

Equal Futures Network

2020-2021

A YEAR IN REVIEW



Equal Futures
NETWORK



RÉSEAU
Avenir égalitaire



CanWaCH Initiative



Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada

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Territory Acknowledgement¹

The Equal Futures Network acknowledges that Indigenous peoples are the traditional guardians of Turtle Island, on the land also known as Canada. We recognize their long standing and ongoing relationship with this territory, which includes unceded and traditional land, and we acknowledge our duty to walk with and alongside reconciliation and decolonization efforts.

We recognize that keepers of traditional Indigenous knowledge can be found in every community.

We believe that as settlers on this land, we have a responsibility to continually engage along our journey to meaningfully enact allyship, to reassess and reconsider our positionality in the spaces we occupy, and to use our voice to speak out against systemic injustices experienced by Indigenous peoples.

Reconciliation is an ongoing process, requiring unlearning colonial practices, history and relearning our shared past, present and future. We are committed to working in partnership to pursue a more inclusive, collaborative and respectful path forward grounded in the [94 Calls to Action](#) from the [Truth and Reconciliation Commission of Canada](#) and the [United Nations Declaration on the Rights of Indigenous Peoples](#).

¹ Please see the Equal Futures Network's full Territory Acknowledge and Values statement on our website: <https://equalfuturesnetwork.ca/about/values/>

A Year in Review

Rallying around the collective efforts of past and present gender equality and women's empowerment movements, the Equal Futures Network is a unique opportunity for organizations and individuals in Canada to work in partnership and mobilize to drive progress for gender equality and social justice in their communities.

Recognizing that despite progress made, there are persistent gaps and systemic barriers that prevent women and gender diverse people from achieving equal participation in all areas of their lives, the Equal Futures Network presents an opportunity to strengthen efforts at all levels, to build a global community driving progress to achieve gender equality and meet the objectives laid out in the [United Nations' 2030 Agenda for Sustainable Development](#).

Across the globe, women and gender diverse people remain undervalued - they continue to work more, earn less, have poorer health outcomes, fewer choices, and experience multiple forms of violence at home and in public spaces. We know that the expertise to combat gender discrimination exists, and by convening a domestic space that helps better align common interests and that harnesses collective knowledge, we can accelerate progress for gender equality in Canada and connect it into the global landscape.

Since its inaugural launch in December 2020, the Equal Futures Network has begun this process by mobilizing people from coast-to-coast-to-coast, unifying diverse stakeholders from all levels (grassroots to large pan-Canadian non-governmental organizations (NGOs) and from all areas of expertise.

As we visualize the long term impact of the Equal Futures Network on the gender equality landscape, it is important to acknowledge the time, expertise and energy of organizations, agencies and individuals who have been doing this work for countless decades. In particular the work of Indigenous peoples and communities who, since time immemorial, have been the traditional keepers of knowledge and protectors of the land and water and whose work has played a crucial role in advancing and promoting gender equality and human rights.

We look forward to the future of the Network, to building authentic partnerships, sharing knowledge in order to advance our collective objectives and amplifying the work, stories and voices of our members to build greater coherence for the gender equality narrative. Together, we believe that we can collectively realize a more equal world for women, girls and gender diverse people both here in Canada and around the globe.

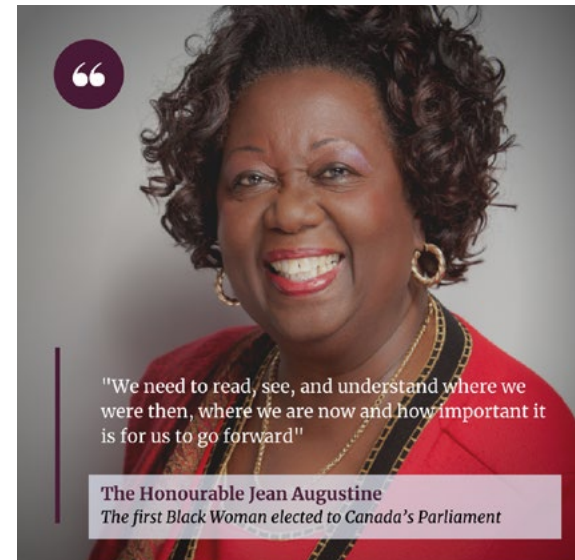


Our Mission

The Equal Futures Network works in partnership with experts and representatives from diverse communities with unique perspectives to accelerate progress for gender equality and social justice within Canada, harnessing local momentum and connecting it to the work being done on a global level.

