



87 Elm Street, Toronto, ON M5G 0A8 | 416.961.8100 | ywca-toronto.org



CHARITABLE BUSINESS #10822 9865 RROOO1

CHANGE IS POSSIBLE

YWCA Toronto | 2021 Annual Report



LAND ACKNOWLEDGEMENT

We would like to begin by acknowledging the sacred land on which YWCA Toronto operates. This land is the traditional territory of the Huron-Wendat and Petun First Nations, the Seneca, and the Mississaugas of the Credit River. This territory is covered by the Dish With One Spoon Wampum Belt Covenant, an agreement between the Anishinabeg and Haudenosaunee allied nations to share peaceably and care for the lands around the Great Lakes.

Toronto is covered by Treaty 13 with the Mississaugas of the Credit, and we are all treaty people. Many of us have come here as settlers, immigrants, or newcomers in this generation or generations past. We also acknowledge the many people of African descent who are not settlers but whose ancestors were forcibly displaced as part of the transatlantic slave trade against their will and made to work on these lands. We honour and pay tribute to the ancestors of African origin and descent.

European colonialism and institutional racism have resulted in a great deal of harm to Indigenous Peoples - the effects of which continue to be felt today. As treaty people, we resolve to do better, in our actions and our thoughts, in order to defend Indigenous self-determination, protect Indigenous women, girls, Two-Spirit and gender diverse people, and make right with all our relations.

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PHOTOS: Cover image: Stock photography; page 2: Stock photography.

BOARD OF DIRECTORS

PRESIDENT
Kelly Goldthorpe

VICE-PRESIDENT
Christina Dorey-Gray

SECRETARY
Vahini Sathiamoorthy

TREASURER
Silvia Jacinto

MEMBER-AT-LARGE
Lee-Anne Kovacs

MEMBERS
Leah Bae
Doris Chan
Andrea Dang
Richel Davies
Priyanka Debnath
Pierrette Dosanjh
Sarah Draper
Sarabeth Holden
Barb Keenan
Tharmini Kuhathasan
Aditi Raina
Ebony Rose
Sarah Yaffe

EXECUTIVE TEAM

CHIEF EXECUTIVE OFFICER
Heather M. McGregor

DIRECTOR, ADVOCACY
& COMMUNICATIONS
Jasmine Ramze Rezaee

DIRECTOR, EMPLOYMENT
& TRAINING
Tsering Tsomo

DIRECTOR, FINANCE
& INFORMATION
TECHNOLOGY
Lo Fine

DIRECTOR, GIRLS',
YOUTH & FAMILY
PROGRAMS
Racheal Lawrence

DIRECTOR, PERMANENT
HOUSING
Alethia Lewis

DIRECTOR, PHILANTHROPY
Firoozeh Radjai

DIRECTOR,
HUMAN RESOURCES
Jeannette Manguiat-Stoecker

DIRECTOR, SHELTERS
& CLINICAL SERVICES
Nina Gorka

DIRECTOR, PROPERTY
SERVICES & ASSET
MANAGEMENT
Arshmanie Ramkissoon

CUPE LOCAL 2189

PRESIDENT
Qaiser Khan

VICE-PRESIDENT
Sanna Toelke

RECORDING SECRETARY
Bethany Jolliffe

GRIEVANCE OFFICER
Marie Lorenzo

SECRETARY TREASURER
Amanda Kinna

TRUSTEES
1 YEAR - Russhna Munira
2 YEAR - Nicole Sutherland

CREATIVE DESIGN
& PRODUCTION
Sara Loos

PHOTOGRAPHY
Light Monkey Photography
(on pages 3, 4 and 8)

PROFILES
Ruvani and Karen

*Arshmanie Ramkissoon joined in June 2021 replacing Maura Thompson.

MESSAGE FROM OUR BOARD PRESIDENT & CHIEF EXECUTIVE OFFICER

During a challenging year, YWCA Toronto championed creative solutions to support our community members and protect our staff.

We expanded our programs to advance poverty reduction. With the City of Toronto and the Neighbourhood Land Trust, we pursued the stewardship of an important affordable housing portfolio in Toronto's West End. In collaboration with the Lise Watier Foundation, we offered *Let's Start Up* - a new employment program for women entrepreneurs. We also scaled up our *Building Sustainable Futures* initiative, a national learning collaborative for women and gender diverse individuals.

