



2021-2022 ANNUAL REPORT



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OUR VISION

A society where no one suffers from violence, oppression, and social injustice.

OUR MISSION

The Women's Multicultural Resource and Counselling Centre of Durham Region is a Registered Charitable Organization, dedicated to provide specialized counselling and support to women of all ages and their families, from diverse backgrounds, to eradicate violence, to re-build their lives, and to enable them to become contributing and valued members of society.

The organization was founded in 1993 to provide services and to increase public awareness of the rising incidence of woman assault in our community. All women, regardless of race, culture, social identity, religion, sexual orientation, class, age income, immigration status and have ability have equitable access to our programs and services. Our services are free, culturally sensitive and confidential.

No one is turned away.

GOALS AND OBJECTIVES WMRCC OF DURHAM:

- ▶ Values the diversity of its community
- ▶ Promotes programs and services without prejudice, violence, discrimination, bullying and harassment.
- ▶ Adheres to the principles of accountability, confidentiality, equity, and social justice.
- ▶ Strives for equity, equality, and mutual respect.
- ▶ Promotes self-knowledge, self-determination, self-empowerment, and resiliency.
- ▶ Aims for an ideal world that will be free from all forms of violence and oppression.

PRESIDENT'S & EXECUTIVE DIRECTOR'S MESSAGE



It is our pleasure to jointly present this annual report to you. The WMRCC of Durham has continued to make positive impacts in the lives of vulnerable women, youth, children, newcomers, and immigrants from diverse backgrounds. This is done through different innovative programs and services, skills, and leadership development programs in the community. The Year 2021-2022 has been another hectic and successful year for WMRCC due to numerous projects we implemented. As we continued to anticipate the end of the COVID-19 pandemic we came to the realization that it is a condition we will have to live with moving forward. The pandemic has been resistant and entrenched. Our service users belong to the populations that have been disproportionately impacted by the COVID-19 pandemic. The pandemic has also exposed social, economic and health inequalities that exist in the access to healthcare services.

Gender-based violence is still a significant concern across our communities. The Durham community is not exempted from it. In the past year, WMRCC has seen a high increase in service demands. Violence as a determinant of health impacts women, youth and children's physical, mental health, and overall well-being. Therefore, an intersectional approach of gender-based and other forms of oppressions is used in service and program delivering. WMRCC works from integrated feminist, anti-racist

and anti-oppression frameworks. It allows for a holistic analysis that examines anti-racism, anti-oppression, access, and equity needs of the population we are serving. Also, it allows for filling the gaps and for elimination of social barriers. In addition, facilitating and delivering culturally sensitive programming through the Black Youth Action Plan Initiative for youth, children and families.

The advocacy efforts were not limited to only gender-based violence, mentorship program for youth and trauma informed counselling. We continue to create a holistic ecosystem of economic solidarity through workers cooperative groups. A Gig economic endeavour that is based on collective, equitable, and inclusive economy. WMRCC also delivered a comprehensive job success program in partnership with the Elevate Talent for underrepresented communities that matches participants to job opportunities in the corporate and tech sectors. This program aims to remove barriers to career advancement. It supports the growth of underrepresented talent in technology and innovation-based organizations, for start-ups, and the creative industries.

We would not have accomplished all these without the financial support of our funding partners who believe in the work that WMRCC does in re-building lives and capacity to support members of our community. We sincerely appreciate your unwavering support, generosity, and goodwill. We also sincerely appreciate our financial and material donors, our partners, and stakeholders for their support and generosity. We salute and appreciate the board of directors for their leadership and passion, staff, volunteers and students for their dedication, skills, and passion in assisting members of our community who need our support, programs and services to navigate the system. Cumulatively, we cannot thank you all enough.

To the women, youth, and children, you are very courageous. Your courage inspires us at WMRCC to continue to do this work for many years. You remain our heroes and heroes.

With a heartfelt gratitude.

In solidarity and Allyship,

Aryan Esgandanian

Aryan Esgandanian

President

Esther Enyolu

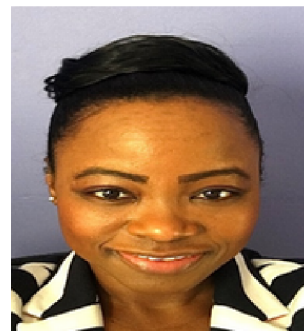
Esther Enyolu

Executive Director

Esther Enyolu

TREASURER'S REPORT

It is that time of the year again to present to you the financial status of the organization. The organization seems to be thriving due to the financial support from many funding partners to carry out projects and services. We are hoping that the organization can receive some more stable on-going funding for program and service sustainability. WMRCC does incredible work in the community, and our services and programs are more so needed in the community



currently. I emphasize enough about the great work that the organization is doing in our community to impact the lives of women, seniors, youth and children from diverse backgrounds. The organization will continue to need the financial support of our funding partners, donors, community partners and stakeholders to deliver services to the population that needs our support. As the Treasurer of this great organization for the past few years, the expectation is that WMRCC receives permanent "Seed" or "Core Funding" as such support will greatly help the organization.

The funding for WMRCC of Durham last fiscal year came from project grants from the Ministry of Children, Community and Social Services (MCCSS), Black Business Initiative, (BBI), Service Canada for the New Horizon for Seniors Project (NHSP), Employment and Social Development Canada (ESDC), Ministry of Women and Gender Equality, United Way Durham, Durham Community Foundation, CEBA, Department of Canadian Heritage-Anti-racism Action Plan, Toronto Foundation, Elevate Talent Initiative, Canadian Women's Foundation (CWF), Second Harvest Food Support, Network for the Advancement of Black Communities (NABC).

Much appreciation to our funders for their generosity and financial support to WMRCC.

In closing, please refer to the Independent Audited Financial Statements from the Auditor, Grant Thornton.

Respectfully submitted,

A handwritten signature in black ink that reads "Phoebe Boland-Grayson".