Our Values¹

The Equal Futures Network is committed to advancing gender equity, equality, women's² rights and promoting the health, rights and wellbeing of all through feminist means. We strive to emphasize and embody feminist values throughout all of the work that we do. Our membership will uphold individuals, collectives and organizations that work within women's or other social movements that promote and work towards the inclusion, safety, equality, justice, rights and dignity of women, girls, adolescents, 2SLGBTQ+ people, BIPOC communities and people with disabilities. We will be a space that aims to inspire, uplift and support our communities and we commit to living our values throughout all the work of the Equal Futures Network.



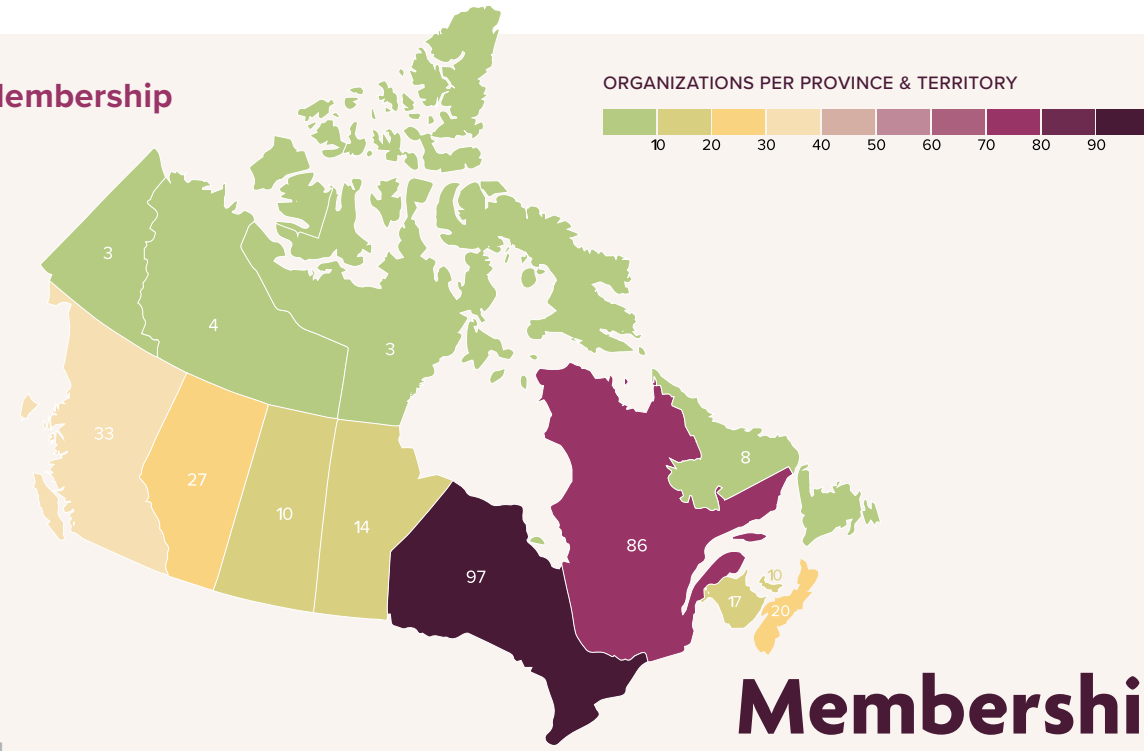
Check out the [News and Stories](#) section of our website to see more Network members' stories!

[Send us a message](#) if you want to be featured!

¹ Please see our full values statement on our website: <https://equalfuturesnetwork.ca/about/values/>

² When we refer to women we are referring to women in all their diversity

EFN Membership



Membership Snapshot

IMAGE 1

Scope of Work

- A) Education/Workshops
- B) Advocacy/Campaigns
- C) Frontline Service Delivery
- D) Gender Based Violence
- E) Empowerment
- F) Sexual and Reproductive Health and Rights
- G) Network
- H) Research/Academia
- I) Entrepreneurship/Social Enterprise/B-corp
- J) Mental Health
- K) Employment/Professional Training
- L) Healthcare
- M) Political/Civic/Government
- N) Poverty Alleviation
- O) Law/Legal
- P) Science, Technology, Engineering, Mathematics (STEM)
- Q) Foundations/Funds
- R) Environmental
- S) City/Town

