



Annual Report

=2012-2013=
2014 Calendar



newcomer women's
services toronto

Thank You to our Funders



Citizenship and
Immigration Canada



Human Resources and
Social Development Canada



**EMPLOYMENT
ONTARIO**



Welcome to NEW's 2012 - 2013 Annual Report.

It's been an exciting year on several fronts – new projects, workshops, new office space, marching in Pride – and even publishing our own book!

As we celebrate our 30th anniversary we're pleased with our progress. We wish to honour NEW's founders, the tenacious Latin American women who came to Toronto as refugees and had the vision to create a women-centered safe space.

We have prepared this report to relay our accomplishments and vision over the last year. Many pages contain quotes from

emerging writers who document their journey, resisting gender violence, and standing in our own power as women and girls. We continue to focus on staying relevant and responsive to newcomer women, while renewing our organization to respond to our members' changing needs.

We are pleased to report that in 2012, NEW met all the outcomes we promised our funders - and even exceeded expectations in our employment program, resulting in outcomes for 399 job seekers, instead of the 300 in our agreement.

Welcome to NEW's 2012 - 2013 Annual Report.

We are privileged to work with a committed team of colleagues who create a dynamic work atmosphere. Our entrepreneurial English Language Program instructors took the initiative to teach evening academic classes as a pilot social enterprise. Our Childcare team ensured the highest safety and child development standards were met in the childcare centre. And the Settlement team expanded dramatically to include our leadership initiatives. The Women, Power & Change leadership programme resulted in women-led training, cooking classes and a research report exploring

newcomer entrepreneurship. All the while, we strive to remain true to our roots – supporting women and girls to contribute to social, political and economic life in Canada.

Over the last year, the Board has initiated a number of steps to strengthen the kind of leadership that NEW will need as we face a diminished funding environment and rapidly changing immigration policies.

A special thank you goes to Akiko Paradis for her three years of dedicated service on the board. Dorene would like to congratulate

the Executive Director, staff and board on their accomplishments.

We are confident that your Board and Management, working closely and collaboratively, will keep NEW on the right path to engage newcomer women and their families for many years to come.

Sincerely,

Maya Roy, Executive Director

Dorene Weston, Chair of Board of Directors

Member's Voice: Mahin Egtesadi

Council of Elders & English Language Program alumni



Dear NEW,

I registered at your lovely school about 7 years ago. My regular attendance in your classes over these years has been proof of how rewarding, and of course how enjoyable your program has been for me.

I have truly shared with my family members all those pleasant moments I have experienced in your classrooms, along with your capable teachers and my friendly classmates.

In addition to the English classes, your workshops were of remarkable benefit to me with your choice of topics. Clearly your goal is to meet the most important needs of the new

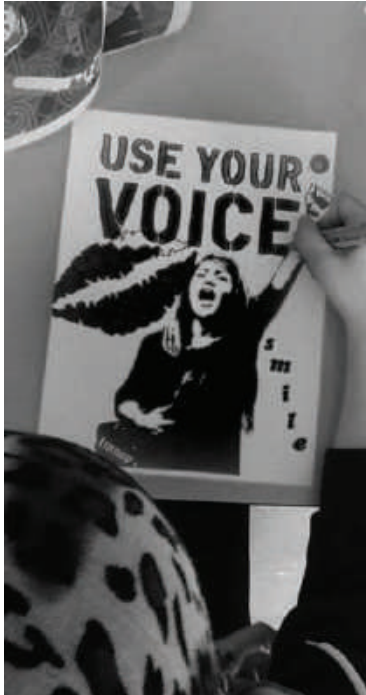
immigrants. There is no doubt that, with all the difficulties and frustrations associated with immigration, nothing can be as soothing as the warm, caring and welcoming hands you have been extending for new immigrants all these years.

Thank you so much on behalf of all your students. I am writing to say thank you to each and every one of you for having granted me this one-of-a-kind opportunity to socialize with great people while remarkably improving my language skills.

kindest Regards,
Mahin Egtesadi

Member's Voice: Krittika Ghosh

Anti-Gender Violence activist



When I initially moved to Toronto I was not expecting to have much of a struggle in settling here, or getting a job, since I had a graduate degree and over 10 years' experience working on various social justice issues.

