



Calgary Immigrant Women's Association

40
YEARS
evergreen

2021-2022
Annual Report





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“Someone is sitting in the shade today because someone planted a tree a long time ago.”

- Warren Buffet

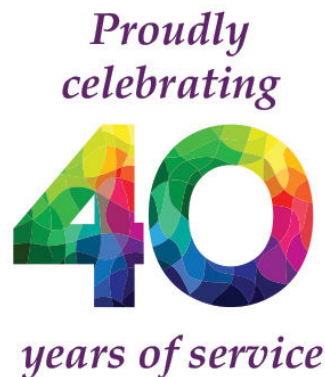
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40 Years of Evergreen

"In nature, nothing is perfect and everything is perfect. Trees can be contorted, bent in weird ways, and they're still beautiful." - Alice Walker

Nestled on the gentle slopes of the Rocky Mountain Foothills and surrounded by majestic lodgepole pines and spectacular spruce trees, species known for their resilience and stature, Calgary Immigrant Women's Association (CIWA) has turned to nature to draw inspiration for the theme of this year's Annual Report. "Evergreen" gives a glimpse of CIWA's resilience through the elements that have shaped the organization today from our roots that keep us grounded to the trunk that becomes stronger with each challenge and adversity to the branches and offshoots that take on new life with each opportunity.

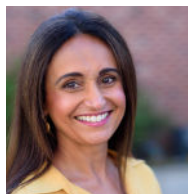
The 2021-2022 Annual Report showcases a year in resilience and growth, of staying rooted and branching out, of utilizing resources and turning them into outcomes and, ultimately, flourishing and staying evergreen. As Calgary rebounds from the many challenges presented by the COVID-19 pandemic and looks ahead with optimism and vitality, so too is CIWA forging ahead with customized gender-specific services in response to the settlement needs of the women, girls and their families. We wish to recognize and thank the multitude of clients, volunteers and staff who exhibited extraordinary levels of resiliency this past year and who ensured that our agency continues to thrive ever green.



THE ROOTS

"When the root is deep, there is no reason to fear the wind." - Unknown

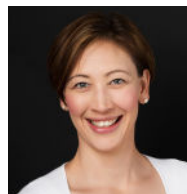
A Message from CIWA's Board of Directors



Ranju Shergill



KayLynn Litton



Elmien Wingert



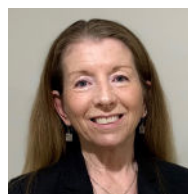
Ray Wong



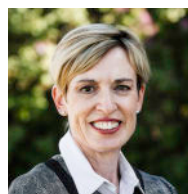
Gayathri Shukla



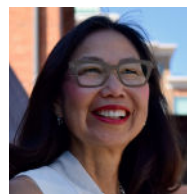
Elena Esina



Lori Craig



Sandy O'Connor



Cheryl Oishi

This past year, and particularly through two years of a global pandemic, CIWA has proven it can effectively and efficiently recognize and respond to the needs of immigrant and refugee women, girls, and their families. CIWA's leadership has worked hard to ensure a crisis is not wasted and continued to provide innovative services to keep up with the growing number of immigrants coming to us for settlement support.

The CIWA Board is proud to have completed a new five year Strategic Plan, successful CEO recruitment and transition, securing long-term expanded space for much needed programs. We also continued to evolve in areas of governance and risk management with the strengthening of our Board policies, succession planning, and the development of CIWA's risk register.

The successes of the Board and CIWA are attributable to a strategic plan that guides our decisions and actions; the remarkable leadership of CIWA's CEO for the past 17 years, Beba Svigir, and the dedication and efforts of all staff and volunteers. We welcome CIWA's new CEO, Paula Calderon, as we embark on our new 2022-2027 Strategic Plan, which focuses on continued growth and national expansion across Canada. As a provincial and national leader in outcomes-based gender-specific settlement services, CIWA's new Strategic Plan will shape the direction of our future in the year marking the 40th anniversary of CIWA.

CIWA's beneficial impact on immigrants, our workforce, and our economy would not be possible without the continuous support from funders, donors, and partners. To my fellow Board and Committee members, your collective knowledge, experience, and expertise make you a team I'm proud to work with. I appreciate your leadership and commitment to continuous improvement in governance and the sustainability of CIWA. - Ranju Shergill, Board Chair



A Message from CIWA's Senior Management Team



Back row (left to right): Fatima Narvaez, Yulia Minakova, Biraj Patel, Eva Szasz-Redmond, Jyoti Agnihotri, Jenny Krabbe, Leanne Casuncad
Front row (left to right): Rekha Gadhia, Beba Svigir, Celestina Akinkunmi

This past fiscal year was one of transition for all of us at CIWA. The pandemic continued to be a huge factor in our day to day work, but programs and services to clients were not interrupted and our outcomes were achieved in line with program expectations. Hybrid service delivery played a huge role in this, and we have adopted this model for the future as a viable option for growth and expansion, as well as equitable access to our services for clients. We joined the national response to support refugees from Afghanistan and provide resources for women and their families coming from Ukraine.

