



**YWCA**  
CAMBRIDGE

A TURNING POINT  
FOR WOMEN



**ANNUAL  
REPORT 2018**



**YWCA**  
C A M B R I D G E

A TURNING POINT  
FOR WOMEN

### **Our Mission**

YWCA Cambridge, a trusted community leader, gives a voice to the needs of cis, non-binary and trans women and girls through innovative and responsive programs, services and advocacy.

### **Our Vision**

Through leadership, advocacy and program and service delivery, YWCA Cambridge will influence communities to ensure women and girls are respected, valued and equal.

### **Guiding Principle**

YWCA Cambridge connects the community with the realities of the lives of women and girls. With respect, we share their stories and experiences to educate, build awareness and influence change.

# OUR VALUES

## **WOMEN'S LEADERSHIP**

YWCA Cambridge works with and for women and from a women's perspective. We believe women must take leadership in order to achieve equity and equality for all women.

## **ACCESSIBILITY**

YWCA Cambridge is committed to being accessible and welcoming to all people who participate in our work, our programs and our services.

## **ACCOUNTABILITY**

We believe that we are accountable to our stakeholders, participants and volunteers and as such we manage and grow our organization in a responsible and sustainable way related to our mission, vision and values.

## **SELF-DETERMINATION**

We believe in the fundamental right and responsibility of women and girls to make choices regarding their lives and we commit to supporting them in those choices.

## **COMMUNITY MINDEDNESS**

We are part of a local, national and global community. We believe in and support the growth and development of healthy communities.

## **INCLUSION**

We believe in an inclusive environment that respects the dignity and diversity of our participants, staff and volunteers and encourages them to reach their full potential.

## **EQUITY**

We foster an environment of equality and open-mindedness to ensure that individual voices are heard.

# FROM OUR EXECUTIVE DIRECTOR

We know that when women and girls are given safe and supportive spaces to develop skills and find their voice, magic happens. This is our raison d'etre. This is why our work is so important.

Cis, trans and non-binary women and girls place their trust in us and with respect we share the realities of their lives to bring awareness to the complex issues that they navigate on a daily basis. We are their champions and their cheerleaders and we are humbled by their honest, their resilience and their courage – they are our teachers.

Many thanks to our staff who work tirelessly to bring voice to the issues that impact women and girls. Their leadership in the face of some very difficult situations is inspiring. We could not do this work without the full support of our Board of Directors. They are a group of women who support and encourage creativity, innovation and risk-taking. Together with our volunteers we appreciate the opportunity to walk alongside them in this journey.

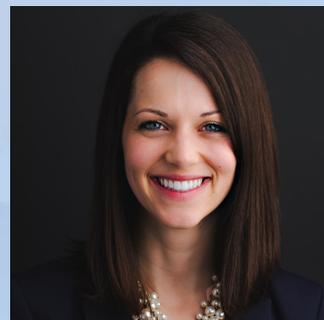
Late in 2018, YWCA Cambridge received an incredible opportunity through the Lyle S. Hallman Foundation to be part of a three-year pilot for General Operating Support (GOS) funding. This funding has allowed us to focus on long-term sustainability by putting in place the necessary elements to build staff and organizational capacity. We are working with, and learning from, two other organizations who are part of the pilot. In a few short months we have seen both direct and indirect impacts in all areas of our work. It is an honour and a pleasure to continue our work with the Lyle S. Hallman Foundation who have always encouraged learning through their grant-making.

It does take a village – our work is made possible by the generosity of individual donors, corporate partners and local and national funders. We are deeply grateful for their support and their willingness to make programs and services for women and girls a priority.

We are resilient. We are strong. We are prepared for the work that lies ahead – the challenges and the opportunities. We invite you to be part of this important and ground-breaking work. Together we can influence positive change in the lives of cis, trans and non-binary women and girls.



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Ailish McIntyre



Looking back on all  
that was  
accomplished  
reminds us of the  
incredible power,  
resolve and boldness  
of women around  
the globe.



-Global Fund for Women, 2018

# ADVOCACY

## 1. Policy Changes on Abortion

While we continued to see efforts to restrict and roll-back abortion rights in the US and across the globe, movements made significant gains in Chile and Ireland where abortion was decriminalized

## 2. The Power and Leadership of Girls and Young Women

We acknowledge that young women and girls are the experts of their lived realities and are using new and innovative ways to make change. MamaCash and FRIDA recently released a joint report called "Girls to the Front: A Snapshot of Girl-led Organizing" that highlights the powerful work that is already happening but also identifies how they can best be supported.

