

ANNUAL REPORT 2024



WOMEN FOCUS
— CANADA INC. —





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Annual Report

2024

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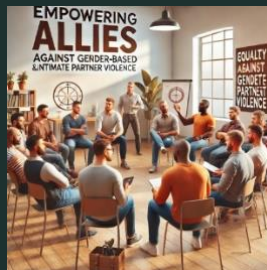
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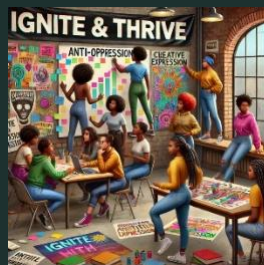
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Message From Women Focus Canada Inc. Board of Trustees Chair



Dear Friends and Supporters,

It is my privilege to present the WFC annual report for 2024. This past year has been one of resilience, innovation, and remarkable impact, and I am delighted to share our journey with you.

In a world that continues to face significant challenges, our organization has stood firm in its commitment to end poverty in Canada by empowering women with resources, advocacy, and community support to achieve economic stability, personal and professional growth. Women Focus Canada is committed to dismantling barriers, fostering equal opportunities, and amplifying

women's voices to create lasting and positive change nationwide.

The Board of WFC will like to take this opportunity to extend our heartfelt thanks to our dedicated board members, staff, volunteers, and, most importantly, our generous Sponsors/funders and stakeholders. We have made strides in delivering our mission and reaching those who need our assistance most. Your belief in our mission and your commitment to our cause have been remarkable. Together, we are creating lasting change and building a foundation for a brighter future.

This year, we celebrated many milestones, including supporting vulnerable communities, promoting education, and advancing health initiatives and organizational capacity building. As we reflect on our progress, we also recognize the ongoing challenges we face. The need for our services has never been greater, and we remain committed to evolving and adapting to meet those needs. Our strategic plan for the upcoming year includes enhancing our impact and ensuring sustainability.

As we look ahead, we invite each of you to continue this journey with us. Next year, we intend to continue to build on programs such as: Youth Civic Engagement, Building Generations: Financial Chapter, Children Managing Diabetes, Women Crossing Limits: Skilled Trades Program, Women Take Action: Environmental Conservation, Young Women Ignite & Thrive, and Pathways to Jobs Initiative. Your involvement is crucial as we strive to expand our reach and deepen our impact. Together, we can create a legacy of hope, empowerment, and transformation.

Thank you for your trust and belief in our mission. I am honored to serve alongside you and look forward to what we can accomplish together in the coming year.

Tinuola A. Akhere (RSSW)

Director-Chair - Women Focus Canada Inc.



Message From Women Focus Canada Inc. CEO



Dear Friends, Supporters, and Partners,

As we close another year, I am filled with a profound sense of gratitude and pride as I reflect on the incredible journey we have undertaken together at Women Focus Canada. This past year has been a testament to the power of community, resilience, and shared purpose. Together, we have navigated challenges, celebrated achievements, and made a profound impact on the lives of those we serve.

Despite the hurdles we faced, such as economic downturns, pandemic-related issues, our team remained resilient and focused on our mission.

The stories of those we serve inspire us daily, reminding us of the importance of our work and the difference we can make when we come together as a community.

We are thrilled to report some of our accomplishments, such as the Youth Civic Engagement Program that empowers young women (aged 15-29) to become active leaders in their communities, and the International Women's Day event where we bring together women from diverse communities for a day of empowerment, connection, and celebration. These achievements would not have been possible without the collaboration and generosity of our supporters, volunteers, and partners. Your belief in our mission fuels our passion and drives us to continue striving for positive change.

Looking ahead, we are excited about the opportunities that await us. We are committed to initiatives such as: Building Generations: Financial Chapter, teaching financial literacy, budgeting, job readiness, and credit management to refugee and newcomer women; Women Crossing Limits: Skilled Trades Program, supporting vulnerable women in gaining HVAC skills and certification; Women Take Action: Environmental Conservation, training marginalized women to lead recycling initiatives; and Children Managing Diabetes, to empower children with diabetes to manage the disease.

If you are new to our organization, we invite you to join us on this journey. Together, we can create a brighter future for those in need and build a stronger, more equitable community.

