>Intent to Submit a Resolution</i> Prior to this the revised Resolutions Information and Guidelines was circulated and the process explained.
November 15-30	Resolutions Committee reviewed submitted Intents from three Clubs and one National Committee and having determined that all met the CFUW mandate and did not duplicate existing CFUW policy.
November 30	Resolution Intents were published
January 15	Resolutions due on this date contained Resolved Clause(s), Background, Implementation and Bibliography. Some consultation on Implementation was done
January 15-30	Resolutions Committee reviewed submitted Resolutions and then met to formulate detailed feedback which was communicated to / discussed with proposers
February 1-15	Proposers made changes based on feedback from the Resolutions Committee, contacting the Committee member assigned to each Resolution as needed, and confirming that all Bibliography hyperlinks were active
February 15	Resolutions were to have been published for Club review on this date but due to a Provincial holiday the office was closed and the publication occurred the following day. This caused a problem for a club meeting on the 15 th to discuss the awaited Resolutions. A copy was emailed to them and a decision made for next year's process that If a deadline falls on a weekend or holiday, the effective date becomes the first working date after the stated date.
February 15- April 15	Clubs Reviewed Resolutions and prepared Amendments, while the Committee was available for consultation by Proposers and Clubs. The Committee began planning the Resolutions: Proposers and Amenders Workshop.
April 15	Proposers were to have received amendments by this date. However, some emailed to the designated email were not received and following alerts distributed to all Clubs to re-

	submit, proposers graciously received all and worked to decide which could be incorporated into their original Resolutions. Again, the Committee members were available for consultation.
May 15	By this date Proposers were to advise Amenders regarding acceptance or rejection of their amendments. Each proposer and her committee prepared a group message to her Amenders with some explanation for acceptance or otherwise. The membership had been reminded about the May 1 st deadline for Emergency Resolutions but none were received.
May 19	The “Resolutions; Proposers and Amenders Workshop” organized by the Resolutions Committee gave an opportunity for Proposers to explain the changes (Amendments) made to their Resolutions and for Amenders to interact with them. Amenders could ask that their proposed Amendment be reconsidered. Clubs who not seen the announcement about the technical error agreed to re-submit their Amendments for consideration and, similarly, following an announcement in the May 20, Club Action News when the list of Clubs’ whose Amendments were received was published. At the workshop the resolution process for the Policy Session of June 26 th was reviewed; the revision of the Resolutions Information and Guidelines was announced as was the Resolutions Committee’s planned workshop on resolution preparation scheduled for September 16, 2021.
Early June.	The final version of all proposed Resolutions will be published.
June 26, 2021	Resolutions will be presented and voted on at the CFUW Policy Session which replaces the section of the AGM at which they used to be on the agenda. Proposers will attend to present their Resolutions and to respond to questions.

The final result of the endeavours of Proposers, Amenders, Clubs and the Resolutions Committee, supported by National Office are the following four Resolutions

Resolution Number	Name of the Proposer	Title
Resolution 1	CFUW Nepean	Single use Plastics and Plastic Packaging

Resolution 2	CFUW Cape Breton	“Right to Repair” for Large Household Appliances
Resolution 3	Montreal Lakeshore University Women’s Club	Canada’s Opioid Crisis
Resolution 4	CFUW International Relations Committee	Post-Pandemic Recovery for Women in Canada

Sharon Crabb and Grace Hollett Indigenous Peoples Sub-Committee

The Indigenous Peoples Sub-Committee (IP) commenced our work by identifying our theme for this year, “Educating Ourselves and Others” and our goals, addressing the areas of (1) Educating Ourselves and Others, (2) Truth and Reconciliation, (3) Connecting with CFUW Members and (4) Webinars and Workshops. Our actions and activities throughout this year have centered around our theme and our goals. The IP Committee members are Grace Hollett, Kathryn Wilkinson, Kathy Wosnick, Heather Foss, Charlotte Rigby, Jacqueline Russell, Jeannette Mergens, Marlene Adam, Wynne Blair, Charlotte Akin and Sharon Crabb. Grace Hollett and Sharon Crabb served as Co-Chairs. Committee meetings were held in October, November, January, March and April. As needed, IP Committee reports/updates were provided to the CFUW Education Committee.

Educating Ourselves and Others: IP Committee members collected and shared sundry documents addressing, but not limited to:

- ✚ Human Rights of Indigenous Peoples
- ✚ Incarceration of Rural and Indigenous Women
- ✚ Inuit Women’s Economic Security and Prosperity in the Resource Extraction Industry
- ✚ In Plain Sight—Addressing Indigenous-specific Racism
- ✚ Discriminations in B.C. Health Care
- ✚ Nbisiing Second School
- ✚ Delivering on TRC Calls to Action
- ✚ Indigenous Law, Canadian Courts and Bill C-15
- ✚ Land Acknowledgement

Currently, the CFUW Members website hosts Indigenous Peoples reference materials such as lists of films, speakers and books. IP Committee members collect numerous additional materials in these three areas and, with the assistance of Charlotte Akin, Jacqueline Russell and Charlotte Rigby, updated the materials on the website. The Book List references over 100 books and has been divided into categories of Fiction, Non-Fiction and Bibliographies/Memoirs, each section arranged alphabetically by author

Truth and Reconciliation: At the January, 2021, IP Committee meeting, CFUW Stratford members delivered a power point presentation outlining the preparation and implementation of their CFUW Resolution “Achieving the Truth and Reconciliation Commission Calls to Action”, a resolution passed at the June/August 2020 CFUW AGM. The CFUW Stratford presentation also included the “Resilience Art Project” produced by mentoring Artists for Women’s Art. This project provides support for Indigenous curriculum in schools for grades K-12 and as well provides support and encouragement for schools wishing to include Indigenous curriculum.

The IP Committee recommended CFUW Stratford host a workshop including preparing and presenting a CFUW resolution as well as showcasing the Resilience Art Project. IP Committee members have offered to support CFUW Stratford with this workshop currently scheduled for June 21, 2021, National Indigenous Peoples Day.