Our advocacy efforts over the past year made it abundantly clear: We need an intersectional, feminist recovery! We proudly led calls for decent work and demanded action on universal child care, affordable housing, and gender-based violence. We also renewed our commitment to equity and inclusion through an important anti-racism audit of our Association. This commitment helped us focus a new direction for Camp Tapawingo - a program for girls, gender diverse youth and families - to ensure culturally-responsive spaces for underrepresented campers.

Of course, our collective work would not be possible without the generosity of our donors! Together, we raised almost \$4 million to fund programs and services that transform lives.

The unwavering dedication of our staff, donors, funders, sponsors, volunteers and partner organizations continues to inspire us - thank you! Together we are making positive, lasting change while advocating for a better future.



KELLY GOLDTHORPE
President, Board of Directors



HEATHER M. MCGREGOR
Chief Executive Officer

HOPEFUL BEGINNINGS

“I believe YWCA Toronto saved my life during a very difficult time”



RUVANI, JUMP ETOBICOKE PARTICIPANT

In February 2020, I arrived at Pearson Airport to build a life with my husband. I had left my parents and a stable career in Sri Lanka. I was excited, but also scared about what lay ahead.

When my father-in-law suggested I visit YWCA Toronto’s Employment Centre in Etobicoke, I was grateful. He had heard about the YWCA’s services for newcomers through a flyer at a local library.

I enrolled in the Professional Office Administration Skills program and a one-to-one résumé writing session. Soon I secured a co-op placement external to the YWCA. When COVID-19 began, the co-op ended. I had to work as a factory labourer evenings and nights to stay afloat financially.

Remembering the warmth and positive feeling I experienced at YWCA Toronto, I reached out again in June 2020. I gained additional skills through their online Business Writing Essentials, Public Speaking, and Computer Training programs and a second co-op placement.

After completing the second co-op, I was thrilled to be offered a contract position as a virtual Administrative Assistant at JUMP Etobicoke. The contract is almost over, but I am not worried. I have so much work experience. I know how to apply for jobs in different sectors, and I have registered for a course at Humber College.

I believe YWCA Toronto saved my life during a very difficult time. Because of their support, I am looking forward to what’s next.



**\$7
MILLION**

*invested in
employment
& training
programs.*

EMPLOYMENT & TRAINING PROGRAMS' IMPACT

The COVID-19 pandemic has eroded economic equality and led to greater job losses for women. Women accounted for 53.7% of year-over-year employment loss between March 2020 and February 2021, largely driven by employment drops within the service sector.

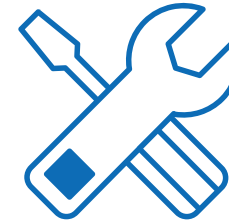
As our communities begin to build back from the pandemic, ensuring women have access to gainful employment and training opportunities is critical to advancing gender and racial equity in our city.

YWCA Toronto's Employment and Training Centres offer services for job seekers, including newcomer women, both virtually and in person. With a focus on unemployed and underemployed women and gender diverse people, our employment and training programs are transformative for

women gaining financial independence and creating sustainable livelihoods.

In spite of the pandemic, our employment programs increased engagement: 3,279 women and gender diverse people participated in our programming, up from 2,773 in 2020. Our JUMP Scarborough, JUMP Etobicoke and English Language Skills and Development programs also saw an increase with 1,791 participants learning new skills, exploring career options and integrating into Canadian society.

Not only is the increased participation a testament to the dedication of our staff, it reflects the resilience of the women and gender diverse people accessing our programs across the city.



1,791

Women and gender diverse newcomers developed job readiness skills to prepare them for the Canadian labour market.



3,279

Women and gender diverse participants in employment and training programs gained stronger economic futures.



1,009

Women, gender diverse people, youth and children live in safe, affordable housing.

CHAMPIONS FOR CHILD CARE

“We are proud to create holistic, child-centred programming at Bergamot”



KAREN, BERGAMOT EARLY LEARNING CENTRE MANAGER

2021 was a year full of emotional peaks and valleys for child care workers at YWCA Toronto’s Bergamot Early Learning Centre. We would go up, buoyed by a good day or a success, and then plummet down again. Emotions would heighten any time we had a COVID-19 scare in the program.