Phoebe Boland-Grayson
Treasurer

BOARD OF DIRECTORS

Aryan
Esgandanian
President



Kisho Umar
Vice-President



Phoebe
Grayson
Treasurer



Maggie
Perotin
Secretary



Directors



Kadia Baugh-
William



Adele Ngamala



Omar Almajdalawis



Madiha Ahmad



Frida Basalirwa



WMRCC STAFF

Esther Enyolu	Executive Director
Eran Amosbang	Accountant
Carlene Wallace	Youth in Transition Worker (YITW)
Cristina Gomez	Project Coordinator, Seniors' Social Inclusion Program, SSIP
Angelique Benois	EYOW/Clinical Counsellor
Irene Brimpong	Youth Outreach Worker/Mentorship Coordinator
Davaun Francis	Youth Outreach Worker/ Mentorship Coordinator
Sherana Syed	Digitalization Project Coordinator
Dave Perry	Youth Outreach Worker/Mentorship Coordinator
Andrea Wilkinson	Trauma Informed Counsellor
Nirali Patel	Community Engagement Coordinator
Edeline Angrove	Project Coordinator, ARAP Project
Nivetha Jeevanantham	Community Engagement Coordinator
Meryem Sarikaya	Shop for Good Online Social Enterprise Coordinator
Rubaba Pasha	Volunteer Coordinator
Mariana Romero-Torres	Sewing Instructor
Yvonne Codrington	Sewing Instructor
Gladys Osungade	Sewing Instructor



CO-OP STUDENTS

Rene Lepage
Sana Nayab
Affaf Sohail
Ahching Tseng-Chung
Jeevitha Puvirajasingham
Renata Goorbarry

VOLUNTEER PRO BONO LAW
STUDENT, LINCOLN ALEXANDER
LAW SCHOOL, METRO TORONTO
UNIVERSITY

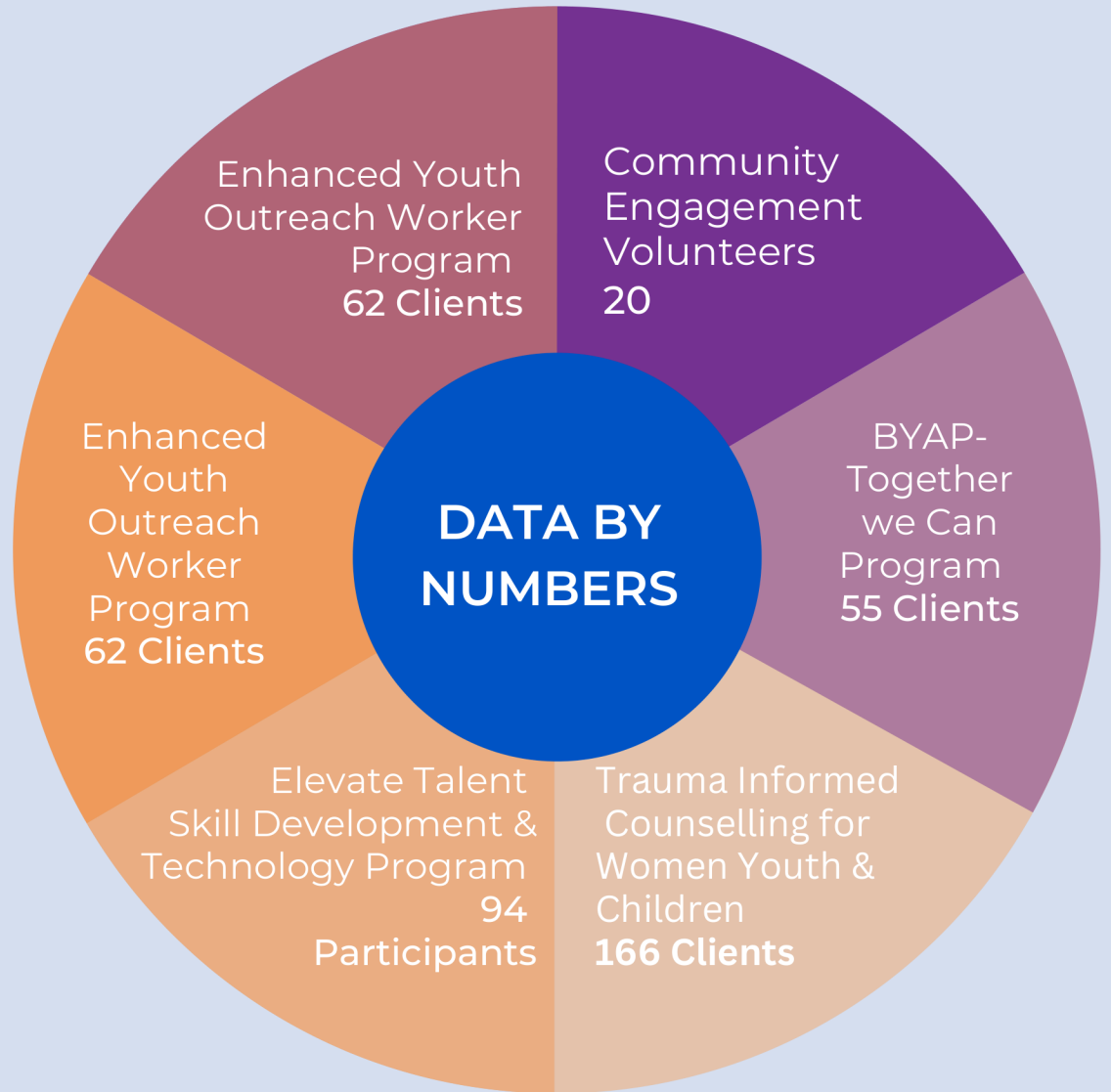
Sabah Dara
Stacey Newman
Patricia Arulchelvam

Supervisor: Caroline Sand

TECH COMPANIES, CONSULTANTS & EVALUATOR

SIRON Technologies Services Inc./Nuvollo
Innovate Inc.
Vectors Group
SUMAC
ZOHO
ADP
DoGood Fundraising

PROGRAM & SERVICES



COMMUNITY ENGAGEMENT



TRAUMA INFORMED COUNSELLING FOR WOMEN, YOUTH & CHILDREN

Our counselling model is based on integrated, anti-racist, anti-oppression and feminist analysis, a holistic approach in which a person's experiences and realities of life are not fragments and divided. In this counselling model we do not only deal with issues of violence in someone's life, there are other factors that need consideration, such as race, gender expression or identity, sexual identity, disability, class, income status, geography, immigration status, language, level of education, religion and creed..