However, I found it very challenging to get my foot in the door since I had little or no connections in the non-profit sector in Toronto.

I reached out to Newcomer Women's Services Toronto in order to get assistance with reworking my resume and brushing up on my interview skills. Last summer, I went through a "Get Hired Bootcamp" with an amazing group of diverse women of various ages, nationalities and backgrounds.

Approximately 128,600 newcomer women arrive in Canada each year; one in five Canadian women are foreign-born; and immigrant women comprise 51% of Toronto's female population. By 2031, immigrant women are projected to form a significant part of the Canadian labor force in 2006, 10% more immigrant women had attained a degree than their Canadian-born counterparts.

However, immigrant women are three times less likely to be employed than Canadian-born women with the same level of education and experience. As a result, 49% of immigrant women report being under-employed/unemployed, as compared with 30% of their Canadian-born counterparts. The underlying systemic barriers to

Member's Voice: Krittika Ghosh

Anti-Gender Violence activist



integration include inadequate language training, programs and supports.

These barriers result in higher incidents of poverty among immigrant women as well as mental and physical health issues that affect their quality of life and their ability to participate in Canadian society. Agencies like Newcomer Women's Services Toronto and their community-based activities enhance the quality of life of residents across Toronto.

Thanks to support from NEW, I was able to get my first contract job at an agency offering services to South Asians in Toronto and have since moved on to other positions. I recently went back to NEW to talk to other newcomer women about my journey through the Women, Power & Change activist training

program. As a community organizer with local advocacy groups, I see the potential for newcomer women to become politically engaged around pressing issues of racialized poverty, gender violence, discrimination and social inequity.

Krittika Ghosh is currently the Senior Coordinator of the Violence against Women Project at OCASI, and continues to work for social change for newcomer communities locally and internationally.

SKILLS, SKILLS, SKILLS

To support newcomer women to contribute to social, political and economic life in Canada.



Our Goal

209

Torontonians
Employed

Where We Are

225

job seekers found
part-time &
full-time work

Funded by the Ministry of Training, Colleges and Universities - Employment Ontario Program.

399

job seekers attended training and employment coaching around: job search strategies, computer literacy courses, LinkedIn, resume writing, and mock interview practice workshops.

127

women received their certification in food handler & safety training for employment in hospitality, food service and healthcare occupations.

37

employers collaborated with us on our monthly Employer Networking events. We connected newcomers to diverse companies in IT, finance, marketing and medical manufacturing. Employer partners included: CIBC Mellon, Tutor Doctor Canada, a.b.m. Canada Inc, The Bargains Group Ltd. & WSI Internet Consulting.

1

national profile on our speed networking program on CTV.

January 2014

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English Fluency: The Prerequisite for our New Lives

Funded by Citizenship Immigration Canada – Government of Canada and CHUM Christmas Wish.

30% of English as a Second Language learners progressed to a higher English level within 9 months.

Over 60 women with a **90%** attendance rate in classes from Canadian Language Benchmarks (CLB) 1 – 7.

Our Goal
To learn English as a Second Language

Over **45** women attended weekly conversation classes with neighborhood volunteers from University of Toronto and WoodGreen Community Services.

\$4511

Our dynamic and committed ESL Instructors piloted a social enterprise evening school to teach Academic English classes two evenings a week. They generated \$4511.02 in revenue.

February 2014

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Championing Well-Being & A Sense of Belonging in Our New Home

1148 recently arrived women were connected to supports around their immigration, finding a family doctor, leaving an abusive relationship, or enrolling their children in schools.

444 diabetes prevention workshops run in Urdu, Turkish, Spanish, Bengali & Mandarin run by NEW peer leaders.

64 workshops to educate and inspire women - from zumba, to jewellery design, to spoken word poetry to yoga.



Our Goal

To fight gender inequity and support settlement through women-led programming.