## 3. Women's March

Thousands of Canadian women looked to the future while acknowledging the past as they took to the streets for a second coordinated round of protest marches. One year after marches happened across North America to protest Trump's divisive policies and boast of sexual misconduct, this year marchers were out in force again in hopes of extending those messages to an even wider audience.

## 4. Intersectionality

Current women's groups look at the topic of women's rights with an "intersectional lens" meaning they recognize that inequality disproportionately affects women who are also racialized, indigenous, differently abled or members of the LGBTQ community.

## 5. National Action Plan for Gender Equality

The Canadian Women's Foundation was asked by the Canadian government to work on the Gender Equality Network Canada initiative. The foundation is working with 145 locally based women from across the country and bringing them together over a three year time period to identify the critical elements that will make up a national action plan for gender equality

## 6. #BelieveSurvivors

On September 27th Dr. Christine Blasey Ford testified at the confirmation hearing of Supreme Court nominee Brett Kavanaugh alleging Kavanaugh groped and sexually assaulted her while she was in high school. She said: "I am here today not because I want to be. I am terrified. I am here because I believe it is my civic duty to tell you what happened to me."

## 7. Time's Up

On January 1 more than 300 women from the entertainment industry launch Time's Up to address systemic inequality and injustice in the workplace. The women published a letter announcing the \$13 million Time's Up Legal Defense Fund to support women seeking justice for sexual harassment and assault.

## 8. Emma Gonzalez

On February 17, after 17 of her classmates and teachers were shot dead in Parkland, Florida, Emma Gonzalez gave a powerful speech at a gun-control rally, solidifying the March for Our Lives movement. "If all our government and president can do is send thoughts and prayers, then it's time for victims to be the change that we need to see."

## 9. Chip in the Glass Ceiling

Stacey Cunningham put a chip in the glass ceiling over Wall Street when she becomes the president of the New York Stock Exchange. In addition, Adena Friedman became the head of Nasdaq so that both of the world's largest stock exchanges are women-led for the first time.

## 10. Hackathon

Four women won Saudi Arabia's Hajj hackathon, designed to make the annual pilgrimage to the sacred Muslim site less dangerous. The all-female team designed an app that translates signs around Mecca for non-Arabic speakers without Internet access to help reduce the likelihood of a stampede.

## **11. Nobel Prize Winner**

In October Canadian physicist Donna Strickland is jointly awarded the 2018 Nobel Prize in Physics; she's the first woman in 55 years, and the third in history, to win the physics prize.

## **12. Nadia Murad**

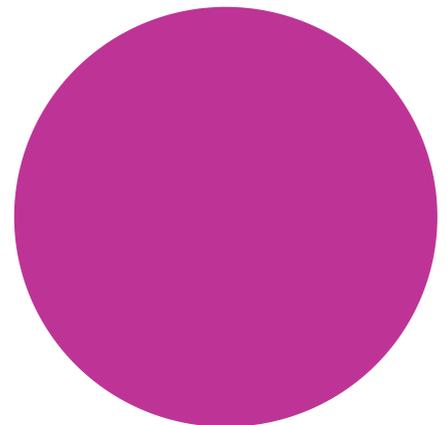
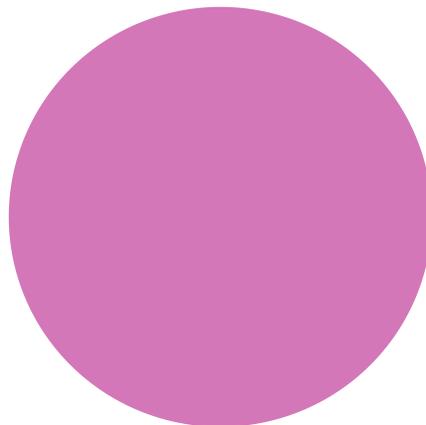
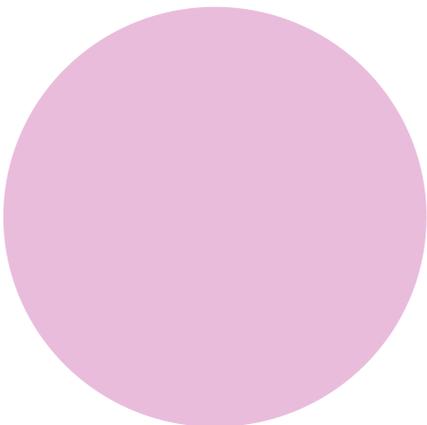
In October, 25 year old Yazidi Nadia Murad, abducted by ISIS in 2014 wins the Nobel Peace Prize for her work to end sexual violence. She donated her \$500,000 prize to her charity that helps Iraqi women.

