



THE POWER OF WOMEN WORKING TOGETHER
LA PUISSANCE AU FÉMININ: ENSEMBLE POUR RÉUSSIR.

CFUW Annual Reports 2022- 2023

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National President Report

Joy Hurst

It is an honour and privilege to serve as CFUW National President. I must admit this role is a full-time endeavour, which could not be accomplished without a skilled and a dedicated Board and staff team. Our Board includes standing guests, RD Chair, Anne Cordon, Parliamentarian and Board Consultant, Elizabeth Haynes and Young Director from the FORA Network for Change, Gabrielle Feldman.

A special vote of thanks must be given to past President Kathryn Wilkinson and former Executive Director, Robin Jackson who supported the transition to the new National office team. Kathryn graciously saw the process of recruiting a new Executive Director to its successful conclusion. Also, I thank 2022-2024 Board members who served with me on the search committee, namely Linda Sestock and Kathy Wosnick.

During the Executive Director vacancy, the Board formed an Interim Executive Management Team consisting of myself as chair, ably supported by Linda Sestock (HR Chair), Vicky Grabb (Governance Chair) and Susan Lane (VP Finance) who are also on the Strategic Support Board Working Group. In addition to the traditional duties of Board members we have developed 3 working groups to assist us in bringing focus and integration to Board activity. The Board Advocacy Working group, comprised of the VP Advocacy, VP Education, VP International Relations, and myself have been working to integrate and coordinate the work of their portfolios thereby enhancing CFUW's impact. I am looking forward to the synergy that will evolve as the VP Membership, Regional VPs, and the RD Chair work together.

As President, I have been directly involved in and support CFUW National level advocacy activities and CFUW National operations. This is reflected by the following:

- letters to the Prime Minister or Federal Ministers
- supporting of CFUW submissions to United Nations agencies and events
- chairing of the IR resolutions sub-committee
- co-leadership with the VP International Relations for UNCSW held in New York City (United Nations Commission for the Status of Women)
- representing CFUW as a signatory to the CAMEUS (Canada, Mexico, and US) MOU
- attendance at pre-post UNCSW civil society briefings (WAGE and Global Affairs)

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- generating President's newsletter messages and contributing content to special CFUW newsletter editions such as the October 5, 2022, Reflections on Truth and Reconciliation and Reflections on Black History Month
- extensive preparation for the 2022 GWI Triennial, pre-Triennial CFUW policy session and IAW (International Alliance of Women) 2022 Congress and,
- extensive preparations for the 2023 CFUW AGM and post AGM in-person Board retreat.

I have very much appreciated invitations to attend and speak at webinars, clubs, or provincial council meetings and to the extent possible, I have accommodated these requests.

The CFUW President's role is also outward facing so I have enjoyed engaging with like minded organization leaders. I plan to do more of this in the upcoming year.

The National President is an ex-officio member of all CFUW standing committees. Given other demands, I have only been able to attend a few standing committee meetings on a regular basis, but I am aware that so much of the work done at the National level is through the standing committees, so thank you to standing committee members and chairs. A special thank you must be extended to Sheila Service, who has chaired the special Communications and Visual Identify and Rebranding Committees. Kudos to Jaime Beagan who stepped up after assuming her role as CFUW ED to bring the visual identify and rebranding project to the finish line.

It has been great to meet all our national office team in person. Jaime and I are working together to identify opportunities to streamline national processes and strategies for national to meet the needs of clubs.

After attending and participating in 2023 Provincial and Regional AGMs/Conferences, I can report that **CFUW is alive and well**. Hearing the discussion and club reports is invigorating and inspiring. Not only has membership stabilized, but some clubs have managed to attract new members in the double digits. As shared at the pre-AGM membership workshop, clubs have found ways to be responsive to local interests, effectively use club resources and adapt their way of doing business accordingly for positive results. In some clubs, new members have joined in the double digits which is a positive indicator for the future of our organization.

Although the pandemic dampened some club fundraising activities, funding of academic aspirations has continued to be a central activity for many clubs as reflected in the significant amount of dollars raised by clubs for scholarships, bursaries, and grants. Of note, the range of scholastic endeavors supported is growing to include a wider range of educational opportunities.

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CFUW members have again demonstrated a great deal of resilience in facing the challenges of the protracted changes brought by COVID. Clubs have continued to offer dynamic programs, socialize with each other, advocate for social issues and raise money for scholarship programs. Provincial Councils must be congratulated on navigating through the difficulties of gathering post-covid to maintain a vibrant CFUW presence.

The 2022 National CFUW AGM theme was **reconciliation, revitalization, and renewal**. These elements are of such crucial importance to the future of CFUW that the incoming Board decided to continue to focus on these areas and I am pleased to report our progress.

Ironically, the silver lining of COVID has been the increased adoption of technology in CFUW. Zoom has enabled many shared experiences, an important element of *reconciliation*. Through zoom we have been able to connect across the country for webinars, speaker series and town halls including a very successful Meet & Greet in February, where members had an opportunity to meet the new national staff team including our new Executive Director, Jaime Beagan. Zoom has provided a platform for members across the country to come together to learn new things such as how to use graphic design tools.

We can all agree that between the webinars and workshops offered by clubs, councils, and National standing committees, CFUW members truly have had high-quality, lifelong, learning opportunities during 2022-2023.

Looking to 2024, what will *reconciliation* look like? For me it is that CFUW clubs across the country will come together, **united by a common goal** such as supporting local Coldest Night of the Year initiatives. There is a real boost that comes when you can see in real time, the immediate and tangible impact of positive collective CFUW action.

As a National Board we have been able to redirect the energies drained by the longstanding conflict regarding CFUW membership in GWI. New processes have been developed that are facilitating meaningful participation of GWI supporting clubs and enhanced CFUW's relationship with other GWI NFAs. A constructive and collaborative relationship continues with GWI leadership. CFUW actively participated in the GWI 2022 virtual Triennial, proposing advocacy resolutions, constitutional amendments and nominating CFUW members for GWI standing committees. Importantly, CFUW held a successful GWI policy session prior to the Triennial. This is new territory, so we were pleased that it went well.

To support the goal of reconciliation, the 2022- 2024 National Board **embraced the commitment made by the previous Board to improve internal and external National communication** by reaching out to members through town halls, information sessions and surveys. Surveys were conducted to obtain feedback from clubs regarding their advocacy activity, the format and frequency of the Club Action Newsletter and club scholarship, bursary,

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and grant activity. As a Board, we have also tried to be responsive to member interests and support **new** initiatives such as the National Health Care study group. The national staff team has a key role in external communication by enhancing CFUW's social media presence which is a benefit to all clubs. They have done an excellent job of increasing CFUW's social media postings.

Moving on to *revitalization*, we all eagerly anticipate the refreshed visual identity that will include a new logo and tag line. This comes after robust discussion with members about our legacy and positioning the organization for growth to ensure sustainability. Members can also look forward to a redesigned national website which is under construction.

When it comes to *renewal*, I have shared two challenges at Provincial AGM's. One is that each club identify at least 5 interesting women within your community who could bring something new to your club. This is a call for intentional recruitment of new members with the goal of adding diversity to our organization. Just to be clear, when I say diversity, I am not just talking about cultural diversity although I believe that cultural diversity would add to the richness of CFUW. I am speaking primarily of diversity in terms of experience and backgrounds.

The future of a strong and vibrant CFUW is drawing more individuals into the tent. This means we need to start thinking about new ways to gather and of new club structures. While we build on our strengths and proven formulas for success, we also need to look to the future and explore what kind of structures will meet the needs of a new generation of CFUW members.

Moving on, the second challenge, I am asking members attending Provincial AGMs to contribute to CFUW's renewal by selecting one thing from another province or region that you can adopt before your 2024 AGM **and** be willing to share at least one of your great ideas with others. There are so many wonderful ideas in CFUW and there is no reason to re-invent the wheel.

It has been a challenging but very productive and rewarding year. As always, being a CFUW member is about learning and broadening experience. As President, I have become a Trustee of the CFUW Charitable Trust and a Director on the Women's Leadership Institute. I welcome these opportunities to support and empower women.

In closing, I am anchored by this quote from Margaret Mead. "Never doubt that a small group of thoughtful, committed individuals can change the world. In fact, it's the only thing that ever has." We in CFUW will continue to be that group of individuals. Thank you for your contribution to CFUW's momentum.

Vice President Advocacy

Heather Oxman

CFUW Standing Committee on Advocacy Year End Report

I extend my sincere thank you to our committee members, sub-committee members and guests who contributed to our Advocacy Standing Committee work throughout the year. Our National Advocacy Coordinator, Paige Inglis, deserves a special THANK YOU for taking up the reins so quickly and preparing many materials and support for this committee, for Club use and for Federal Government attention.

Mandate:

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

- **Early Learning and Child Care:** Monitor implementation of the \$10/day childcare program provinces to ensure increased number of childcare spots, well trained staff, space for indigenous children; ensure well-funded childcare with reduction of fees.
- **Gender Based Violence:** Carry out December 6 and 16 Days of Action projects and raise awareness of Gender Based Violence.
- **Indigenous Peoples Rights:** Determine which recommendations of the Truth & Reconciliation Commission and the MMIWG Commission CFUW will advance in its work and work to advance those recommendations.
- **Long Term Care and Senior's Rights:** Ensure that seniors can age in place, have a continuum of community care, and have high quality, accessible, affordable, publicly funded system of in-home and long-term care.
- **Climate Change and the Environment:** Work to ensure that Canada adopts the recommendations of the Paris Accord on Climate Change; Monitor COPs.
- **Build and maintain relations** with federal elected officials, departments and parliamentary committees on Sustainable Development Goals #4 (Quality Education), #5 (Gender Equality), #8 (Decent Work and Economic Growth), #13 (Climate Action) and #16 (Peace, Justice, and Strong Institutions)
- **Liaise with international organizations** advocating for women's issues (e.g., GWI, NFAs, IAW, UNCSW, UNHCR)

Meetings

2022 - September 30, October 28, November 25

2023 - January 27, February 24, March 31, April 3, April 28, May 26

Advocacy Working Group Meetings

2022 - October 12, December 9

2023 - March 1, April 19, May 11

Additional Meetings Attended.

National Board

Education Committee

International Relations Committee

CAMEUS

Indigenous Issues Committee

Resolutions Committee

Communications Committee

Long Term Care Study Group

Health Care Study Group

The VP Advocacy Year —Heather Oxman VP Advocacy

By early October, the Fall Advocacy Action Package was circulated to all clubs, prepared by the new National Advocacy Coordinator, Paige Inglis. These policies included:

- Two policies which archived resolutions that were stale or had passed their usefulness [the policies remain part of the Policy Book and can still be cited]
- Strengthening Pay and Employment Equity
- Tightening Bail Laws to Protect Victims of Intimate Partner Violence
- Violence Against Women in Politics
- A Clean, Healthy and Sustainable Environment is a Human Right

This year the Policy Book Sub Committee identified 43 policies that they felt could be removed from the active policy book to the archival section of the Policy Book. This move has to be voted on by the membership, so the Advocacy Committee sent two resolutions forward for consideration at the 2023 Policy Session regarding removing these policies from the active policy book to a archival section of the Policy Book. They also located documents to organize the French version of the Policy Book.

An Advocacy Toolbox webinar was presented in October to review for Clubs the contents of the Advocacy pages on the member web site which had been recently updated by the Policy Book Committee.

The Environment and Climate Change Sub Committee was engaged in the virtual versions of COP27 in Egypt and COP15 - on Biodiversity, in Montreal. Letters were written to Ministers re: the Canadian positions to support at each COP, based on our existing policies. The committee worked on the application to attain Observer Status at COP events. Additionally, they prepared a special newsletter for Earth Day April 22. And are planning a virtual webinar June 22 to celebrate Environmental actions taken by clubs and to help connect clubs with common issues and ideas.

The Status of Women and Human Rights Sub Committee co-hosted a Special meeting of the Standing Committee with guest speaker Jenn Carlan from the Canadian Alliance on Sex Work Law Reform. After a January presentation from UWCV about the Nordic model, upon which several of CFUW policies are based, but which lack the voices of minority and racialized women in their original foundation, it was felt that another perspective was needed. Meeting participants listened attentively, asked questions and the committee was left with the difficult work of answering what next? More learning, more advocacy from sex workers, and awaiting the Superior Court of Ontario's decision on Sex Worker rights is on the list. Additional work included research about publication bans on sexual assault survivors - which was helped by CFUW Nepean's presentation by Kelly Favro on just that topic. A short survey was conducted on implementation of policies related to women's issues over the past 5 years with 10 Clubs. Results were mixed as several clubs had done nothing since passing their resolution.

Relationship Building

The National Advocacy Coordinator connected with allies in Ottawa including DAWN (the Disabled Women's Network), #Women4GunControlCoalition and attended the Feminist Influencing Group conference. She met with the Minister of Public Safety on Bill C-21 (gun Control), with staff from the Department of Justice on the sex offenders register, publication bans and bail reform. She attended the House of Commons with CFUW Orillia and North York for the reading of the CFUW petition on bail reform by MP Adam Chambers. And Paige also participated in a meeting regarding the Universal Periodic Review on Environmental justice and racism with the Canadian Human Rights Commission, who are interested in working with CFUW in other areas.

Paige also wrote the annual Federal pre-budget consultation, prepared the Toolkit on 16 Days of Activism on Gender Based Violence - which was so good, it was copied for international release by GWI. She wrote briefs to Parliament on GBV in Sport and on Bill 35 - about early learning and childcare. She wrote the call to action for Bill C-226 on Environmental Racism and Justice. And worked on the Universal Periodic Review on environmental racism and violence against Indigenous women for the High Commissioner of Human Rights and the UN Human Rights Council.

GWJ Triennial

This year, five of the ten resolutions approved at GWJ originated in CFUW. They included:

- Violence Against Women in Politics
- Post Pandemic Recovery for Women in Canada and Abroad
- A Clean, Healthy and Sustainable Environment is a Human Right
- Single Use Plastics and Plastic Packaging
- Climate Emergency - Declarations and Action Plans

Additionally, the VP Advocacy presented a workshop about "How CFUW does Advocacy" which covered our resolution to policy to action process.