1 book accepted for publication, **Re-Imaging the Sky: An Anthology** by Newcomer Women's Collective. Published by TSAR Press with 74 pieces of fiction, poetry and essays from weekly writing circles to nurture emerging writers and ensure Canadian literature represents Canada.

The Dragon Conference had **55** Chinese seniors organize a conference on elder abuse prevention in St. Jamestown.

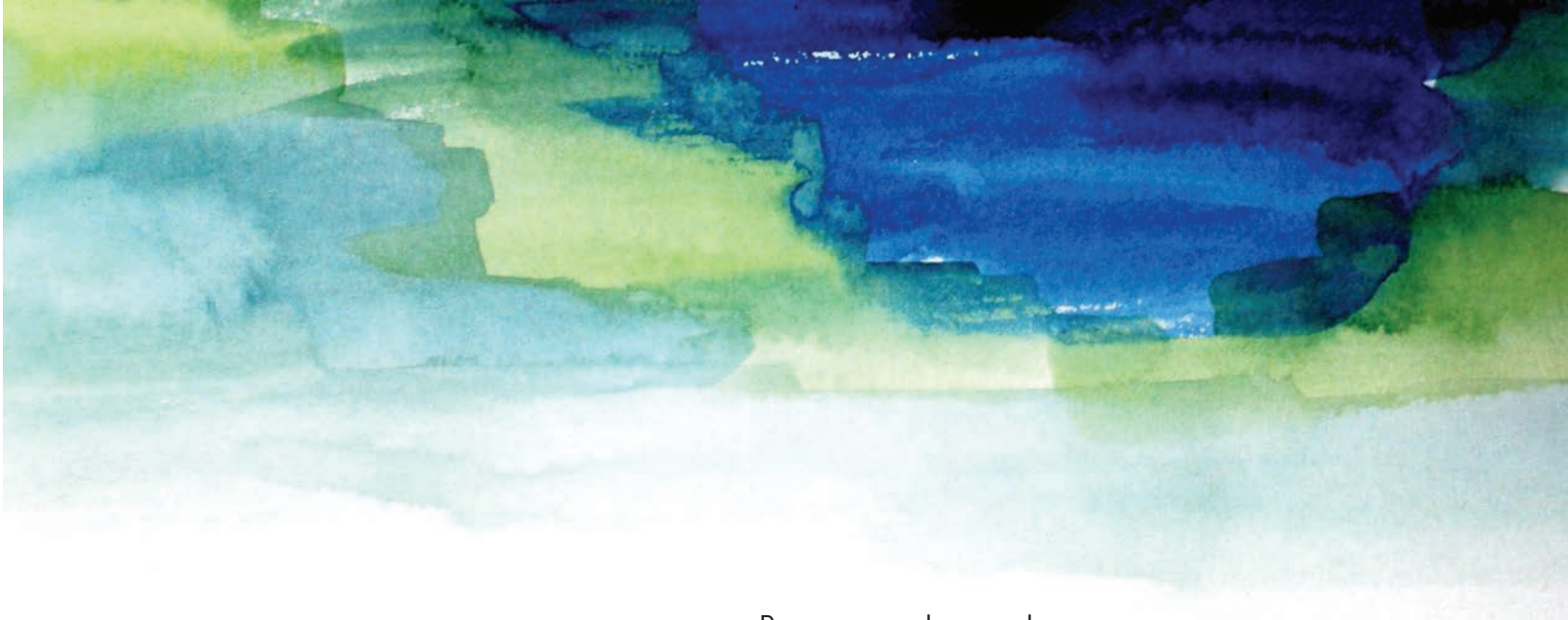
The inaugural Women, Power & Change programme trained **22** women to act as peer activist leaders to organize local economic justice projects and developed a research study on entrepreneurship.

44 women stood in their own power and graduated from the Wen-Do Women's Self Defense course taught by instructors from Japan and Canada.

Generously funded by the Ministry of Citizenship & Immigration – Newcomer Settlement Program, City of Toronto - CPIP, Toronto Public Health, Toronto Central LHIN, Ontario Arts Council and the Atkinson Foundation.