## **13. NBA History**

In December the Indiana Pacers hire Kelly Krauskopf as assistant general manager and is the first woman in NBA history to hold the title.

## **14. Women in Leadership**

According to the Canadian Women's Foundation in order to have a government that more accurately represents the Canadian population, we need more diversity – in gender, race and education. Canada's federal cabinet is currently split evenly between men and women but only 27% of the seats in the House of Commons belong to women. The stats are even worse for leadership roles in businesses in Canada. Women hold only 15% of the CEO positions and 25% of the vice-president positions, and only 8.5% of the highest paid roles in Canada's 100 top listed companies are held by women.



# CHILD CARE

We provided services to over 400 children ages ranging from 13 months to 12 years of age in 2018!

2018 was a year of big changes. We started bi-weekly construction meetings at Ryerson surrounding a new Kindergarten wing which impacted part of our current toddler and preschool playgrounds. Construction also impacted the location of our summer program, and the before and after school programming throughout the school year. The toddler playground was temporarily relocated to a section of the preschool playground. Once construction is completed, both groups will have larger playgrounds than before and the toddlers will have all of their original equipment or better. The children enrolled in our programs were able to enjoy the new addition to the gym as well (as this was part of the construction additions).

As part of the Region of Waterloo Early Years Engage Initiative, an online parent survey was conducted by all YWCA Cambridge child care centres last spring. A common thread throughout many survey responses was parents' wishes for more communication regarding their children's development as well as the daily activities in which their children participate.



Progress photo of the renovation at Ryerson centre.

It was timely, because we had just begun developing plans for using Focus Portfolios as a method for relaying information to parents.

Focused Portfolios Are a way to document or keep track of a child's ongoing development and progress. They:

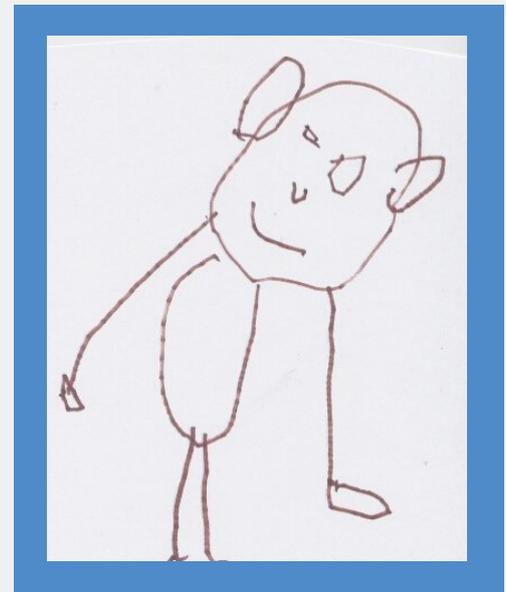
- Provide purposeful collections of work illustrating children's efforts, progress and achievements
- Provide rich documentation of children's classroom experience throughout the year
- Provide a developmental keepsake for families and open up the lines of communication between families and educators
- Are a way to assist teachers in planning individualized curriculum
- Are a well-established form of "authentic assessments"



## Example from a focused portfolio: Creative Development

Creative development is an area that can be easily document through samples of the children's art work. The two sketches were drawn by Alexis who is 3 years 7 months old. These are two self-portraits. The first one was done September 19. Paper and a brown marker were placed on the table as well as a mirror for her to look in. The second one was done on November 6, again with paper and a marker. This time a song and video was played called "Mat Man." "Mat Man" encourages young children to learn body awareness and handwriting skills. It has a very catchy tune. Notice the progress of her self-portrait sketch in less than two months. Comparing the two helps parents see how their child is progressing. It is also a way to open up the lines of communication with parents discussing various milestones. Alexis is currently in the Pre-Schematic Stage of drawing. (Children produce their first representative symbols for objects in their environment. These symbols are formed with circles, squares and lines.)

During our November 16 Professional Development Day, our morning session was devoted to implementing focused portfolios in our toddler and preschool settings. We had the opportunity in mid-September to start mentoring staff at Ryerson regarding portfolios and staff were very excited to get started with the portfolios.