To our donors, partners and supporters, thank you for your continued support, trust, and belief in our mission. We are honored to serve alongside you, and we look forward to what we can accomplish together in the coming year.

With heartfelt appreciation,

A handwritten signature in black ink, appearing to read "Remi Adewale". The signature is fluid and cursive.

Dr. Oluremi (Remi) Adewale

CEO and Executive Director - Women Focus Canada Inc.



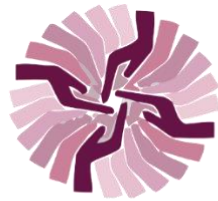
WHO WE ARE



WOMEN FOCUS
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About Women Focus Canada



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Women Focus Canada Inc (WFC) was incorporated in 2018 just prior to COVID-19, with the mission of developing programs targeted toward the reduction of poverty, primarily for women. Through its initial programming, WFC delivered key programs and community support to women.

As the programs gained traction and were deemed successful, we decided to further expand services to female youth, so that the organization's mission of poverty reduction could be approached from multiple angles. Grounded in values of inclusion, collaboration, and leadership, WFC aims to foster safe and inviting platforms that promote knowledge exchange, learning, and opportunities for networking and skill-building, leading ultimately to health and wellness advancement, socioeconomic enrichment, and the capacity of our beneficiaries to uplift themselves and their communities.

Vision

A Canada where all women, regardless of their background or circumstances, have access to the resources, opportunities, and support they need to thrive.

Mission

Women Focus Canada Inc.'s mission is to end poverty in Canada by empowering women with resources, advocacy, and community support to achieve economic stability, personal and professional growth. Women Focus Canada is committed to dismantling barriers, fostering equal opportunities, and amplifying women's voices to create lasting and positive change nationwide.

PROGRAM UPDATES



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Youth Civic Engagement Program (YCEP)

Civic engagement is a vital skill for young individuals to feel empowered to advocate for the changes they see necessary in their communities. Women Focus Canada's Youth Civic Engagement Program (YCEP) is a non-partisan program dedicated to increasing political literacy in youth.

Studies show that female youth are less likely to engage in civic activities compared to their male peers. Women Focus Canada is changing that narrative through YCEP, a program designed to inspire and empower young women (aged 15-29) to become active leaders in their communities.

After a successful inaugural cohort in 2024, we're proud to be launching the second cohort of YCEP. This time, we're taking it a step further — participants from the first cohort are stepping up as leaders, guiding and mentoring the next generation of changemakers. Mentorship is now a core component of the curriculum, ensuring participants gain valuable guidance while building their confidence and civic leadership skills.



International Women's Day (IWD)

March 1st 2025



Last year, WFC hosted a successful virtual International Women's Day (IWD) event featuring workshops and knowledge exchanges that empowered and connected women from diverse communities. Building on this momentum, the 2025 IWD event, themed "**Accelerating Economic Opportunities for Women: Building an Inclusive Tomorrow**".

The event will celebrate and support women's achievements while fostering empowerment and connection. A key highlight will be awarding scholarships valued at \$500 to selected nursing students pursuing their degrees to recognize the contributions of women in the nursing field, where nearly 90% of registered nurses in Canada identify as women.

The day will also include sessions led by women from various backgrounds, covering topics such as leadership, career growth, mental health, and cultural empowerment. These workshops are designed to inspire, educate, and equip attendees with tools for personal and professional success, creating a truly inclusive and impactful experience.

Building Generations: Financial Literacy



Low financial literacy can hinder minority communities' economic mobility, perpetuating cycles of poverty.

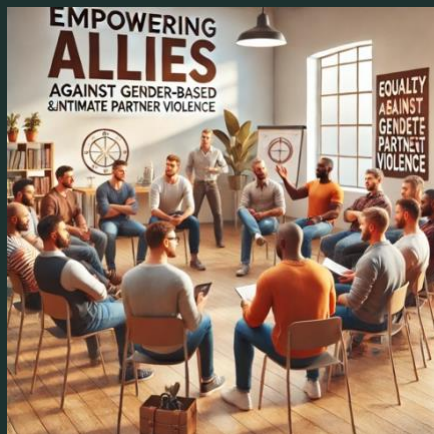
Research also shows that youth in Canada often lack sufficient exposure to financial literacy within the educational system. For this reason, we are hoping to launch a 12-week program teaching financial literacy, budgeting, job readiness, and credit management to refugee and newcomer women aged 15–29. Partnering with financial experts, the initiative fosters financial independence and economic advancement.