Our activities were focused on the following:

- Implementing multiple new programs and services for immigrant women; CIWA increased its budget to \$19M for 2022-2023
- Developing the 2022-2027 Strategic Plan with its focus on expanding CIWA services nationally across Canada
- Blending and extending a new 10 year lease that saved us over \$3M in rent cost until 2025; we now occupy all eight floors in the First Street Plaza building with over 70,000 square feet of space renovated and customized to meet our needs
- Embarking on professional accreditation through the Canadian Accreditation Council (CAC) for human services

We thank you all for supporting our mandate and collaborating with us in ensuring that immigrant women in Calgary are well integrated and able to achieve their goals and dreams.

2021-2022 Funding Partners

Funded by:

Financé par :

Funded by the
Government
of Canada

Financé par le
gouvernement
du Canada

Canada



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada



Advanced Education
Children's Services
Community and Social Services
Gaming, Liquor and Cannabis
Health
Labour and Immigration

Agriculture and Agri-Food Canada
Canada Summer Jobs
Employment and Social Development Canada
Justice Canada
New Horizons for Seniors Program
Public Health Agency of Canada
Service Canada
Western Economic Diversification Canada
Women and Gender Equality Canada
Youth Employment and Skills Strategy



Along with:
Tamaratt Term Fund
Like a Rock Fund



Foundation



THE TRUNK

“When all else fails, look up to a tree. It will restore life’s wonder and possibility.”

– Angie Weiland-Crosby



*In loving memory of Samrawit Taeme.
You will forever be in our hearts.*

New Friends and Neighbourhood Groups

The program was created as a conversation circle in 1982 to meet the language needs of newcomer women in an informal setting. Over the course of 40 years, the program evolved into a community based social inclusion initiative for immigrant women, comprising two-hour English language enhancement sessions through conversation, aimed at addressing important topics of daily life in the context of newcomer needs and connections to communities. From one original location, the program has grown to 16 locations and, more recently in order to address the current pandemic situation, it is being delivered at 8 locations through weekly online program. Since its inception 40 years ago, more than 10 programs and initiatives have emerged, including Grandma’s Kitchen as well as My Community My Home, and more, all with the focus of encouraging the participation of women in the community in which they live.

Cross Cultural Parenting Support

Settlement and integration challenges due to language and cultural barriers are key stress factors in the overall wellbeing of immigrant and newcomer families. This is further amplified by the lack of knowledge around family laws, rights and responsibilities, and parenting in Canada. If not addressed, these factors can lead to family conflict, violence and parenting malpractices. CIWA recognized this issue over 35 years ago and became a pioneer in developing and delivering a customized cross culturally sensitive parenting program to ensure that all parents have access to information and supports to cope with the challenges of parenting in a new country and culture. This program has expanded to include support services for immigrant families with children and youth with disabilities, grandparents, and caregivers enabling them to create a safe, responsive, and nurturing environment that supports healthy child development.



The program was created 36 years ago to increase the social participation of immigrant women by providing volunteer opportunities for newcomer immigrant women in Calgary. These opportunities provide essential training skills that allows immigrant women to integrate into society and increase their economic participation. The program has evolved into creating volunteer opportunities for seniors and youth and continues to be responsive to the needs of the newcomer community. Since its inception more than three decades ago, two additional programs and initiatives have emerged from the Volunteer Program, including the Labour Market Bridging for Volunteers: Interpretation and Translation program.



"I thought I can't be a mom, a wife, and a student at the same time, and I knew that all my classmates have the same challenge.

Being with a group of professional mothers has inspired me. After 10 weeks of LYAE training, I do feel empowered!

My upcoming work placement is worth all my effort and time."

- LYAE Participant

Links to Young Adult Employment

Young immigrant mothers have demanding family care responsibilities. Professional immigrant moms also face multiple barriers from lack of Canadian workplace experience to gaps in employability skills. To address the unique challenges among young immigrant mothers in Alberta living in low-income households, CIWA established the Links to Success for Young Immigrant Mothers program, currently known as Links to Young Adult Employment, in 2008.

This program provides customized support and long-term interventions including paid work experience opportunities along with childcare and transit compensation to help marginalized immigrant mothers go through a smooth transition into meaningful employment. Through the years, over 300 professional immigrant women have completed this training with the support of organizations and corporations in Calgary. This user centered approach to service delivery jumpstarted the suite of employment bridging programs CIWA offers today for professional immigrant women.

Childcare Training

Nearly 15 years ago, CIWA recognized the gap in services to support low to mid skilled immigrant women to find employment. In response, CIWA developed the Childcare Training for Low Literacy Immigrant Women, a program designed to help immigrant and refugee women with interrupted education pursue employment as early childhood educators. The program, currently known as Childcare Training Pathway, is an occupational specific training that builds on the natural strengths and assets this group of women have.

Through this training, immigrant women develop their skillset and foundational language competencies for further education or employment.

Additionally, the program offers relevant certifications such as First Aid and food safety in the daycare domain. To date, over 250 immigrant and refugee women have received Level 1 Early Childhood Educator certification and have secured employment in childcare centers in Alberta.