Service Users by Numbers



This is my second year at WMRCC as a Trauma Counsellor. My primary goal is to advocate on clients' behalf, and to ensure that clients who present in crisis were seen as soon as possible, and to continue serving existing clients. Throughout this year, there has been rise in mental health issues as well as housing shortages. Short-term and long-term individual counselling are provided for adults and children. I work in alliance with other service providers to ensure optimum service is provided to clients.

Our referrals are primarily from the following:

- ▶ Shelters in Durham region
- ▶ Victims Services
- ▶ WMRCC websites
- ▶ Previous clients
- ▶ Doctor's Offices
- ▶ Durham Mental Health Services
- ▶ Word of Mouth

Presenting Issues

Anxiety, Trauma, PTSD, Housing; Homelessness, Isolation; Seeking validation, Life Skills. Case Management, Cognitive Distortion, Substance Use, Assimilation, Immigration, Grief, Bereavement Human Trafficking, Self-Harm, Stress, Identity, Dissociation /Depersonalization, Family Relationship, Suicidal Ideation

Highlights

Many of referrals made as per list mentioned above, one highlighted below:

Two clients could not speak English, their partners had moved out leaving them to fend for themselves and their children. The women had always relied on their husbands, they had no life skills. Clients and counsellor worked collaboratively, taught them life skills, provided resources to enroll them in ESL classes, got them connected with communities. Results – clients started out using interpreters for session, clients no longer need interpreters, sessions are booked without using interpreters. Both clients have been able to secure housing and have moved into their own apartments, one client is now working. Both clients are slowly assimilating and regaining their agencies!

An integrated approach is used in sessions; some of the modalities utilized are:

- Life Skills
- Crisis intervention
- Cognitive Behavioural Therapy (CBT)
- Solution Focused Brief Therapy (SFBT)
- Psychoeducation
- Mindfulness
- Narrative Therapy
- Talk Therapy
- Feminist Therapy
- Play Therapy

Summary

There are a number of milestones to celebrate. Although we had to work remotely because of the pandemic, there was an increase in clientele, and no one was placed on a waitlist. WMRCC was also able to provide gift cards, groceries and other goodies for clients, which client appreciated. As we move forward, we will continue to advocate for these women and children, most importantly, we will continue to commit to our mission statement off inclusivity, and to eradicate violence, to re-build their lives, and to enable them to become contributing and valued members of society

As we move forward, we will continue to advocate for these women and children, most importantly, we will continue to commit to our mission statement off inclusivity, and to eradicate violence, to re-build their lives, and to enable them to become contributing and valued members of society.

Andrea Wilkinson, Trauma Informed Counsellor

SENIORS' SOCIAL INCLUSION- SSIP

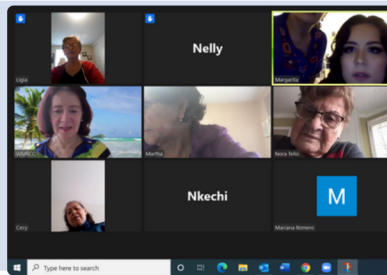
WMRCC of Durham always promoting mental health, socialization and physical activities among the adult community through different activities

Always maintaining COVID protocols to protect the population with the highest risk: Masks, sanitizer soap, gloves since the beginning of the pandemic have always been distributed in the WMRCC seniors group. Throughout, we have always promoted mental health, socialization and, physical activities among the adult community through different activities.



Total Seniors who benefited with groceries and PC cards are
85

The total number of seniors who have received materials are
63



The total number of seniors who have received the benefits from the program are
135

Group Activities

Active Movement

- Park,
- Yoga,
- Walking
- Zumba

A variety of Crafts Projects

- Painting
- Sewing
- Knitting

Socialization

- Birthday Celebrations
- Friendly calls,
- Peer support
- Workshops

During the pandemic, we connected via Zoom for activities and the sharing information. Keeping them active and engaged in projects presented to elaborate.

The Senior Project has promoted healthy eating by providing PC gift cards to clients. Community Care Durham and The Durham Community Action Group have supported us by providing with healthy groceries for our seniors.

Benefits of the program are measured in the active participation of each one of the programmed activities. The correlation between organized activities and their impact on the group are totally measured in the impact at the cognitive level, physical activity, socialization and happiness that the activities cause at the personal and group level.

ARAP PROJECT

Women's Multicultural Resource and Counselling Centre of Durham received a grant for a two-year project for the Anti-Racism Action Plan from the Department of Canadian Heritage in 2020. The project "Challenge Racism: What-to-do Steps" aimed to address barriers to employment for racialized, ethno-cultural, religious, indigenous, 2SLGBTQI+, and equity deserving groups in Durham Region.

Year 1

In the first year of the project, which took place from November 2020 to March 2021, WMRCC worked with employers to deepen our understanding of their organizations' Human Resources, (HR) policies, practices, and procedures.

14 interviews were conducted with Human Resources & Employers across the Region

In Year 1 of the project, we found through the research that:

- ▶ "Many of these organizations already have a framework that they can build on for addressing employment barriers, such as Respect in the Workplace policies, or Discrimination and Harassment policies." WMRCC learned that more individualized approaches can be made to these organizations.
- ▶ WMRCC found a great example in this research, of an organization that has a specific blueprint on employment diversity. This organization outlines definitions of Diversity, Equity and Inclusion, and provides objective, concrete statistics on the representation of diverse groups in their workplace.
- ▶ They also have created specific steps and goals for employment diversity and inclusion, such as the Diversity Talent Attraction Strategy, educational training on diversity, and they have five inclusion tripartite committees.
- ▶ The project's findings were shared with diverse community groups and organizations to get their input, opinions, and experiences with barriers to employment.

4 focus group discussions were held with 38 participants attending

WMRCC also hosted engagement and consultation sessions with various community groups, organizations, and employers to collect and collate the recommendations for addressing systemic barriers to employment in Durham Region.

3 Engagement Sessions were conducted with 58 participants attending

The Engagement Sessions and Focus groups were open discussions whereby the participants shared their lived experiences of discrimination in the workplace, identified issues and barriers, and discussed solutions and ideas to be proactive, rather than reactive.

The Engagement Sessions and Focus groups were open discussions whereby the participants shared their lived experiences of discrimination in the workplace, identified issues and barriers, and discussed solutions and ideas to be proactive, rather than reactive.

Year 2

In the first year of the project, which took place from November 2020 to March 2021, WMRCC worked with employers to deepen our understanding of their organizations' Human Resources, (HR) policies, practices, and procedures. The project activities for Year 2 of the project ran from April 2021 to the end of March 2022.