# SUMMER CAMP

Our summer camp at Shade's Mills Conservation area had an attendance of 476 children in summer 2018. There were only five spots within two weeks in the summer that weren't filled. The reputation of the camp for having quality staff who return year after year and a quality program assisted by staff from the Grand River Conservation Authority makes it a camp of choice in Cambridge.

“

This summer we had two siblings attend camp, one was afraid of deep water and refused to go out canoeing. She watched the others having fun that week and by Thursday she wanted to give canoeing a chance, but only if the counsellor of her group went out with her. Children form a bond and trust with their counsellors that is wonderful to observe. Her counsellor went out with her and from then on she was hooked on canoeing.

”



# ROOTS OF EMPATHY

In its 11th year with YWCA Cambridge, Roots of Empathy is still going strong with over 90 host classrooms across the Waterloo and Wellington regions.

Roots of Empathy is a social and emotional literacy program offered to kindergarten – grade 8 classes. At the heart of the program is a local family and their baby who visit once every three weeks. As students watch the baby's developmental progress throughout the year, they also learn about temperament traits – the baby's and their own. This leads to an increased understanding of others, proactive cooperation and sharing with a decrease in aggressive behaviours in host classrooms.

Founded in 1996 by Mary Gordon, this evidence-based program is universal and has reached over 1,000,000 children worldwide. The program's mission is to build caring, peaceful and civil societies through the development of empathy in children and adults. When children see a baby cry, they learn that a crying baby is not a bad baby, however a baby who has a problem and we need to help them. They learn from the loving relationship between the parent and baby that "love grows brains."

This year, we honoured all of our tiny teachers with a Baby Celebration hosted by our friends at Woodland Park Public School in Cambridge. Mary Gordon, the program's founder, joined us to celebrate these wonderful babies who taught over 2,250 students about empathy this year. The mural on the wall at Woodland Park school really captures the beauty of coming together as a community with the roots of the trees symbolized by helping hands and the nourishment given to the tree to help it grow – paralleling the concepts learned in Roots of Empathy.

Roots of Empathy touches all who are involved – students, teachers, instructors and our volunteer families.

“

Having the opportunity to be a Roots of Empathy Instructor has been a real honour. Seeing the youngest children in JK/SK classrooms as well as children in grade 2/3 learn to recognize and understand the babies and then be able to transfer that learning to their own friends and families, has been amazing to observe. The babies truly are the “Tiny Teachers” and their powerful lessons make a real impact on the children. Parents have also been amazed at how involved and interested the children are in their babies' development. One parent has even mentioned: “ He's not my baby any more, he belongs to the class”. It is truly amazing to watch the children grow and evolve as they learn to understand feelings and emotions. Roots of Empathy really is changing lives.

”

- Donna Irvine , Roots of Empathy Instructor  
Upper Grand District School Board



Linda Innanen with Mary Gordon and Magdalena Ecsedi



Aliza with Mary Gordon and Keira



Baby Dominic from Woodland

# THE W

A COLLECTIVE SPACE FOR CIS,  
NON-BINARY AND TRANS  
WOMEN AND GIRLS

## **The W Manifesto**

**IN THIS SPACE,  
ALL BODIES ARE GOOD BODIES.  
ALL VOICES HAVE VALUE.  
WE LIFT EACH OTHER UP,  
AND LISTEN WITHOUT JUDGEMENT.  
WE RESPECT EACH OTHER'S  
BOUNDARIES,  
WHILE BREAKING THROUGH GENDER  
NORMS.  
WE ARE COMMITTED TO KEEPING OPEN  
MINDS,  
AND SUPPORTING ONE ANOTHER AS  
WE DISCOVER WHAT FEELS BEST FOR  
OURSELVES.  
YOUR BELONGING HERE IS  
UNCONDITIONAL**



# The W Programming Philosophy

## GIRLS' PROGRAMMING PHILOSOPHY

We believe in providing a safe and inclusive space for all cis, trans and non-binary girls to come together to connect, share, listen, encourage and support each other. At the heart of our programming is an intentional philosophy that informs ALL that we do in programs:

### PARTICIPANT-LED

This means that participants will be involved in the development, design, delivery and evaluation of their programs, ensuring that programs are meaningful and relevant. Participants completely guide the direction and content of programs, informing what we focus on and how we do it!

### STRENGTHS-BASED

Programs are structured to build on the unique strengths of participants, increasing their confidence and personal growth in programs. As facilitators, this means we take stock of the unique strengths and skills in each group, and ensure that there are opportunities for participants to practice within these skillsets.