This asset-based service delivery model has proven to be successful in enabling a highly barriered group of clients find employment. Using the same approach, CIWA has expanded its services for low to mid skilled immigrant women to include employment training in the areas of food service, retail, housekeeping, front line customer service and protection skills.



Family Conflict Prevention Program

While supporting the settlement and integration of thousands of newcomers each year, CIWA recognized that one of the root causes of domestic, family, intimate partner, and gender-based violence in immigrant families is the stress related to migration and settlement. Inability to meet basic needs and barriers related to settlement further intensify the trauma and abuse experiences. Over 30 years ago, CIWA started the Family Conflict Prevention Program (FCPP) targeting immigrant and refugee women including seniors, their spouses, children and family members dealing with domestic violence and abuse.

FCPP addresses factors that place immigrants at risk of domestic violence and increases access to supports that enable them to cope with domestic, family, intimate partner, and gender-based violence issues. This program positively impacts the lives of families by changing attitudes around gender equality and violence, and increasing individual capacity to reduce risk factors associated with violence. The issues uncovered through this program have led to initiatives that enable CIWA to address systemic barriers that prevent immigrant women from breaking the cycle of violence.



Pebbles in the Sand

CIWA's Pebbles in the Sand program was the first of its kind to address the specific learning and settlement needs of immigrant and refugee women with foundational literacy skills and less than seven years of education from their home country. This program helps clients address barriers that can lead to challenges while adapting to life in Canada and equips participants with necessary skills to function independently in daily life. Pebbles in the Sand program has expanded to serve clients in six different locations in Calgary, and its curriculum recently added a digital literacy component to help participants continue learning online during the pandemic. This program initiated the evolution of services for immigrants with foundational skills. CIWA has supported thousands of immigrant and refugee women in increasing their literacy and English language competency as they transition to further education and employment and, ultimately, integrate into Canadian society.



2021-2022 Client Profile

Top Immigration Categories

Economic 20.2%
Family class 28.7%
Citizens 19.7%
Refugees 23.1%
Other 6.46%
Claimants 2.25%

Top Languages Spoken

Arabic (13%)
Spanish (11%)
Tagalog (10%)
Mandarin (7%)
Tigrinya (6%)

Leading Countries of Origin

India (11%)
Philippines (10%)
China (7%)
Eritrea (6%)

15,631
clients served through individual
and group sessions

CIWA clients represented
151 countries and
226 languages.

Youth I

CIWA's annual ev
youth empower
integration in Can

Luminita Nita

Gurpreet Gaur

Neeraj

Sara Haze

Afra Shiraz

Sara Haze

Anna Sidorova

Sibyl

Jenifer Soto

Jatinder Hiro

ALL OUR CIWA VOLUNTEERS



THE BRANCHES

"Trees are poems that the earth writes upon the sky." - Khalil Gibran

Growth and Expansion

CIWA Space

With the generous support of Symphony Hill Properties Inc., CIWA has acquired over 70K square feet of space in the First Street Plaza building. CIWA's space now includes the 6th and 7th floors as well as the main floor office wing. Further expansion is under way and will soon extend to the 8th floor - occupying 95% of the building!

Social Enterprise

CIWA launched its Business Centre as part of the organization's social enterprise. Initially providing interpretation and translation services, printing and photocopying, as well as Commissioner of Oath services, it will soon be offering passport photo, book binding, boutique business services and more!

New Ventures

Business Development and Entrepreneurship

CIWA's Immigrant Women's Business Circles project launched in December 2020 to support immigrant women in their pursuit of entrepreneurship opportunities in Alberta. This three year project will provide business development training and mentorship to 60 immigrant women across Alberta, establishing at least 12 businesses by the end of 2025.

Navigating the Gig Economy

Contract Work: Finding Your Way, one of CIWA's newest employment bridging programs is a response to the growth of the gig economy. The program supports immigrant women in understanding the world of contract work, freelance projects, and self-employment to gain flexibility around the current changing labour market. In the last fiscal year, 50 immigrant women completed this program and 70% had entered the labour market.

Companion Care

This project is designed to support aging in place and independent living by delivering employment training focused on effective communication, supportive listening, abuse prevention, harm reduction, infection prevention, and medication assistance. During this fiscal year, more than 20 immigrant women participated in the training and obtained certifications in First Aid and CPR Level C, WHMIS, Basic Food Safety, and dementia care.



Enhanced Supports

Aids for Academic Pursuits

Over the years, CIWA has continually provided monetary supports for immigrant women and girls pursuing education to reach their career goals. This fiscal year, CIWA received over \$20,000 of additional financial aid to provide scholarship opportunities to clients and volunteers.

Food Security

CIWA engaged with Amazon, Burns Memorial Fund, Mawer Investment, Second Harvest, and United Way to support the food security of immigrant women and their families. Through these partnerships, CIWA provided over \$377,000 worth of supports in the form of grocery gift cards, hampers and food drives to more than 1,600 individuals and 320 children across Calgary.