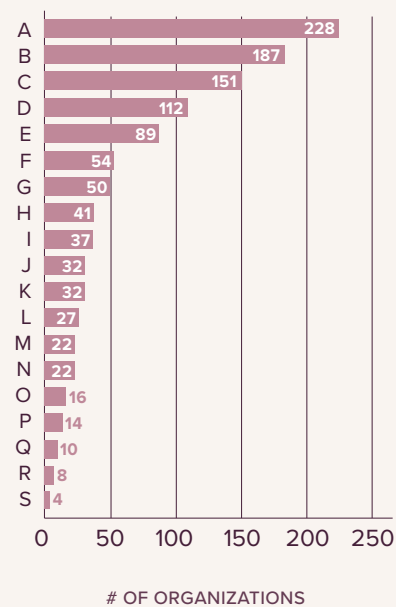


IMAGE 2

Thank you to all of our incredible members from across the country who have supported our work this past year! We are excited to share that to date¹ our Network is **390 organizations** strong and we host members from every province and territory (see image 1) who work in both official languages. The uptake for this project within the community of gender equality and social justice organizers continues to inspire us to work harder, dig deeper and continue to push for a more gender just and inclusive world. Thank you!

Location

Organizations located in Ontario and Quebec (23% and 20%) make up the highest percentage of Network members. Following this, 20% of membership is located in Western Canada and 13% in Atlantic Canada. Additionally, 23% organizations identify as pan-Canadian, meaning they operate in communities across the country.

Scope of Work

This information showcases the depth and breadth of our membership's work to advance gender equality in their communities. The majority of members' work focuses in (see image 2):

- ▶ Education/Workshops and Resource Sharing (58%)
- ▶ Advocacy Campaigns (48%)
- ▶ Frontline Services/Shelters (39%)
- ▶ Gender Based Violence (29%)
- ▶ Empowerment (23%)
- ▶ Sexual and Reproductive Health and Rights (SHRH) (14%)
- ▶ Network Organization (13%)
- ▶ Entrepreneurship/Social Enterprise/B-corp (9%)
- ▶ Research/Academia (11%)

Check out www.equalfuturesnetwork.ca/map for a full list of these topics!

Community Details and Organizational Composition

Members across the country work with a variety of communities and have diverse organizational structures. In fact, of our 390 members:

- ▶ 210 organizations work with BIPOC communities;
- ▶ 197 with youth and;
- ▶ 193 with 2SLGBTQ+ communities (see image 3).

Additionally:

- ▶ 78% of organizations are women-led;
- ▶ 34% are small/grassroots organizations and;
- ▶ 17% are completely volunteer-run (see image 4).