### GENDER-INFORMED

We know that gender plays an important and deeply personal role in how we express and identify ourselves. In turn, it has tremendous influence on our experiences in this world, interactions with others, and senses of self-worth. We are always applying an intersectionally feminist lens to the work we do. This also means that within our programs, participants have opportunities for critical thinking and open discussions, from which they gain skills and language to help them challenge the gender stereotyping they experience on a daily basis.



# SMALL STEPS TO SUCCESS

Small Steps to Success is a holistic and pre-employment program for women that runs for 12 weeks, three times per year.

The Region of Waterloo continues to provide us with our base funding, ensuring that we are able to facilitate our program effectively while removing barriers that arise for our participants. Because of this, we are able to offer assistance and support with both transportation and childcare costs, employment related clothing allowances, take the participants on a day retreat and a memorable graduation to celebrate the end of each session.

The funding that we received from the Soroptomists International of Cambridge, iode Preston Chapter and Canuck Compunders in 2018 allow us to support past participants with extra costs that can come up. These types of costs include but aren't limited to: college/university applications, lost/stolen identification, childrens' birthdays, self-care and wellness items, materials for our Women in Transition group, printed photos of each group, backpacks, prizes to encourage community participation (ie voting), food bank dues, etc.

In July of 2018, in lieu of holding our annual Family Picnic for all past participants and their families, we offered to take all interested women to Bingeman's Big Splash for the day. Many women had connected with us sharing that they had wished camps were offered for adults, so we provided a day of fun in the sun and water! It was a great day. Too, Small Steps to Success partnered with the Girls' Programs and held a 3 day camp for women and their daughters the last week of August called 'Summer Lovin'.



Initiated by the Region of Waterloo, a positive partnership has been made with the Ontario Chiropractic Association (OCA). The Region and the OCA have recognized that pain and pain management can serve as a barrier to meaningful employment, and have created a referral process for Small Steps to Success participants who are Ontario Works recipients to be eligible to receive an assessment and treatments to help manage back, neck and joint issues.

**Festive Futures was another successful year! 32 families were sponsored, including 41 children. Most of our sponsors were returning from previous years and our donations surpassed \$5000!**

**Self-assessments and evaluations administered at the beginning and end of each session showed:**

30/31 of women reported an increase in confidence and self esteem

17/31 of women identified they felt they gained skills in communication, job search and resume writing

28/31 of women felt encouraged and supported in their goals

"I would recommend this group. You benefit by gaining self-esteem and confidence. Learn that other people have problems and you are not alone."

"The best thing about the group was the facilitators. They were very encouraging and inclusive. Drawing me out of my comfort zone to think and act more positively and assertively."

"This program should be in every town and city. It is much needed, accepts all walks of life, very accepting and supportive, understanding (sic)."

"Worth every day spent, it's more than a career builder, it's a life change."

**31** Women attended and graduated

**14** women found employment  
**5** are continuing their education

**4** continue to job search

**7** **1** volunteers in the community  
continue to focus on their mental health

# STEPS

## Sisters in Truth, Equality, Power and Strength



S.T.E.P.S is a 12-week program that was delivered to 70 girls in 2018. The flexible and customizable program, designed for girls, young women and non-binary youth from ages 8-18, works from the perspective that youth offer valuable knowledge as a result of their lived experiences and that these lived experiences need to be valued as sources of knowledge.

The program is unique in that it can respond in real time to things that are happening in the community/country/world that impacts girls. By operating from a participant led philosophy, staff can address issues as they arise and help girls advocate for themselves', using their voices for change.

This year, the participant-led STEPS program focused on: healthy and unhealthy relationships/friendships, self-care strategies, bullying, body image, assertiveness, and combating mental illness and disorders. Activities done this year were; Bullet Journaling, Playing 'The Wheel of Coping Skills', Making 'Friendship Soup', Taking the 'True Colours' personality test, Making self-care boxes, Creating friendship bracelets and Discussing intentional compliments to place into warm fuzzy jars.

### The STEPS program was delivered In the following spaces in 2018:

**Winter 2018**  
Holy Spirit  
St. Francis  
William G. Davis

**Spring 2018**  
The W  
Sheppard  
St. Ann

**Fall 2018**  
The W  
Preston Public  
Silver Heights

# GLOW

## Girls Life of Health and Wellness

G.L.O.W is a physical activity program that takes a holistic approach to being active. This program focuses on the 5 dimensions of wellness; physical, social, emotional, spiritual and environmental. Though there is a strong physical activity component to this program it also addresses intrinsic barriers that girls may have when it comes to their participation in physical activity, whether that is low self-esteem, negative body image, peer pressure or one of the many other barriers than may be facing.