GBV Prevention

Collaborative Action towards a Society Free of Gender-Based Violence (GBV) is a three year project aimed at increasing collaboration and developing a network of supports that provide a coordinated response to gender-based violence. In the past year, the project has engaged with key stakeholders in the community such as Action Dignity, Calgary Police Service, Canadian Pakistani Support Group and their Maskan shelter, Dashmesh Cultural Center, DayOne Media, Ethno-Culturally Diverse Committee, Filipino Community Association, ISKCON, Muslim Families Network Society, Nisa Homes, and Parmar Law.

Disability Supports

This year, CIWA offered 572 individual sessions to over 65 English language learners who have special needs or are struggling in their language acquisition. Through LINC for Special Needs classes and Learning Support Services, CIWA has been adult learners with physical and intellectual disabilities as well as other learning difficulties. Over the past year, CIWA also focused on enhancing settlement services for clients with disabilities and secured resources for a Disabilities Liaison.

Mindfulness Approach to Mental Health

Through the Mindfulness Supports for Immigrant Seniors project and in partnership with Alberta Mindfulness Association, CIWA launched a health and wellness app for Apple and Android devices. The app offers audio-visual guided mindfulness practices that are accessible anytime, anywhere. Over 95 immigrant women ages 55 years and beyond participated in the development of the product.



THE BLOSSOMS

"In a forest of a hundred thousand trees, no two leaves are alike. And no two journeys along the same path are alike." - Paulo Coelho



Nusrat Awan

When Nusrat first accessed the Home Instruction for Parents of Preschool Youngsters (HIPPY) Program, she was experiencing several hurdles being a single mom, from providing for her three kids while living in a women's shelter to supporting a child experiencing signs of trauma. She started receiving regular one-on-one sessions from a HIPPY Home Visitor, where she received support in strengthening her parenting skills especially around her son's challenges.

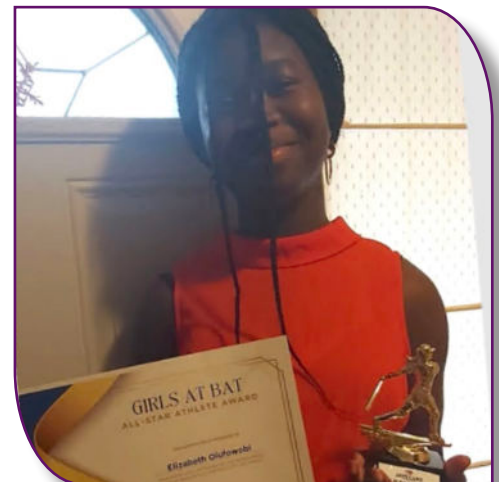
Shortly after starting the HIPPY Program, Nusrat enrolled in ESL classes so she could pursue a degree in Early Childhood Education. For a while, she juggled her studies, her children's schedule, and many other aspects of her life. Through all

these, Nusrat still managed to be appointed as a student body representative at Bow Valley College. She also received several awards and scholarships including Because Mothers Matter Award, Bow Valley College Past Chair of Board of Governors Award, Premier's Scholarship, as well as the Ron Ghitler CM Scholarship Fund through CIWA.

Nusrat's son has also made great strides in his ability to adapt to Kindergarten. Nusrat feels that HIPPY gave her an opportunity to create a special bond between her and all her children. Nusrat now rents her own apartment and works as a research assistant.

Elizabeth Olufowobi

Elizabeth received the Jays Care Foundation's Girls at Bat All-Star Athlete Award through CIWA's Youth Program. Growing up in Nigeria, Elizabeth did not have a lot of opportunities to enjoy sports as a young girl. When she joined the Summer Camp at CIWA, she held the title "All-Star Camper" for showing other girls her age that losing a game is still a win by giving your all. Elizabeth has demonstrated stellar sportsmanship by cheering for everyone, including members of other teams. She was a cheerleader to everyone especially those who seemed like they were giving up on learning a new skill.



Jenny Krabbe

One of the greatest champions of raising awareness around the need for a customized approach to service delivery to support the employment of low to mid skilled women, Jenny has been fervently advocating for a modular approach to employment training rather than the traditional training models with set intake start and end dates. During her tenure as Manager of Employment Services Department at CIWA, prior to her recent retirement, Jenny also focused on capitalizing on the skills that this vulnerable population posed and made it an asset. Jenny is passionate about raising awareness on social justice issues around the world, which helps shape the lives of CIWA's clients. She has been instrumental in the innovation and expansion of CIWA's literacy and employment services and in 2021 she was recognized by Calgary Learns for her work through their Celebrating the Work in the Field initiative.



Layla Al-Yasiri

Layla received Jays Care Foundation's Girls at Bat All-Star Coach Award when she volunteered with the Youth Program's Summer Camp where she was a Girls at Bat Coach and a mentor to our young participants. As a volunteer, Layla took the time to get to know each participant and their individual personalities, while encouraging them to be the best they could be in other aspects of their lives. Layla was not only a great support but an outstanding role model to all participants in the program.