UNCSW

Although the theme in 2023 was Innovation and technological change, and education

in the digital age for achieving gender equality and the empowerment of all women and girls, many sessions focused on violence against women online and cyber security, privacy protection and cyber violence. This will be a recurring theme in our upcoming year as we educate members on the importance of protecting themselves online.

The Advocacy Working Group

The VP IR, the VP Education and I met with the President several times over the course of the year to work out how to better coordinate our work, how to expand our footprint and be more strategic in the use of our limited resources. We worked with the ED to organize our predictable events on a national calendar. We built a Strategic Framework with three clusters for our work - Education, Equity & Social Justice, and Safe & Healthy Communities. As we organized our priorities under these clusters, with our short- and long-term goals, it became clearer what was most important to invest in. As we move towards our Board Meeting in July the Advocacy Group hopes to present a coherent plan of action and strategic face to the board.

The National Advocacy Survey

The last time a national advocacy survey was conducted was in 2013 with the New Beginnings project. This survey used some of the same questions from that survey. It was conducted from March 5 to April 5, 2023. All Club Presidents (107) and all Advocacy Chairs (62) and four Councils were sent the survey and were asked to respond once per club. A 61% response rate resulted. The Final Survey Report is provided for information.

An Advocacy Think Tank to present some of the results of the Survey, to have Clubs tell their success stories based on their answers to the survey and to showcase Advocacy at the national level in Education, International Relations and from the National Advocacy Coordinator took place June 1.

Recommendations for VP Advocacy 2023-24:

- educate Club members on the importance of Resolution to Policy to Implementation/Action
- educate Club members on Sustainable Development Goals - what they are; and why they are important to CFUW (with GWI materials support)
- educate Club members about cyber-security, privacy online and prevalence of cyber violence.

Vice President Education

Kathy Wosnick

The mandate of the Education Committee is to assist and inform CFUW members and the Board about education issues. The committee identifies areas for action in Canadian education, advises on opportunities for lifelong learning for members and provides leadership on education matters on behalf of the Board.

The Indigenous Issues Sub-committee was formed within the Education Committee with a mandate to educate ourselves and others about issues and concerns of importance to Indigenous people within Canada. The committee undertakes advocating for support for and by CFUW members on identified matters related to the health, education and well being of Indigenous people across the country.

A well-earned “win” for us this year was the establishment of Federal-Provincial Bi-lateral Early Learning and Childcare agreements. This has been a major focus for CFUW, specifically the Education committee for over 50 years. We asked for affordable, accessible high quality ELCC. Agreements aim towards \$10 a day ELCC with an expectation that fees will cut in half by the end of 2023. Our committee continues to follow the progress made provincially towards these goals.

We continue to follow pandemic recovery in the education sector for students and staff at the elementary, secondary, and post-secondary levels. Concerns about mental health as well as academic progress after over two years of highly disrupted education continue. We look to research within and outside education systems and governmental bodies to monitor progress in this area.

Education in the Digital Age was a theme for UNCSW 67 with workshops presented by CFUW and CAMEUS. Working with the members of CAMEUS has presented unique opportunities to look at education across the continent and more broadly than just within our own country. Challenges include lack of equitable access to equipment and internet connectivity as well some concerns with the range of technology teaching skill levels among teachers. Issues for the future with advancements in Artificial Intelligence include being able to differentiate between original student efforts and bot generated work.

The Indigenous Issues committee worked this year with a team effort format rather than chairs/co-chairs as in past years. The job of revising resources including books, videos, possible speakers, courses, active learning opportunities, land acknowledgements, etc. were sub-divided and are an on-going effort as the CFUW website undergoes a major update. Our spring speaker was Dr. Cynthia Wesley-Esquimaux with a focus on Allyship, Privilege and Change. The webinar was recorded, and resources provided for this topic by our speaker were shared with CFUW members and will become part of our website's

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“evergreen” education resources.

In the fall, a presentation by Judge Marion Buller will follow up on the National Inquiry into Missing and Murdered Indigenous Women and Girls. It is set as a commemoration of Sisters in Spirit Day on October 4th. We hope that clubs might take this opportunity to honor that day together with us. In September a special Club Action News will focus on Truth and Reconciliation, marking TRC Day on the 30th. Other occasions such as MMIWG2+ on May 5th and Indigenous Peoples Month in June and Day on June 21st are acknowledged through communications distributed from the national office to CFUW clubs and members.

The Indigenous Issues Subcommittee and Education Committee members stay in close touch between meetings, sharing ideas about courses or seminars, experiential learning opportunities, recommending speakers and books and generally exchanging information of interest to all. We are all on the path of lifelong learning—individually and together.

Two study groups are facilitated by me as V.P. Education and Heather Oxman, V.P. Advocacy. Health Care has just gotten underway this year with an enthusiastic core group beginning to ask the hard questions and undertaking preliminary investigations into issues and concerns. Long-term Care/Senior Rights (a change in title from Elder Rights) is an on-going study group headed this year by co-chairs Audrey Johnson and Betsy Ives. Two workshops on April 27th and May 4th looked at the vital role of Senior Advocates, much needed in all provinces and NORCs-Naturally Occurring Retirement Communities. NORC’s address the strong preference of seniors to age within their own communities, which relies on appropriate and affordable housing and the right support at the right time as needs change.

The Vice President Education’s role includes being an active member of the Board of the CFUW Charitable Trust. The Charitable Trust assists women university graduates to further their post-secondary education. The Charitable Trust, an independent CRA approved charity raises money and administers funds for fellowships and awards with an annual distribution of over \$100,000. As a board member I supported the transition from working with office staff to establishing new application and selection methods with Universities Canada. I also facilitated Charitable Trust workshops, including the virtual “Brunch” via zoom.

The Advocacy Working Group was formed this year to harmonize the efforts of three portfolio vice presidents—Advocacy, International Relations, and Education. Together with the President we are in process of creating a strategic framework to capture our priorities. This work will continue post-AGM as we align and organize our work into overarching themes, ensuring a more coherent approach situated within Board Goals and CFUW’s mission and vision.

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This year I have worked with a Young Director through the Girls on Boards Program, sponsored by FORA Network for Change which places experienced emerging leaders at the board table. We have periodic mentoring meetings, some with her assigned coach, and Gabrielle attends and provides valuable contributions to our Board (non-voting) and the committee meetings which fit into her interests in finance and governance. This is full year commitment through 2023 with benefits to both the young director and CFUW, bringing a unique voice into our discussions.

In the fall the Education committee will look at the work currently in process by the CFUW Board to establish clear goals, messages and directions for 2023-24. Promotion of strong public education and lifelong learning are fundamental objectives for this committee and have always been foundational to the work of CFUW nationally, provincially and locally. Work from this year will continue to follow pandemic recovery in the education sector, look at challenges posed by digital learning including AI, track ELCC agreement implementation, facilitate study groups tackling long term care/senior rights and health care, focus on becoming better allies to Indigenous communities, and consider other matters that may arise within the broader domain of education.

Vice President International Relations

Barb DuMoulin

To paraphrase John Donne, "*No Woman is an Island.*"

The scope of the International Portfolio is extensive. My thanks to everyone in the International Relations committee, the sub-groups who worked on various projects, and the individuals who assumed essential support roles, such as Grace Hollett, our CFUW chair for CAMEUS, and Sandy Thomson, CFUW's first UN Women Observer. Also, thanks to Paige Ingles, our Advocacy Coordinator, for her ongoing assistance. Together we have worked to advance the status of women and promote the advocacy goals of CFUW.

In October, a new position, CFUW observer to UN Women, was added as a consultant to the IR Committee. This reflects the ever-expanding scope of the UN and the need for a representative or "eyes" on its many agencies.

A special International Relations Report for members was published in October.

November was busy with the Graduate Women International (GWI) Triennial, followed by the International Alliance of Women (IAW) Congress, which President Joy Hurst and I attended.

Work for the GWI Assembly began with the formation of a GWI Triennial committee. Before the triennial, a special CFUW policy session for GWI-supporting clubs was held so members could participate and vote. In total, 37 CFUW members attended the virtual triennial. Seven CFUW members were elected to GWI committees. CFUW put forward amendments to the GWI constitution as well as the following five resolutions:

- Violence against women in Politics
- Post-Pandemic Recovery for Women and Girls
- A clean, healthy and sustainable environment is a human right
- Climate Emergency – Declaration and Action Plans
- Single-Use Plastic and plastic packaging

Two GWI "E-Blasts" were published, one following the triennial and the other in the spring. These blasts are part of our commitment to supporting clubs to circulate information regarding GWI and CFUW.

In February, I co-hosted a successful event sponsored by the CFUW Canada GWI club and GWI on the UN International Day of Women and Girls in Science. It showcased scientistsinschools.ca, an initiative founded by the CFUW Ajax Pickering Club.

As part of our commitment to relevance, the IR committee worked on revising its Terms of Reference (TOR), submitting the finalized version to the board in February.

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For International Development Week in February, we hosted a movie entitled "Women," with over 100 people attending virtually over three days.

CSW: The UN Commission on the Status of Women (UNCSW) is the showcase of our International Advocacy. Work began in early fall with the submission of CFUW's written statement. This was followed by the selection of delegates and then preparation for the event, including briefing meetings with the representatives beforehand. I participated in the Beijing 25+ meeting on UNCSW and was part of their WhatsApp group at CSW. I attended monthly meetings of NGOCSW/NY and was involved in training sessions. In February, I met with Global Affairs Canada (GAC) and Women and Gender Equality Canada (WAGE) in a preliminary session of what they would focus on for inclusion in the agreed conclusions. A follow-up session was held in May.

A highlight in New York was the signing of the Memorandum of Understanding between the North American sister organizations, CFUW, FEMU and WG-USA—known as CAMEUS. This agreement formalized what had been an informal relationship. One of the focuses of my action plan has been the need to work on regional and international issues, such as migration.

CFUW held a successful in-person parallel event – "Evening the Odds in Digital Education for Marginalized Women and Girls," and co-hosted a virtual one with CAMEUS.

We had 15 delegates who attended over 170 sessions. Sima Bahous, Executive Director of UN Women, described this CSW as significant in her summation. It was the first time the role of digital information in its positive and negative implications was considered.

A two-volume CSW delegates' report was issued on May 10th (<https://us12.campaign-archive.com/?u=8efb82640cb8bc1fd889b4668&id=ae5858a01e>)

I met with representatives of the Canadian Human Rights Commission concerning our submission to the Universal Periodic Review of Canada submitted by our Advocacy Coordinator, Paige Inglis.

The IR Committee proposed a resolution, "Advancing sustainable development and gender equality through international trade agreements." Trade agreements can have significant often unintended negative effects for women but also have the potential for benefits if a gender lens or focus is used.

The IR committee changed the International Service Project (ISP) dates to align it with the CFUW year. It now starts in May and ends on April 30th. Last year's project was the Darakht-e-Danesh Library (DDL) by Canadian Women for Women in Afghanistan. We held a webinar with them in November. In total, \$24,097.13 was donated by CFUW clubs and members; well done everyone! We hope this year's project, "She Belongs in School" (60 Million Girls Foundation), will also be generously supported by members.

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In May, I participated in a meeting for CIRs (VPs of IR) of regional NFAs, which the Canada GWI club hosted. Also, I participated in the GWI celebration of the UN Day of Menstrual Health with a video featuring the work of two clubs, Strathcona and Perth.

Shelagh Stevens provided a write-up for the 75th anniversary of UN peacekeepers and participated in the event in Ottawa.

I am a part of the Board Advocacy Working Group and on the CFUW Branding Committee. I am also a part of the BC Council board and advocacy group. Whenever possible, I attended the Advocacy and Education meetings and their subgroups and participated in the Advocacy Think Tank in June.

Other contributions and support to International Relations efforts.

Paige Inglis – Advocacy Coordinator

WPS – Women Peace and Security Network – Canada; CFUW is a member of this network. Our representative is our Advocacy Coordinator.

- Participation in the Women, Peace, and Security Network of Canada (WPSN-C) – attending a network meeting on the WPSHA Compact (WPS and Humanitarian Action, actions out of the Generation Equality Forum), Beijing 25+ roundtable on UNCSW, various WPSN-C Network Gatherings, as well as monthly meetings with NGOCSW/NY
- Participated in civil society roundtable with United Nations Special Representative to the Secretary-General (UNSRSG) on Sexual Violence in Conflict, Pramila Patten
- Joined in Department of National Defence (DND)/Canadian Armed Forces (CAF) for a civil society briefing/consultation on the Canada National Action Plan 3 (CNAP3)
- Engaged in consultation with Global Affairs Canada (GAC)/Women and Gender Equality (WAGE) on the Feminist Foreign Policy with other women's organizations.
- Received Invitation to and Attended (in-person) Amnesty International's event on Women's Human Rights Defenders
- Attended lectures at the University of Ottawa:
 - Chancellor's Debate on Refugee and Migration Crisis
 - Lecture on Feminist Foreign Policy – comparing Canada, Scotland and Colombia
- Co-authored the Universal Periodic Review submission highlighted several human security issues for Indigenous women in Canada.
- Advocated for the sustained support of the federal government for WPS in our Fall 2022 Federal Budget Submission

Sandy Thomson, UN Women Observer

The role of the UN Agency Observer was approved by the CFUW National Board in the Fall of 2022. This is an appointed position, serving the International Relations Committee. The role is to develop increased CFUW capacity internationally, especially in the UN agencies (primarily with UN Women). I report to the President and Vice President of the International Relations Committee.

Since my appointment in early October, I have written several reports, attended many Non-Government Organization (NGO) sessions, and participated at the Commission of the Status of Women (CSW 67) at the UN in March (my fifth one!) I reached my goal of connecting with at least 10 women at CSW and have had subsequent connections.

I am pleased to note that I also have “UN Representative” designation which allows me to attend meetings and sessions at the UN for the remainder of the year. I will follow up with those that are in alliance with CFUW’s advocacy targets.