IMAGE 3 Community Details

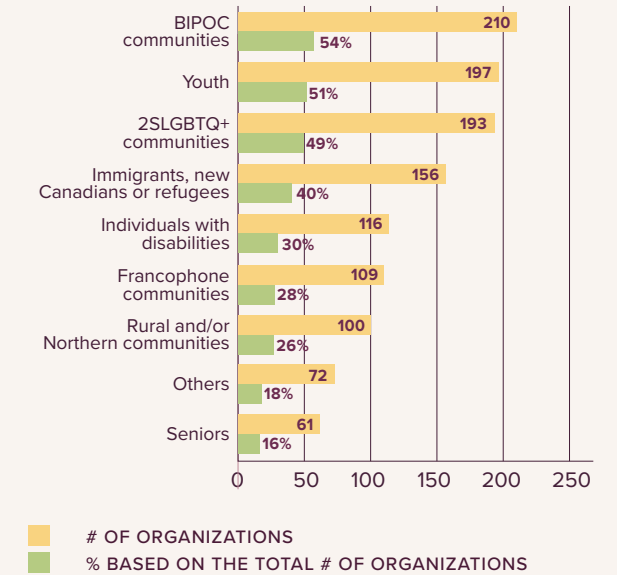
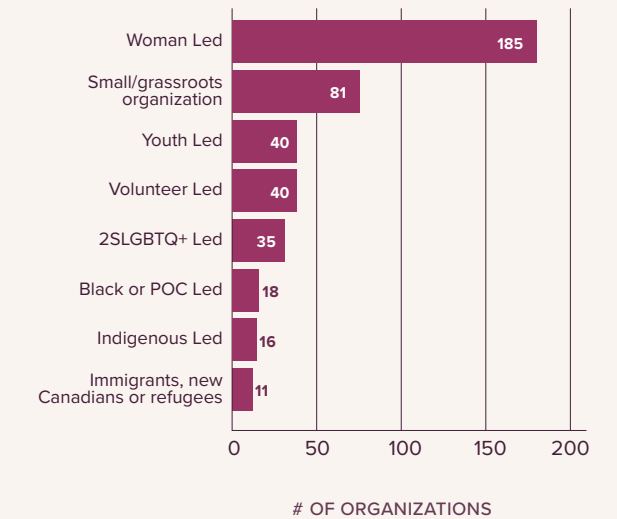
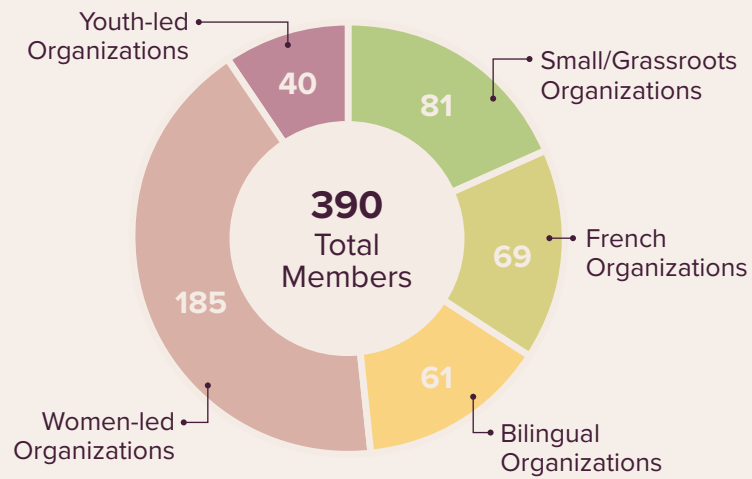


IMAGE 4 Organizational Structure



Network Map

Key Membership Highlights



Check out our new tool, the [Network Map](#), to find organizations working to advance gender equality and social justice across the country and connect!