Awards

- Because Mothers Matter Award presented by Mothers Matter Centre to HIPPY Mom Nusrat Awan
- Celebrating the Work in the Field presented by Calgary Learns to Jenny Krabbe
- Girls at Bat All-Star Coach Award presented by Jays Care Foundation to Youth Program Volunteer Layla Al-Yasiri
- Girls at Bat All-Star Athlete Award presented by Jays Care Foundation to Youth Program Participant Elizabeth Olufowobi
- Girls at Bat Community Excellence Award and Girls at Bat Community Spirit Award presented by Jays Care Foundation to CIWA's Youth Program



CIWA Scholarships & Award Contributors

Daughters Day Awards

Daughters Day Awards celebrate the lives, contributions, and achievements of daughters based on an appreciation of gender equity in our society. The annual event recognizes exceptional daughters who are making significant contribution to their communities.

Through the generosity of Gerda R. Bloemraad, Shirley Turnbull, Jivanya Reddy, and The Calgary Bridge Foundation for Youth, seven remarkable girls ages 12 to 29 years received \$500 each.

Gerda R. Bloemraad Educational Scholarship

Gerda Bloemraad's passion for the well-being of immigrant women in Calgary inspired her philanthropic engagement through this scholarship. Each year, two CIWA clients or volunteers between 18 and 30 years of age receive a \$2,000 scholarship to provide financial aid for their chosen course or program at an accredited post-secondary institution.

Ron Ghitter CM Scholarship Fund

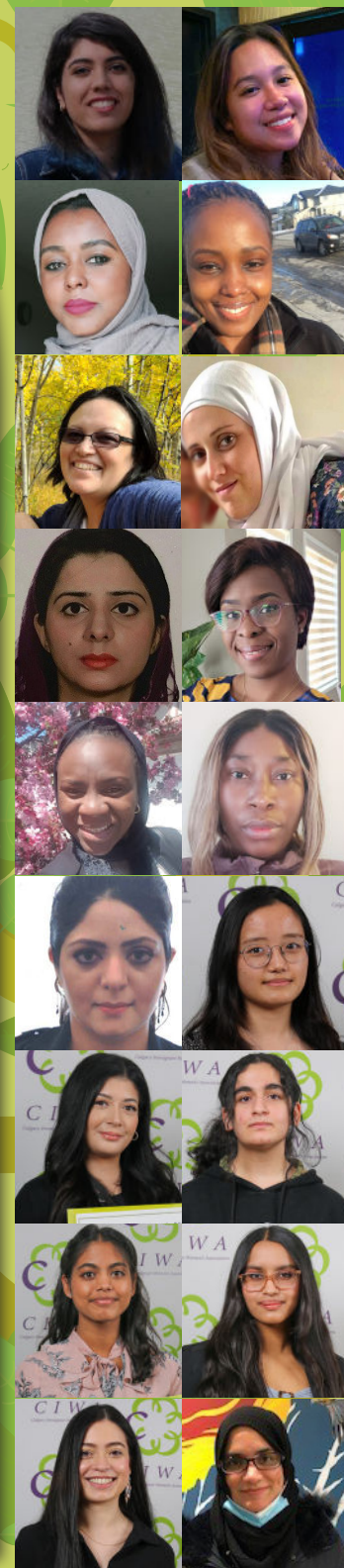
The Honourable Ron Ghitter QC, CM sponsors a unique scholarship to support immigrant and refugee women above 25 years of age who wish to further their education in pursuit of career growth and/or professional success in Canada including accreditation, licensure, certification, or completion of challenge exams. Last year, 10 immigrant women received Ron Ghitter CM Scholarship Fund ranging from \$1,000 to \$2,500.

Siebens Jeam International Women's Day Scholarship

The Siebens Jeam International Women's Day Scholarship (Jeam Dream Fund) was created in honour of Karl and Brenda Jeam to assist hard working immigrants who dream of completing their education and build lives in Canada. Karl and Brenda shared this dream and the fund will help others follow in their footsteps. Two scholarships of \$1,500 each are awarded each year.

Yvonne Dang Scholarship

Jim Mitchell sponsors \$10,000 worth of scholarship fund annually to provide financial aid for young mothers' expenses as they pursue their educational and career goals.



FINANCIAL STATEMENT

CALGARY IMMIGRANT WOMEN'S ASSOCIATION

Statement of Operations

Year ended March 31, 2022, with comparative information for 2021

	2022	2021
Revenue:		
Program grants	\$ 14,126,072	\$ 13,732,954
Service fees	130,843	105,862
Partnership grants	98,222	150,308
Donations	246,365	109,789
Casino	16,219	6,042
Fundraising	25,278	8,673
Interest income	2,517	11,866
Merchandise sales	762	1,350
Other income	25,284	2,053
Membership	975	726
Amortization of deferred contributions related to property and equipment	223,842	171,855
	14,896,379	14,301,478
Expenses:		
Salaries and benefits	11,195,128	10,728,663
Rent	706,648	1,076,090
Materials and supplies	1,313,739	1,034,193
Contract fees	394,563	387,003
Repairs and maintenance	248,293	319,872
Travel	179,697	105,201
Telephone, postage and courier	70,845	65,996
Professional fees	142,919	65,686
Miscellaneous	69,979	50,468
Photocopying and printing	40,821	43,641
Staff and volunteer development	56,691	43,469
Insurance	40,043	36,772
Goods and service tax	24,784	29,587
Equipment and equipment rental	48,083	22,459
Advertising and publicity	23,129	11,057
Memberships and fundraising	4,059	6,226
Meetings	5,753	4,347
Amortization	223,842	171,855
	14,789,016	14,202,585
Excess of revenue over expenses	\$ 107,363	\$ 98,893