Grace Hollett – Chair for CFUW at CAMEUS

CAMEUS, a North American regional affiliation of GWI members: CFUW, WG-USA and FEMU of Mexico collaborate this year on immigration and education issues relating to voluntary or forced cross-border migration of women and children into Mexico, USA, and Canada.

CAMEUS amplifies our separate impacts in ECOSOC through joint research, presentation, and follow-up of parallel sessions CSW. September 2022 CAMEUS presented a virtual panel previously presented at CSW66 entitled **Forced Out by Climate Change? Proactive Planning in North America**. At CSW67 CAMEUS presented **Digital Education: Lessons Learnt and Innovations Introduced**. Both had panelists from the three member countries, and recordings are available. Planning has started for CSW68.

During 2022-23, CAMEUS prepared a Memorandum of Understanding to formalize the working arrangement of the three NFAs with a signing at the Mexican Mission during CSW68. The document will be posted.

CAMEUS has begun planning the investigation of the level of education, the activities related to education and the experiences of violence and of poverty that refugees experience. All this is to serve as a foundation for research and action for CAMEUS with coalitions who serve refugees as they emigrate from South and Central America to North across the NFAs. Distribution of information on refugee issues and attendance at self-funded conferences is ongoing as is compilation of immigration legislation and identification of organizations advocating for refugees in Canada, USA, and Mexico.

Vice President Membership

Marcia Armstrong

CFUW Standing Committee on Membership Year End Report

Sincere thanks to members of the committee who have contributed to the practical implementation of the work done by the previous Membership Committee. A special thank you to Elizabeth Malcolm, Member Services Coordinator, in the national office, who has enthusiastically supported our work and has become an integral part of the committee. Also, a special thank you to Gabrielle Feldmann, CFUW's Young Director, who has chosen to attend our meetings and makes important contributions to our discussions. Sheila Service, Chair of the Special Committee on Communications, attended our meetings because of the important linkages between our two portfolios. Deborah Dimitruk, President of CFUW Sherbrooke, proposed to the Committee the idea of reaching out to university students and introducing them to CFUW and what the organization could offer them. Because discussions about this proposal continued over several meetings, Deborah often attended.

Mandate: The mandate of the Committee is to be responsible for administering the CFUW membership activities and programs.

Activities:

The Committee:

1. Monitors recruitment and retention strategies and works with the Executive Director, Regional Directors and others on campaigns and activities to increase membership of CFUW.
2. Makes recommendations on all matters pertaining to membership.
3. Encourages the development of new Clubs and works with the Regional Directors and Board on strategies to support existing Clubs.
4. Decides and distributes the following awards: Membership Increase; New Member Increase; Special Projects; and Small Club Grants.

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Members: Marcia Armstrong (VP Membership),* Linda Sestock (QC), Kathryn Wilkinson (ON), Amy MacLeod (AB), Heather Lewis (ON), Patti MacPherson (NB/NL)

*VP Membership was not confirmed until September 2022

Associates: Deborah Dimitruk, Sheila Service, Gabrielle Feldmann

Staff: Elizabeth Malcolm

Meetings: The Committee met nine times on Zoom usually on the second Wednesday of each month at 3 pm beginning in October 2022 through to June 2023.

Accomplishments:

1. **March 9, 2023 - Introduction to Canva 101** to help Clubs create content for their social media platforms. It can be viewed here: [Canva 101 Webinar - March 9, 2023 - YouTube](#)
2. **Discussions re: initiating a young members network** through an e-club of peers. Any GWI National Federation or Association member under age 49 is invited to join the GWI Young Member Network. We can ask your young members to fill in the form here <https://graduatewomen.org/contact-us/>. The form is automatically submitted to the GWI office and the Young Member Network president, Sudha Srivastava.
3. **Stressed the importance of a current and user friendly CFUW website** with the national office. This is the outward face of CFUW, and it is very dated and difficult to navigate. The national office has advised that a new website will be created in 2023.
4. **Development of a practical recruitment resources hub.** This will contain new branding material as well as templates for various printed materials – business cards, postcards, brochures – which Clubs can adapt for their own use. This will be ready in the fall. See list of items requested by Clubs at the June 7, 2023, workshop.
5. **June 7, 2023 – Pre-AGM Membership Recruitment Workshop.** Club membership convenors and other interested CFUW members were invited to learn recruitment strategies from Clubs that had increased their membership by at least 20% and to share their own strategies for recruiting new members which had not been covered by the presenting Clubs. The feedback was good and there was a desire for a similar workshop annually. Requests for help from the national office were also voiced by those attending. Many of these requests were already being included in the resource hub being prepared by the national office. See attached report. The recording of the workshop can be found here: [2023 Pre AGM Membership Workshop - YouTube](#)

6. **Calculated which Clubs had met the criteria for the Membership Awards.** The national office will prepare the certificates for presentation at the AGM.
7. **Prepared a list of contacts for Women's Studies and/or Gender Studies or similar faculties at universities across the country** to be potentially used to share information about CFUW through a presentation to a class of students.
8. **Videos of Committee members** were made where members explained why they had joined CFUW. These were to be potentially used in promotional material. This did not happen but they can be made available to the national office for possible future use.
9. **The E-Club submitted its Constitution and Bylaws to the Committee for approval.**

What help do Clubs want from National Office:

- Templates for business cards, brochures, postcards, etc. with new branding/logo/tagline
- Provide a 'common look and feel' website template which Clubs can use complete with general boilerplate information about CFUW. Clubs add their own information.
- Tech support – making platforms like Zoom, PayPal available to Clubs
- Explain how to create a QR Code
- Hold a workshop on How to Set Up a Trust so that receipts can be provided for donations
- Hold an annual workshop of this nature so Clubs can share information.

See next page for summary of recruitment ideas generated at the June 7, 2023, Workshop.

Membership Recruitment Workshop June 7, 2023

Recruitment & Retention Ideas Raised

- Contact past members and encourage them to return to the Club
- Create a Membership Committee
- Bring a guest and especially invite your new members to bring guests
- Give prospective members a business card with your contact information then follow up with an offer of a ride to the meeting or interest group
- Create a Facebook page and purposefully 'like' other CFUW Club pages and get ideas from what they do.
- Reach out to other women's organizations and tell them about CFUW OR work with them on a special event or speaker series (Do an online search for these groups)
- Try dinner meetings – people get to enjoy a meal together and hear a speaker
- Introduce all visiting guests and new members at meetings
- Have Potluck dinners for Board members to get to know each other
- Have events in the summer months – July/August BBQ/picnic and cancel some winter meetings when members are away, or the weather is bad
- Ask how new members heard about the Club – track the stats and target your recruitment strategy accordingly
- Call all new members and welcome them to the Club
- Give a dues reduction if a member brings a guest who joins the Club
- Create a New Member Liaison committee to work with new members
- Hold new members and guest events – Welcome Zoom, or welcome social
- Make education award winner lawn signs which mention CFUW for placement at homes of scholarship winners (high school)
- Hold a fund raiser (eg. Book sale) in a mall so it gets high visibility and speak to the customers about CFUW, provide a brochure to those who fall into the demographic of your club
- Create an external newsletter with highlights of Club activities to share with those outside the Club
- Do a 'Week At A Glance' for Club members – sent out on Saturdays so people can plan their week
- Decorate a Christmas tree in a public place and include laminated 'decorations' that contain Club contact information
- Share info from other Clubs in your newsletter if they are close to you geographically
- Have accessible meeting spaces so all can attend

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- Create bookmarks with the program on the back and contact info on the front and share these with potential members – some in different languages to attract a more diverse membership
- Hold Special events eg. Dec 6 vigil; symposium on a topic of interest; Invite the public
- Hold coffee mornings for members and guests
- Have a table at a Seniors Expo since that is the demographic we attract
- Create a ‘Woman of Distinction Award’ to give in your community

VP Atlantic; President, ARC Karen Dunnett

Goals	Actions
<p>1. Membership: Build and strengthen membership to sustain a healthy organization and continue our advocacy and educational support and initiatives</p>	<ul style="list-style-type: none"> ➤ Received RDs Goals/plans documents to assess provincial club health & discuss ways the ARC Exec. could help. ➤ March/Apr newsletter with CFUW reminders of surveys, club awards deadline, proposed resolutions process and Policy Book search tips (easy to “cut & paste into club newsletters) ➤ Attended Cape Breton Club AGM in May: <ul style="list-style-type: none"> ○ Updated the members of upcoming CFUW items ○ Offered suggestions to encourage younger members ○ Offered if they hosted a fall open membership meeting to attend and provide a talk & PP on CFUW ➤ Developed a Checklist for clubs attending the ARC AGM and Conference 2023 ➤ Met Atlantic club members at the Atlantic Regional Council AGM & Conference – April 28--29 ➤ Chaired the ARC AGM and presented a motion to have a Fall Gathering to find ways the ARC Executive can support club friendship, growth and advocacy.
<p>2. Profile: Raise the public profile of CFUW so that our ongoing and significant contributions to Canadian society are fully recognized</p>	<ul style="list-style-type: none"> ➤ Gave brief talk on CFUW’s mission, goals and attendance at the UNSCW at CFUW Moncton IWD Presentation of “Fill a Purse for a Sister”. ➤ Posted ARC AGM activities on Atlantic Website ➤ Continued communications with NB club speaker, Amanda Marlin, ED EOS Eco-Energy (Sackville resident) by sending CFUW’s Special Earth Day newsletter. Potential to restart a Sackville club as well as RD PEI for environmental allies in PEI.
<p>3. Advocacy: Increase the effectiveness of CFUW’s advocacy role and extend our impact through</p>	<ul style="list-style-type: none"> ➤ Encouraged RDs/clubs to sign IPV petition to the federal government. ➤ Provided clubs and RDs with March/April newsletter (formatting easily used for club newsletter & web posting) highlighting CFUW’s advocacy work with the government on CFUW Cape Breton’s 2021 Right to Repair policy; Pay Day Loans policy and the government’s ratification of ILO Convention 190 on elimination of violence and harassment in the world of work (we passed policy on this last year), ➤ Continue to link with NB Coalition for Pay Equity ➤ Attended meetings of the Standing Committee on Advocacy when available ➤ Mutual sharing information on Long Term Care Study Group with Fredericton

partnerships.	member who attended.
<p>4. Sustainability: Build organizational capacity at the Board, committee, regional and club level to maintain CFUW's ability to reach goals.</p> <p>Other Jobs</p> <p>Updates</p>	<ul style="list-style-type: none"> ➤ Provided the National Board historical and member data plus highlights of all Atlantic Clubs ➤ Encouraged RDs to: <ul style="list-style-type: none"> ○ attend national virtual AGM ○ look for 'rising stars' in their prov. clubs for the 'next level' leadership ➤ Provided history/training to RDs in the running of the Atlantic Regional Council ➤ Encouraged RDs to help Charlottetown club host the ARC AGM ➤ Invited, liaised and collaborated with the National President on her attendance at the ARC AGM and Conference. She made a presentation to the ARC AGM and was the guest speaker at the closing luncheon which included invited guests and conference speakers. ➤ Completed the National Advocacy Survey on behalf of the ARC ➤ Attended National board regular and special meetings ➤ Member of the Nat. Articles & Bylaws Committee ➤ “ “ “ Nat. Governance Committee ➤ “ “ “ Nat. Communications Committee ➤ “ “ “ Nat. Task Group in Visual Identity ➤ Running ARC Exec. Mtgs. ➤ Updates to ARC Website ➤ Liaise and support ARC AGM host club ➤ 60% of clubs in the region had an increase in membership numbers ➤ all resumed fundraising activities and meetings in person along with Zoom capabilities for most

Background on Atlantic Regional Council – celebrating its 35th year

The Atlantic Regional Council (ARC) was formed in 1988 to help improve communication, cooperation, and friendship among CFUW clubs in the four Atlantic Provinces, and to promote the policies and programs of CFUW. The CFUW Vice President Atlantic is the President of the Council, with Regional Directors (one for each of NS, NB, NL and PEI) and a Secretary-Treasurer forming the Executive.

The ARC does not have standing committees that work on advocacy, legislation, education, etc.

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Since the Atlantic Regional Council represents clubs in four provinces, it traditionally does not tackle issues associated with any particular province. Clubs in each province decide what actions and CFUW policy to address within their communities and province through the organizations with which they ally and what ones to take to politicians. Each club provides annual reports of their activities (not available until club year-end) to the ARC to share with other clubs.

ARC 2023 AGM Conf. April 28-29 2023

“Women and the Environment”

Hosted by CFUW Charlottetown

SPEAKERS

Welcoming remarks - PEI Lt.-Gov. Her Honour Antoinette Perry, a peppy retired teacher with a personal motto of “Learn, Connect and Pass it on”.

- **Stephanie Arnold** of CLIMAtlantic: *“Thinking about Climate Change Differently”*
[Stephanie.arnold@climatlantic.ca 902-739-2243]

- **Genevieve Keefe, Manzura Khan, Dr. Pelin Kinay** of Canadian Centre for Climate Change and Adaptation: *“Impacts of Climate Change on Atlantic Canada in Three Parts”*.

- **Tracey Cutliffe** of L’nuey: *“Pituamkek – a Mi’kmaq Heritage Landscape”*

- **Emma Norton** of Climate Emergency Unit: *“Women, World War II, and the Climate Emergency”* [emma@climateemergencyunit.ca]

- **Jane Farquharson** of CFUW: *“If there is an individual Will, is there a Collective Way?”*

- **Joy Hurst**, CFUW President: *“Power Up for the Environment”*

Atlantic Members on National Committees

Sharon Crabb (F’ton & Moncton): Charitable Trust, Fellowship

RD-NB Jean Fisher (F’ton): Library & Creative Arts, RD Committee

Margaret Therrien (Hfx): Advocacy, Chair-Policy Book, Resolutions

Janet Willwerth (Hfx): Nominations

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Karen Dunnett (Moncton): VP-Atlantic; Governance, Communications, Articles & By-Laws, Visual Identity Task Group

Patti MacPherson (St. John's/Moncton): Membership

Grace Hollett (St. John's) Chair-Resolutions, IRC, CFUW Lead on CAMEUS, Education, CFUW Past-President.