Connecting with Members: A number of IP Committee members enrolled in the “Indigenous Canada” course offered at the University of Alberta. The February 16, 2021, CFUW Club Action Newsletter, published an article written by Heather Foss, IP Committee member, titled “Becoming a More Informed Indigenous Ally” and encouraging CFUW members to enroll in this course. Members were also apprised of the related events hosted by Carleton University and University of Victoria. At our April 15, 2021 webinar, those attending were encouraged to visit the CFUW Members website Indigenous Peoples section to choose books from our Book List for inclusion in their Club’s book clubs.

Webinars and Workshops: Throughout the year, IP Committee members continued to share notices of webinars specific to Indigenous Peoples. Some of those webinars were:

- ✚ Indspire webinar series
- ✚ UN Declaration on the Rights of Indigenous Peoples and Amnesty International
- ✚ Indigenous Rights and Canadian Mining in Mexico
- ✚ Wessex Society of Newfoundland: “A Long Journey: Residential Schools in Labrador and Newfoundland
- ✚ Darrel J. McLeod Peyakow: Reclaiming Cree Dignity
- ✚ “We All Go Back to the Land”—Suzanne Keeptwo
- ✚ Intimate Talk with Alanis Obomsawm
- ✚ Mobilizing for Action for a Just Economy series

- ✚ “From the Ashes: My Story Being Metis”—Jesse Thistle
- ✚ Romeo Saganash on his Political Career—Warrior Life Podcast

On April 15, 2021, the IP Committee hosted “Indigenous Issues: Call to Action” webinar. Three presenters, Judge Marion Buller, Bev Sellar and Lema Ijtemaye, identified numerous “calls to action” and “calls for justice” providing insightful information relevant to the National Inquiry into Missing and Murdered Women and Girls, environmental issues—clash of cultures, and Truth and Reconciliation as it relates to economic well-being and safety of Inuit women. Those attending this webinar were provided a number of “calls to actions and justice” in which Clubs could engage. Further, people were encouraged to make a donation in support of the Charitable Trust CFUW Aboriginal Women’s Award. There were 194 registrants for this webinar.

Conclusion: Members of the Indigenous Peoples Sub-Committee have worked tirelessly and collaboratively throughout this year to not only educate ourselves but to provide materials, information and opportunities for Clubs to engage in learning more about Indigenous Peoples culture, issues, treaties as well as to identify actions relevant to the National Inquiry on MMIWG and the TRC. Thank you to members of all your work, input, willingness to share and your ongoing support.

National Governance Committee

Heather Lewis

I would like to thank Committee Members, Kathryn Wilkinson, Victoria Grabb, Judy Hopps, Judy Gay and Eleanor Palmer; Consultants, Elizabeth Haynes, Barbara MacLellan, Christine Rollo; and ED, Robin Jackson, for their work on the activities of this Committee during the year. In a couple of matters I also consulted Heather Oxman for her technical expertise.

In keeping with the strategic aim of "stability" we engaged during the year in a number of steps to support the work of the National Board and the Club Boards. We deliberated on strategic planning and submitted suggestions related to Governance. An Orientation Manual for new National Board members is in draft and will be ready for the incoming Board in 2022. We prepared a Succession Planning Webinar for Club Executives. This was piloted in a session for the Ontario Clubs on January 21st and is now a resource for future use. A revised **President's Handbook** is complete and available on the Member Resources site. Barb MacLellan, with some help from Heather Oxman and me, will present a webinar **Club Leadership 101** a couple of times in the leadup to the 2021 National AGM.

We consulted with the ED to see how we could better support her and staff. I reached out to the RDs and the Councils to ascertain more information about their perception of their roles.

Much time during the year has been devoted to the revision of Volumes I and II of the Procedures manual. A revised version of Volume I was sent to the Board on May 6, 2021, prior to placing it on the agenda of the 2021 Policy Session for approval. Volume II was revised last year, so there was less need for revision. Since these are living documents, some changes in Volume II have also been needed. The plan is to take the changes we found necessary in Volume II to the Board at the June meeting.

We hope to continue to take steps to support Governance in the organization in the year ahead.

National Office Report for 2020-2021

Highlights of National Office Activities 2020-2021

The work done by the National Office to further the goals of CFUW and support the membership is carried out by:

Charlotte Akin, Advocacy Coordinator
Rachel Deneault, Member Engagement Coordinator
Betty Dunlop, Fellowships Manager
Robin Jackson, Executive Director

Goal 1: Advancement of the status of women, human rights and the common good locally, nationally and internationally through effective mission-focused advocacy.

Government Relations

- Prepared feedback on the United Nations (UN) Independent Report on the Rights of Older Women – April 22
- Reviewed Federal Budget 2021 and drafted press release on CFUW's impressions
- Prepared open letter to Minister of Seniors & Minister of Health for Long Term Care (LTC) campaign – released the letter to the membership, the Beijing Network and Feminist Influencing Groups
- Attended Govt. of Canada's Feminist Response & Recovery Summit, March 8 – 9, 2021
- Prepared a letter to Minister of Foreign Affairs, Marc Garneau, about CFUW's concern over Turkey's withdrawal from the Istanbul Convention, March 26
- Monitored and distributed information sent by the UNCSW team at Women & Gender Equity (WAGE) on government briefings for CSW delegates throughout March
- Attended UNCSW/WAGE briefing on behalf of CFUW on the early stages of the Agreed Conclusions
- Provided UNCSW team with CFUW feedback on the updated Agreed Conclusions throughout March
- Participated in UNCSW event hosted by WAGE, GAC, & Canada's Permanent Mission to the UN, March 25
- Spoke on behalf of CFUW with the Minister Monsef (Women/Gender Equality) & Ambassador Rae to raise concern over transparency in the Agreed Conclusions negotiations and promoted CFUW's call for the public provision of early learning & child care in Canada