DONORS AND SUPPORTERS

19 to Zero	Business Link	Children's Services	Extendicare Inc.
A Child's View Learning Centre	Busy Bee Daycare	Childspace Learning Centres Ltd.	F.O.C.U.S. on Seniors
ABC Life Literacy Canada	C and C Educenter	Chilean Canadian Community Association of Calgary	Families Matter
ActionDignity	Calgary Airport Authority	Chirp Foods Inc.	Fiesta Filipino
Active Start Childcare Centre (Sage Hill)	Calgary Board of Education	Cintas	Fifth Avenue Place Toastmasters Club
Acumen Capital Partners	Calgary Catholic Education Foundation	Citistar Financial	Fine Machine Works Inc.
Aerotek	Calgary Catholic Immigration Society	City of Calgary	First Book Canada
Affordable Accounting Solutions	Calgary Catholic School District	Cleaning Girl Trustworthy Services	Fisher Law
Ages & Stages Questionnaires	Calgary Childcare Centre	Clever Daycare	Fledglings Educare Centre Inc.
Airdrie and District Victims Assistance Society	Calgary Church of Christ	Closer to Home	Forte Law
Alberta Association of Immigrant Serving Agencies	Calgary Counselling Centre	Club Demonstration Services	Fountainhead Mechanical Inc.
Alberta Business and Health Institute	Calgary Fetal Alcohol Network	Coached by Joy	Four Points by Sheraton Calgary Airport
Alberta Children's Hospital	Calgary Fire Department	Columbia College	FreeBridge Cleaning Services
Alberta Civil Trial Lawyers Association	Calgary Foothills Primary Care Network	Community Learning Network	Fusion Sushi (Ranchlands)
Alberta Health Services	Calgary Housing Company	Connect Local & Global Inc.	Genesis Centre
Alberta Mentoring Partnership	Calgary Language Assessment & Referral Centre	CoolIT Systems Inc.	GHD Group
Alberta Teachers of English as a Second Language	Calgary Legal Guidance	Copy Repro Inc.	Golden Mti
AlphaBeez Childcare Centre Inc	Calgary Local Immigration Partnership	Council of Agencies Serving South Asians	Good Neighbour Community Market
Alzheimer Society of Calgary	Calgary Opera	Covenant Christian Reformed Church	Government of Alberta
Amazon	Calgary Police Service	Creative Kids Academy	Graham Construction & Engineering Inc.
Amenida Residences Calgary	Calgary Pregnancy Care Centre	CSS Office Solutions Inc.	Greater Forest Lawn 55+ Society
Annabelle's Kitchen	Calgary Public Library	Cultural Interpretation Services for Our Communities	Green Calgary
Arabic Moms Alberta	Calgary Reads	Curve Distribution	Grounded Tea
Arbour Birth Center	Calgary Region Immigrant Employment Council	Dalhousie Church	Grow and Learn Childcare and Preschool
Artem Financial Ltd.	Calgary Women's Emergency Shelter	Deloitte	Hallmark Housekeeping Services Inc.
ArtOverMatter Creative Inc.	Callow & Associates Management Consultants Inc.	Delta Hotels (Calgary South)	Happy Time Daycare
Atlas Learning Academy	Campus Support	Denny's	Harvest Builders
Atria Retirement Canada (Arbour Lake)	Canada Revenue Agency	Dexteritas	Healthy Babies Network
AWM Publishing House	Canadian Mental Health Association	Diligent Assistant	Hedkandi Salon
Awo Taan Healing Lodge Society	Canadian Pacific Railway	Discovery Child Care Inc.	Heninger Toyota
Baseball Alberta	Canadian Parks and Wilderness Society	Discovery House	Heritage Career College
Basha Foods International	Southern Alberta	Distress Centre Calgary	Highlander Wine & Spirits
BEAM Foundation	Canadian Wildlife Federation	Diversecities	Hillhurst Sunnyside Community Association
Best Accountant Business Support Centre	CanaDream	Domino's Pizza (Cranston)	Hilltop Accounting and Tax Services
Best Western Airport Inn	Canahari Consulting Inc	Dress for Success	Holiday Inn Express & Suites (Calgary)
Best Western Premier	Candy Event Consulting	Dulux Building Maintenance Ltd.	HomeFront
[Better] Health	Canlin Energy Corporation	DXP Canada	Honeycomb Solutions
BitWide	Caregivers Alberta	DYK Post	Hudson Group
Blooming Ladies	Castleridge Daycare	East Calgary Registry	Hull Services
Blue Yolk Inc.	Catalyst Condo Management Ltd.	ECSSN Career School	Huntington Child Development Centre
Boardwalk	Catalyst Research and Development Inc.	Edgemont Childcare Centre	Huntington Hills Community Association
Bondars	Catholic Family Service	Edgemont Community Association	Huntington Pioneers Association
Bow Valley College	CDI College	Edmonton Community Adult Learning Association	Hyatt Regency (Calgary)
BOWEN Group	Centre for Newcomers	Effortless Marketing	Immigrant Council for Arts Innovation
Braineer Academy	Centre for Sexuality	EFW Radiology	Immigrant Employment Council of B.C.
BraTopia	Certus Developments Inc.	Electronic Recycling Association	Immigrant Services Calgary
Brentwood Care Centre	Chapter1 Daycare	emergiTEL	Indigo Love of Reading Foundation
Brentwood Childcare Centre	Chartered Accountants	Empower Me	Informed Paralegal Services Ltd.
Bridlewood Children's Centre	Chic Geek	Enterprise Holdings Inc.	Inn from the Cold
Bridlewood Out of School Care	Child & Nature Alliance of Canada	Equation Staffing Solutions Inc.	Intentional Immigrants
BrightPath	Children's Choice Community Child Care Services	Eritrean Canadian Community Association of Calgary	IronOak IT Inc.
Burnet, Duckworth & Palmer LLP	Children's Place Daycare	Executive Flight Centre	iShine Childcare
Burns Memorial Fund			J.D. Power Canada
			J.M. Tucker Professional Corporation
			Jardeg Construction Services Ltd.
			Jays Care Foundation