Jean Marks (St. John's): RD Committee

Linda Coles (St. John's) Education, IRC, Chair – Canadian Commission for UNESCO

Eleanor Palmer (Wolfville) Chair –RD Committee (2019-Mar2023), Advocacy

Club Successes 2022-23

Cape Breton - Hospice support

Charlottetown - growth in membership; hosting ARC AGM & Conference

Fredericton - book sale raised \$20,000; Webinar on Incarcerated Women; Creative Arts Award 2023

Halifax - Immigration resolution

Moncton - IWD Fill-A-Purse project

Wolfville - Book sale \$17,000

Saint John, 18% increase in membership; 2024, 100th anniversary.

St. John's – book sale \$79,000

Vice-President Quebec

Linda Sestock

Quebec Council of CFUW

Annual Report, June 2023

My first year as VP Quebec was a whirlwind of new responsibilities and experiences. I strongly recommend that everyone take on a leadership level in your club. It is a great way to learn more about your Club and CFUW and the effect that our clubs have at the local, provincial, national, and international level.

In addition to being VP Quebec, I was asked to take on the role of Acting President. It was my honour to represent President Joy Hurst at the BC Council in Vancouver. Thank you to all the BC members for your warm hospitality. I had the opportunity to learn more about the 20 clubs in British Columbia, and to participate in the BC AGM workshops where we share ideas on membership retention and advocacy. It also helped to meet my fellow CFUW board members from BC in person. The value of in-person communication is invaluable.

The position of Acting President includes the duties that come with being Chair of the Human Resources Committee. It was a great experience to be a part of the special committee responsible for finding our new Executive Director.

The HR Committee was also very busy in the Fall with the hiring of our new Membership Coordinator Elizabeth Malcolm. The Committee looks forward to working with our new Executive Director on human resources policy in the fall.

Other board duties include being a part of the Membership Committee, the Special Communications Committee, the AGM Planning Committee, the Strategic Support Board Group, and the Interim Executive Management Team. I enjoyed the short time that I had with our outgoing Executive Director Robin Jackson during her retirement transition period.

It has been a great experience to learn about the National Office and to be part of the CFUW Board – meeting fellow board members from across Canada to learn and share how to better support our clubs and of course our members. We are made up of many hard-working women who have and are making an impact on our society. We need to not be shy about what we do.

Quebec Council

My role as President of the Quebec council includes supporting our clubs in-person, and as a liaison with CFUW National in both official languages.

The Quebec council meets twice this a year. Our first hybrid meeting since covid was held in the Fall and was hosted by Sherbrooke and District. The spring AGM was hosted by the AFDU Québec club and included special events for participants who attended in person. CFUW President Joy Hurst was able to attend the AGM virtually. Throughout the year, I participated in several Club activities, including

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attending the South Shore and MLUWC AGMs in person, the AFDU Quebec Awards ceremony virtually, and the AFDU Montérégie 5 year Anniversary/Fundraiser.

Our French/hybrid club AFDU Montérégie will be hosting our Fall Meeting in the South Shore of Montreal and the guest speaker will be Anne Panasuk. Anne is a journalist and anthropologist appointed by the government to accompany First Nations parents whose children have gone missing after being taken to hospital for treatment.

Membership:

- six active clubs (four English language and two French language – AFDU Montérégie is also hybrid)
- MLUWC celebrated its 65th Anniversary and was able to celebrate Hildburg Schleiermacher's 105th birthday
- AFDU Montérégie is celebrating its 5th Anniversary
- Planning is underway for UWC Montreal to celebrate its 100th Anniversary in 2027
- Quebec Council supported a scholarship for an indigenous student in memory of Dre Suzanne Lemire through AFDU Québec. The awards ceremony was attended by the Quebec Council President and Regional Directors.
- Several members belong to more than one club
- **Our UWC Montreal has enjoyed an increase in membership, and they now have three mother-daughter sets**

Public Profile:

- Quebec clubs continue their outreach primarily through social media: Facebook, Instagram and LinkedIn pages, which provide visibility for their clubs.
- AFDU Quebec uses its awards evening to promote the club by inviting deans of faculties at Laval, government officials, donors as well as the recipients and their families and friends. They also distribute a press release about the evening. Sherbrooke & District published their award winners in their local newspaper.
- Letter writing campaign by Sherbrooke and District to help a family fighting deportation.
- Cooperation with Montreal Council of Women

International

- The Quebec Council, with the lead of our French speaking clubs AFDU Montérégie and AFDU Québec, in cooperation with CFUW International, is working on peer-to-peer conversations with French Speaking clubs in GWI – this will give an opportunity to French speaking members across Canada to network with other French speaking international groups.

Advocacy:

- This year the Standing Committee on Advocacy is working on how to request a faster recognition of immigrant MDs and Canadian residents who have studied abroad.
- Clubs continue with their local advocacy projects ranging from studies on poverty, Women's shelters, Christmas baskets, community outreach, support for immigrants, indigenous issues.

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- All Quebec clubs support GWI
- Our Provincial AGM speaker this year was Johanne Jutras, author of *Pornographies*. A summary of the effect of pornography on society. This session was open to all CFUW members virtually.
- Members participate on National Committees
- **Paige Inglis met with our two regional directors Judy Hopps and Frances Hudon and myself, to discuss advocacy in Quebec in early June.**

Scholarships:

- A total of \$128,450 was provided by our clubs towards education.
- All clubs allocate bursaries and scholarships to CEGEP and university students, and AFDU Québec, South Shore University Women's Club 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. Montreal Lakeshore University Women's Club also gives bursaries for continuing education students at both English and French School Boards as well as a bursary at the local CEGEP

Sustainability:

- Clubs are addressing how to encourage members to take on executive positions.
- Clubs continue to use various methods to attract new members, especially younger members to sustain their clubs. For example, MLUWC has a strong networking program open to working women and they have had success at attracting some to join their club. UWC Montreal is regularly meeting in person and has increased membership numbers this year.
- There is a new Facebook page for the Quebec Council

All our clubs are working hard to keep and attract new members and are proud supporters of CFUW and GWI.

I look forward to my 2nd year as President of Quebec Council of CFUW and to my position on the National Board as VP Quebec and Acting President and to continue to learn and do more on behalf of my province and CFUW Nationally. We need to share our accomplishments with everyone we meet.

Respectfully submitted,

Linda Sestock, VP Québec
June 13, 2023

Vice-Président Québec

Linda Sestock

Conseil québécois de la FCFDU

Rapport annuel, juin 2022

Ma première année en tant que vice-présidente du Québec a été un tourbillon de nouvelles responsabilités et d'expériences. Je recommande fortement à tout le monde d'assumer un niveau de leadership dans son club. C'est une excellente façon d'en apprendre davantage sur votre club et sur la FCFDU, ainsi que sur l'effet que nos clubs ont aux niveaux local, provincial, national et international.

En plus d'être VP Québec, on m'a demandé d'assumer le rôle de présidente adjointe. J'ai eu l'honneur de représenter la présidente Joy Hurst au Conseil de la Colombie-Britannique à Vancouver. Merci à tous les membres de la Colombie-Britannique pour leur chaleureuse hospitalité. J'ai eu l'occasion d'en apprendre davantage sur les 20 clubs de la Colombie-Britannique et de participer aux ateliers de l'AGA de la Colombie-Britannique, au cours desquels nous partageons des idées sur la fidélisation des membres et la défense des intérêts. Cela m'a également permis de rencontrer mes collègues membres de la FCFDU de la Colombie-Britannique en personne. La valeur de la communication en personne est inestimable.

Le poste de président par intérim comprend les fonctions de président du comité des ressources humaines. Ce fut une expérience formidable que de faire partie du comité spécial chargé de trouver notre nouveau directeur exécutif.

La commission des ressources humaines a également été très occupée à l'automne par l'embauche de notre nouvelle coordinatrice relation avec les membres, Elizabeth Malcolm. La commission se réjouit de travailler avec notre nouveau directeur exécutif sur la politique des ressources humaines à l'automne.

Parmi mes autres fonctions au sein du conseil d'administration, je fais partie du comité des adhésions, du comité spécial des communications, du comité de planification de l'assemblée générale annuelle, du groupe de travail stratégique du conseil de soutien et de l'équipe de gestion exécutive intérimaire. J'ai apprécié le peu de temps que j'ai passé avec notre directrice exécutive sortante, Robin Jackson, pendant la période de transition de son départ à la retraite.

Ce fut une expérience formidable d'apprendre à connaître le Bureau national et de faire partie du Conseil d'administration de la FCUFD - en rencontrant d'autres membres du Conseil d'administration de impact sur notre société. Nous ne devons pas hésiter à parler de ce que nous faisons.

Conseil du Québec

Mon rôle en tant que présidente du Conseil du Québec consiste à soutenir nos clubs en personne et à assurer la liaison avec le bureau national de la FCFDU dans les deux langues officielles.

Le Conseil du Québec se réunit deux fois par an. Notre première réunion hybride depuis la covid a eu lieu à l'automne et a été organisée par le district de Sherbrooke. L'AGA du printemps a été organisée par le club de l'AFDU Québec et comprenait des événements spéciaux pour les participantes qui y ont assisté en personne. La présidente de la FCFDU, Joy Hurst, a pu assister virtuellement à l'AGA. Tout au long de l'année, j'ai participé à plusieurs activités du club, notamment aux AGA de la Rive-Sud et de la MLUWC en personne, à la cérémonie de remise des prix de l'AFDU Québec virtuellement, et à la collecte de fonds pour le cinquième anniversaire de l'AFDU Montérégie.

Notre club francophone/hybride AFDU Montérégie tiendra sa réunion d'automne sur la Rive-Sud de Montréal et la conférencière invitée sera Anne Panasuk. Anne est une journaliste et anthropologue nommée par le gouvernement pour accompagner les parents des Premières Nations dont les enfants ont disparu après avoir été emmenés à l'hôpital pour y être soignés.

Membres:

- six clubs actifs (quatre de langue anglaise et deux de langue française - l'AFDU Montérégie est également hybride).
- Le MLUWC a célébré son 65e anniversaire et a pu fêter le 105e anniversaire de Hildburg Schleiermacher.
- L'AFDU Montérégie célèbre son 5e anniversaire.
- La planification est en cours pour que l'UWC Montréal célèbre son 100e anniversaire en 2027.
- Le Conseil du Québec a soutenu une bourse d'études pour un étudiant autochtone à la mémoire de Dre Suzanne Lemire par l'intermédiaire de l'AFDU Québec. La cérémonie de remise des prix s'est déroulée en présence du président du Conseil du Québec et des directeurs régionaux.
- Plusieurs membres appartiennent à plus d'un club
- Notre UWC Montréal a connu une augmentation du nombre de ses membres et compte maintenant trois groupes mère-fille.

Profil public :

- Les clubs québécois poursuivent leurs activités de sensibilisation principalement par le biais des médias sociaux : Facebook, Instagram et pages LinkedIn, qui offrent une visibilité à leurs clubs.
- L'AFDU Québec profite de sa soirée de remise des prix pour promouvoir le club en invitant les doyens des facultés de Laval, les représentants du gouvernement, les donateurs ainsi que les récipiendaires, leurs familles et leurs amis. Elle distribue également un communiqué de presse sur la soirée. Sherbrooke & District a publié les noms des lauréats dans son journal local.
- Campagne d'envoi de lettres par Sherbrooke et District pour aider une famille qui lutte contre l'expulsion.
- Coopération avec le Conseil des femmes de Montréal

International

- Le Conseil du Québec, sous la direction de nos clubs francophones AFDU Montérégie et AFDU Québec, en coopération avec FCFDU International, travaille sur des conversations entre pairs avec les clubs francophones dans GWI - cela donnera l'occasion aux membres francophones à travers le Canada de réseauter avec d'autres groupes internationaux francophones.

Promotion des causes :

- Cette année, le Comité permanent sur la défense des intérêts travaille sur la façon de demander une reconnaissance plus rapide des médecins immigrants et des résidents canadiens qui ont étudié à l'étranger.

- Les clubs poursuivent leurs projets de défense des intérêts locaux, qu'il s'agisse d'études sur la pauvreté, de refuges pour femmes, de paniers de Noël, d'actions de proximité, de soutien aux immigrants ou de questions autochtones.

- Tous les clubs du Québec soutiennent GWI

- Notre conférencière provinciale à l'AGA de cette année était Johanne Jutras, auteure de Pornographies. Un résumé des effets de la pornographie sur la société. Cette session était ouverte virtuellement à tous les membres de la FCFDU.

- Les membres participent aux comités nationaux

- Paige Inglis a rencontré nos deux directrices régionales Judy Hopps et Frances Hudon, ainsi que moi-même, pour discuter de la défense des droits au Québec au début du mois de juin.

Bourses d'études :

- Un total de 128 450 \$ a été versé par nos clubs pour l'éducation.

- Tous les clubs attribuent des bourses d'études aux étudiants des cégeps et des universités, et l'AFDU Québec, le South Shore University Women's Club et Sherbrooke & District incluent les étudiants autochtones. L'AFDU Québec, le South Shore University Women's Club et Sherbrooke & District incluent des étudiants autochtones. Sherbrooke & District soutient également des bourses à l'école professionnelle locale et offre des prix de leadership dans les quatre écoles secondaires de la région. Le Montreal Lakeshore University Women's Club offre également des bourses aux étudiants de l'éducation permanente des commissions scolaires anglophones et francophones, ainsi qu'une bourse au CEGEP local.

Durabilité :

- Les clubs cherchent à encourager leurs membres à occuper des postes de direction.

- Les clubs continuent d'utiliser diverses méthodes pour attirer de nouveaux membres, en particulier des membres plus jeunes, afin de soutenir leurs clubs. Par exemple, MLUWC a un programme de réseautage solide ouvert aux femmes qui travaillent et a réussi à attirer certaines d'entre elles dans son club. UWC Montréal se réunit régulièrement en personne et a augmenté le nombre de ses membres cette année.

- Il y a une nouvelle page Facebook pour le Conseil du Québec.

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Tous nos clubs travaillent dur pour garder et attirer de nouveaux membres et sont de fiers partisans de la FCFDU et du GWI.