Children Managing Diabetes

Managing diabetes in young children is critical due to the lifelong implications and potential complications associated with both type 1 and type 2 diabetes. We are making efforts to improve health outcomes through education, especially for women and families in underserved communities. This 6-week program, facilitated by specialists and peer mentors, will empower youth with Type 1 diabetes through workshops on: diabetic management, meal planning, and self-care. The knowledge and connections from the program will build confidence and independence among participants.



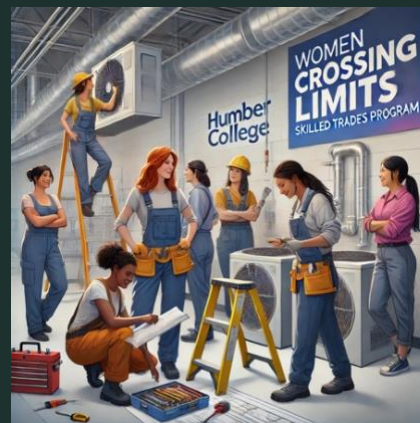
Empowering Allies



To date, 95 municipalities in the province of Ontario have recognized intimate partner violence (IPV) as an epidemic. Women are disproportionately affected, with rates significantly higher than those for men across all age groups. IPV education has long been focused on women; however, men can play a pivotal role in addressing this. The Empowering Allies 6-month program will provide awareness, identify signs and symptoms, take preventative measures, and ultimately promote healthy relationships and community safety.

Women Crossing Limits: Skilled Trades Program

Women make up less than 5% of the workforce in Heating, Ventilation, and Air Conditioning (HVAC) and other trades-related fields. This underrepresentation is influenced by longstanding gender stereotypes, limited encouragement for women to enter trades, and workplace cultural barriers. This program is a 12-month initiative supporting vulnerable women in gaining HVAC skills and certification through Humber College. It also includes wellness workshops to build confidence and resilience for careers in skilled trades.

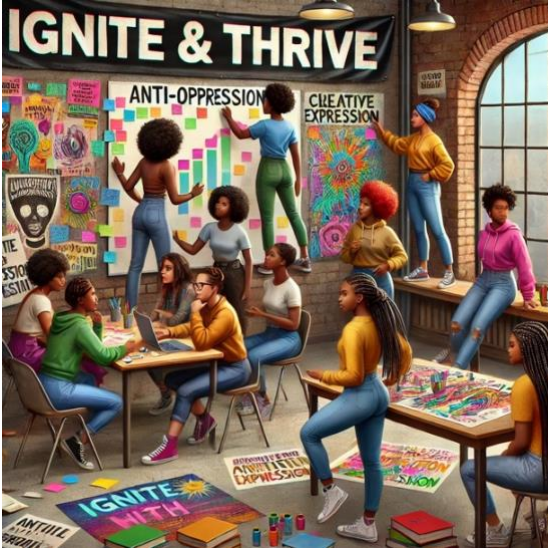


Women Take Action: Environmental Conservation



Marginalized women, including those from Indigenous, racialized, and economically disadvantaged communities, are often disproportionately affected by environmental challenges such as climate change, resource scarcity, and pollution. At WFC, we are launching a 6-month program to train marginalized women in the Peel Region to lead recycling initiatives, workshops, and sustainability campaigns, in promoting community-based waste reduction and sustainable practices.

Young Women Ignite & Thrive



Building on the success of our Youth Civic Engagement Program, this initiative will offer participants an intentional, culturally safe space to engage in anti-racism and anti-oppression advocacy work. This 10-month after-school program will empower Black youth through mentorship, collaborative projects, and creative expression. Participants will lead research and develop campaigns for culturally appropriate services.

Pathways to Jobs Initiative

Many newcomers, especially those who are racialized, experience challenges such as language barriers, lack of credential recognition, and difficulty obtaining Canadian work experience. In 2025, WFC, in collaboration with a technical partner, will design a holistic program supporting underrepresented women, including Black youth and Indigenous women, in accessing equitable job opportunities through partnerships, innovative strategies, and skills training.





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