WMRCC conducted an ongoing social media campaign on our Facebook, Instagram, and Twitter, with information around combatting and dismantling racism and discrimination, and any updates on the project.

Building on the outcome of the community consultations in the year 1 of the project, we put forward recommendations through the Challenge Racism App, a 40-page Booklet and brochure. The App was developed and can be downloaded through Google Play for Android users and the App Store for iPhone users. The Booklet is available on the WMRCC website, in both English and French language.

The Booklet is interactive, containing Augmented Reality (AR) elements, connecting the reader to videos with the use of a secondary app, called the Neighbor App. The AR videos are of collaborating partners and organizations who share our passion, activism, and advocacy in combating racism, discrimination, gender-based violence and promoting diversity, equity and inclusion in their respective workplaces and institutions. The videos are also available to watch through WMRCC's YouTube channel and can be accessed through the Challenge Racism App.

WMRCC also held **37 Community Engagement Sessions** from February 2022 to March 2022 to popularize recommendations from the App and Booklet. These engagement sessions included presentations with community groups, organizations, and institutions. We also distributed the Challenge Racism materials. WMRCC's community engagement sessions reached a total of 421 individuals.

8 Youth Leadership Engagement Training Workshops were held from February 2022 to March 2022 to train young leaders from the community. The training seeks to equip and empower youth to be activists against systemic barriers, racism and discrimination in schools, employment places, and other institutions they are part of. Through guided discussions, group activities, individual and collective reflections, these workshops served as a space for participants to connect with the resources and have tools they need in dismantling systemic racism and oppression within their communities. 36 youth [NP1] participated in the youth leadership training.

To conclude the project, WMRCC went through an Implementation Score Process with **5 community groups and organizations**. **6 meetings** were held in addition to **2 feedback surveys** each community group filled out. Through these meetings and surveys, WMRCC gathered insight on the content, delivery, and navigation of the Challenge Racism App & Booklet.

Nirali Patel and Edeline Angrove, Project Coordinator

ENHANCED YOUTH OUTREACH WORKER PROGRAM

The Enhanced Youth Outreach Worker Program focuses on offering clinical counselling to youth aged 12-24 years of age who identify as being Black. This service offers a range of therapeutic approaches ranging for Cognitive Therapy Behavior Therapy, Interpersonal Therapy, Mindfulness, Yoga Therapy, Solution- Focus Therapy, and Internal Family Systems to address various psychiatric diagnosis and/or manage various symptoms representing mental health problem(s).

This year demonstrated the on-going needed shift within the EYOW program at WMRCC as a number of youth continue to request text, virtual and phone support. Several youth referrals arrived through the word of mouth from other youth and new partnerships such as Dnaagdawenmag Binnoojiiyag Child & Family Services and Victim Services of Durham Region took place.



Youth referrals arrived via word of mouth from other youth, guardians and/or community agencies such as Children Aid Society, EYOW's within different regions, Youth Probation Officers, Mental Health Nurse Navigators and school Guidance Department(s).

The themes for the referral were diverse ranging from concerns regarding : Trauma, depression, anxiety, isolation, difficulties with emotion regulation, systemic racism, family breakdown, legal navigation support, substance use, unresolved sexual identity issue and some involvement regarding housing challenges which required referrals to other community resources and support.

11

youth referrals, were made in the last 5 months. Youth who have received clinical support & intervention to better manage their presenting mental health concerns.

The EYOW supported youth directly and indirectly through offering initiatives which would indirectly serve the youth, family population and community; such as collaborative Employee Self-Care & Wellness program was developed and offered over several months and student supervision for a Yorkville University student completing their counselling program was offered.

31

New youth referrals were made in this fiscal year

62

Youth have received clinical support and intervention to better manage their presenting mental health concerns via text, virtual and in-person



Community Involvement

As the future remains unclear and many things are uncertain there is no guarantee regarding when or how the youth in person sessions will resume. Regardless, the mental health needs expressed within the community clearly indicates the need for on-going youth & family supports within the community. Couple this with the accumulation of increased incidences of racial and systemic trauma impacting the mental health of our youth population more community supports will need to be offered with a trauma-sensitive lens. A mixture of virtual and community in person services is suspected to happen within the schools as their restrictions start to lessen

Angelique Benois, EYOW/Clinical Counsellor

ENHANCED YOUTH OUTREACH WORKER PROGRAM

PARENT- F.N.

On behalf of my family, I would like to express my appreciation for the service that Angelique has been providing to our child over the past year or so . Angelique has become more than a Counselor to my child; she has patiently and continuously worked hard to make huge impact in my child's life. Most importantly, she understood what our needs were from the beginning and is still working hard to help and meet them so we can achieve our goals.

YOUTH- M.T

Angelique supported me in ways that I will never forget. She was a safe space to talk to, with zero judgment. She is very welcoming and understanding. My feelings felt valid, and her words of wisdom I will never overlook. When I lost my job, Angelique was a listening ear and helped me get into contact with someone who was able to give me a list of jobs that had positions open near me. Once I got a job, she was one of the first people I wanted to message. Angelique supported my well-being and success in life more than she probably even knows.

BLACK YOUTH ACTION PROGRAM TOGETHER WE CAN PROGRAM

The “Together We Can – Mentorship” program began in April 2018 and has continued to support youth who identify as Black between the ages of 12-25 in Durham Region. During the third year, the program has continued to grow and support the needs identified by the youths in the community. We have seen various symptoms representing mental health problems.

In the wake of COVID-19, the “Together We Can” program has seen its share of challenges. Despite the reduction of restrictions from COVID-19, we still faced barriers connecting with youth in the community. The nature of our work requires that it is done primarily in schools and public spaces, which meant that “gathering restrictions” were



in place until early spring. After the 2020-2021 online meetings, we saw a significant decrease in engagement amongst youth. Burnout was a common occurrence as youth were engaged primarily in virtual space with minimal face-to-face time.

Along with these challenges, turnover in the Male YOW/ YMC role was an issue as well. The position was vacated at the beginning of May, and it took us some time to find our current YOW/YMC Coordinator. As a result of these issues, new referrals often had to wait longer than usual to become engaged in the program especially those seeking to be connected to new mentors.