- prepared letter to the Prime Minister, Deputy PM, Minister of Children, & Minister on National Revenue on expanding the Canada Child Benefit to all children in Canada regardless of their parents' immigration status
- Drafted letter to the RCMP Commissioner & RCMP Chief Administrative Officer urging transparency in the termination of the Yukon Advocate Case Review
- Prepared Pre-Budget Consultation submission to the Standing Committee on Finance
- Attended Standing Committee on the Status of Women meetings on February 4, 18, 23, 2021 and November 3, 17, 19 & 24 on impacts of COVID-19 on women. Reviewed minutes of FEWO in-camera meetings on January 26 & 28. Committee business on Pay Equity & the impacts of COVID-19 on women.
- Prepared and submitted feedback summary to Employment and Social Development Canada on proposed Pay Equity Regulations
- Attended monthly briefing meeting from Women, Peace and Security Ambassador, Jacqueline O'Neill, January 28, 2021;
- Prepared letter to Minister Hussen on the need for federal legislation that ensures an equitable system of Early Learning and Child Care (ELCC) and requested meeting with the Minister's staff.
- Attended Global Affairs Canada – Women, Peace, and Security (WPS) division briefing on the Arms Trade Treaty risk assessment & Canada's export review process
- Attended WPS Advisory Group Special Meeting on Disarmament with Global Affairs Canada (GAC) on November 19.
- Sent 26 letters to Cabinet Ministers, Party Leaders, and the Prime Minister urging that the Government of Canada to create a National Child Care Program as part of their COVID-19 recovery plan, as modelled on the Child Care Now plan.
- Met with NDP Whip Lindsay Mathyssen, MP to discuss CFUW's call for a National Child Care Program after the Speech from the Throne, along with National President Kathryn Wilkinson. Discussed previous commitments to the Indigenous Early Learning and Child Care Framework and to change terminology from "national" to "universal" in future calls.

Advocacy on Resolution, Policy, National Initiatives

- Participated in Equal Pay Day campaign with Ontario Coalition
- Signed on YWCA petition for child care investments in federal budget
- Prepared LTC toolkit including posters, social media graphics, online letter-writing tool for May 4 campaign
- Signed on to letter helping to save Midwifery program at Laurentian University – April 16
- Signed on to letter promoting trans-inclusive feminism from the Canadian Centre for Gender and Sexual Diversity, Wisdom2Action and Action Canada for Sexual Health and Rights - April 17

- Monitored reports & data on National Initiatives, specifically from Imagine Canada Early Alert, Canadian Centre for Policy Alternatives and First Policy Response
- Collected amendments to four Proposed Resolutions & distributed to Resolution proposers
- Co-authored Op-Ed on LTC rights with Kathryn Wilkinson, distributed to various news outlets

- Coordinated promotion of IWD event with organizers from Project TEMBO leading up to March 8
- Attended the Beijing +25 Gender-Based Violence working group meeting on March 10
- Attended Equal Pay Coalition meetings on March 11 & March 24 – agreed to participate in the April 7 Equal Pay Day video campaign
- Coordinated with CFUW UNCSW parallel event speakers from CRIAW, FAFIA, UOttawa, & Plan International Canada throughout March.

Partnership and Network Participation

- Attended UpForDebate group meeting on February 3; the group decided not to pursue leaders debate this year
- Attended the Beijing +25 NGO Coalition meeting on February 4 and joined Working Groups: Gender Based Violence; Economic Justice & Rights; & Feminist Action for Climate Justice. Attended other Coalition meetings on November 2, April 9, April 20 and April 21.
- Attended meeting with International Alliance of Women representatives & Robin Jackson on the Project 21.1 fundraising initiative on February 23
- Attended the NGO CSW monthly meeting on January 21. Received updates on parallel events & registration. CFUW's parallel event application was accepted on January 6.
- Attended National Council of Women January caucus meeting on January 22 – received updates on the official UNCSW forum from UN Women representatives
- Attended WAGE's "Feminist Forum" webinar on the impact of COVID on Women and the Economy on January 26
- With the Executive Director, participated in a member re-engagement meeting with the Canadian Feminist Alliance for International Action (FAFIA) on November 2.
- Signed onto joint letter to PM Trudeau & Deputy PM Freeland in favour of a progressive taskforce for the government's Action Plan on Women in the Economy led by Canadian Research Institute for the Advancement of Women (CRIAW) & Oxfam Canada.
- Signed onto open letter from Women Living Under Muslim Laws (WLUML) urging the Government of Canada to support the needs of Afghan women within the

United Nations peace framework during peace negotiations with the Taliban – November 14.

- Signed a joint letter to Deputy Prime Minister & Minister of Finance Chrystia Freeland, along with over 50 other women's rights & equality-seeking organizations, asking that a roundtable discussion be held as part of pre-budget consultations for the Federal 2021 budget.
- Signed a joint letter and fax to Prime Minister Trudeau with 39 civil society organizations on Sept. 26 urging the federal government to sign the UN Treaty on the Prohibition of Nuclear Weapons on the International Day for the Total Elimination of Nuclear Weapons.
- Joined the Ontario Basic Income Network
- Signed a joint letter stewarded by Women's Shelters Canada calling on the Federal government to for an Intersectional National Action Plan on Violence against Women and Gender Based Violence.
- Attended a Child Care Network call to discuss supporting child care centers during the COVID-19 Crisis and signed onto an advocacy letter on child care and the COVID-19 pandemic for Child Care Now.
- Coordinated with Canadian Doctors for Protection from Guns to advocate for the federal assault style gun ban
- Attended Equal Pay Coalition meeting on April 5 – ahead of April 7 Equal Pay Day video campaign
- Attended WPSN-C meeting on April 13 and with the WPSN-C Ambassador on April 23
- Attended meeting with Business & Professional Women's Association (BPW) representatives exploring partnership on pay equity on April 26 and on April 29 to explore partnership with BPW on human trafficking
- Attended GBA+ presentation with Women's Economic Council on April 28

Advocacy on Resolution, Policy, National Initiatives

- Signed onto the YWCA petition for child care investments in federal budget – April 15
- Prepared Long Term Care (LTC) toolkit including social media graphics, posters and letter-writing tools for May 4 campaign
- Prepared open letter to Minister of Seniors & Minister of Health for LTC campaign – released to Beijing Network, Feminist Influencing Groups – April 13;
- Promoted & hosted Indigenous Peoples Webinar – April 15 – (199 registered, 175 at peak attendance)
- Signed on letter promoting trans-inclusive feminism from the Canadian Centre for Gender and Sexual Diversity, Wisdom2Action and Action Canada for Sexual Health and Rights - April 17
- Monitored reports & data on National Initiatives, specifically from Imagine Canada Early Alert, Canadian Centre for Policy Alternatives and First Policy Response