In 2018 GLOW was able to provide programming to 96 participants across 4 different school and 1 center based program; Holy Spirit Catholic Elementary, Chalmers Street public school, Stewart Ave Public School, Monsignor Doyle, and Kinbridge Community Association. We had the unique opportunity to return to Chalmers, Stewart Ave and Monsignor Doyle for multiple programs in 2018 which allowed us to dig a little deeper with folks. We were able to hold our Funder recognition event as a way to thank our wonderful funder The Ontario Trillium Foundation in June of 2018. We gathered at Stewart Ave public school and welcomed all of the past GLOW participants as well as teachers and CYWs who had worked with the program. Additionally we were fortunate to have MP Bryan May, MPP Belinda Karahalios and former Mayor of Cambridge Doug Craig join us for the celebration. GLOW is facilitated with a participant – led philosophy which encourages folks to ask themselves what kinds of activities/ subjects they are interested in. In 2018 GLOW groups expressed an interest in many different components of wellness including; Kick boxing, gymnastics, yoga, SHORE, stress management with stress balls and homemade heat packs, emotional literacy through emotion painting and I AM board creation and so much more!

"I love the kindness and the change you are making"

"I feel super ready and excited for high school because I feel more open to talk to other girls."

"GLOW helped me build self-love"

"In this camp the leaders actually listened to me and cared about what I wanted to do"

"I just feel good in this space, I know I am accepted here"

"Honestly this has brought all of us together. We used to fight at recess and now we are all friends."

# SHYFT

## Shaping and Helping Youth Form Tomorrow

With the continued support of Lyle S Hallman and Male Allies program of SASC we continued to provide the only intentional, hands-on, recurring programming in this region that involves all youth voices on issues that affect gender inequality and gender-based violence.

We offered:

### 12 SHYFT programs

- 6 gender-specific programs (girls-only) – 60 participants
- 6 mixed-gender programs – 58 participants

**37 presentations and workshops** – offered across the region, both in-school and community based presentations – reaching more than 1000 youth across the region

### 12 workshops for youth

- 8 male-identified workshops – (approx. 100 participants)

Including: Raising Feminist Boys Workshops: Redefining Masculinity, Consent, Healthy Relationships & Bystander Intervention – YWCA Cambridge and Male Allies offered a series of free workshops to boys (8-12) and their parents/caregivers. Together we joined to have intergenerational conversations to help introduce and navigate dialogue around these topics.

- 10 female-identified workshops, 4 parent/caregiver & child (approx. 100 participants)

### 1 mixed-gender camp for youth 8-12 – The Camp with the Art (11 participants)

This week-long mixed-gender camp offered up art-based activities, opened up dialogue and engaged youth in topics relating to gender and allyship. Over the course of the week, youth transformed The W into an art gallery, inviting parents/caregivers in to read their unique artist bios and have the opportunity to see all that they created and discovered. Art features included fibre sculpture jars filled with warm fuzzy messages of love from each participant, a collaborative art piece which was dismantled at the end of camp and a piece given to each participant, decorative pots with plants, and tie-dye t-shirts decorated with positive messages.

### 2 gender-specific camps for girls 8-12 – The Camp with the Love and The Camp with Big Love

**Used the Remind App** which is a way for parents/caregivers to engage with facilitators regarding the program, receive updates, resources and helpful tools





## Program Outcomes

Through formal evaluation of programming, youth provided self-evaluation where the following outcomes were shared:

### Connectedness:

Better able to reach out to people you trust for support when needed – 89%

Feel like you're less lonely or belong more – 83%

### Self Esteem and Self Confidence

Better able to see what your strengths and skills are – 85%

Feel better about who you are and the things that you do – 79%

### Resilience

Better able to pick yourself up and try again when things don't work out – 78%

Better able to try new things and pursue your interests – 85%

### Critical thinking

Better at questioning the world around you and your place in it – 83%

Better able to accept that decisions you make may not always be popular with friends – 81%

### Communication

Better able to find your voice and express yourself in different ways – 82%

Better able to express your feelings, thoughts and opinions openly even when someone might disagree – 79%

"I never really saw that these things hurt us too. I am not a lot of the boy box and that's okay."