The pandemic drastically changed what a typical day looks like for us in YWCA Toronto’s licensed 62-space child care program: COVID-19 screenings and frequent sanitizing became the norm, and staff had to find new ways to engage with children through masks, gowns and gloves to ensure those in our care continued to experience the high-quality, enriching programming they were used to receiving.

Despite these challenges, our team deepened our connection with Bergamot families through creativity, passion, and problem-solving. We worked hard to build respectful, responsible and meaningful relationships with the children and their families long before COVID-19. The pandemic further motivated us to increase our collaboration with parents to ensure the best possible care for every child.

As early learning educators, we see the positive impacts of child care access on the lives of women. We are proud to create holistic, child-centred programming at Bergamot Early Learning Centre so that women can find sustainable employment, pursue an education, and heal.



**\$2.1
MILLION**

*invested in
girls’, youth
and family
programs.*

BERGAMOT EARLY LEARNING CENTRE'S IMPACT

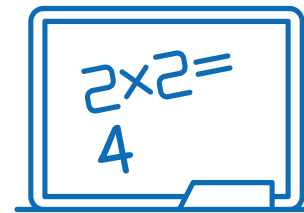
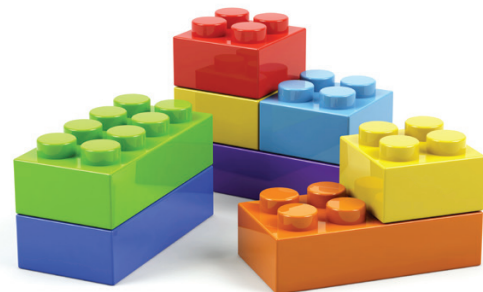
Early childhood educators have worked through the height of the pandemic, caring for our youngest populations and safeguarding the economy. For ten provinces and territories across Canada, 2021 marked the year a child care deal was finally struck. Unfortunately, Ontario was not one of them, costing families thousands of dollars and pushing the child care workforce into crisis.

In a survey conducted by the Association of Early Childhood Educators Ontario (AECEO), 68% of early childhood educators identified being “worn out.” Statistics Canada reported a 21% drop in employment among child care workers from February 2020 to February 2021.

In the face of adversity, YWCA Toronto’s child care programs largely remained open during the pandemic. Staff developed new practices to ensure the utmost safety and care for children and their families. Our Bergamot Early Learning Centre continued to offer high-quality child care programs in

a nurturing environment, seeing 57 infants, toddlers and preschoolers come through the doors in 2021. In November, our Settlement Services program at 222 Dixon Road in Etobicoke opened its child-minding services for women participating in our programming for newcomers. And throughout 2021, our Teen Mothers’ program at 3090 Kingston Road in Scarborough facilitated free virtual support programs for young women aged 14-21 years to build positive parenting skills.

In addition to high-quality child care programming, we provide the children in our care with nutritious meals prepared by our on-site cooks. All of our programs are possible because of the unwavering dedication of our child care staff.



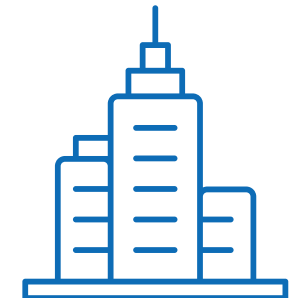
57

Infants, toddlers and preschoolers came through the doors in 2021.



320

Teen moms and families increased social networks and developed confidence and skills to raise healthy children.



143

Women, gender diverse people and their families were living at Bergamont Apartments.

COLLECTIVE ADVOCACY MATTERS

YWCA Toronto strives toward a society where every woman and girl feels safe; where access to housing and child care is a right, not a privilege; and, where all women, girls and gender diverse people are empowered to advance socially, politically and economically.

In 2021, our advocacy focused on advancing an intersectional, feminist recovery from the pandemic. We demanded better working conditions for care workers – paid sick days, adequate wages, and job security for child care, shelter, personal support, and housing workers. We urged greater action on poverty and gender-based violence, which are both on the rise. Given the pandemic’s impacts on the nonprofit sector, we joined forces with our partners to urge stabilization funding for nonprofits – and a repeal of Bill 124.

Our proudest moment: the federal commitment to a national child care program. For almost half a century, child care has been a central pillar of YWCA Toronto’s advocacy. Alongside our

feminist movement, we are so proud to have contributed to efforts that put child care on the map. Achieving universal child care is a great victory that will make a profound difference in the lives of women and gender diverse people – both parents and educators – and is a testament to the power of collective advocacy, especially during difficult times.