The DCDSB has consistently sent referrals to our program since the new MOU agreement began at the end of March 2021. Referrals from the DDSB slowed down

28

*Youth were referred to other services in the community
i.e. Employment, housing, health-care etc...*

considerably during the year. Despite all these challenges, we have continued to grow the program and still serve the needs of the youth who had joined the program. In the beginning of March 2022, we returned to J. Clarke Richardson and started visiting schools again in the spring. Being in J. Clarke Richardson enabled us to engage and meet with more youth and just being there to mentor students within the school delivering program activities and encouraging those who were at risk of dropping out of school. TWC had to make strides to reconnect with the community again. The pandemic had brought so many changes as previous connections were lost as people left jobs or switched positions. This required us to continue to rebuild relationships from ground zero again. To combat this, we have continued to reintroduce our program to schools using online and in person methods, meeting with educators, administrator guidance, counsellors, and Social Workers.

PROGRAM IMPACT: The youth requested and utilized many social support resources. We advocated and supported youth in connecting to various social services. We shared multiple opportunities for training and educational opportunities for youth to take advantage of. We provided a safe space and outlet for youth to share their struggles and to seek advice about what decisions they can or should take to improve their situations. We saw the positive impact of mentorship program. And with, the gradual loosening of restrictions, we served as an outlet for youth through our programming who were needing to connect with others like them, that is youth experiencing the same or similar issues. Many youths reached out to us to relieve the mental stress and concerns that they have been confronted with. Despite all the difficulties and restrictions, we faced, we were able to create and made many positive impacts in the youth lives.

Community Involvement

- We had a series of Black Wellness webinars,
- Virtual bus tours to many countries
- Community Outreach and programming in at-risk neighborhoods in Oshawa and Whitby Area School

Year End BYAP – Together We Can Mentorship Program Results

- Total number of youths supported is 55
- Number of new one on one support service users are 30
- Number of New Mentees are 14
- New Mentors who underwent Orientation/Training is 4
- Number of new Mentors are 4
- Total mentors are 11
- New Mentorship matches 1 on 1 is 14
- Total Matches all ongoing is 26
- EYOW referrals are 2.

Irene Brimpong Female, YOW/YMC
Dave Perry, Male YOW/YMC

BYAP- TOGETHER WE CAN PROGRAM

MENTOR- JODEEN WILLIAMS

I started volunteering with the WMRCC as a mentor this year, and it has truly been an invaluable experience. The Together We Can program is an extremely fulfilling and meaningful way to empower Black youth through a mentor/mentee relationship. It is so important for Black youth to have support systems and healthy environment to foster personal growth and resiliency, to have a space where they feel supported, welcomed, and heard. I love that the Together We Can program is a great way to create these spaces, give back to the larger community while also making an impact on an individual level. It has been a rewarding experience so far and I look forward to continuing!

MENTEE- (Youth K.R)

I really enjoyed this program mainly because whenever I have a hard week, I know that I have someone to talk to eventually which makes me feel much better. Before this program if a negative situation at home occurred, I would just go into a dark place because I didn't have anyone to verbally express how I felt to

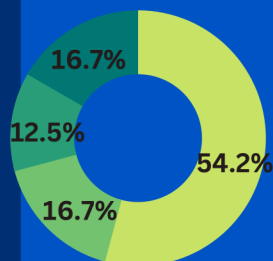
Youth in Transition Program Service Data 2021- 2022

Person of
Colour

Black or
Bi-racial

Indigenous or
Indigenous
Ancestry

Caucasian



6 Males

17 Females

1 Transgender

SERVICES/ SUPPORTS SOUGHT/ RECEIVED BY SERVICE USERS



HOUSING: 15

LEGAL ISSUES: 5
(INCLUDING LANDLORD -
TENANT ISSUES)



FOOD INSECURITY: 23
(GROCERY VOUCHER OR
FOODBANK REFERRAL/
REGISTRATION)

EMPLOYMENT/EMPLOYMENT
READINESS: 17



SECONDARY OR TERTIARY
EDUCATION /FINANCIAL AID/
SCHOLARSHIP APPLICATION

MEDICAL AND MENTAL
HEALTH SUPPORTS: 8



INQUIRIES OR
INFORMATION: 6

YOUTH IN TRANSITION WORKER PROGRAM

The Youth In Transition Worker (YITW), works in connection with the Durham Children's Aid Society, various other community partners and, agencies to provide culturally sensitive support and services to Youths aged 16 -24 years as they transition from being 'children in care' of the Children's Aid Society, to living independently as adults. Using anti-racism, anti-oppression, empowerment, and strengths- based frameworks, the Youth In Transition Worker provides direct support, guidance, and positive reinforcement to empower youth to be proud of their heritage.

During the period of April 1, 2021, and March 31, 2022, the WMRCC Youth In Transition Worker Program provided services and supports to 24 youths ranging in age from 18 years to 24 years old.

Housing was a pervasive issue among YITW service users with the majority of YITW program youth seeking support to acquire and/or retain housing. Several youth were served with notices of eviction, others experienced temporary homelessness, while others struggled and/or continue to struggle with finding safer and affordable housing. Through the YITW program, youth were directly supported and provided with the current vacancy postings and assistance with contacting renters and scheduling viewing appointments. Youth were connected with housing support workers and agencies that provided information and

advocacy regarding issues pertaining to the Landlord Tenant Act, legal advice, and Housing Stability Program Funding. The YITW also worked in collaboration with child welfare agencies to facilitate emergency temporary hotel/motel placements to prevent and mitigate youth homelessness. Youth were also referred to and received on-going support and services through the Housing First for Youth Program (HF4Y) and youth shelter services.

Youth seeking employment support were referred to and assisted with booking intake appointments and interviews for registration in the Youth job Connection programs at various community employment service agencies in Durham Region, offering support and assistance to write and/or review and edit resumes, and referral to individual employment



support services, job listing websites, and employment agency and/or employment support services such as job bank and posting boards.

Youth seeking medical and mental health support were provided with information about medical and mental health, addictions practitioners, services, programs, and after-hours community - based emergency medical and mental health,

addiction crisis lines and services (2SLGBTQA1+ identifying resources and support services inclusive).

Food insecurity continues to be an ongoing challenge among YITW program service users. Youth were

supported and assisted with food insecurity through connection with foodbank services, community resources and WMRCC's holiday hamper programs, the provision of grocery vouchers, ride share/transportation service vouchers, and direct assistance with the creation of personalized budgets and household management skills.