"I like how here we can share openly. I know that here I can say how I really feel or not share at all if I don't want to."

"I didn't know girls faced all of these things. I thought some of this only happened in movies!"

### Other Programs and workshops

**Summer Lovin:** A Retreat for mothers/caregivers and their daughters

**Power of Being You** – A Social Justice, Action & Allyship Conference for Youth With the support of SHORE Centre and Male Allies of SASCWR we offered a full day community conference for youth hosted at Kinbridge Community Association.

**How to be an ally against Islamophobia**  
**Indigenous histories & identities**

**Earth allies**

**Gender-based violence**

**Theatrical Performances by SHORE Centre**

**Workshops for teachers/CYWs/parents:**

**Body Image and Body Positivity & Increasing Comfort, Knowledge and Confidence Teaching Sexual Health**

## Feminist Night Market

This year, The W created and hosted its first ever Feminist Night Market in November. The goal was to create an inclusive and accessible place for cis, trans and non-binary vendors to display and hopefully sell their work. We hosted 17 unique local vendors ranging from jewellery, mixed media art, apothecary, clothing and so much more. This event served as a fundraiser for The W but also as an amazing community builder. As a result of the night market we were able to make a connection with local artists who have since brought their talents to our programs to share their creative process with our participants.



## Feminist Youth Collective



This program joined our roster in September of 2018 thanks to the vision of some incredible young leaders and funding from the Cambridge Community Foundation. It's our leading program at The W for high school aged, female identified and non-binary youth  
15 core members, with total event reach of 500+ community members

Planning meetings, workshops and social events as well as advocacy campaigns: All on topics related to gender identity, violence prevention, mental health awareness, self-care strategies, healthy relationships and more. Youth were also heavily involved in the planning and implementation of YWCA Cambridge's Take Back The Night event.

A space for female identified and non-binary youth to gather and connect, organize, create, learn and unwind.



# Take Back the Night



We organized Cambridge's inaugural and 1st annual TBTN event this year on September 20th, 2018, hosted in partnership with SHORE Centre with support from the Male Allies program of the Sexual Assault Support Centre of Waterloo Region.

TBTN is a powerful opportunity to celebrate, support and empower survivors, while reclaiming our right to safety and standing up against sexual and gender-based violence. This year we united in Cambridge to promote awareness of violence in our community, to create a safe space for all, and end rape culture ideology that normalizes male violence and blames victims for the abuse they experience.

We gathered and rallied at The W on Dickson Street, making signs, sharing stories and building community. Together, we marched through downtown Galt, in protest against violence and rape culture ideology. Over 150 folks attended.



# TECHGYRLS

TechGyrls is a participant-led program that creates a safe space for female identified and non-binary youth ages 9-13 to explore all things STEM (Science, Technology, Engineering and Math). With no set curriculum, the participants decide the direction; their creativity and inspiration guides project development and topic discussions.. It is made possible by the generous support of the Canadian Women's Foundation, with additional support from Rockwell Automation and Soroptimist International, Cambridge Chapter.

We offered seven programs total, four in schools and three at The W for a total of 76 participants reached through 12 week programming.

## STEM Mentoring

With the financial support of the Canadian Women's Foundation, eight participants finished the program in 2018 with three mentors. The 2017/2018 program was small but mighty. The mentors and mentees built great connections, some of which continued into the new 2018/2019 session that started in September.

We so appreciate our mentors who donate their time and energy to make this program a success!

"Dear sister,  
I think you should join STEM Mentoring. There are a lot of people you will meet who won't judge you for who you are. We have mentors here who plan fun activities and are a role model for you. Another reason why you should join is that we learn about Science, Technology, Engineering and Math. We explore them in a way a teacher would not. It's fun and makes me eager to explore these fields"

### Topics of particular interest this year included:

- Environmental sciences
- 3D printing
- Chemical reactions
- Circuitry

## STEM Mini Con

- September 22nd, 2018. A free, open-house event for cis, non-binary and trans girls and their care providers to explore and engage in hands-on STEM activities led by experts. There were approximately 100 attendees
- Guests included Google, TheMUSEUM, Alert Labs, Vidyard, Lonewolf, Magnet Forensics, University of Waterloo, Idea Exchange and more

### Highlights included

- Cotton candy making, workshop using scroll saws, boat building and slime

**88%**

of participants felt more confident in their skills and abilities related to Science, Technology, Engineering and Math

**87%**

of participants are more interested in continuing to explore topics related to Science, Technology, Engineering and Math

**80%**

of participants are more interested in exploring potential careers related to Science, Technology, engineering and Math

**90%**

of participants reported an increase in self-esteem and self-confidence as a result of

**86%**

of participants reported an increase in self-esteem and self-confidence as a result of the program

“I used to think science was too hard so I didn't even try...but it can be SO FUN and pretty and amazing, now I love it.”