March 2014

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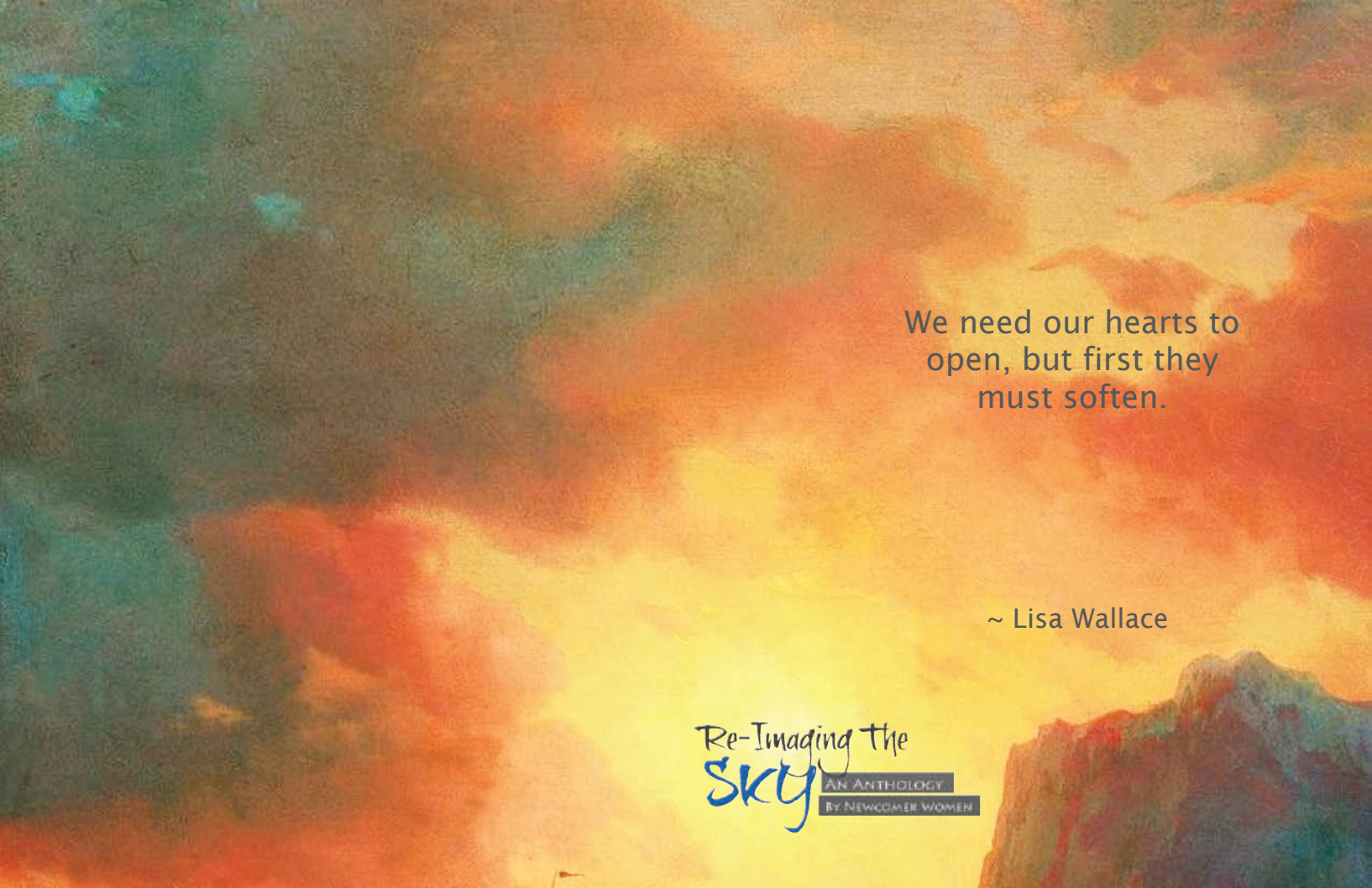
Dreamers have dreams.
And dreams do become realities.