- Collected amendments to the four proposed Resolutions & distributed to Resolution proposers – ongoing throughout April
- Co-authored Op-Ed on LTC rights with Kathryn Wilkinson, distributed to various news outlets – April 29
- Drafted letters to various private sector stakeholders over CFUW's concern on proposed coal mining projects in Alberta & their impact on water and the environment, March 12
- Hosted LTC Day of Action planning meeting with Sheila Service, Heather Oxman, Jeannette Mergens, & Kathy Wosnick on February 3
- Attended LTC National study group meeting on February 17
- Sent letter to BC, NB, & NL Seniors Advocates requesting they attend the May 4 Day of Action Town Hall on February 19
- Prepared CFUW's pre-budget submission highlighting the five national initiatives – February 19
- Conducted research on federal transfer payments earmarked for early learning and child care (ELCC)
- Created a report on bilateral payments on ELCC & presented to Education committee
- Monitored & updated COVID-19 school re-openings across provinces/territories
- Signed joint letter to Federal Party Leaders to uphold democratic processes and institutions by condemning hate & political violence in Canada. Led by Civil Dialogue
- Developed & executed a "CFUW Advocacy Town Hall" presentation on November 4 to clarify the CFUW advocacy guidelines, update members on current & upcoming initiatives, and to answer questions from members about advocacy. Over 50 members attended this event.
- Completed & uploaded the materials for the 16 Days of Activism campaign to the Member Resources & Public website. Materials include: press release, template letter on lighting City Hall orange, posters, calendar with daily actions & toolkit.
- Created a virtual vigil event & script for the December 6 anniversary of the Montreal Massacre for CFUW's Facebook page
- Wrote and sent media a November 25 press release on the 16 Days campaign
- Endorsed a re-issued call for a National Action Plan on Violence Against Women & Gender-Based Violence from Women's Shelters Canada
- Created a CFUW "Advocacy Scorecard" tab on Member Resources website to monitor, evaluate, and publicize advocacy on the National Initiatives – includes advocacy letters and responses from officials
- Created the template documents for the Fall Advocacy Package such as the Policy One-Pager and Template Letters for Club action
- Wrote and formatted 5 of 6 template letters for club action for CFUW new policies

- Created an online letter-writing campaign targeted at Cabinet Ministers Monsef, Hussen, Qualtrough, and Fortier reiterating our call for a National Child Care Program.
- Compiled research and created an interactive map and spreadsheet of the provincial and territorial school re-opening policies to share with Education Committee, updated with current information
- Wrote a Speech from the Throne response that addressed national policies and initiatives
- Wrote an article for the communicator on Supporting Women and Girls During the COVID-19 Crisis.
- Wrote and sent media the press release on the federal assault style gun ban.

International Advocacy

- Ongoing participating in the Beijing+25 network working groups – preparing report ahead of Paris Generation Equality Forum in June
- Signed on open letter for transparency in search of new UN Women – April 8
- With Joy Hurst, supported the creation of UNCSW Delegate survey
- Collected IR awards & IWD Awards applications for transmittal to the IR Committee
- Prepared briefing materials for CFUW’s all-delegates meetings on March 4 & March 11
- Prepared “run of the show” schedule and list of questions for the CFUW parallel event, distributed to panelists ahead of planning meeting on March 17
- Provided technical support to the CFUW delegation for the NGO CSW virtual platform and Microsoft Teams as requested throughout the 2-week conference
- Prepared delegate bulletin emails containing relevant information about CFUW’s participation in the CSW (Govt. briefings, updates on Agreed Conclusions, Canadian side events, GWI check-ins, etc.) 2-3X/week
- Hosted & chaired CFUW delegate check-in meeting on March 24
- Wrote script & moderated parallel event, livestreamed to CFUW Facebook page on March 24
- Sent follow-up email & thank-you card to panelists
- Booked & facilitated virtual tour of UN for CFUW delegates
- Throughout the CSW, attended numerous Canadian government side events and parallel events hosted by CFUW partners & Canadian organizations, “networked” in the chat by asking questions related to CFUW’s work & promoting CFUW website
- Responded to Generation Equality Forum survey to inform recommendations for the “Pathway Towards a Civil Society Organization Feminist Agenda for Generation Equality”. Recommended action on five national initiatives.

- Prepared CFUW's comments on the CSW65 Zero Draft Agreed Conclusions & submitted to Women and Gender Equality (WAGE) on February 9
- Participated in the "Rapid Response Team" for Canada's negotiations of the CSW65 Agreed Conclusions on Feb 24 & 25
- Attended follow-up meetings with UNCSW Negotiation team on February 25
- Created promotional materials & list of questions for CFUW parallel event
- Submitted event change requests to NGO CSW virtual platform
- Supported CSW delegates on technical questions, registration on virtual platform, & information on side/parallel events
- Created & monitored UNCSW65 delegate applications on SurveyMonkey throughout January
- Reviewed & commented on GWI's statement to the Human Rights Commission, January 27
- Attended a meeting with members of the International Women's Peace Group (IWPG) on January 12 – IWPG would like to engage CFUW & other Canadian organizations as (free) members
- With support from VP International Relations, developed an International Relations Newsletter for CFUW circulation on January 26
- Corresponded with IWD project winner TEMBO Canada on promotion of IWD event
- Attended GWI Advocacy Webinar series on November 5, 12 & 19
- Monitored & circulated information to the IR Committee from Global Affairs Canada (GAC) about civil society consultations on the Government of Canada's Feminist Foreign Policy (FFP) White Paper
- Along with the IR Committee, attended the Women, Peace & Security Network webinar on Global Affairs consultations (GAC) on Feminist Foreign Policy (FFP) White Paper on November 18.
- Hosted a meeting with the IR Committee to discuss CFUW's written submission to GAC on FFP on November 23
- Conducted research & writing for CFUW's written submission to GAC on Feminist Foreign Policy – due November 30
- Research & writing on immigration detention in Canada for CFUW's contribution to the November 16 meeting of CAMEUS (small group of Canada, Mexico, US GWI members)
- Attended United Nations General Assembly (UNGA) 75 event on the launch of the Covid-19 Global Gender Response Tracker
- Attended UNGA75 High-level event on Gender-Based Violence in a COVID-19 Context, hosted by UN Women & Generation Equality
- Sent out information on the Sustainable Development Goals "Action Zone" virtual events during the opening of the General Assembly
- Research & Writing for the upcoming International Day of the Girl (IR Committee Advocacy Day).