“I finally feel like I'm doing real science. Like now I'm a scientist”

“When I'm here I get to be 100% myself”





# WOMEN OF DISTINCTION

**175** Attendees

**12** Women recognized

**\$5,357** Raised



This year marked the 24th Women of Distinction awards ceremony and we recognized 11 inspiring women, all who are doing amazing things in their fields, their lives and their communities. This year's recipients were: Mallory Moxon-Carson, Lily Faragher, Andrea Arthur-Brown, Kristy Goss, Cheryl Hugill, Beth Lennox, Jennifer Carter, Sarah Spry, Shannon Butt, Sharon Bal, Amy Deschamps, Bobbye Goldenberg



Photos courtesy Emily Beatty Imagery



# WALK A MILE IN HER SHOES

**45** Walkers **7** Teams

**\$11,495** Raised

In 2018, our incredible community came together to once again support our Walk A Mile In Her Shoes campaign. We continue to be humbled by the way Cambridge has embraced this event and our shared commitment to creating a more equal, tolerant and safe community for cis, trans and non-binary women and girls.

#### AWARD WINNERS

**Top Funding Team:** Laneway Crew

**Second Place Team:** Intrigue Media

**Top Fundraiser On a Team:** Mark Guker  
(Laneway Crew)

**Top Solo Fundraiser:** Nickolas Deligianis

**Sole Sister:** Jess Hewitt (Laneway Crew)

# SheTalks

STORIES OF  
TENACITY  
& GRIT

**330**  
Attendees

**\$11,495**  
Raised

Remarkable women share their personal journeys in this intimate night of conversation, laughter and inspiration.

In their own words, they will share the authentic stories of how their life's journey has unfolded. Sometimes emotional, sometimes hilarious and always empowering, She Talks takes the audience behind the lives of some of the most inspirational women you will ever meet.

She Talks has become an important fundraising event for YWCA Cambridge. With the support of our corporate community we are able to provide leadership, advocacy and programs and service delivery that will influence communities to ensure that women, girls and non-binary youth are respected, valued and equal. Your investment ensures more leaders, more voices and more change.





# RACETOERASE

CONNECT | COMPETE | CONTRIBUTE

**\$55,831** raised in total     **60** teams  
**12** charities participated  
**\$13,967** raised for YWCA Cambridge



The Cambridge Race to Erase took place on October 13th, 2018. Teams chose which charity they would like their funds to support and their charity received 100% of funds raised. This year, \$55,856 was raised for 12 charities, and we had a whopping 240 people participate.

We had 14 stops this year, highlighting the incredible work of: Cambridge Shelter Corp. (The Bridges), the YMCA, the Cambridge Self Help Food Bank, Idea Exchange (Queen's Square), SHORE Centre, Kinbridge Community Association, YWCA Cambridge - Roots of Empathy Program, March of Dimes & the Royal Canadian Legion Hespeler Branch; as well as these great community-minded businesses: Proactive Training, Cambridge Centre Honda, Grand Valley Golf & Country Club, Reid's Chocolates & Jackass Brewing.

The 12 charities supported were: YWCA Cambridge, Kinbridge Community Association, Community Living Cambridge, Community Justice Initiatives, The Literacy Group, Cambridge Pregnancy Resource Centre/Dawn Centre, YFC/Youth Unlimited, KW Counselling Services, Project READ, The Coping Centre, Hope Clothing & The Ontario Christian Gleaners.

It took a total of 65 volunteers to pull the race off. These folks were out running the stops on Race Day and making all the magic happen behind the scenes).

WOMEN'S  
INTERNATIONAL  
GIFT & GALLERY

# Wigg



It was yet another great year for WIGG. From adding new products and designers to our line, to once again having the immense support of Lynn Spence hosting events in the store. Thank you to all who frequent our store and to the amazing volunteers who help us staff it.

Are you following us on Instagram yet? Find us!  
[@WIGG\\_YWCACAMBRIDGE](https://www.instagram.com/WIGG_YWCACAMBRIDGE)