J'ai hâte d'entamer ma deuxième année en tant que présidente du Conseil du Québec de la FCFDU et de continuer à siéger au conseil national en tant que vice-présidente du Québec et présidente intérimaire, et de continuer à apprendre et à faire davantage au nom de ma province et de la FCFDU à l'échelle nationale. Nous devons partager nos réalisations avec tous ceux que nous rencontrons.

Le tout respectueusement soumis,

Linda Sestock, VP Québec

Le 13 juin 2023

VP Ontario

Teresa Habs Annual Report to CFUW

As VP Ontario I attended the National Board's meetings held this past year and the Meet and Greet in February 2023 where the new staff and the board were introduced to members across Canada. I also joined the Finance Committee and the Rebranding & Communications Committee.

As OC President I work with our six Regional Directors on our Board whose primary role is to act as a liaison between CFUW and the clubs. The RD's experience their clubs from the ground up, and for that reason, are an integral part of both CFUW and Ontario Council. They apprise both activities, the sentiments, and the needs of their clubs.

Succession planning is a big issue across the country as it is in Ontario.

Building strong clubs with committed members is another priority.

The past year 2022-2023 was a year of moderate growth in Ontario with 124 new members, and exciting revitalization as clubs began to meet in person again. Ontario Council has a membership of 49 clubs (including 1 E-club) and 4267 members.

My report will focus on some of the strengths and challenges of each region as seen through the eyes of the RD's. Common themes emerge; there are some easier solutions and there are some, like demographics and diversity, that are more complicated challenges.

What is clear is the creativity and diligence that all clubs display to meet today's challenges.

Ontario Central (12 Clubs in the Greater Toronto Area)

Today's technology in all its forms has relieved the stress related to effective communication.

A combination of in-person and Zoom meetings were popular. The enthusiasm generated by in-person meetings was very evident.

Could a combination of both be the way of the future?

Challenges remain recruiting and retaining membership, encouraging members to take an executive position and attracting younger and more ethnically diverse members.

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Included below are some asks:

- Clubs need help from all levels of CFUW to address the membership issue. **There should be a national, provincial, and local coordinated campaign for new members.** People should know who we are and what we do and how proud we are to be members of CFUW.
- Clubs need help from CFUW on the creation of attractive and current websites. Those attracting the most new members are very deliberate about up-to-date and colourful, interesting website.

Clubs continue to work to increase their public profile:

- Home and Garden Tours in support of Scholarships at CFUW
- Jane's Walk – an awareness campaign for affordable housing
- New club structures are being tried everywhere
- Resolution Meetings are a tradition in many clubs
- Meetings with MP's and MPP's are a mainstay in many clubs
- Sixteen Days of Activism and participation in International Women's Day events are held all over the Region
- Support for Coldest Night of the Year events continues to grow
- Signature events such as annual book sales, garage sales and others are held in support of many clubs' scholarship programs

Ontario Huron (4 Clubs positioned alongside Lake Huron)

All clubs were successful in their virtual and in-person programs and interest group meetings with meeting programs open to the public, or co-sponsored with other groups, to raise CFUW's community profile.

- Clubs continued or expanded their scholarship grants/programs; in-person fundraising events increased with the lifting of most provincial health restrictions.
- Club membership stayed firm or grew in the last year.
- All held successful membership drives and kept one another informed by sharing newsletters, holding both virtual and in-person events to which all members and the public were invited.
- Clubs are concerned about the roll-out of National's rebranding initiative and inclusivity concerns vis a vis the clubs' initiative.
- All clubs held fundraising events and participated in various charitable initiatives, some focused on the international scene.

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- Promotion of OC's functions and benefits [e.g., insurance] continues. OC's Speakers Series virtual sessions are popular among the region's clubs given the otherwise lengthy travel thereby resulting in greater overall participation.
- Virtual meetings that CFUW hosts/promotes such as Meet 'N Greet of the National Board, membership workshops and other town halls were well-received.

Ontario East (9 Clubs spread from east of the GTA up to the Ottawa Valley)

These clubs focused on building connections within the region and information sharing for the region, OC, and National CFUW.

Regular meetings with the club presidents promoted connections with each other that will prove successful for all.

Each meeting had a focus with invited guests from the clubs as well as OC and National.

The topics included building membership, leadership, partnerships, and advocacy.

Themes from all clubs:

- The importance to attract new members, to strengthen connections with existing members, build a strong executive board, and the desire to be involved locally and internationally, especially for the support of Afghan women's rights.
- Clubs also expressed the importance of raising funds to support scholarships and advocacy.
- Proposals included making executive positions more acceptable - by job sharing and spreading the workload to Interest Groups.
- New fun fundraisers were introduced by clubs.
- Clubs concentrated on local profile and getting publicity with letters to their local papers on various issues and 'All Candidates' nights during the provincial elections.
- A strategic plan was developed with three main elements: 1] attracting and retaining members 2] promoting stronger community engagement and advocacy work 3] fostering interest and action in national and international affairs.

Ontario West (7 Clubs stretching from Guelph through Mennonite Country and Kitchener-Waterloo and down to the US border in Windsor)

Clubs in this region really homed in on public profile with the use of social media:

- Blitzes on topics such as violence against women

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- Highlighting activities happening in their communities,
- Amplifying the message of partner organizations
- Advertising their meetings on social media platforms.
- Partnering with bloggers and others during events like mayoral debates
- Advocating for women and girls.
- Providing their updates to their members

Community outreach and profile work was evident with a lot of great events:

- Annual International Women's Day events
- Celebrating Women's History Month, Black History Month
- Community outreach such as a Women's Campaign School and Bridges Out of Poverty
- Inviting very notable speakers to fundraising events
- Hosting talks on 'Technology Tips and Tricks'
- Raising funds for their Scholarships and Community Engagement Funds
- Epic book sales that have become a much-anticipated local event

Ontario South (10 Clubs in the western GTA area known as The Golden Horseshoe down to the Niagara Peninsula)

This is another group of clubs who display their creativity, energy and positive attitudes that lead to positive outcomes for CFUW.

Creative highlights include:

- President of the Month System
- Rotating Acting Presidents drawn from the Executive and Committees, an apprenticeship for future leadership roles.
- Shared Leadership Model to replace the traditional structure
- Fun at a Trivia Night Fundraiser for Scholarships
- Members at Large help chair and organize monthly meetings
- Meetings with MPs and MPPs to promote CFUW's priorities and positions
- 'Beating the Blues' with a Chef Event, creating the Perfect Party Platter
- Dinner meetings became more popular
- An annual Lobster Dinner in aid of scholarships
- A fun tradition of "Goof Off Days"
- Expanding the definition of "post-secondary" beyond university and college to include Trade and Special Education programs.

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Ontario North (6 clubs from the Muskoka Region up to Thunder Bay on Lake Superior)

All the North clubs struggled with membership and succession planning.

Yet all the clubs are active and pursuing CFUW goals and raising funds for scholarships.

They have adapted to the increasing difficulties in replacing President's and Executive positions.

Highlights and Challenges include:

- Monthly meetings are conducted by past Presidents.
- Interesting ways to re-organize the Executive
- Information meetings to get feedback from members and build support
- Advocacy work within the community, with an emphasis on homelessness
- Advocacy for communities' northern concerns such as warming centres
- Looking for solutions for the high cost of heating in rural areas,
- Preparing hampers for vulnerable citizens
- Clubs have not forgotten about Resolutions. CFUW Orillia took up the resolution from 2022 that University Club of North York put forth. **"Strengthening Bail Laws to Protect Victims of Intimate Partner Violence"**. With the support of Simcoe North MP, Adam Chambers a petition was read in Parliament in early February
- A signature event - Home and Garden Tour in support of Scholarships

AS VP Ontario for CFUW I am proud to look back on 2022-2023 as a year in which Ontario CFUW clubs epitomized our Action Plan of "Building on Our Strengths". The 'view from the ground up' presented in this report confirms it!

Respectfully and Proudly Submitted to CFUW,

Teresa Habs,

Ontario Council President and VP Ontario 2022-2024

VP Prairies

Vicky Grabb

As VP Prairies, I represent Alberta (5 clubs), Saskatchewan (3 clubs), and Manitoba (1 club). I attend Alberta and Saskatchewan Council meetings, club meetings when invited, and National Townhall sessions. All through the magic of Zoom!

There are common themes: membership is declining; it's harder to attract new members; it's a challenge to get members to serve on the Executive and committees. However, I observe that interest groups are restarting and that we are gradually feeling comfortable meeting in person. I think meeting in person creates an energy and enthusiasm that is essential for attracting new members and getting existing members excited.

Alberta Council approved a short list of three questions to ask party leaders in the recent provincial election, and to ask at candidates meetings:

1. Provide three steps your party will take to ensure effective and timely health care.
2. Provide specifics of how your party will commit to publicly funded universal health care in Alberta within the Canada Health Act.
3. What will your party do to ensure that every individual in Alberta has timely access to a family physician?

Guidelines were provided reminding members that CFUW is non-partisan and not to endorse any specific political party.

Clubs in Alberta are meeting in person, on Zoom or in hybrid form, depending on their preferences.

Saskatchewan Council appoints one representative to the Senates of each of the University of Saskatchewan and the University of Saskatoon. In addition, Saskatchewan has proclaimed September 14 CFUW Day.

Over the past year, the Saskatchewan Council has worked to establish the New Beginnings Grant, which is a joint effort of the Saskatchewan clubs and Saskatchewan members of the e-club. Over 2022-23, criteria were discussed and the process mapped out for the pilot \$5,000 provincial bursary that will enable a mature woman to pursue her dreams to realize a better economic future.

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The University Women's Club of Winnipeg is active with a full calendar of events, interest groups, scholarships, and advocacy.

A handwritten signature in black ink, appearing to read "Vicky Grabb". The signature is fluid and cursive, with the first name "Vicky" written in a larger, more prominent script than the last name "Grabb".

Vicky Grabb

CFUW VP Prairies

Regional Directors Reports

2022-2024 Regional Directors June 2023 Progress Report

1. RD BC Vancouver Island Valerie Gunn president@cfuwpq.ca

Region, Clubs on east coast of Vancouver Island, size ranging from 250 in Victoria and 120 in Nanaimo, regional cities. Two clubs in 50 member range and two small less than 12 members. Six in total. All clubs have strong scholarship/bursary programs.

Priority #1 Communication with area clubs

Actions

- a) Visit clubs in person or by zoom once a year. Make members aware of BC Council plans, actions and advocacy, encourage participation at BC AGM and sign up by members for BC newsletter For the Record and for National Action Newsletter.
- b) Hold 2 Area Presidents meetings by zoom, 1 live at AGM per year.
- c) Share club activity notices within region, to member clubs and BC Council
- d) Encourage club websites to have links to other area club's websites, as well as BC Council and National websites.

Evaluation. Action a,b RD role, c by communicating with clubs communication officer, d, by speaking with BC Council PR person Cynthia re websites.

Priority #2 Profile; Raise the public profile of CFUW on the Island, so that communities are aware of CFUW clubs locally and what we do nationally.

Actions

- a) This will drive increased membership and increase awareness and effectiveness of CFUW advocacy role.
- b) Make members aware of current BC advocacy projects and partnerships (BC Council has been very active in this) as well as current resolutions and how they can act on them as a club or as individuals.

Evaluation

Speaking with club presidents and members on advocacy priorities.

Helping low member clubs with PR campaign through national tool kits and new leadership models so women do not burn out and lose enthusiasm.

Outcome

The six clubs on Vancouver Island, are doing well, with some positive growth in membership, when taking into consideration membership attrition over the last 3 years. The good news is many of the clubs have younger women joining often newly retirees, who move into a new community.

The challenge is to keep the new members by engaging them into the CFUW Function and Family in the broader picture not just the social aspects of the club. It is through this education of new members CFUW will remain vital.

As the Vancouver Island representative, I have not been able to visit clubs personally but have had zoom meetings in the fall and spring and met with Island presidents at the BC AGM in May.

2. RD BC West Patricia Atkinson

BC WEST PROFILE: Membership range: 6 to approx. 377; most Clubs meeting in person, some via Zoom; one Club has been unable to meet recently, but via Zoom in the past; many presentations are on Zoom; most activities are in person. Three Clubs were using an Executive Leadership Team format; now only two are.

11 Clubs: CFUW Abbotsford, CFUW Coquitlam, CFUW New Westminster, CFUW North Vancouver, CFUW North Delta/Surrey, CFUW Richmond, CFUW South Delta, CFUW Sunshine Coast, UWC Vancouver, CFUW West Vancouver, CFUW White Rock/Surrey.

GOALS for 2022 – 2023:

Priority 1: MEMBERSHIP: Build & strengthen membership to sustain a healthy organization, & to facilitate continued advocacy & educational support & initiatives.

ACTIONS: Support Clubs in their leadership format; assist with succession planning as needed; encourage inviting of guests & welcoming of new members who share our vision, mission & goals; support holding events in public & working with other organizations to increase the CFUW profile; work towards keeping CFUW positive, worthy, attractive & fun; assess progress on Club visits, Fall & Spring Gatherings, at AGM's, & on any other contact, especially with the smallest Club.

EVALUATION: Clubs are running fairly smoothly & working on strategic plans & succession; only two have an Executive Leadership Team now; all others have Presidents or Co-Presidents; all are inviting potential new members by different means & welcoming same, often with a New Members' Tea or other event. All are undertaking advocacy & awarding of Scholarships &/or Bursaries, or other funds, thus raising CFUW's profile & attractiveness. Membership numbers have increased or closely maintained in all of the BC West Clubs since 2022; have increased in 6 Clubs; maintained in 3, & in 2 Clubs, have very slightly decreased by a total of 4 members. The BC West Region has increased by approximately 31 members, to approximately 856 members in total. Some extra support was needed by the smallest Club, due to unforeseen circumstances, for registering its membership with BC Council & the National Office.

Priority 2: COMMUNICATION: Build & improve communication within the Clubs, the Region, Provincial Council, & National Board.