- Sent out information and registered members for the UN Multi-Stakeholder meeting held in July.
- prepared advocacy report for the last year to the International Alliance of Women (IAW).

Goal 2: Promotion of Women as Leaders and Decision Makers

- Prepared application and received \$81,060 from Employment and Social Development Canada (ESDC) to conduct Pay Equity Workshops at selected universities and colleges. The specific objectives are to:
 - Build awareness and support for how pay equity in Canada contributes to SDG goals #8 and #5
 - Provide tools to empower diverse women in the college and university sector to advocate for pay equity
 - Develop knowledge and skills for diverse women in selected Canadian colleges and universities related to pay equity, salary negotiation and constructing advocacy initiatives and campaigns
 - Undertake advocacy campaigns geared to educating politicians in provinces which have no pay equity legislation to make them aware of SDG goals #8 and #5 and pay equity.
 - Work with the selected universities and colleges to create a sustainability plan (which includes train the trainer component) for holding pay equity workshops
 - Ensure that Canada's progress on SDG goals #8 and #5 leaves no one behind by including the perspectives of vulnerable and marginalized women into this project's pay equity activities

Goal 3: Support of Public Education in Canada, advanced study and research by women and promotion of lifelong learning

- Management of the CFUW Fellowships and Awards Competition for the Academic Year 2021-2022
 - Total number of inquiries about awards and fellowships responded to: 1137
 - Total number of applications processed 221
 - Total number of applications sent forward to Committee 201
 - Number of training sessions for Fellowship Committee members to use online application system: 10.
 - Total number of meetings held with Fellowships Committee to review applications: 10

- Opened the competition for CFUW Fellowships and Awards on September 30th.
- Drafted content for Fellowships e-newsletter
- Discussed the adjudication process with Charlotte Rigby, Fellowships Chair, and sent memo to the Fellowships Committee.
- Prepared draft letter requesting legal opinion on the name change for the Ruth Binnie Fellowship.
- Formatted and finalized content for the Charitable Trust (CT) Annual Report 2019-2020.
- Prepared the announcement of the result of the CFUW Library Award for posting on the CT and CFUW public websites.
- Provided ongoing input to Fluid Review re: requirements for next cycle of applications and onboarding (work in progress).
- Provided the CT Chair with information about Diane Lagace, guest presenter for the CT AGM webinar event on October 16, 2020 - My Journey as a Neuroscientist, 80 participants registered
- Prepared the contact coordinates for the 2020-2021 winners and sent the list to the CT Treasurer.
- Updated the guidelines and application for the Creative Arts Award 2021 and sent the information to Valerie Hume, Chair of the Libraries & Creative Arts Committee.
- Contacted winners of the 2020-2021 CFUW Fellowships and Awards to confirm current enrollment and informed the CFUW CT Treasurer.
- Worked in collaboration with the CFUW CT Treasurer on the calculations for determining the monetary amount of the 2020-2021 CFUW Aboriginal Women's Award.
- Prepared an advertisement for the CT AGM webinar and sent the material for posting on the CT website.
- Provided the SurveyMonkey (Fluid Review) Implementation Specialist with feedback concerning the functionality of online applications for the CFUW Fellowships & Awards.
- Performed ongoing monitoring of the Survey Monkey apply site and fixed glitches as they appeared and did further testing.
- Finalized the updates for online applications, instructions, guidelines, and formatted them
- Participated in CT business meeting, Virtual AGM, and webinar.
- Prepared and organized lists of past winners and applications for volunteers
- started work on project to locate past winners
- Contacted CT Treasurer to discuss the 2nd installment payment cheques to winners in February 2021. Notified CT Treasurer that interim Progress Reports were satisfactory

- Provided winners with instructions for submitting January 2021 Interim Progress Reports for the CFUW Dr. Margaret McWilliams Pre-Doctoral and Memorial Fellowships and the Aboriginal Women’s Award (AWA).
- Contacted five past winners of CFUW Fellowships and Awards and sent invitations for speaking engagements for proposed CT Speaker Series
- Scheduled a demo meeting with Smarter Select to discuss features and pricing options for online application system.
- Scheduled a demo meeting with WizeHive (Zengine) to discuss features and pricing options for online application system.
- Contacted SurveyMonkey (SM) Apply Customer Support Manager to discuss options to modify current subscription quote.
- Prepared cost comparison report for annual subscription quotes to supply online application software and service.
- Prepared the CFUW CT Fellowships Committee recommendations for results of CFUW Fellowships and Awards for CT Board review and approval.
- Advised CT Board on the recruitment of speakers for CT fundraising events and confirmed Priye Iworima, speaker for CT Virtual Brunch, June 26, 2021.
- Prepared draft of CT Annual Report 2020-2021 for CT Board review.
- Worked with Web Developer to create, verify, and edit new bilingual content for the new public website
- Worked with Bev Boudreau, Graphic Designer on re-branding for the post CFUW 100th anniversary logo for the Graphics Manual.
- Updated Membership Trends chart for Finance Booklet
- Completed two lists of email addresses for the Young Working Women Survey which includes: Fellowship and Award applicants and CFUW Past Employees, Interns, Volunteers, and CT Guest Speakers.
- Collected data for CT Crowdfunding Pilot Project

Goal 4: Engagement of diverse, vibrant and committed members based on cooperation, networking, support and understanding

Inquiries by members responded to	2,230
Certificates prepared	142
Club supplies	237
Saleable Items ordered	27
Issues of Club Action Newsletters	62
Business Cards prepared	60