As partners, allies, and advocates, we remain steadfast in our belief that a more just and equitable society is possible. Collaboration and collective advocacy will get us there!



PROUD FEMINISTS

2021 ACHIEVEMENTS

- Delivered three advocacy campaigns including a provincial campaign with the YWCA Ontario Coalition urging a gender-responsive recovery plan.
- Expanded our engagement with journalists and media publications by 60%.
- Led multiple submissions to provincial and federal governments calling for better employment standards, greater funding for the nonprofit sector, higher social assistance rates, and further investment in women-focused employment and training programs.
- Strategically supported the development of the City of Toronto’s first-ever Gender Equity Office.
- Grew our Twitter presence by 20% and *The Feminist Edge*, our advocacy-driven e-newsletter, by 26%.

Women are almost twice as likely as men to be employed in low-wage work.

47% of femicide victims were killed in their own home or the home they shared with the accused.

The gender wage gap is 11% in Ontario and higher for women living with disabilities, and Indigenous, racialized and newcomer women.

37.4% of young homeless women and 41.3% of trans and gender non-binary homeless youth have experienced sexual assault, compared to 8.2% of young homeless men.

GIVING CHANGE

In 2019, our 1st Stop Woodlawn Shelter’s heating and ventilation system was in desperate need of upgrades. The building lacked air conditioning and a modern filtration technology to clean and circulate the air.

“We had to help where we could to ensure the women living in the building were safe and healthy,” says Joan Wright, who made an incredibly generous lead gift toward the project, along with her husband Robert Wright.

Over a year, and many pandemic-related challenges later, the 134 residents at 1st Stop Woodlawn now enjoy fresh, clean air, thanks to Joan and Robert and many other YWCA Toronto donors as well as the City of Toronto.

“We have to help each other in any way we can,” affirms Joan. “We all need support.”

Not only has the shelter’s entire heating and ventilation system been replaced, but the whole building now has air conditioning to keep residents safe during the hotter summer months.

Thank you to Joan and Robert Wright for their gift toward the 1st Stop Woodlawn HVAC project and for being long-time dedicated members of YWCA Toronto’s community. Our sincere gratitude also goes out to all our donors who, every day, recognize the power of collective giving to help women, girls and gender diverse people in need.



PHOTO: 1st Stop Woodlawn Shelter

A LASTING GIFT

In 2021, when the nonprofit sector saw challenges to raising funds, we were incredibly inspired and motivated by the extraordinary commitment of YWCA Toronto’s donors and volunteers. Our donors and volunteers offered their resources and skills so that YWCA Toronto could continue providing vital programs.

A highlight of 2021 was our very first virtual Women of Distinction Awards Gala, which we dedicated to our frontline workers. Attendees enjoyed performances by legendary Molly Johnson and enthusiastically participated in the Create Change fundraising segment hosted by the energetic and hilarious Layne the Auctionista. The Gala raised over \$500,000 in support of all our programs and services thanks to our sponsors, table and ticket purchasers, loyal donors and event attendees.

Our Giving Tuesday and year-end digital campaigns to end gender-based violence, conducted in collaboration with our Advocacy and Communications department, generated almost \$75,000. Our philanthropy success has further bolstered our capacity to respond to the ongoing, disproportionate impacts of the pandemic - particularly the alarming rise in intimate partner violence - on marginalized women, girls and gender diverse people in our city.

We are grateful for the valuable partnerships we have built with all of our donors - partnerships that will create lasting change in the lives of our community members.

\$3.5 million
donated in 2021.

\$555,733
collected in
Gift-in-Kind
donations.

947
new donors.

101 volunteers
provided **4,076**
hours of service.

YWCA TORONTO'S BOARD OF DIRECTORS

YWCA Toronto's Board of Directors is committed to creating change for women, girls and gender diverse people across Toronto. The Board ensures that our work is aligned with our vision and mission, stewards our financial resources, and provides leadership and oversight of our strategic plan and initiatives.

OUR VALUES

INTERSECTIONAL FEMINISM

We strive to provide participants and staff of all races, religions, classes, ages, sexual orientations, gender identities, abilities and immigration statuses with programs, services and work environments that are culturally responsive, culturally safe, equitable and accountable.