ACTIONS: Investigate creation of a handout postcard or other item; suggest Clubs can work with Media Chair for website help/postings; visit Clubs; keep connected; plan Fall & Spring Gatherings & AGM session; encourage all to submit Newsletters & events to the Club Action Newsletter Sharing Corner & Provincial Newsletter; to share with each other; to continue to submit announcements to local newspapers; encourage attending Webinars & AGM's, & ensure Leaders are aware of resources.

EVALUATION: Idea of a handout was discussed with Clubs & with BC Council; some already have something to give out; to be discussed again with BC Council after rebranding is done. Clubs are aware of CFUW resources & webinars, & information was shared at the Fall & Spring Gatherings. The larger

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Clubs produce Newsletters which were shared with other Clubs, & also submitted to the Club Action Newsletter for the “Sharing Corner”. News items were also submitted to the Provincial “For the Record” publication, & Clubs continued to publicize events as much as was feasible. Attendance at webinars & AGM’s was high; Presidents/Leaders were very well informed, & they diligently communicated pertinent information to their Club members. A Networking Session was planned & held at the BC Council AGM & Conference, which focused on Communication, Advocacy & Membership. My Club visits were in person or virtual, as suited the occasion.

Priority 3: FUNDRAISING: Maintain CFUW’s ongoing & significant contributions to society, & its support for advancement of Women’s causes & education.

ACTIONS: Support Clubs’ varied projects & sharing of fundraising ideas; support ongoing awarding of Scholarships &/or Bursaries & calculate year-end totals.

EVALUATION: All Clubs continued making their contributions to society through the awarding of Scholarships &/or Bursaries, & by supporting a variety of other valuable projects. Ideas were always willingly shared. For the B.C. Council AGM Booklet, all submitted their reports with year- end funding totals included. Total funding given out for Scholarships &/or Bursaries, & Special Projects in BC West was approximately \$164,120.00. Visibility & recognition in community & beyond was apparent.

Priority 4: ADVOCACY: Build on Advocacy in keeping with CFUW resolutions.

ACTIONS: Support Advocacy locally & beyond; ensure Clubs are working with Advocacy Chairs; support development of any proposed resolution; support any writing of letters & meetings with politicians; encourage members to apply for the BC Council Resolutions Chair position or else volunteer as a Resolutions Committee member.

EVALUATION: All Clubs have Advocacy Representation & were involved in advocacy locally & beyond, in accordance with National Strategic goals. Two Resolutions were composed by two BC West Clubs (i.e. one each), & passed at the BC Council AGM. As well, the vacant BC Council Resolutions Chair position was filled by two BC West members, to be Co-Chairs.

The ongoing commitment & hard work evidenced by every BC West Club was outstanding, and I commend them all for their amazing achievements.

3. RD BC Interior

(vacant) The interior district has four clubs (Prince George, Nelson, Vernon and Kelowna). Club membership varies between 65-20 members. There is a mixture of leadership models.

Priority 1. Communication: Interior Clubs will improve their communication to members, community, BC Council, CFUW National and International Advocacy groups.

Priority 2. Membership: Build and Strengthen membership to sustain a healthy organization

4. RD Alberta Heather Hill

CFUW Alberta Council Action Plan 2022-2024		
PRIORITY	ACTION PLAN	OUTCOME
<p>Membership: Build and strengthen membership to sustain a healthy organization and continue our advocacy and educational support and initiatives.</p>	<ul style="list-style-type: none"> - continue to use Zoom to facilitate member engagement - use social media to attract new members - maintain Club websites - utilize National resources to increase membership - attend workshops re membership 	<ul style="list-style-type: none"> - Zoom purchased for 23-24 - social media accounts maintained
<p>Profile: Raise the public profile of CFUW so that our ongoing and significant contributions to Canadian society are fully recognized.</p>	<ul style="list-style-type: none"> - use social media and traditional media to share activities and accomplishments with public and CFUW Clubs - highlight scholarships and bursaries awarded annually through various media - AB council sponsor dynamic speaker to present on Zoom for all Alberta Clubs (and beyond) and the public around Int'l Women's Day. Each Club advertise the event locally. Suggested speakers Jennifer Sidey (an Alberta astronaut), Maude Barlow 	<ul style="list-style-type: none"> -20 attendees at March 13 IWD Zoom event with Mel Willerth from ACWS
<p>Advocacy: Increase the effectiveness of CFUW's advocacy role and extend our impact through partnerships.</p>	<ul style="list-style-type: none"> - acquire member to chair Advocacy Cttee - AB Council can sign on to advocacy activities initiated by Clubs so a provincial focus can become a part of the campaign (e.g., Protesting coal mining) - send a letter to the Alberta government responding to request for input on budget priorities- initiated by Council, signed on by all Alberta Clubs 	<ul style="list-style-type: none"> -letters sent and responses received -several clubs sent letters to politicians
<p>Scholarships/ Bursaries: Support Clubs in their programs</p>	<ul style="list-style-type: none"> - support through communicating what Clubs are doing in this area - perhaps consider a fundraiser such as a silent auction to 	<ul style="list-style-type: none"> -Club's info shared at AGM

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at the local level.	<p>help raise money</p> <p>- possibly apply for Society status</p>	
Sustainability: Support CFUW goals at all levels.	- Alberta Council Zoom account widely used to keep clubs connected and sustained in all activities, and allows for hybrid meetings	- purchase of Zoom pro account
Communication: among the Clubs, with the Provincial Council, with the National Board	<p>- Continue to provide Zoom to promote and sustain communication among members and clubs</p> <p>- encourage members to receive National newsletter which offers learning opportunities through workshops, town halls, and various opportunities offered by other Cdn clubs</p>	-Nat'l CFUW info shared with provincial leaders

5. RD Saskatchewan Gerlinde Sarkar

There are three clubs: Yorkton – 14 members, Prince Albert - 14 member, Saskatoon, 49 members and 4 e-members in Regina.

Priority 1: Scholarships and Bursaries

Actions: start a new Bursary: New Beginnings Grant.

The Sask Council Zoom made the decision to start a new provincial bursary. This suggestion came from the last Prairie Gathering in Edmonton following a discussion how we could support women who face obstacles rebuilding their lives after facing abusive relationships or face other circumstances that require women needing help to fulfill their career goals. Further it was suggested that CFUW needs to live up to the idea of lifelong learning and diversity to include a wider range of educational opportunities. All clubs in Saskatchewan currently already award scholarships (CFUW-Saskatoon awards approx. \$49,000 each year), but members feel that university scholarships are too elitist, and many women fall through the cracks. Also about 62% of all university students are now women, so we need to support other women wanting to pursue education through micro certificates or other avenues to get a career.

Evaluation(s):

We envision ONE provincial bursary of \$5,000. Criteria, marketing and fundraising still need to be worked out, but we plan to offer this grant for the next academic year. We will measure the effectiveness by the impact this grant will have on the recipient.

Priorities 2: Profile: Raise the public profile of CFUW so that our ongoing and significant contributions to Canadian society are fully recognized.

Actions: Advertise the Bew Beginning grant provincially a career.

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As a by-product to this new provincial grant, which will be widely advertised, locally and provincially, we also hope to raise the profile of CFUW.

Evaluation(s): New membership

6. RD Manitoba Vacant

7. RD Ontario North Wendy Taylor

The region of CFUW Ontario North is comprised of 6 clubs:

- CFUW Orillia
- CFUW Muskoka
- CFUW Haliburton
- CFUW North Bay
- CFUW Sudbury
- CFUW Thunder Bay

Each club has approximately 60 – 80 members. I have visited three of the clubs, including my home club in Orillia. Through the President's bimonthly meetings, I have determined that succession planning and awareness of Ontario Council are of concern. Third would be membership and retaining members.

Priority 1: Raise Awareness of CFUW Ontario Council and Advocacy

Actions:

- Send out notices of Speaker Series information.
- Keep club Presidents informed about OC advocacy work in meetings.
- Recruit committee members for OC Standing Committees
- Visit and speak to clubs about important information regarding OC.
- Invite Ontario Council Advocacy Chair to President's meeting. (Done on November 21st meeting)
- Identify and encourage clubs to partake in Municipal, Provincial, National advocacy work.

Priority 2: Help Clubs with Succession Planning to ensure continuity of CFUW mission

Actions:

- Enquire about continuity of each CFUW North clubs Board members.
- Discuss with them any issues concerning recruiting members for Board members.
- Help with removing barriers to recruiting members i.e., review policies.

Outcome

Membership: *Membership at the 6 clubs remained stable and increased in a few clubs through membership events. CFUW Orillia increased by 15 new members. The past few years due to non in person events created some uncertainty, but the fellowship and bonds of friendship in the smaller clubs kept the foundations of the clubs intact.*

Through a public International Women's Day event, CFUW Orillia created public awareness and gained some new members. CFUW Sudbury hosted an in-person author night open to non-members. Each of these activities create awareness for CFUW and highlight the activities in each community.

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Profile: *Although the clubs did host events to create awareness and increase membership at the local level, CFUW both National and Ontario contributions to Canadian society are not always in the fore front. I would like to work on increasing the awareness of the CFUW mission and vision to provide new and long-time members to become more involved and provide input to all levels of CFUW.*

Advocacy: *All the clubs do review the annual National Resolutions. A few do provide amendments and attend the meeting between the proposers and amenders. The CFUW Orillia club did considerable advocacy work on the Intimate Partner Bail Laws resolution. The resolution was read in the House of Parliament by the local MP.*

All the clubs do some CFUW advocacy work and have active advocacy committees. Most of the work the clubs do is at the local level with community work such as homeless initiatives, work with women's shelters, Christmas baskets. Etc.

Two of the clubs have indicated issues in their communities and are considering an Ontario Council resolution for the coming year. I have supported them through email, zoom meetings and connections to the appropriate Ontario Council members to help them.

Scholarships/Fellowships/Bursaries: *All the North CFUW Clubs contribute through fundraising to scholarships or bursaries.*

Sustainability: *Through the trials of the last few years, all the clubs remain active and continue to enjoy many interest groups, advocacy and raising funds for scholarships and bursaries. AS RD North I have been pleased with the similarities between the clubs but the different activities, they pursue to support CFUW goals.*

My goals for the coming year are to continue to support the clubs through visits, zoom meetings and to better educate them and create further awareness of the opportunities in both CFUW National and Ontario to build a stronger organization not just at the local level.

8. RD Ontario West Elana Freeman rdwest@cfuwontcouncil.org

This year, 2022-23 was my 1st year in my 2nd term as RD. I would like to offer my congratulations to the clubs in Ontario West for all the great work they do in the areas of fundraising that support their scholarships and other donations they make to their communities, and the advocacy work they do to advance the lives of women and girls.

CFUW Public Profile

CFUW clubs in Ontario West continue to use social media to amplify their events and their message. Some highlights of the region's accomplishments:

- CFUW London posts its meetings on Facebook.
- ON West clubs participate in the 16 Days of Activism against Gender-based Violence social media blitz.
- CFUW K-W uses social media, Facebook, and Twitter, to promote their club activities, amplifies partner activities and highlights their message.
- CFUW Stratford is active on Facebook. They provide speaker biographies, highlight events happening in Stratford, and used this same platform to thank their IWD breakfast sponsors

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- CFUW Windsor is also active on Facebook and Instagram and Twitter. They highlight activities happening in their community, amplify the message of partner organizations, and advertise their meetings on these platforms.
- CFUW Windsor livestreamed its Mayoral Debate on Instagram in partnership with local political bloggers.
- CFUW St. Thomas uses social media to highlight their meetings, including speaker bios and Zoom information.
- CFUW Guelph uses Facebook to advertise its meeting, and to advocate for women and girls
- CFUW Cambridge uses Facebook to advertise its events and to provide club updates.

Year in Review

The clubs in Ontario West held a lot of great events this year. We learned to live with the “new normal” of pandemic life and moved to mostly in person events this year. Some highlights of club events and activities follows.

CFUW Cambridge held its 11th annual International Women’s Day Breakfast in person. The speakers for this event were Alex Mustakas and David Connelly of Drayton Entertainment. Proceeds and donations from this event went to CFUW Cambridge’s Scholarship Fund.

CFUW Guelph continued with its community outreach. This year it funded Bridges out of Poverty and the 2022 Guelph Women’s Campaign School.

CFUW Kitchener-Waterloo had a very busy year. In December they held their 100th anniversary wrap-up luncheon. In April they are hosting an Evening with Lisa Laflamme, with proceeds going to their Charitable Foundation. Also, in April their Giant Used Book Sale is back.

CFUW London CFUW was mostly back in person with some of its meetings held via Zoom. They had meetings this year on Technology Tips and Tricks and celebrated Women’s History month with Georgina Gifford from Western University.

CFUW St. Thomas In April, hosted its Dessert, Bridge and Euchre fundraiser in person. Proceeds go to its Community Engagement fund which supports its scholarships as well as donations to community organizations.

CFUW Stratford was also busy this year. They hosted a successful Ontario West Fall Gathering in October. And, this year, they hosted their first IWD breakfast and panel. They raised enough money to fund their scholarships for the year.

CFUW Windsor continued its advocacy on educating the electorate by holding a Mayoral All candidates meeting in October in advance of the municipal election. CFUW Windsor celebrated Black History Month by hosting a University of Windsor history student working on a project about local Black History.

9. RD Ontario South Joyce See rdsouth@cfuwontcouncil.org

This has been my third year as Regional Director for Ontario South. Ontario South is made up of ten clubs in the western GTA and Niagara Peninsula. They are:

- Brantford – (72 members)
- Burlington – (88 members)
- Georgetown – (58 members)
- Grimsby – (22 members)
- Hamilton – (58 members)
- Milton & District – (62 members)
- Mississauga – (111 members)
- Oakville (213 members)
- St. Catharines – (221 members)
- Welland & District – (44 members)

I have enjoyed continuing to get know the club presidents and the advocacy and scholarship leads. They never fail to impress me with their creativity, energy, and the positive attitude they bring to our conversations. Clubs in Ontario South have continued to balance the challenges presented by Covid-19 restrictions with the need of their members for opportunities for fellowship. Challenges identified by all clubs continue to be recruiting and retaining members. This then connects with the challenges of getting members engaged in club activities such as fundraising and advocacy initiatives.