DONORS AND SUPPORTERS

Jelly Modern Doughnuts
JF Mitchell Developments Inc.
Jolly Smart Kids Childcare Centre Inc.
JSKLKids R Fun Daycare
Just For You Daycare (Killarney)
KAACA Professionals Inc.
Kaleidoscope Kids Preschool
Kerby Centre
Khalsa School Calgary
Kids & Company
Kids U (Centennial)
Kids Up Front
KidsWish Learning Center
Kidz Space
Kinette Club of Calgary
Kiyooka Ohe Arts Centre
Knox Presbyterian Church
Knox United Church
Kor Street Food
Kwan & Company Professional Corp
Ladies in the Family Foundation
Le Portail de l'Immigrant Association
Learning Ladders Dayhome & OSC
Leftovers Foundation
Lina's Italian Market & Café
Little Lebanon
Little Scholars Daycare
Little Treasures Inc.
Loblaw Companies Limited
LOUD Art Society
Macaroni KID
Magnum Staffing Services Inc.
Mainstreet
Making Changes
Manpower
Maple Leaf Academy
Maple Leaf Daycare, Preschool &
Education Centre
Maple Premium Services Ltd.
Mariam's Footsteps Inc.
Mason Vanguard Consulting
Maternity Care Clinic
McConachie Pharmacy
McDonald's (Yankee Valley)
Media Classified
Microserve
MNP LLP
Momentum
Mommy's Kids ChildCare Centre Ltd.
Money Mentors
Monkeyville Child Care
Mosaic Primary Care Network
Motion Focus & Sports Clinic Inc.
Mount Royal Faculty Association
Mount Royal University
My5 Enterprises Ltd.

NanosTech
Nicerr
Nona Home
NorQuest College
North American Media Centre for
Malayalam Arts & Literature
Novus Global
NPower Canada
Nutrition Students Teachers Exercising
with Parents
Oasis Wellness Centre & Spa
Olivier's Candies
OMNI Television
Operation Eyesight Universal
Osler, Hoskin & Harcourt LLP
Osuji & Smith Lawyers
Ovintiv Inc.
Pacific Hut Restaurant
Padgett Calgary
Panda Child Development Centre
Paradise Learning Center
Pathways to Prosperity
Patisserie du Soleil (Bow)
Paul Zakus Professional Corporation
Pekarsky & Co.
Perma Insurance Continental Inc.
Picture Perfect Cleaning
PKF Antares
Play 'N Learn Child Care Centre
Popeyes Chicken
Prairie Neurohealth Clinic
Providence School
PVS Immigration
Rabboni Support Services Inc.
Ranchlands Community Association
randstad
Real Estate Council of Alberta
Red Deer Advocate
Red FM
REEF Technology
Renfrew Educational Services
Resolve Accounting
Rise Education Ltd.
RNDsQR
Robert Half
Robert McClure United Church
Rockabye Daycare
Ron Ghitler Property Consultants
Royal Bank of Canada
Royal Daycare Centre (Campus 1)
RSM Canada
Ruth's House
Saddleridge Daycare
SafeLink Alberta
Sagesse
Salvation Army Calgary