Through strengths-based, anti racism, anti-oppressive, and youth-centred frameworks, the YITW Program continues to provide and deliver direct support, guidance, and positive reinforcement to support current and former Durham Region youths in CAS care, aged 16-24years in their successful launch to independence.

Carlene Wallace, YITW Project Coordinator

COMMUNITY WORKSHOPS & SHELTER OUTREACH PROJECT

The Community engagement team started a new project for community engagement through shelter outreach. We reached out to newcomer, immigrant and refugee women staying in shelters in GTA and Durham.

We helped to re-build their lives and integrate themselves into the community by conducting “Life Skills Community Workshops”. We provided resources and conducted workshops on different topics on a monthly basis helping them to find connections and build knowledge so that they can overcome challenges as new immigrant and refugees. Workshops were facilitated by volunteer Psychotherapists and social workers at WMRCC.



Workshop topics covered are:

- How to Build Self-Esteem and Confidence
- Mental Health
- How to Build Resilience
- Newcomer's Life Skills Workshop
- How to Manage Anxiety
- Skills for Personal Development
- Financial Literacy for Women
- Canadian Culture in the Workplace
- The Power of Decision Making

RECRUITMENT & VOLUNTEER DUTIES

Role & Responsibility:

These volunteers were handed the task of researching the community partners and outreach. All volunteers have been meeting on a weekly basis to discuss about the monthly workshop, how to present the workshop, contents and target audience are usually discussed in these weekly meetings. These volunteers take the feedback from the clients for future workshops to decide on their next topics for these workshops. There has been a very positive response from the community partners and clients for the registration of our monthly workshops.

Rubaba Pasha, Project Coordinator

20

*New recruited
since April 2021*

40

Participants

SOCIAL MEDIA

WMRCC has a social media platform on Facebook, Twitter, Instagram and YouTube. The 'WMRCC Durham' YouTube account was created in September 2021, and currently has sixteen videos uploaded, and three subscribers.



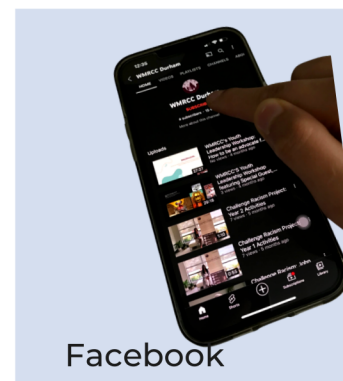
Current campaigns include the ARAP Challenge Racism Project, White Ribbon Day After Day Campaign, End Gender-based Violence campaign with WAGE and Canadian Women's Foundation, and Elevate Talent.

Current weekly workshop posts include the Youth Yoga Flow series posted weekly in the stories feature on Instagram and Facebook.

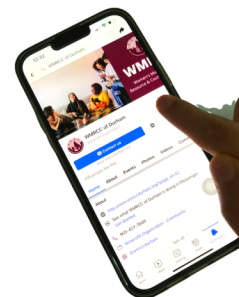
The ARAP, Challenge Racism Project social media campaign began on July 27

2021, with a total of 96 posts, up to March 31, 2022 on Facebook, Twitter and Instagram. There were four social media posts in July; twenty-two posts in August; nine posts in September; thirteen posts in October; fourteen posts in November; nine posts in December; twelve posts in January; 7 posts in February; 6 posts in March. In addition to the social media campaign, seven posters were posted for the purpose of advertising the Youth Leadership workshops beginning on February 1, 2022 to March 29, 2022.

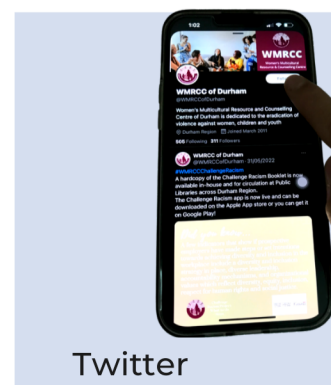
WMRCC on...



Facebook



Instagram



Twitter



Youtube

ELEVATE TALENT

The Elevate Talent initiative is a comprehensive job success program for underrepresented communities that matches training to the 200,000+ open jobs in the corporate and tech sectors. This program aims to remove barriers to career advancement and support the growth of underrepresented talent in technology and innovation-based organizations, start-ups, and the creative industries

The goal of the program is to provide comprehensive upskilling for underrepresented communities through 90-day rapid workforce development training and matching with high-demand career pathways in collaboration with employment partners and community partners, such as WRMCC.

Within 3 years, Elevate Talent seeks to provide meaningful employment for 5,000+ people from under-represented communities in the Greater Toronto and Hamilton (GTHA) area and across Canada.

Participants will have the opportunity to:

- Learn new, in-demand skills for jobs in the technology and corporate sectors
- Receive micro-credentials based on course completion
- Connect directly with companies looking to hire
- Learn power skills and access career support from success advisor

Partnership

The Elevate Talent initiative aims to remove barriers and create opportunities through a participatory model to ensure that the program design is impactful and meets the needs of all stakeholders by co-designing the program with a cross-section of partners including community, learning corporate, and government.

As a Community Partner, WMRCC is engaged in the promotion and co-design of the initiative with our long-standing connections to underrepresented communities. WMRCC also provides a holistic support system to participants as they engage in the digital training programs designed by Elevate and its partners.