COLLABORATION AND PARTNERSHIP

We seek opportunities to strengthen our capacity and the capacity of allied and sister service organizations, to expand service offerings for participants, and to strengthen advocacy, and movement building initiatives.

COMMUNITY VOICES

We center the voices and experiences of all participants in establishing our advocacy priorities and in developing and evaluating our programs.

SOCIAL JUSTICE

We work tenaciously to create meaningful social change and equity for women, girls and gender diverse people. We specifically call out and work towards eradicating anti-Black and anti-Indigenous racism. We acknowledge the Indigenous land on which the Association works, and we are committed to meaningful acts of reconciliation with Indigenous Peoples.

SERVICE EXCELLENCE

We hold ourselves accountable to deliver high-quality, trauma-informed services and provide programs that reflect the self-identified priorities of our communities.

SUSTAINABILITY

We work to ensure that the resources and strategies of the Association will allow us to evolve and thrive.



Kelly Goldthorpe



Christina Dorey-Gray



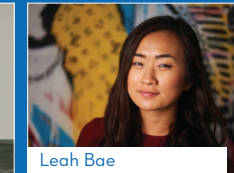
Vahini Sathiamoorthy



Silvia Jacinto



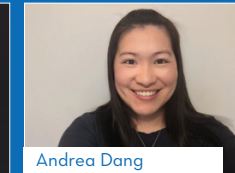
Lee-Anne Kovacs



Leah Bae



Doris Chan



Andrea Dang



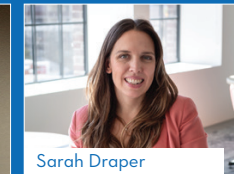
Richel Davies



Priyanka Debnath



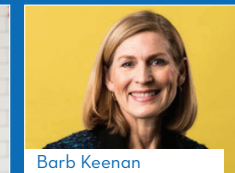
Pierrette Dosanjh



Sarah Draper



Sarabeth Holden



Barb Keenan



Tharmini Kuhathasan



Aditi Raina



Ebony Rose



Sarah Yaffe

OUR STRATEGIC PRIORITIES

1. INVEST FOR IMPACT
2. STAND OUT, SPEAK UP
3. STRENGTHEN OUR RESPONSE
4. EXPAND PROGRAMS TO REDUCE POVERTY

OUR VISION

YWCA Toronto seeks a radical transformation of society where all women, girls and gender diverse people can thrive.

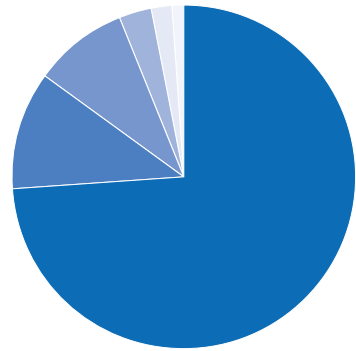
OUR MISSION

YWCA Toronto is a leader and collaborator in the provision of feminist, intersectional and transformative shelter and housing, employment and training, leadership, and advocacy for women, girls and gender diverse people.

PHOTOS: Our Board of Directors in 2021

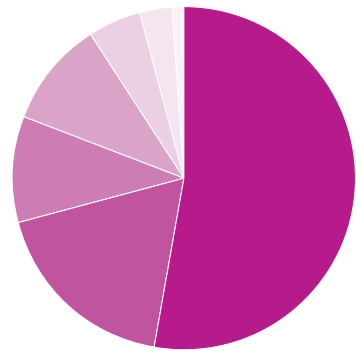
2021 REVENUE & EXPENSES

Year ended December 31



REVENUE | TOTAL \$ 39,647,431

- 74% GOVERNMENT
- 11% FEES AND RENT
- 9% FUNDRAISING
- 3% UNITED WAY OF GREATER TORONTO
- 2% INVESTMENT INCOME
- 1% MISCELLANEOUS



EXPENSES | TOTAL \$39,582,763

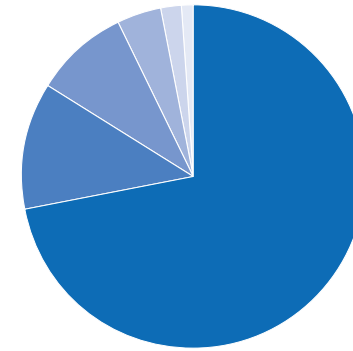
- 53% HOUSING & HOMELESSNESS
- 18% EMPLOYMENT
- 10% VIOLENCE AGAINST WOMEN
- 10% ADMINISTRATION
- 5% GIRLS' & FAMILY PROGRAMS
- 3% PHILANTHROPY
- 1% ADVOCACY & COMMUNICATIONS