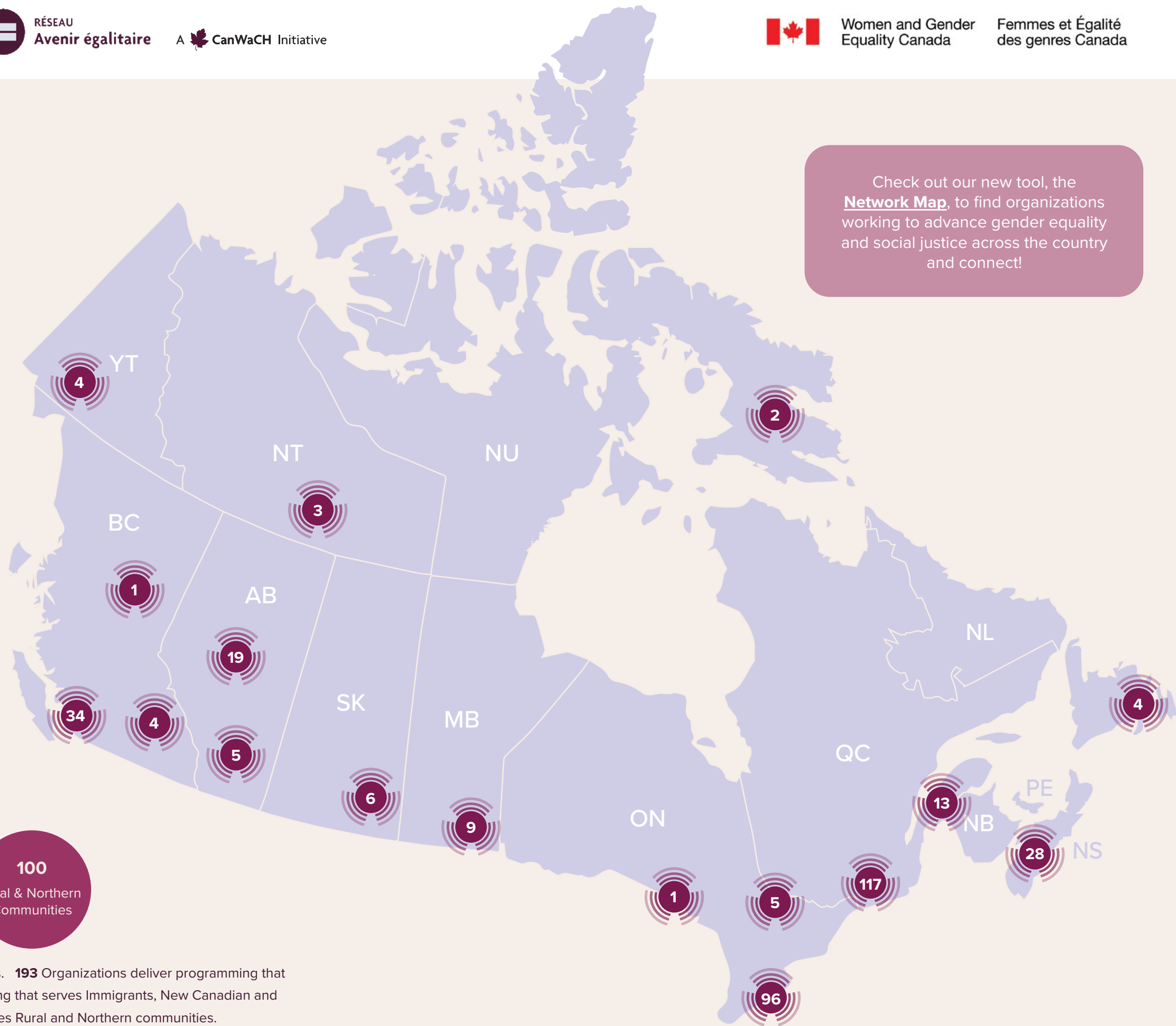
Scope of Work: Program Delivery

- 228 Organizations deliver Education/Workshops
- 187 Organizations focus on Advocacy/Campaigns
- 151 are Frontline Service providers
- 112 Organizations focus on Gender Based Violence

Community Details: Populations Served



210 Organizations deliver programming that serves BIPOC communities. 193 Organizations deliver programming that serves 2SLGBTQ+ communities. 156 Organizations deliver programming that serves Immigrants, New Canadian and Refugee communities. 100 Organizations deliver programming that serves Rural and Northern communities.



Pillars of Work

By deeply understanding the fabric of our membership, we have been able to more effectively create opportunities for connection and collaboration, spaces for partners to share their knowledge and expertise and avenues to amplify their stories with the Network. We have had an incredibly busy year launching our Network Map, hosting Incubator sessions and designing different capacity strengthening exercises!



Capacity Strengthening

With a keen ear to your needs, we have been focusing on creating action to deepen the knowledge exchange process. By amplifying the expertise of our membership, a variety of learning opportunities have been created to fill identified capacity gaps and support our membership's ability to grow their knowledge and expertise.

To date, we have hosted workshops on Intersectional Monitoring and Evaluation, a course designed and facilitated by [SEASONOVA](#) and French Inclusive Writing workshops designed and facilitated by [Club Sexu](#) and [Les 3 sex*](#).

We look forward to continuing to partner with experts in our membership to co-create engaging, original and relevant learning opportunities! [Reach out to us](#) if you have an idea for a workshop or webinar, we are always happy to work with you and amplify your expertise.

Creating Community Connections

Thank you for showing up ready to dive in deep and discuss pertinent issues affecting the gender equality movement in Canada! Beginning in May 2021, the Network launched our Incubator series. This series focuses on creating a dynamic group setting for Network members to connect, brainstorm ideas and share challenges. In partnership, we work with experts within our Network to host conversations on timely topics related to gender equality.

To date, our Incubator sessions have covered topics such as: [Menstrual Health](#) (May) partnering with the United Way's Period Promise Campaign, All Cycles and Moontime Sisters; [Moving Beyond the Binary](#) (June) partnering with the Enchanté Network, the Edmonton 2 Spirit Society and Le JAG; [Women in Leadership](#) (July); [Gender and the Environment](#) (August) partnering with le Réseau des femmes en environnement and VIDEA; and, [Youth Engagement for Local Action](#) (September, as part of our Gender Equality Week activities).



Event of the Year: Gender Equality Week 2021

To mark this year's [Gender Equality Week](#), the Equal Futures Network spent the month of September highlighting our members' activities and hosting a multitude of convening moments and knowledge exchange activities. These activities were designed to spark ideas, provoke thoughtful debate and convene cross-sectoral partnerships so we can continue to push the needle for progress from coast-to-coast-to-coast and around the world. Thank you to all of our members who partnered with us to host an event or who showed up to support this work!