~ by Mageshwari Caulee

Re-Imaging the
SKY AN ANTHOLOGY
BY NEWCOMER WOMEN

April 2014

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We need our hearts to
open, but first they
must soften.

~ Lisa Wallace

Re-Imaging the
sky AN ANTHOLOGY
BY NEWCOMER WOMEN

May 2014

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We left not by force,
not by decree.

But by sheer will and a
desire to be free.

The freedom to dress,
and do, and speak.

The freedom to pursue,
and write what we feel.

~ Melissa Chase

Re-Imaging The
SKY AN ANTHOLOGY
BY NEWCOMER WOMEN



June 2014

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*During the summer season,
I enjoy seeing the stars and the
moon high above in the black sky.*

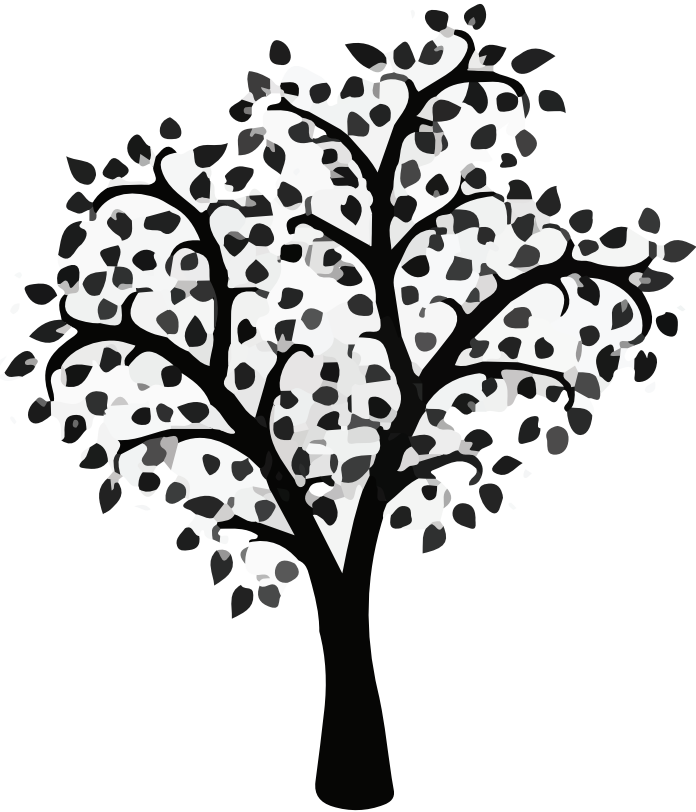
~ Daisy Castaneda

Re-Imaging The
sky AN ANTHOLOGY
BY NEWCOMER WOMEN



July 2014

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The artist, nomadic and nocturnal, submerges thought and commentary with dazzling brilliance.

~ Angela Walcott

Re-Imaging the
sky AN ANTHOLOGY
BY NEWCOMER WOMEN

August 2014

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Re-Imaging the
sky AN ANTHOLOGY
BY NEWCOMER WOMEN



I said, "We stand up for
OURSELVES."

~ Faye Stanbury

September 2014

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Loneliness I do not want to hurt you, my reliable friend
I want you to come only once in a while
Because when you are with me a long time
The truth you bring makes me feel lost and worried.

~ Maria Gomez

Re-Imaging the
sky AN ANTHOLOGY
BY NEWCOMER WOMEN

October 2014

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Re-Imagining The
sky AN ANTHOLOGY
BY NEWCOMER WOMEN

Once upon a time there was a little cockroach that lived in a small town. She was worried, because it was the time to get married but no one had proposed to her.

The little cockroach was facing the challenge of leaving home and finding someone to marry.

It was not easy; she was very proud and self-confident.

~ Luz M.

November 2014

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OBSIDIAN

Yet, she was always **free**,
only locked up in her mind.
A prisoner of conscience and fear,
with the damning magistrate.
Rejection and self hate;
treating her like a hostile witness.
She was her own judge and jury.
And still is now

Re-Imaging The
SKY AN ANTHOLOGY
BY NEWCOMER WOMEN

~ Nicole Minerve

December 2014

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