2021 EXCESS OF REVENUE OVER EXPENSES FOR THE YEAR: **\$64,668**

Auditors: Ernst & Young LLP | A full set of Financial Statements are available upon request. Charitable Business #10822 9865 RROOO1.
Information filed under the Public Sector Salary Disclosure Act, 1996 is available on the Ministry of Finance website: <http://www.fin.gov.on.ca>.

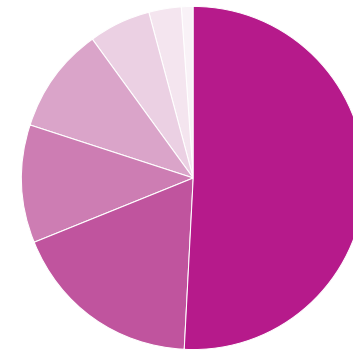
2020 REVENUE & EXPENSES

Year ended December 31



REVENUE | TOTAL \$35,998,819

- 72% GOVERNMENT
- 12% FEES AND RENT
- 9% FUNDRAISING
- 4% UNITED WAY OF GREATER TORONTO
- 2% INVESTMENT INCOME
- 1% MISCELLANEOUS



EXPENSES | TOTAL \$34,895,416

- 51% HOUSING & HOMELESSNESS
- 18% EMPLOYMENT
- 11% VIOLENCE AGAINST WOMEN
- 10% ADMINISTRATION
- 6% GIRLS' & FAMILY PROGRAMS
- 3% PHILANTHROPY
- 1% ADVOCACY & COMMUNICATIONS

2020 EXCESS OF REVENUE OVER EXPENSES FOR THE YEAR: **\$1,103,403**

2021 GENEROUS GIVING

\$100,000+

Anonymous (3)
Brydson Family
The Honourable
Margaret McCain
Ontario Trillium Foundation
RBC Foundation
Shoppers Drug Mart
Life Foundation
Joan & Robert Wright Family

\$50,000+

Canadian Women's Foundation
The Newlands Family
Foundation
Lise Watier Foundation

\$25,000+

Boivin Family Fund
S.M. Clarkson
Echo Foundation
The Catherine and
Maxwell Meighen Foundation
Colleen Moorehead
& David McCarthy
Private Giving Fund,
Directors' Fund
Royal LePage Real Estate
Services Ltd., Johnston
& Daniel Division
Royal LePage Shelter
Foundation
Leslie Draper-Santos
& Conrad Santos
The Lillian Meighen
and Don Wright Foundation

\$10,000+

Anonymous (3)
Dr. Kristin Blakely-Kozman
Frederick and Douglas Dickson
Memorial Foundation
Joan E. Eddy
William & Betty Finch Fund
at the Strategic Charitable
Giving Foundation
The D. H. Gordon Foundation
The Gordon & Ruth Gooder
Charitable Foundation
Grey Birch Foundation
Hemsworth Medicine
Professional Corporation
The Kiwanis Club of Toronto
Foundation
The Joan and Jerry Lozinski
Foundation
The Paul and Elizabeth Martin
Foundation
Paul Massey
Rizzo Custom Built Homes
Robert Kerr Foundation
Royal LePage Signature Realty
Jan Ruby & Mary Thomson
TD Securities Underwriting
Hope Foundation
Tippet Foundation
Toronto CREW
Toronto Foundation:
Trust Collective
Yaffe Feld Fund

\$5,000+

Anonymous (2)
Zanana Akande
Aqueduct Foundation
Budd Sugarman Foundation
Dynacare
Susan Eagleson
Elementary Teachers'
Federation of Ontario

Sheldon Inwentash
& Lynn Factor
Philip Fox Fund
The Goodman Family
Foundation
Steven Hilditch
& Nikki Yokokura
Sheryl & David Kerr
Lorna Marsden
The McLean Foundation
MFS Investment Management
Canada Ltd.
Margaret Newall,
in memory of Ted Newall
Peloton Capital
Management Inc.
Meridith Schmalz
Steve and Sally Stavro
Family Foundation
Kate & John van Nostrand