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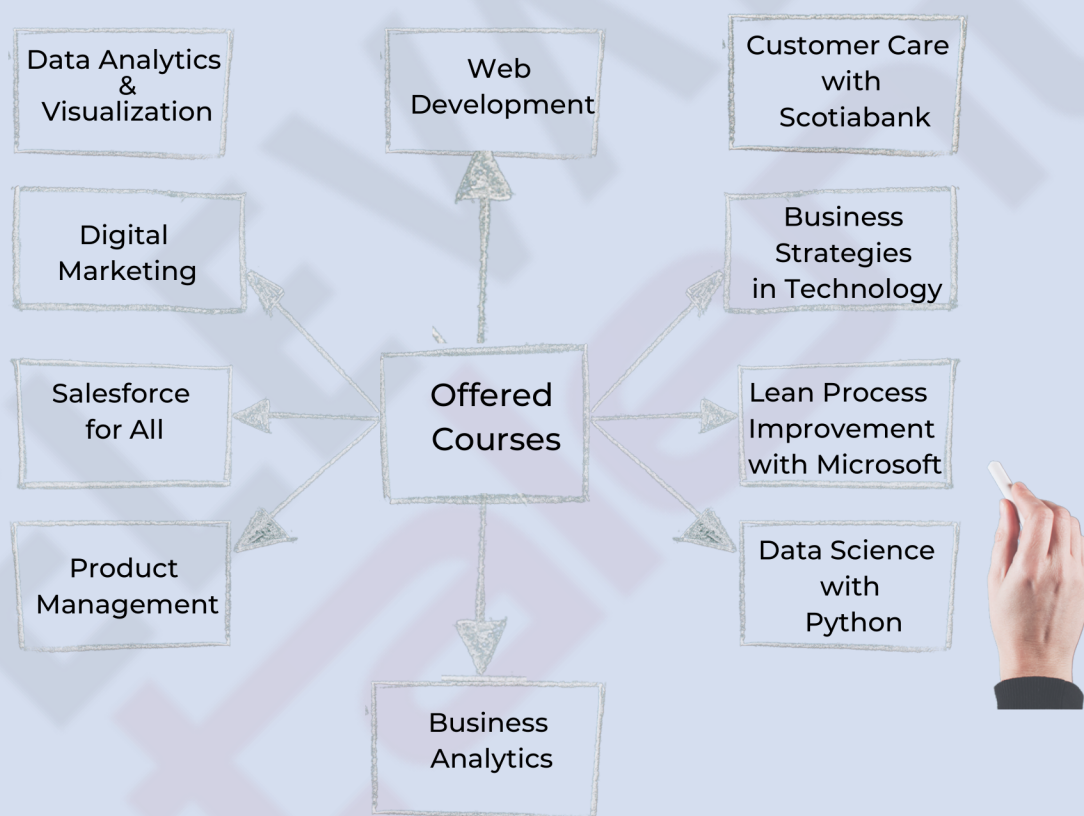
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From May 2021 to March 2022

In June of 2021, Elevate Talent officially launched its initiative which seeks to provide workforce development training and match program participants with high-demand career pathways in collaboration with community partners, such as WMRCC, and employment partners such as TD and Salesforce.

Through the Elevate Talent initiative, program participants receive technical training relevant to their selected course, power skills or soft skills training from program facilitators, career support from success advisors and they receive a verified micro- credential upon completion of the program.

Some of the courses that have been offered so far include:



Elevate is regularly evaluating the courses provided, and working on designing and offering a variety of additional courses based on demand and interest.

Since the start of the partnership in May 2021, WMRCC has recruited a total of 94 participants across 4 separate cohorts.

Nirali Patel, Community Engagement Coordinator

FEMINIST FUTURES IN ECONOMIC CO-OPERATIVES

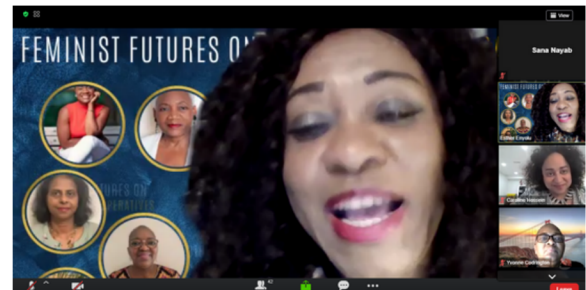


"Celebrate the abundance, show gratitude for women's cooperators, fund cooperatives and acknowledge women's cooperators"

- Dr. Caroline Hossein on the future of economic cooperation

PANEL SPEAKERS: CO-DEVELOPED BY WMRCC:

Kuumba Childcare Co-operative Inc.
Co-operative Cleaners of Ontario Inc.
Interpreters and Translators Platform Co-operative Inc.
Daymesdexterity Co-operative Inc.
Harmony Creations Sewing Co-operative Inc.
Ebony Care Co-operative Inc.
Seema Beauty and Spa Inc.



Host, and Executive Director of WMRCC, Ester Enyolu.



Keynote Speaker, Dr. Caroline Hossein.

On Wednesday March 16, WMRCC of Durham held our event, Feminist Futures on Economic Co-operatives

We were joined by keynote speaker Dr. Caroline Hossein, from the University of Toronto Scarborough, along with leaders

from 7 co-operative groups founded by WMRCC. We would like to thank everyone who attended this event for your support of WMRCC and our worker co-op groups. WMRCC of Durham thanks and appreciates Dr. Caroline Hossein for all her support and mentorship, and the panelists for their invaluable work.

SHOP FOR GOOD

Shop for Good (www.ShopforGood.ca) is a digital social enterprise operated by the Women's Multicultural Resource and Counselling Centre of Durham (WMRCC).

June 16, 2021, marked the launch of WMRCC's Social Enterprise "Shop for Good" online charitable store. Shop for Good is an online art and crafts marketplace for WMRCC and the community members, Canadian charities and non-for-profit organizations and individuals from under-represented communities. It provides the opportunity for these WMRCC and these community groups to market and sell their handmade goods online. Shop to bring together the less fortunate community members with philanthropic individuals interested in arts and crafts. Compared to regular donations, helping through business benefits seller and buyers

"Shop for Good" also intends to create opportunity for affordable international marketplace for hand made craft goods.

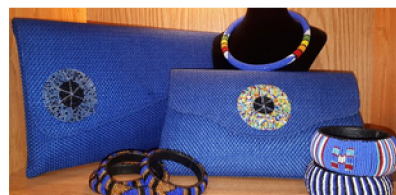


Hon. Regional Chair and CEO. Mr. John Henry presenting certificate of appreciation for the grand launching of WMRCC's social enterprise "Shop for Good" to our Executive Director and Project Coordinator Meryem Sarikaya.



Ajax-Pickering Board of Trade (APBOT), Business Dev. Manager, Iris Nicolais presenting a certificate of appreciation for the grand launching of WMRCC's social enterprise "Shop for Good" to our Executive Director.