Communicator	1
Zoom Meetings scheduled	865
Zoom training sessions	43

- Set up and found some of the speakers for the Covid-19 Forum - September 22, 2020, Women and COVID- The Global Impact, 148 registered
- October 6, 2020, Gun Control in Canada Webinar, CFUW Nanaimo, 169 registered
- Women and The Arts During COVID, 60 registered
- The Impacts of COVID-19 On International Education and International Students, 60 registered
- CFUW Reads National Book Club - Advertised on social media, organizing the meeting and registration, and hosting the book club sessions on Zoom.
- Set up the opt-in and opt-out survey for a few CFUW Clubs so that they could be sent to their members, along with sending out the results.
- Created the instructions on how to input the opt-in or opt-out vote into the membership database. Answering members' inquiries on the process.
- Formatted the annual report, including reducing and editing the "100th Anniversary Activities and Initiatives Undertaken by Clubs" section.
- Formatted other documents including the Annual Action Updates, Mediation Report and SGM Booklet
- Organized the registration for the AGM on Eventbrite which included answering numerous e-mail and phone inquiries. Currently organizing the registration for the SGM which includes sending out information and reminders.
- Created a graphic logo for the 2020 AGM and SGM.
- Attended meetings to organize and prepare for the 2020 Virtual AGM including familiarizing self with platform.
- Organized the training sessions for both the AGM and SGM. This included writing out descriptions for the advisory, monitoring e-mails, organizing registration via excel, sending out information and reminders. It also included putting together the PowerPoint slides for the sessions, leading the meetings, reading out and explaining the information, and answering inquiries.
- Created and formatted the slides for the AGM Awards Ceremony, along with creating the certificates for winners. Organized registration and hosted the meeting.
- Managed the slides for the AGM which included following along with the script and producing new slides for new motions, along with information that came forward during the meeting.
- Produced several surveys including: "CFUW Fundraising Cancellations Due to Covid-19," "Town Hall Questions" and surveys for the AGM and SGM in both English and French to gain insight on the meetings we held.

- Organized the Expression of Interest applications for the Board in an excel spreadsheet and sent out the applications to the appropriate individuals.
- Worked on the 2020-2021 directory which included reaching out to each individual Club via e-mail to see if there were any changes, followed up with phone calls. Prepared updated list of key dates for part 1 of the 2020-2021 directory
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- Organized and held interviews with CFUW Members in the 20-40 Age Group to ask about why they joined CFUW; would they be staying; what else would they like CFUW to offer.
- prepared draft of CFUW Diversity and Inclusion Policy for board consideration.

Goal 5: CFUW is known as a movement of influence through collaborative engagement internally and externally

- Worked with website designer to create a new public CFUW website
- Moved social media functions in house
- Set up Instagram account; revived the CFUW LinkedIn account.
- Staff now produce the social media content for CFUW's public Facebook, Twitter, and Instagram page. This includes planning and writing materials, along with designing graphics on Canva, then organizing the posts into Buffer. Staff monitor Social Media accounts daily.

Goal 6: Financial independence and organizational stability ensures our voice and grows our influence

- continued to provide support to Board meetings and several committees by preparing documentation and preparing minutes.
- prepared drafts of AGM Advisories for 2021 AGM
- prepared proposal for revised pay scale for staff positions
- Sent wire transfer of 58,869 CHF as final payment to GWI for 2021. Per capita rate paid was 18.6 CHF.
- Worked with pro bono consultant Allan Reitzes to prepare operational financial review of the organization, participate with board in strategic planning discussions; made revisions to the Strategic Narrative and framework
- started process of migration of hosting websites away from ISQ which is closing down in June
- prepared draft operating budget for 2021-2022
- staff worked with four interns doing their work placements at CFUW from Algonquin Library program and St. Paul's University

- prepared ad for the Pay Equity Advocacy and Workshop Coordinator for Charity Village and full job description
- Revised the Memorandum of Understanding with the Charitable Trust
- Opened up Swiss Francs account and made purchases of Swiss Francs
- Prepared Compensation Review report for HR Committee
- March 25, 2021 Meeting with HR Committee re compensation review, staff salary ranges and pay scales
- request for quotes for platform and voting for AGM from suppliers
- questions sent to GWI about the Young member network
- February 9, 2021 Meeting with Erin Gendron and Andrew Posthumous, our investment advisors
- preparation of document on setting up a charity as an adjunct to CFUW
- attended February 16, 2021 meeting with Doris Mae, Kathryn and Betty to discuss the crowdfunding pilot project for the Charitable Trust, the potential speakers series for the Trust, and the proposed charity for CFUW
- preparation of request for proposal for audit services and discussions with various auditors.
- prepared documentation and request to lawyer Kentt Coburn of Kelly Santini to review our lease to see if we can leave 331 Cooper earlier than January 31, 2022 given new developments from the landlord.
- February 22, 2021 meeting with Kathryn and Allan Reitzes on the compilation of the strategic plan; revisions made to compilation
- prepared draft of letter to GWI re clarification on the possible termination of the MOU and the rate structure
- prepared letter to lawyer re opting in/opting out with questions
- attended Charitable Trust February 26, 2021 meeting to present proposal to them on crowdfunding and to request access to the fellowship applicant mailing lists for the Young Working Women Network
- requested HR lawyer to draw up employment agreement templates for staff positions
- Revised Young working women survey questions and note to Lynne Kent about the Young Working Women Network
- began process of migrating emails from Rogers domain to @cfuw-fcfdu.ca
- started process to set up foreign exchange bank account for Swiss francs
- prepared documents for ESDC to receive the grant money for the Pay Equity Project.
- Supervised Yuli Sato from the Algonquin College Library Technician Course who did her Work Placement with CFUW – November 30- December 17, 2020. Her tasks were the following:
 - Continuation of the organization and classification of the CFUW archival library.
 - Cataloguing of major items in CFUW Chronicles and
 - Review of CFUW Chronicles and Journal to try and track evolution and development of CFUW's Articles and Bylaws pertaining the inclusion of Article 4 (membership in GWI)