Advocacy is important for most clubs with the range of priorities including; Long Term Care, environmental initiatives, gender based violence and local initiatives such as managing growth and required infrastructure

I identified three priorities for the 2022-23 membership year:

Priority 1: Engaging with clubs identify common challenges and solutions.

Outcomes: *I met 4-5 times each with club presidents and with advocacy leads. Notes of each meeting were shared. There was considerable exchange of ideas and resources between clubs. In addition, one meeting was held with the leads from the club scholarship leads with fundraising being a key discussion point. Information from the National office and Ontario Council were shared as appropriate.*

Priority 2: Build and strengthen membership amongst club presidents to identify ways clubs have had in attracting new members.

Outcome: *One meeting with club presidents was dedicated to the issue of membership recruitment. Ideas generated were noted and shared and barriers, challenges and solutions were discussed and shared. National resource was directly sent to presidents.*

Priority 3: Begin the process of identifying a replacement for the RD position for Ontario South.

Outcome: This priority will be a focus of upcoming discussions and continue in the Fall of 2023.

10.RD Ontario Central Susan Freeman

There are 12 clubs in the Central area.

We met by Zoom and had an in-person meeting. In general, the concerns were.

1. retaining members,
2. getting members to serve on the executive
3. seeking inclusion to reflect diversity.

The team, Marg Esau, and Kathy McCarty, from Markham Unionville made a presentation about human rights, equity, and inclusion (#4 above) that we all benefitted from. There was a hand-out, and a PowerPoint program is available. Some clubs have encountered gender issues in the awarding of their scholarships. The Human Rights Code states that a person identifying as female is considered female. As an older organization we realize that we need to make modifications to our documents and websites. We also discussed the issue of diversity in our clubs. This is indeed difficult to change but there were suggestions to seek out and invite organizations for minority groups and visible minorities.

I would like to help in these areas as needed by the individual clubs.

The clubs have continued to discuss the questions set out above:

- Aurora-Newmarket, Markham-Unionville, Etobicoke, Northumberland and UWC Toronto continue to attract members.
- Oshawa and District, Scarborough, Ajax-Pickering, Leaside-East York and Barrie are doing well, holding their own and feeling positive.
- North Toronto and North York have diminished numbers. North Toronto is trying a team management effort for the coming year. North York is working on a plan to attract new members.
- As indicated above, North Toronto is trying a management team and UWC Toronto will be in a holding pattern concerning the new executive. In the former case, they need new members to take these positions after getting to know the club. In the latter, the current board needs to get to know the many new members who have joined but who haven't come to many activities.
- The example of Markham Unionville and their campaign to court new members is something we should all emulate.
- It is very hard to attract members of visible minorities at this time. It might take a few years before this is possible because of staying within your own comfort zone and being of a position to fit in with the clubs. This last item is a perception rather than a reality but something we must strive to overcome.

Clubs are working to update their constitutions.

Numbers: I am also concerned about the drop off in CFUW membership in total (nationally and locally) and reasons for such a decrease:

- CFUW Etobicoke, North Toronto, and Aurora Newmarket are down slightly in membership.
- Ajax-Pickering, Oshawa, Leaside-East York, Scarborough are about the same.
- Markham-Unionville, Northumberland, UWC Toronto are up slightly.
- No info from UWC North York or CFUW Barrie.

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- I am most concerned about small clubs like Ajax-Pickering and Oshawa in which the executive is working so hard and fulfilling many roles. I fear for burn-out of really dedicated members.

All clubs agree about perhaps rebranding (literally not figuratively), reaching out in the community and attracting more active members.

We are all looking forward to a rebranding and recruitment campaign on a national level and look to the national executive to provide their decisions and then their help with this.

I have circulated the work of the ad hoc Membership Committee, chaired by Roline Maconachie for Ontario Council, last year. There are some useful suggestions that the clubs shared.

11.RD Ontario East Anne Cordon

My region has nine clubs representing a mixed demographic from urban to rural, large city to very small towns. The furthest time between clubs is about 4 hours with an average of about 2 hours.

(Membership numbers are approx. and rounded)

Ottawa (450)

Belleville, Kanata, Perth (120)

Cornwall, Nepean, Peterborough (45)

Renfrew (15) Kingston (10)

Priority 1: two-way communication with clubs, OC, and National

Keep clubs informed without inundating them with too much information. Be the “guide on the side” to build rapport and trust with the clubs and facilitate partnerships and sharing between clubs. This is my second term as RD plus I was the OC Chair of the Status of Women for 5 years previously. I am trying to build on that experience yet be open to new and innovative ideas.

Actions

- Monthly presidents’ meetings have continued—this year with themes to channel discussion into more useful take away information. Invite relevant club executives to attend specific meetings (e.g. Membership chair for membership meeting; Advocacy or issues chair for Advocacy focus, etc.) I ask each other club to provide a brief, concise summary of information that I compile and distribute to all—I prefer not to take notes and this way the club gets to summarize what they want to share.
- One on one email and phone conversations.
- Respond within 24 hours if possible, to emails so the presidents/members know I am listening.
- In person visits when possible—still very limited due to weather, distance, and ongoing health concerns

Evaluation

Regular attendance and active participation at the monthly meetings of club presidents

Personal feedback

Joint projects, speakers, etc. between clubs

Positive effective outcomes in the clubs!!

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OUTCOME

The monthly presidents' meeting were very successful. This year I had themes such as advocacy, membership, scholarships resolutions, etc. to focus our discussion and I invited special guests from within the region, OC and National These guests also helped me address my second priority!

Priority 2: increase awareness, knowledge, and appreciation for the CFUW organization at the regional, provincial, and national level AND a better understanding of our region at OC and National

- I try to lead by example—I have invited National and OC board members to speak at our monthly presidents' meetings. E.g., Marcia Armstrong, VP Membership, came to our September meeting with a focus on membership building; Heather Oxman VP Advocacy and Sandra Shaw OC Advocacy Chair came to our November meeting with an advocacy focus.
- Fun quizzes/games to find key information on National and OC web pages
- I am VERY selective in what emails I send/forward to my presidents, so they are not inundated with news that leads to overload.

Evaluation

Greater club representation and member attendance at OC Speaker Series, National webinars and study groups. More information in club newsletters of activities of CFUW Ontario Council and National.

OUTCOME

I think the actions for this priority were successful as evidenced by greater club representation and member attendance at OC Speaker Series, National webinars, and study groups.as well as increased number of articles in their newsletters and participation in online events. Neither OC nor National hosted in person AGMS, in person events allow us to connect with each other directly and meet a group in person. I did not visit the clubs in person again this year except for my own club as their guest speaker at our AGM in May. Travel in the winter is unpredictable and hazardous, so I prefer to do any club visits in September, October, April, or May. However, we did all meet for a very successful ON East Fall Gathering in September in Perth. All nine clubs were represented by several members including the presidents. We really had fun seeing each other after two years on Zoom!!

12.RD Ontario Huron Elisabeth Sachs

BACKGROUND

Huron Region comprises 4 clubs to the north and west of and includes the Town of Orangeville and surrounding districts. Membership is as follows:

Headwaters [85]; Kincardine [TBD]; Owen Sound [57]; Southport [93].

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PRIMARY CHALLENGES

1. Attract a younger demographic for future membership sustainability;
2. Facilitate inter club advocacy and partnership initiatives;
3. Communication with clubs on initiatives and to be informed about Ontario Council and National Board activities.

PRIORITIES	ACTION	EVALUATION
Attract younger membership demographic	Initiate women's working/ business/ student group(s) in club catchment area.	Made connections with local groups/colleges/materials sent; 1-2 planned speaking or meeting events held.
Facilitate inter club advocacy and partnership initiatives	Introduce club's advocacy chairs and/or groups to one another for collaboration and assistance as requested. Communicate partnership activities among clubs, other community groups, and propose interactive options.	Advocacy discussions among groups; at least 1 ZOOM or in person meeting held quarterly. Assist with resolutions as requested. At least 3 contacts made with local community groups; potential joint or sponsored activities identified/planned.
Communication with clubs on initiatives & information	Add all club executives to OC and National mailing lists. Be a channel for club newsletters and activities to other regional clubs.	Mailing lists updated. Bi-monthly ZOOM meeting held. Notices, newsletters, events

Outcome

Clubs were very active with general and special meetings [in person and via ZOOM], advocacy committees and interest groups.

Club Activities

- All clubs were successful in their virtual and in-person programs and interest group meetings. All clubs use various outreach approaches to keep members engaged and increase participation in interest groups. Many meeting programs were open to the public, or co-sponsored with other groups, to raise CFUW's community profile.
- Clubs continued or expanded their scholarship grants/programs; in-person fundraising events increased with the lifting of most provincial health restrictions.

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- Club meeting topics were an eclectic mix of general interest [plus fun] and advocacy: Persons' and International Women's Day commemorations; all candidates municipal election debates; *electHER* initiatives; December 6 Remembrance events; climate change and environmental protection; long term care; journalism and politics; food security; housing and elder care options; Resolutions review and debate; Will, and estate financial giving/planning and protection; pets and wellness; dance; hosting local authors; museum and theatre events and refugee support among others.
- Regular communications took place among RD and club Presidents and advocacy chairs to share challenges, programs, meeting strategies, and information; answer club questions on Ontario Council and National communications, resources and approaches to similar issues.
- Clubs engaged in letter writing campaigns to politicians on health, environmental and land development issues.

Issues

- All 4 clubs previously opted out of the GWI. The returned funds were used to support scholarships and advocacy initiatives
- Club membership stayed firm or grew in the last year. All held successful membership drives and kept one another informed by sharing newsletters, holding both virtual and in-person events to which all members and the public were invited. Some clubs prefer virtual meetings only during the winter months [or take a break between December to March], and generally hold their AGMs in June. Active participation in interest groups is a major reason for retaining/attracting members.
- Leadership succession remains a critical issue for clubs. Regular communications took place on strategies to revitalize the Executives and attract successors. Southport and Headwaters are particularly challenged with several long-term Executive members resigning their positions. Alternative governance models are being studied.
- Clubs are looking forward to National's rebranding initiative. Inclusivity has been expressed as a concern. Website updates and social media [excluding Twitter] campaigns are taking place.
- All clubs held annual or bi-annual fundraising events and participate in various charitable initiatives [i.e. Coldest Night of the Year; local women's shelters/food bank donations; Big Brothers Big Sisters anniversary; Afghan Women's programme and Medical Mercy in Ukraine] and through local and/or international projects. In addition to several special one-time awards honouring deceased members, Headwaters is in the process of creating a permanent endowment fund through Dufferin Community Foundation.

Information and Communication Activities

- I attend regular meetings of RDs provincially and nation-wide under the leadership of Anne Cordon and report on same to club Presidents and am invited to club AGMs where greetings from OC and National are brought.
- Regular communication with club Presidents continues on contacts at OC and National for finance and other information/questions; provincial or national interest items, reminders, and requests for information.
- Promotion of CFUW's functions and benefits [i.e. profile; insurance; advocacy; Resolutions; OC's Speaker Series] continued. Virtual sessions among the clubs given the otherwise lengthy travel [and residual COVID concerns] resulted in greater overall participation.
- Promotion of the virtual meetings that CFUW hosts/promotes such as Meet 'N Greet of the National Board, membership workshops and other town halls continues.

13. RD Quebec English Judy Hopps RD Quebec English:

There are four (4) English clubs in my region – Montreal Lakeshore University Women’s Club, University Women’s Club of Montreal, South Shore University Women’s Club and CFUW Sherbrooke & District. The clubs’ range in size from 60+ to over 150 members. Quebec Council is comprised of a President, Treasurer, Webmistress and RD English and French, Chair, Provincial Advocacy Committee and the 6 Presidents (4 English clubs + 2 Francophone clubs). All clubs support GWI.

Priorities	Action (s)	Evaluation/Progress	Actual
Communication	<ul style="list-style-type: none"> Develop a short Bulletin to provide regular contact with Presidents via email to alert to urgent requests for information for National Office and inform what is happening provincially – one every 2 months or as warranted Serve as resource to new club Executives Schedule In-person visits to at least one General meeting per club (or on Zoom as per club operations) Promote the use of new National branding initiative to assist with building club membership and raise the public profile of CFUW 	<ul style="list-style-type: none"> 3 to 4 Bulletins annually Check-in with new Presidents periodically At least 4 site visits annually All clubs subscribe to new branding materials 	<ul style="list-style-type: none"> Sent 2 communications to Presidents Provided guidance to President S & D Assisted with Nominating Committee at S & D Visited 3 clubs in May – attended AGM’s for MLUWC, UWCM, Sherbrooke S & D Will happen following National AGM
Increase the effectiveness of CFUW’s	<ul style="list-style-type: none"> Serve as a resource to clubs who are mounting a ‘local’ advocacy campaign Work with Provincial Chair, Advocacy to 	<ul style="list-style-type: none"> Ensure Club Advocacy chairs have access to Advocacy package Seek local and Provincial partners 	<ul style="list-style-type: none"> Forward information as available Currently a guest at National Advocacy Committee as Co-Chair of

advocacy role	develop possible partnerships, provincially and locally		Environment & Climate Change Sub Committee – send info to clubs as available.
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One of the greatest challenges for clubs is to keep on top of all the information emanating from National Office and to respond in a timely fashion to requests. Increasing memberships is also a priority of all our clubs but post-Covid, clubs have seen the return of members and a general increase in membership.