\$2,500+

Anonymous (5)
Broadview Produce
Company Inc.
Amanda Brodnicki
CHUM Charitable Foundation
Crestview Investment
Corporation
Lynn Eakin
Enterprise Holdings
Foundation
Pinky Franklin
Generation Capital
Clayton Gytoku Fund
at Toronto Foundation
Joan McGoey & Alan Hardy
Lynne & Jordan Elliott
K. M. Hunter Charitable
Foundation
LoyaltyOne Inc.
Judith Mandel
Martha LA McCain

The Robert J. McLaughlin
Foundation
Rae Christen Jeffries LLP
Deepak Ramachandran
& Alexandra Horsky
Yann Robard
Dorothy and Oscar Rogers
Foundation at Toronto
Foundation
Deborah Scott
Steve Uzielli
Lenore Walters

\$1,000+

Anonymous (15)
Suhuyini Abudulai
Susan Aharan
Sarah Ahmad
Rebecca Ruth Allen
& Jeffrey Levitt
Michael Atkinson
Kenton Bradbury
Maureen Bell Fund
The Madan and
Raksha M. Bhayana
Family Foundation
John Bruner
Heather Budd
Leo Cahalan
Doris Chan
Vincenta Cheng
Christian Science Society,
Scarborough
Linda M. Chu
Michael Cianchetti
Peter Clifford
Nancy Coldham
Collier Fitness & Nutrition
Chantal Copithorn
Donna Dasko
Julia Deans
Ellen Denoon
Angelique Dias

Marjorie E. Dixon
Christina Dorey-Gray
Sarah Draper
Sara Dunkley
Michael Dwyer
Brad Erickson
Lo Fine
Margaret Fischer
Julia Foster
Carly Friesen
Julia Friesen
Cherylyn Funston
Catherine Gagne
Frances Gallop
Gandy Charitable
Foundation
Bobbie Gaunt
Geomatics Data
Management Inc.
Marc Glavin
Kelly Goldthorpe
Pam Graham
John & Judith Grant
Franca Gucciardi with the
McCall MacBain Foundation
Katherine Gurney
Margaret Henderson
Renee Stoute
Lauren Hulme
Shirley Hutchinson
Alison Hyodo
Izen Architecture Inc.
Silvia Jacinto
Jackman Foundation
Carol Kaake & John Crouse
Saki Kamiya
Lorrie King
Heather Leckie Bryant
Memorial Fund
Jeff & Stephane Leger
Alethia Lewis
Anne Macdonald
Anne Mackay



JOIN THE MOVEMENT

**Become a member of
YWCA Toronto in 2022.**

Membership is so much more
than the \$20 membership
fee- it is about being part of a
worldwide feminist movement,
having a voice, and supporting
women and girls.

**You'll be making a difference
for women and girls
everywhere. Join us today!**

Sign up at:
[www.ywcatoronto.org/
membership](http://www.ywcatoronto.org/membership)

Jeannette Manguiat-Stoecker
Debbie McDonald
Mary McDougall Maude
Heather McGregor
Mary Pat Moore
Nancy Moore
Vanessa Morgan
Mary Mowbray
Mary Mullens
Nancy's Very Own
Foundation
Sandy Nelles
Sioban Nelson
Alfred Avanessy
& Nora Nestor
Ontario REALTORS
Care Foundation
Mary Ann O'Rourke
Elaine Osin
Jennifer Polo
Firoozeh Radjai
Marli Ramsey
Raschkowan Foundation
at the Strategic Charitable
Giving Foundation
Sue Riedlinger
Catherine J. Riggall
Giorgio Riva
Marilyn A. Robertson
Gail Robinson
Lucille Roch
Jane Rowe & Tammara McBrien
Geoff Rytell
Aleksandra Sagan
Vicki Saunders
Candace Shaw
Kathryn Shaw &
Giovanni Strazzullo
Craig Siddall
Todd Skinner
& Maria Escobar-Skinner
Angela Smith

Cynthia Smith
The Philip Smith Foundation
Stephanie Smith
Society of United
Professionals
Patricia Staton
Ian & Judy Sutherland
SvN Architects & Planners
T. Rowe Price
Bessy Triantafyllos
Upper Crust
Diane Walker
Carolyn Whittaker
Anne-Marie Widner
Patricia Wood
Sarah Wright
Morden Yolles
Beth Wilson
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