- Preparation of note on duties for Rachel to take over the social media responsibilities
- Preparation of congratulatory note on the election of Cheryl Hayles to the position of President of the International Alliance of Women
- attended and took notes at the November 30, 2020 meeting of the Mediation Report Implementation Committee
- December 2, 2020 meeting with Farhan Shah, The Personal Insurance Company to review our performance over the past year.
- prepared the special newsletter on the Royal Commission on Status of Women and oversaw production of video to celebrate the 50th Anniversary of the Royal Commission on the Status of Women
- December 4, 2020 staff meeting to discuss vision and mission and get their input
- request to Universities Canada for information on what they charge to process scholarship applications
- Reply to Lynne Kent on her good ideas for revisions to the mission, and vision statements and goals.
- Received research on Article 4 from Dianne Dodd, requested comments from Kathryn and Judy Gay and sent them to Dianne
- collected data from clubs on their losses due to their inability to fundraise during covid19
- Prepared memo for discussion with Doris Mae Oulton and Kathryn regarding the fellowships program
- December 7, 2020 meeting with Laura Bonnett, grant person to discuss our application to Resilient Communities Fund
- December 10, 2020 Meeting with Graham Barber, Scholarship Partners Canada, Universities Canada about their costs and how they administer third party scholarships; prepared notes for the Trust
- prepared letter of support for grant application from Rise Up! Feminist Archives for training on how to digitize archival documents; volunteered CFUW to be in one of their training modules
- payment of \$66, 640 USD to GWI on December 21, 2020
- prepared letter of reference for Genevieve de Breyne-Gagnon, former Advocacy Coordinator for her application for PhD funding from the Pierre Elliott Trudeau Foundation.
- prepared Appendix B for the In-Kind report to GWI for 2020
- assisted Joy with preparation of Appendix A of the in-kind report to GWI for 2020
- replied to GWI on the results of DuesSurvey suggesting that consideration be given to having the CDS Committee reconvene to review the matters given the new situation brought on by covid19. This reexamination might involve exploring additional means to get the survey information from other NFAs which did not reply.
- reviewed office lease at 331 Cooper and visited sister building at 309 Cooper to see smaller space

- preparation of material for Articles and Bylaws Amendment Procedure and forms for newsletter
- prepared document on financial planning with cost saving options for consideration for Finance Committee and Board and minutes from January 6, 2021 Finance meeting
- suggestions made for speakers series and workshops for 2021
- responded to questions about public website from the Communications Committee
- renewed \$100 membership for Women, Peace and Security Network
- prepared documentation and took minutes for January 12 & 2021 Board meetings
- sent note to Karen Cooper about the length of time required for dues motion to go out to membership
- started planning for 2021 AGM- spoke with Data on the Spot regarding their services and to Beth about using One Cast
- gathered information on GWI payments in CDN and CHF and exchange rates for Christine Tworo
- request for a quote on group benefits as the current insurer is increasing our costs
- January 20, 2020 conversation with Karen Cooper about Alexandra taking over our legal work
- Attended Communications Committee January 21, 2021 meeting to discuss their strategic plan draft
- January 21, 2021 meeting with Doris Mae and Kathryn Wilkinson about fellowship program and the possible setting up of a charity within CFUW
- Attended meeting with representatives to discuss the GWI Council proposal
- January 25, 2021 meeting of Vicky, Lynne and Kathryn to discuss vision, mission and goals
- January 26, 2021 meeting with Charitable Trust to review our memorandum of understanding and the filing fees.
- January 26, 2021 meeting with Osamu Wakabayashi re website issues and search engine optimization.
- Request to Alexandra Tzannidakis (lawyer at Drache) to hold a webinar on the CNCA and the CFUW Articles and Bylaws
- Request to Sergiu, our webmaster, to amend the membership database to allow clubs to indicate if they opt out or in for GWI dues
- January 28, 2021 Meeting with Dave Baran of Charity Village re crowdfunding
- Discussion with Doris Mae about using the Charitable Trust as pilot project for crowdfunding
- Preparation of requirements for audio-visual for 2021 Virtual AGM
- January 28, 2021 meeting with Al Manji, Quest Audio Visual about AV services for CFUW 2021 AGM
- Note on Search Engine Optimization for Communications Committee
- Attendance at Club Consultations January 28 and 30, 2021 session
- Attendance at Membership Committee January 28, 2021 meeting

- Review of Bylaws guide for CFUW Clubs done by Iris Cheung, ProBono Canada under the supervision of Drache Aptowitz LLP lawyers
- Investigation of cost to show the film "Woman" to members; completed application for screening license for the film "Woman" to be shown on December 10, 2020
- November 2, 2020 discussion with Osamu re public website
- November 4 discussion with Allan Reitzes about the list of collaborators and comments on his document on the key informant interviews summary
- preparation of summary list of current and potential collaborators for Allan Reitzes strategic planning package
- prepared draft of grant application to the Ontario Trillium Foundation's Ontario Resilient Communities Fund. The request is for a consultant to assist clubs in moving from in-person fundraising initiatives to finding alternative digital initiatives and techniques; also to develop a recruitment plan for an online community for younger members. November 13, 2020 meeting with Kathryn and Doris Mae on the Resilient Communities application.
- Reply to a member asking for documentation on financial projections related to the "amber light" pronouncement.
- Request to Karen Cooper for status update on draft letter to GWI on CFUW's situation and the October 30, 2020 request from our Governance Committee re the governance risks and benefits to a Canadian corporation of having in the bylaws a requirement for mandatory membership in another corporation.
- November 13, 2020 meeting with Kathryn and Allan Reitzes on the notes for the strategic planning exercise meeting on November 23, 2020
- purchase of \$50,000 USD for GWI membership dues which was deposited in our American currency account
- request to Hollis Wealth for \$60,000 for our Canadian operating bank account
- completed Resilient Communities Fund application and sent to grant writer for review
- Prepared contract for Dianne Dodd to research evolution of article 4 in CFUW bylaws/constitution.
- Request to Amy Macleod and Karen Gill to do a video testimonial for CFUW
- preparation of blurb for November 30, 2020 zoom discussion on Covid19 and International Students and Education
- contacted Nicholas Keung, reporter with the Toronto Star re his article entitled "They've graduated in Canada, but they need work experience to stay here. Thanks to COVID-19, no one is hiring" to ask him to participate on the November 30 zoom discussion
- Preparation of press release and quiz, did you know for 50th Anniversary of the Royal Commission on the Status of Women
- Discussion with Mathew Schultz, real estate agent, about 331 Cooper and how to approach landlord about getting out of lease which goes to April, 2022
- sent final membership numbers to GWI: 6,330 members with note explaining that some clubs will not provide their numbers to us; that four clubs have advised that they are withholding their portion of GWI dues and two clubs are