14.RD Quebec French Frances Hudon

FRANCES HUDON – Directrice régionale- Secteur francophone
ASSOCIATION DES FEMMES DIPLOMÉES DES UNIVERSITÉS MONTRÉGIE- vice-présidente

PRÉAMBULE:

Il y a une seule autre association francophone au Québec à part la mienne soit celle de la ville de Québec avec laquelle nous avons peu de contacts. Dans les circonstances mes priorités sont :

PLAN D’ACTION

PRIORITÉS ET ACTIONS:

1. Développer des relations plus approfondies avec l’association de Québec pour mieux les connaître, définir leurs besoins et les soutenir dans leurs actions pour accroître le nombre de membres qui stagnent depuis longtemps. Leur nombre serait de 18.
2. Augmenter le nombre d’associations francophones au Québec par une stratégie de communication notamment sur les réseaux sociaux afin de mieux faire connaître les actions du National et accroître le bilinguisme dans les communications.
3. Soutenir l’AFDU MONTRÉGIE dans sa campagne d’adhésion en 2023 et 2024 par diverses activités de réseautage et l’utilisation des réseaux sociaux.
4. Accroître les communications avec les clubs de la province, celles du reste du Canada et le National par des échanges plus soutenus.
5. M’outiller pour apprendre à connaître le fonctionnement de l’association et les politiques

CONCLUSION

Est-ce que je vais réussir avec mon agenda chargé? Aucune idée! 😊

Google translate =

PREAMBLE:

There is only one other francophone association in Québec apart from mine, which is the Quebec City club, with whom we have little contact. My priorities are:

ACTION PLAN

PRIORITIES AND ACTIONS:

1. Develop deeper relationships with the Quebec City association to get to know them better, define their needs and support them in their actions to increase the number of members who have been stagnating for a long time. Their number would be 18.

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2. Increase the number of Francophone associations in Quebec through a communication strategy, particularly on social networks, in order to raise awareness of the National's actions and increase bilingualism in communications.
3. Support AFDU MONTÉRÉGIE in its membership campaign in 2023 and 2024 through various networking activities and the use of social networks.
4. Increase communications with clubs in the province, those in the rest of Canada and the National through more intensive exchanges.
5. Equip me to get to know how the association works and the policies

CONCLUSION

15.RD New Brunswick Jean Fisher

The Region of New Brunswick (NB) is part of the Atlantic Regional Council. Within the Region there are three (3) clubs: Fredericton, Saint John, and Moncton. I am part of the CFUW-F club, so it is an hour plus drive to Saint John and an hour and a half to Moncton. The distance between the cities means that visiting the other two clubs for either meetings or activities takes most of a day, and a lot of highway driving. This means that communication to and among the clubs can be a challenge as only two of them have a website or publish a newsletter.

Priority	ACTIONS	Update to May 30, 2023
1: Help to improve communications among the 3 clubs	<ul style="list-style-type: none"> - Make sure each gets the other's newsletter, if one is published - Contact the 3 clubs monthly with news/events: Regional and National - Try to visit each of the Moncton and Saint John clubs over the year for a meeting or event, perhaps along with a member of the 3rd club in the region. - Host a get together in Fredericton with the club presidents and the ARC VP to share news and methods of attracting new members etc. 	<p>This first goal has been accomplished regularly by phone and email.</p> <p>Individual visits have not yet been made during 2023 but may be planned for later in the year. Meanwhile as there was an in-person Atlantic Regional Council at the end of April, news from all 3 clubs was shared including re: new members</p>
2: Promote as important Advocacy priorities in the province (and in the country)	<ul style="list-style-type: none"> - Make sure the 3 presidents get the advocacy info supplied by national. - Share with the other 2 clubs any big advocacy steps being done by one of the other clubs in the Region. 	<p>Have ascertained/assisted so that this is the case with each of the 3 clubs.</p> <p>This was done at the ARC conference in person and through Zoom presentations by</p>

	<ul style="list-style-type: none"> - Make sure Presidents hear of Zoom opportunities on Advocacy issues. 	<p>at least 2 of the clubs.</p> <p>All 3 Presidents read/forward the national CFUW News weekly.</p>
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16.RD Nova Scotia Eleanor Palmer

I have continued to work closely with our CFUW Nova Scotia clubs and with our VP Atlantic Karen Dunnett.

With the continuation of the COVID 19 pandemic, most of my contacts have of necessity utilized modern technology rather than the preferred face-to-face meetings.

As was noted in the fall, CFUW Dartmouth was officially closed. As well, I have just learned that CFUW Pictou, CFUW's smallest club, may cease to exist as they are down to two members.

Our Nova Scotia clubs have until recently met virtually with the exception of CFUW Wolfville. As well, all the Wolfville's Interest Groups have been active.

CFUW Halifax has been following up on one of their earlier CFUW resolutions and is currently working on a resolution pertaining to immigration. Their last two meetings have been in person. Unfortunately, they met the same day as CFUW Wolfville. I was unable to meet with them as April was our annual luncheon and May our AGM. Hopefully, a fall meeting will work!

CFUW Wolfville (following COVID guidelines) held yet another very successful Book Sale in the spring having found a perfect location to prepare for the sale.

CFUW Cape Breton has once again begun meeting in person. They have an active book group and have held some small fundraisers. Our VP Karen Dunnett was able to visit their club recently while in the area visiting family.

I regret that for the first time since the CFUW Atlantic Council was formed in Wolfville in 1988, I was unable to attend the meeting due to my husband's health issues.

17.RD Prince Edward Island Céline Pinsent

Description of Region:

The Prince Edward Island Region has one chapter based in Charlottetown. The current membership is approximately 12-14 members. The strength of the region is having a well-established chapter with long-term, committed members who are able to provide a grounded history within which new members can integrate current priorities within the overall CFUW mandate. The main challenges facing the region

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are a slowly declining membership and having sufficient members available to undertake planned activities.

Priority	Actions	Evaluation
Increase the CFUW Regional membership	<ul style="list-style-type: none"> • Work with chapter to develop links with other organizations to encourage increased membership (e.g., student organizations, community development organizations, other women's organizations) • Assist with hosting the 2023 Regional Annual Conference to provide opportunities for recruitment of new members 	Indicators include: <ul style="list-style-type: none"> • # new members • # renewing members
Raise the Regional profile of CFUW	<ul style="list-style-type: none"> • Work with chapter to raise sponsors for Regional Annual Conference • Collaboration with other local organizations on initiatives that are shared priorities (e.g., environmental issues, women's education) • Leverage hosting the 2023 Regional Annual Conference with social and local media for increasing profile of CFUW in region 	Indicators include: <ul style="list-style-type: none"> • # new sponsors for conference • # collaborations with local organizations on shared initiatives • Regional CFUW mentions in social and local media postings

18.RD Newfoundland & Labrador Jean Marks

I have only one club, St. John's which right now has 70 paid up members, but also former members who have not yet paid but may in future. We are relatively far away from other Clubs. I would hope to make our members more aware of the variety of Clubs and members that form our national organization, as well as the National organization itself. Communication is the most important way to make this happen!

Priority 1: Promoting CFUW within the Club to look beyond the local level to be more informed of what is happening regionally, nationally, and internationally.

Action: Speaking at Club meetings and writing in our monthly news and notices. This will involve talking about the activities of other Clubs, the actions of our national organization and making our members aware of ways to participate at the National level, as well as encouraging them to do so.

Evaluation: Gauging the interest members show in the information I present.

Priority 2: Two-way communication with the members of my Club, with the Region, and with National to properly do Priority 1 I will need to: Communicate with the National and Regional organization and Communicate with Club members.

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Action: Read National and Regional publications, participate in regional meetings, rd meetings, and attend National and Regional events. To disseminate this information, I will speak at Club meetings and write in our monthly News and Notices.

Evaluation: As in priority 1, I will gauge the interest members show in the information I present.

Outcome

I have carried through on my action plan, basically to help us connect with the wider world of CFUW. It has involved attending Club meetings, Atlantic Council meetings, national RD meetings, the Atlantic Council AGM. I have also read the National Club Action newsletters. To circulate information learned have written briefly in our monthly News and Notices, a publication organized by our president and circulated to all members and spoken briefly at Club meetings. It is very hard to gauge what impact I have had. We have several members participating at both the national and international level. I have tried to publicize information about their contributions and the actions of our national organization that align with problems we are facing. We did have a good response to the request for submissions to the petition to Parliament submitted by Orillia.

REPORT OF THE COMMUNICATIONS AND VISUAL IDENTITY AND REBRANDING COMMITTEES

These Committees began as separate entities with the Visual Identity and Rebranding Committee (VI&R) as the priority for the fall. After reviewing the feedback from members, focus groups and staff undertaken by the previous Communications Committee the VI&R Committee looked very closely at the impact that a name change would have upon our Clubs particularly in the area of financial impact. As a result, the Committee made two recommendations:

1. This committee recommends to the Board to refer to our organization as “CFUW” rather than the “Canadian Federation of University Women” in public.
2. This committee recommends to the Board that we initiate a Branding Refresh which would include a new Tagline, a new Logo and a consideration of colours with instructions to the designer regarding issues of printing.

The Board subsequently accepted both motions. Once that decision was made the two Committees were combined. The work with KIK was delayed until our new Executive Director was on board. Meetings were held with KIK through the Spring and the New Logo and tagline were approved by the Board and will be introduced to the membership at the reception before the AGM on the evening of July 7th. In addition to the logo and tagline there will be a suite of key messages produced by the Communications Committee with the assistance of members with Communications skills and experience has been compiled and will be provided as well. Workshops for Clubs will be scheduled for the fall.

Due to the work to rebrand the Communications Committee has had to wait for these other decisions. In the fall it is our intention to follow up with the work suggested by the previous Communications Committee.

The VI&R Committee was initially Co-Chaired by Robin Jackson and myself. The combined Committees were Co-Chaired by Jaime Beagan and myself once Jaime joined CFUW. Other members of the Committee included Joy Hurst, Karen Dunnett, Teresa Habs, Marcia Armstrong, Kathy Wosnick, Barb DuMoulin, Heather Oxman, Heather Hill, Linda Sestock, Cynthia Fraser, Eleanor Palmer, and Ann Cordon. I offer my thanks to each of these women who shared their time, expertise, intelligence, and energy to ensure we made the best decisions we could on behalf of the CFUW Membership.

Respectfully submitted,

Sheila Service Co-Chair, VP BC

Jaime Beagan, Co-Chair, Executive Director

Report from the Governance Committee 2022-23

Governance looks at internal and administrative policies and procedures, as well as other issues and questions referred to us for consideration. One question that has come up was: can we participate in political process? The answer is “yes, but on a non-partisan basis.” So, we can raise questions at all candidates meetings (such as those related to publicly funded health care) or urge people to vote. But we can’t endorse a particular party.

A proposed amendment to the National Bylaws, to change “Acting President” to “Deputy President” originated in the Governance Committee before being recommended to the Board and to the Articles & Bylaws Committee for consideration and action.

The Committee has taken note of the requirement for all clubs to have constitutions and bylaws, which should be reviewed periodically and updated. Club bylaws should be compliant with CFUW National Bylaws with respect to purpose and membership, and any provincial legislative requirements.

The Committee has discussed the importance of privacy of member contact information. Members may consent to share such information with other club members on a limited basis but that does not imply consent to share it beyond that limited scope. An updated privacy policy will be posted to the national website.

The Committee is also reviewing the gender identity policy to ensure it is up-to-date and inclusive.

The Committee is developing a questionnaire for board self-evaluation. Results will be aggregated and used to identify ways that board effectiveness can be improved.

The Chairs of Governance, Membership and the RDs are working together to plan a town hall about leadership models to assist clubs to find a way to ensure they can continue to thrive.



Vicky Grabb
Chair
CFUW Governance Committee

Report of the Resolutions Committee for 2022-2023

Members: Margaret Therrien, Bilkies McKen, Monique Sirois-Kelly, Bonnie Jensen, Wendy Taylor, and Chair Grace Hollett. Consultant: Paige Inglis

The Resolutions Committee followed the schedule set in September 2022 and published in the Committee's newly revised "Resolutions Information and Guidelines 2022-2023". They, along with Proposers and Clubs achieved each task noted below, either on time, or ahead of time.

September 22; A Resolutions Workshop was held with Clubs on the resolution process. Panelists were the 2022 proposers and the Resolutions Committee.

By November 15, 2022, six Resolution Intents had been received and by Nov. 22 were reviewed by the Committee, as per guidelines, and contacts made with proposers. Translation and publication in Club Action News followed.

Proposers developed their full Resolutions and by February 9, 2023, six Resolutions were submitted containing Resolved Clauses, Background, Implementation, and Bibliography, under the following titles and naming the submitting Club or Committee and the Proposer.

1. Archiving Select Policies I. (CFUW Advocacy Committee, Margaret Therrien).
2. Archiving Select Policies II. (CFUW Advocacy Committee, Margaret Therrien).
3. Immigration Detention in Canada. (CFUW Halifax, Elaine Gunn).
4. A Comprehensive Maternal Death Prevention Strategy. (CFUW Hamilton, Cathy McPherson)
5. Treatment for Canadians Suffering from Chronic Lyme Disease and Other Tick-Borne Diseases (Revised Title), (CFUW Perth and District, Shelley Ball)
6. Advancing Sustainable Development and Gender Equality through International Trade agreements (Revised title) (International Relations Committee, Barbara DuMoulin)

During February 9-23 the Resolutions Committee reviewed and provided written comments on the full text of the Resolutions, with consultations as required. This was followed by Proposers and their committees revising their Resolution and confirming hyperlinks and submitting the revised text for translation into French and an early publication date of March 1st. Clubs could then begin their proposed amendments following examination of the Resolutions in some detail. Amendments, as well as comments and suggestions came from Clubs across Canada and were taken seriously by Proposers who, subsequently, revised components of their Resolutions.

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By May 23, those Amending Clubs had received an emailed explanation of how Proposers had dealt with their amendments. Clubs joined in the Proposers and Amenders Workshop on May 30th to engage in the explanations and discussion of the proposed revised text. A final review by Proposers and Committee and the Resolutions for July 2023 were sent for translation and publication in Club Action News.

A virtual practice for the Policy Session will be held with Proposers and the Committee on June 29th. Also, Parliamentarian Elizabeth Haynes will discuss parliamentary procedure, motions relating to the Policy Session.

Another virtual Resolutions workshop is scheduled for Sept. 28th, 2023, at 4 p.m. Eastern to prepare for the 2023-2024 Resolutions. While timelines may not change much, the newly developing communications plan for CFUW may offer more efficient opportunities for the work of this committee.

Submitted by Resolutions Chair, Grace Hollett