Sandman Hotel & Suites (Calgary West)
Satori Health
Save on Foods (Hunterhorn)
Scotiabank
Seafood City Supermarket
SerVantage Services Inc.
ServiceMaster Clean
Servus Credit Union
SettleNet.org
Shaw Business
Shawcor
Shoppers Drug Mart (Stampede)
Silvera for Seniors
Skyview Community Church
Sleep Country
Sliced FC Ltd.
SM2 Capital Partners
Soap for Hope Canada
Sodexo
Soular Child Montessori Development
Centre
South Street Burger
Southern Alberta Institute of Technology
Spruce It Up Garden Centre
Staybridge Suites (Calgary Airport)
Storytelling Alberta
Summit Kids
Sunshine Daycare
Sunterra Market
Sunwilaawks Community School
T&T Supermarket
Talent Pool
Tamara Ross Professional Services
TD Canada Trust
Tehillah YYC
TELUS Spark Science Centre
The Blossoms Daycare (Franklin)
The Blossoms Daycare (Temple)
The Body Shop
The Calgary Bridge Foundation for Youth
The Children's Centre Daycare & Out of
School Care
The Children's Place
The Immigrant Education Society
The Lodge at Valley Ridge Retirement
Residence
The Lunch Lady
The Magic of Christmas
The Mustard Seed
The Owen Hart Foundation
The Vine Church
THIRD ACTION Film Festival
Tigerstedt Flea Pop Up Market
Tim Hortons Inc.
TOPP KIDS
Total E&P Canada Ltd.

Total E&P Canada Ltd.
TrainStation International
Trellis Society
True North Accounting
Tucker Professional Corporation
Tuk Tuk Thai
Tykans Group Inc.
Ufodike Professional Corporation
Ullaco Corp.
Unison Realty
United Way of Calgary
Univar Solutions Inc.
University of Calgary
University of Calgary Student Union
(Committee of 10,000)
Uplift Youth
Urban Fare
Urban Thrift
Valuation Solution Limited
Verve Senior Living
Vibrant Communities Calgary
VIMY HR Consulting
Virtual Gurus
Visions Electronics
VIVO
Vitality at Home
Wabi Sabi Brands
Wallace & Carey Inc.
We Care Daycare & Out of School Care
Wee Wild Ones
Wendy's
Weninger Zhang
Westmount Charter School
Westrun Cleaning Services
White Spot Janitorial Services Ltd.
Willowbrae Academy (Sundance)
Windmill Microlending
Wolf Infrastructure Management Inc.
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YWCA Calgary
YYC Beeswax Ltd.
Zelos Capital Ltd.
Individual and Anonymous Donors

ACKNOWLEDGEMENTS

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Statistics, content, and editing:
Celestina Akinkunmi
Eva Szasz-Redmond
Leanne Casuncad
Beba Svigir

Photography: CIWA
Printing: Copy Repro Inc.

Annual Report
2021-2022

Global Women: Local Changemakers Calgary Immigrant Women's Association

40th Gala

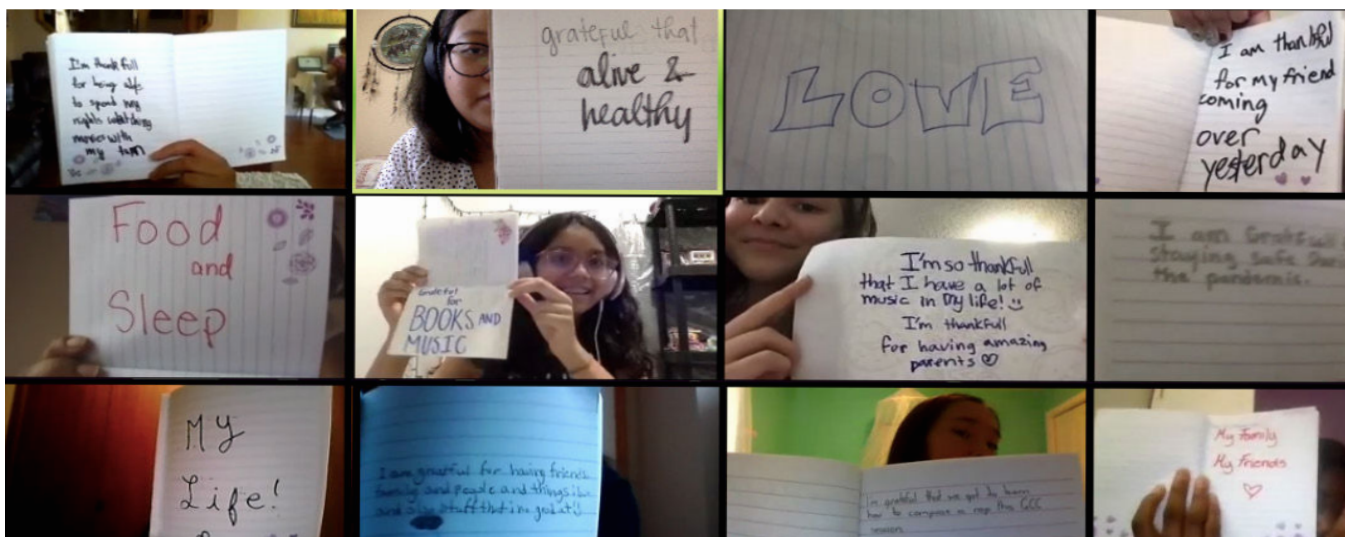
Anniversary

September 29, 2022

Hudson Conference Centre, 200 - 8th Avenue SW

5:00 pm Cocktails | 6:00 pm Dinner

gala@ciwa-online.com | www.ciwa-online.com/gala







CIWA

Calgary Immigrant Women's Association

Calgary Immigrant Women's Association

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