- withholding all their dues; one other club is in the process of voting on whether or not they will withhold their dues
- November 24, 2020 discussion with landlord representative about how much it would cost to get out of our lease before April 2022. We also discussed downsizing possibilities in this building and the rep is to get back to me with some alternative rental possibilities and costs.
 - Started process to get President and VP Finance as signing authorities for CFUW- now completed
 - prepared contract for Sergiu Nica, webmaster
 - attended meeting with Kathryn and Beth regarding request to GWI to extend consultation period for the Dues Structure report
 - sent certificate of insurance to University of Ottawa re our student placement program
 - held briefing session with Charlotte Akin, our new Advocacy Coordinator.
 - preparation of draft paper on Club Engagement of Members during COVID
 - Review of Advocacy Coordinator job questionnaire completed for HR consultant
 - Request to Darcy Boucher to set up Instagram account for CFUW
 - September 10 meeting with Osamu re design of the public website
 - began organization of virtual presentation on Women and COVID- the Global Impact.
 - prepared some information for the HR consultant for her to research and propose salary scales for the four jobs;
 - September 17, 2020 meeting with Osamu re the development of the public website
 - Request to our insurer for a review of our insurance policy through the COVID lens.
 - Drafts #6, 7 & 8 of Operational Review prepared
 - Board confidentiality agreement forms sent for signature
 - September 29, 2020 meeting with Allan Reitzes – request to prepare budget for 2021-2022 showing 10%; 20% and 30% decrease in operating budget as part of operational review.
 - Prepared memo to Kathryn on work done by staff on the Young Working Women Initiative.
 - Prepared SGM minutes for the August 8, 2020 Special General Meeting
 - Filed Form 4022- Annual Return – Canada Not-for-Profit Corporations Act
 - prepared several items for August Club Action newsletter
 - conversation with Lynne Kent re membership initiatives to be taken this year
 - completion of job description questionnaire for HR consultant
 - Reviewed 32 applications for Advocacy Coordinator; held four interviews with candidates, prepared interview questions and ranking scale.
 - Preparation of request for proposal for the 2021 IWD project proposal to 10 organizations
 - Prepared list of organizations and government contacts for data gathering interviews for the strategic planning exercise and possible questions
 - meeting with Darcy Boucher on August 17 re contract to work on social media September- December 2020 and preparation of contract

- meeting with Allan Reitzes and Kathryn to review data gathering information for strategic planning exercise
- prepared documentation for September 1, 2020 MOU Implementation Committee meeting
- Request for information on the structures between national organizations and their international counterparts sent to:
 - o National Council of Women
 - o Canadian Federation of Business and Professional Women- BPW
 - o Soroptimist of the Americas
 - o Plan International Canada
 - o Zonta e-club of Canada
- preparation of draft letter to GWI to request that they extend the consultation period for NFAs to comment on the Dues Structure report.
- prepared draft of two possible scenarios re GWI mission for GWI Committee on Dues Structure
- Participated in GWI-CFUW Oversight Committee meetings in May, 2020 January and February, 2021
- Wire transfer of \$70,690.06 USD sent to GWI on May 13, 2020 for 2020
- Additional documentation for audit supplied: staff contracts; legal confirmation letter; US bank statement for April 30, 2020; office lease and rent payments for 2020; explanations for either increases or decreases in expenditures for training, translation, professional services, GWI dues; board and governance expenses; small club support program; office supplies; contract staff and advocacy expenses.
- prepared cash flow projections and worked with Investment Advisor to see what investments can be made and for what period of time
- Phone call with Rebecca Bromwich, Mediator May 22, 2020
- revised timelines and task list for 2020 AGM
- preparation of extension contract for Rebecca Bromwich, June 1- 12, 2020
- Phone call with Darcy Boucher Bowda Social Media regarding extension of her contract beyond May 31, 2020. Given the June AGM, agreed to extend the contract to the end of June and she will also prepare a series of posts for July and August and a plan for the summer student.
- extended Brittany Sagriff's contract to June 30 to assist the Mediator and AGM
- filed Form 4007- Restated Articles of Incorporation – cost \$100 sent June 29, 2020
- submitted June 2020 Articles and Bylaws to Corporations Canada, June 29, 2020
- Filed Form 4004- Articles of Amendment, June 29, 2020
- took minutes for the June 2020 AGM
- prepared drafts of Advisories 1-5 for the 2020 AGM
- prepared office oral report and slides for 2020 AGM

- participated in GWI Dues Structure Committee meeting, June 26, 2020
- sent wire transfer to GWI June 11, 2020 for last half of the basic per capita dues and voluntary donations
- Filed Form 4006- Changes regarding Directors (Canada Not-for-profit Corporations Act)
- Submitted to Corporations Canada updated June 2020 Articles and Bylaws
- prepared drafts of cover note for SGM notice and revised the Credentials form
- Attended July 6, 2020 meeting on Communications Committee terms of reference
- Review of remaining \$4611 re UWC Winnipeg; tracking of transfers re tour monies; note to file and letter to Sandy Millen with cheque
- Sent reminder to the 2020 Ottawa LAC to return any unspent funds from the \$5,000 advance and an accounting of monies spent
- request to Beverly Boudreau, designer of the 100th Anniversary pin, to be allowed to use the design for a pendant and/or charm
- attended meeting with Data on the Spot re improvements to be made to voting procedures for August 8, 2020 SGM
- meeting with Osamu to take up again the development of the public website
- preparation of SGM business booklet
- started process to purchase SSL (Secure Socket Layer- encryption protocol) Certificate for cfuwmembership.org site. Installation of it has been completed.
- renewed domain name for cfuwdatabase.org
- filed Form 4006 with Corporations Canada- deletion of Patti Johnsen as board member and addition of Victoria Grabb
- sent \$600 CDN collected from clubs for Teacher for Rural Futures via Global Giving July 21, 2020.
- prepared draft SGM evaluation survey questions
- Given that COVID has shifted some tasks and in light of the departure of our Advocacy Coordinator, engaged Lynn Brown of Brown Consulting to undertake review of job responsibilities for staff members to ensure the workloads are well-balanced
- meeting with KCI Networks to explore options for working remotely on a long term basis. Exploring the cloud and VPN access, Microsoft 365 and one drive and installation of firewall to allow remote desktop access to shared drive.