A key highlight of the week was our [September Incubator: Co-creating a More Gender Just Canada](#),

a convening moment that brought together membership and key stakeholders to discuss, share stories and gather input on challenges and opportunities that they face when it comes to advancing gender equality and social justice in their communities. In this interactive session, participants listened to engaging and inspiring stories from prominent individuals in Canada about their experiences in advancing gender equality through their work and lives, and had the opportunity to share their own experiences and challenges. A big thank you to all the organizations who came out and supported this event - your participation helped to lay the foundation for our Gender Equality Roadmap and will shape the direction of this project for the coming year.

Supporting Our Network



“Thanks again, it (the Racial Equity, Diversity and Inclusion Workshop) was an extremely valuable experience for me. Very informative and empowering.”



“The workshop was perfect. I am very glad I was a part of it and that I attended!”

“This was the best online workshop I’ve ever attended.”

What’s Next for Us?
Join us for our Inaugural Gender Equality Summit taking place in June 2022.

Reflections on Lessons Learned to Date & What’s Next

The success of this initiative could not have been achieved without the incredible support of our funders, members, partners, the Advisory Committee¹ and consultants² who have all leaned in, lent us knowledge and shaped us into the best version of ourselves. In particular, this project would not have been possible without the financial support of the department of [Women and Gender Equality \(WAGE\)](#) and the coordination expertise of the [Canadian Partnership for Women and Children’s Health \(CanWaCH\)](#). A big thank you to everyone who has helped us along the way, we wouldn’t be where we are today without you!

As the Equal Futures Network continues to gain momentum and grow, there are many exciting projects and initiatives on the horizon. In particular, we will continue to engage deeply with existing national and regional networks, organizations across the country and gender equality champions ensuring, as much as possible, that the diversity of all organizations and groups are a part of this community. To deepen these connections we will be bringing the sector together

at more regular intervals to listen and learn about the pertinent issues impacting our work. These conversations will culminate in a yearly Gender Equality Summit where we will dig in deep and, in partnership, find ways to create solutions for the challenges we collectively face.

Yet as we grow, some things will never change! We commit to continually being a space that strives to inspire, uplift and support our communities. We will continue our efforts to play a key role as conveners for this movement, creating spaces for authentic partnerships to thrive and for co-creative and collaborative ideas to be born and amplifying knowledge and expertise to echo out across the sector. We will live and uphold our values and commitments to our membership and will not become complacent in our journey to achieve a more gender just world. Finally, we commit to continually engage throughout our journey to be better listeners, better learners and better partners to our membership. We look forward to undergoing this journey with you - **thank you!**

¹ Please see Appendix ii. for a full list of our Advisory Committee and Mentees

² Please see Appendix iii. for a full list of our partners and consultants



APPENDIX I.

Equal Futures Network Membership List

APPENDIX II.

Equal Futures Network Advisory Committee and Mentees**Advisory Committee**

Julia Anderson CanWaCH CEO
(co-chair)

Genesa Greening BC Women's
Health Foundation CEO (co-chair)

Janet Dean Status of Women
Council of Northwest Territories

Christine Griffin Regroupement
féministe du Nouveau-Brunswick

Helen Kennedy Egale Canada

Selma Kouidri Institut National
pour l'équité, l'égalité et l'inclusion
des personnes en situation d'hand-
icap (INÉÉI-PSH)

Marie-Noëlle Lanthier Leadership
féminin Prescott-Russell

Sydney Piggott Elevate

Brintha Sivajohan BIPOC Women's
Health Network

Mentees

Jenny Nam BC Women's Health
Foundation

Aimee Nygaard BC Women's
Health Foundation

Eugenia Ochoa Elevate

APPENDIX III.

Key Partners, Consultants and Stakeholders**The Firelight Group**

Rachel Olson
Kassandra Woods
Carol Couchie

SEASONOVA

Jhoanna Gonzales Miners
Uduak MacKenzie

Club Sexu and Les 3 Sex*

Geneviève Bergeron
Alexandra Forget
Magali Guilbault Fitzbay

Incubator Partners

[All Cycles](#)

[Le JAG](#)

[Le Réseau des femmes en
environnement](#)

[Moontime Sisters](#)

[The Enchanté Network](#)

[The Edmonton 2 Spirit Society](#)

[United Way's Period Promise
Campaign](#)

[VIDEA](#)

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