You can support by shopping at Shop for Good. Start shopping, please go to shopforgood.ca



SPECIAL THANKS AND HEARTFELT APPRECIATION TO OUR SPONSORS & DONERS

- Durham Regional Police Services, Food and Toy Drive for the toys and gifts for the children.
- Laura Bogner at the Southside Worship Centre we appreciate the donation of toys to the children.
- Keller Williams Energy Real Estate Brokerage and partners for the turkeys and food hampers for families.
- Toronto Star Santa Claus Fund and Barb Mrozek for the gifts delivered to children under the age of 12 in Ajax and Pickering.
- CHUM Christmas Wish Foundation, Julie McLean and Donna Dolan for the donation received.
- Manulife - Stephanie Copp, Sonia Flash, and the staff of Manulife for your continued support and participation in "Adopt a Family at Holidays" Program.
- OPG, Carrie-Anne Atkins, Crystal Neault, and all the staff at OPG for your continued generosity and support to WMRCC of Durham.
- Irfan Sattar, and staff of Greeniche Natural Health for boxes of Hand Sanitizers donated.
- OPG Employers and Pensioners for your generous donation
- Ministry of Children, Community, and Social Services (MCCSS) and Ontario Association of Children's Aid Society (OACAS) for the generous PPE items donated.
- Jasmyne Julien and the team at Revitalized Reintegration Services for your kind donations.
- ETFO, Kathy Pigeon and the Elementary Teachers Federation of Ontario. we appreciate your continued support through "Women in Crisis" program.
- ETFO, Rayna Barrese and the Elementary Teachers Federation of Ontario, Durham Chapter (DECE Local). we sincerely appreciate your donations.
- Community Care Durham, James Meloche, Nadine O'Gorman, and Erin Harvey, and all the volunteer drivers, we sincerely thank you and appreciate you all for the food hampers to our seniors and families.
- Andrea Boland and Boland Foundation for your generous donation to WMRCC.
- WMRCC sincerely appreciates Vivian Curl from Durham Community Foundation, Cindy Murray, Barb Fannin, and Jessica Hanson from United Way of Durham Region for your immense support during this pandemic.

SPECIAL THANKS AND HEARTFELT APPRECIATION TO OUR FUNDERS



Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada



Canadian
Heritage

Patrimoine
canadien



COMMUNITY
FOUNDATIONS
OF CANADA



CHILDREN'S
AID FOUNDATION
OF CANADA



CANADIAN
WOMEN'S
FOUNDATION

FONDATION
CANADIENNE
DES FEMMES



Employment and
Social Development Canada

Emploi et
Développement social Canada



Government
of Canada Gouvernement
du Canada



TORONTO
FOUNDATION



United Way
Durham Region



Ministry of
Children, Community &
Social Services



Network for the Advancement
of Black Communities

Réseau pour l'avancement
des communautés noires

Women's Multicultural Resource and Counselling Centre of Durham Statement of Operations

Year ended March 31	Externally Restricted Fund 2022	Unrestricted Fund 2022	2022	2021
Revenue				
Program Income	\$ -	\$ 164,611	\$ 164,611	\$ -
Youth Action Plan program	160,001	-	160,001	157,913
Department of Canadian Heritage Anti-Racism Action	108,090	-	108,090	48,069
MCCSS Enhanced Youth Outreach Worker program	80,100	-	80,100	80,959
MCCSS Youth In Transition Workers	75,868	-	75,868	79,224
Department of Women and Gender Equality Capacity Building	87,787	-	87,787	23,305
Elevate Toronto	50,508	-	50,508	-
Canadian Women's Foundation Stronger and Safer grant	43,847	-	43,847	23,639
Toronto Foundation Investment Readiness Program	40,690	-	40,690	21,810
Grant revenue (Note 7)	-	22,638	22,638	91,006
Fundraising and donations	-	20,452	20,452	9,374
CEBA Revenue (Note 6)	-	20,000	20,000	-
Second Harvest Food Support	20,000	-	20,000	-
Canadian Women's Foundation COVID Emergency	17,050	-	17,050	-
Government of Canada New Horizons for Seniors	15,733	-	15,733	-
Heritage Skills Development	7,349	-	7,349	-
Canadian Women's Foundation COVID-19 Women's program	6,993	-	6,993	18,007
Canada Summer Jobs	5,533	-	5,533	10,758
United Way of Durham Region Volunteer Program	2,485	-	2,485	8,730
Network for the Advancement of Black Communities	3,418	-	3,418	14,582
Durham Community Foundation	2,803	-	2,803	-
United Way of Durham Region Personal Safety Project	1,728	-	1,728	44,772
Black Business Initiative Society	1,166	-	1,166	-
Other income	-	143	143	152
Children's Aid Foundation of Canada COVID-19	-	-	-	90,000
United Way of Durham Region COVID-19 Seniors Project	-	-	-	15,414
Durham Community Foundation Online Training for Newcomers	-	-	-	14,881
Town of Ajax	-	-	-	4,000
Food Hamper Project	-	-	-	3,000
	<u>731,149</u>	<u>227,844</u>	<u>958,993</u>	<u>759,595</u>

See accompanying notes to the financial statements.

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Women's Multicultural Resource and Counselling Centre of Durham Statement of Operations

Year ended March 31	Externally Restricted Fund 2022	Unrestricted Fund 2022	2022	2021
Expenses				
Wages and benefits	499,155	25,648	524,803	451,613
Program expenses	100,936	160,656	261,592	136,903
Professional and consulting fees	28,683	2,876	31,559	42,090
Rent	19,021	-	19,021	18,921
Insurance	18,429	-	18,429	12,388
Vehicle	10,298	-	10,298	2,849
Telephone and communication	5,975	-	5,975	5,657
Supplies	4,354	-	4,354	4,256
Advertising and promotion	3,842	-	3,842	1,096
Computer support	1,657	-	1,657	4,188
Professional development	1,394	-	1,394	3,421
Event costs	1,272	-	1,272	2,056
Amortization	511	-	511	-
Bank charges	460	-	460	478
Office and general	126	-	126	5,398
Honorarium	-	-	-	4,643
Bad debts	-	-	-	3,530
Equipment purchase	-	-	-	750
Membership fees	-	-	-	62
Travel	-	-	-	58
	<u>696,113</u>	<u>189,180</u>	<u>885,293</u>	<u>700,357</u>
Excess (deficiency) of revenue over expenses	<u>\$ 35,036</u>	<u>\$ 38,664</u>	<u>\$ 73,700</u>	<u>\$ 59,238</u>

See accompanying notes to the financial statements.

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<https://www.facebook.com/wmrcc.durham>

<https://www.instagram.com/wmrccdurham>