Annual Report
2018-2019
of the YWCA Montreal and the Women’s Y Foundation

Silvie, Natalie and Sandra, Residents
BUILDING A BETTER FUTURE FOR ALL WOMEN, GIRLS AND THEIR FAMILIES IS AN HONOURABLE, EXHILARATING AND AMBITIOUS MISSION. THAT MISSION IS OURS, ONE THAT WE STRIVE FOR EVERY DAY, HAND-IN-HAND, OUR GAZE DIRECTED TOWARDS THE FUTURE, WITH THE CONVINCION THAT TOGETHER, WE WILL ACCOMPLISH THIS.
In the history of the Montreal YWCA and its Foundation, 2018-2019 was without a doubt a landmark year. In fact, last January, the organization entrusted the Foundation with the task of implementing a major financing campaign. The goal is a big one: to develop and offer services that enable us to better respond to the current needs of girls, women and their families. A major undertaking: a new building adapted to these ever-changing needs, a place that fosters personal transformation and allows our participants to gradually build a new life and develop to their full potential.

INNOVATE TO BETTER MEET NEEDS

The needs of women and girls are constantly changing, as are the many and varied means developed by the Montreal YWCA to respond to these needs. The virtual reality project Where are you from? is proof of this innovative spirit. Aimed at employers, and with the objective of promoting inclusion and ethnocultural diversity at the workplace, this awareness tool reached almost 800 people. Now more than ever, the YWCA hopes to bring about systemic change, and to do so, it is reaching out to decision-makers in various environments.

As for our direct action with women, we have among other initiatives - implemented a transcultural approach within our residential services. This allows our teams to more competently respond to the needs and realities of women from around the world who have chosen to settle here, and give them the time to rebuild their lives.

Innovation is also crucial to a modern and vibrant Foundation, which has completely redefined the concept of the Women of Distinction Awards. This significant event now allows patrons to participate in inspiring and rewarding panels, while celebrating the incredible contributions the award winners have made to society. In addition, last spring, as part of the My Bag is Yours campaign, the Foundation launched In My Bag of Tricks, a new fun-filled challenge aimed at rallying and raising awareness across an even larger audience regarding the relevance of the YWCA and the Quebec YWCA’s mission.

SPEAK UP, WITH THEM AND FOR THEM

Now, more than ever, defending the rights and interests of women and girls, in all their diversity, has shown itself to be necessary, as demonstrated by the current social context. Over the past year, the Montreal YWCA has taken several opportunities to strongly and clearly emphasize the needs of women and girls regarding the three main issues that it champions: equality, non-violence and inclusion. Whether it was during a provincial election debate, by signing an open letter regarding mental health care (which made it all the way to the National Assembly!), by launching the #LaisseToiPasAcheter on social media, or submitting a brief on Quebec’s secularism law, Bill 21, the Montreal YWCA has not faltered in its mission to remind decision-makers and the general public of the inequalities still faced by women and girls.

COLLECTIVE COMMITMENT

None of this would be possible without the unwavering support of the two boards of directors. We owe our deepest gratitude to Sophie Fortin, past chair of the YWCA Foundation’s board of directors, for her four years of service, her strategic vision and her deep commitment. We would also like to point out the six years of significant contributions made by Josée Goulet, Ginette Richard and Jean-Sébastien Lagarde towards promoting the organization’s mission.

In October 2018, the winds of change blew through the Foundation’s board of directors with the nomination of Édith Cloutier as chair and the arrival of six new administrators: Mariama Zhouri, Sophie Roy, Katia Robillard, Rodrigue Gilbert, Daniel Trottier and Andrew Arnovitz. The Women’s Y Foundation is proud to be able to rely on their expertise.

As for the YWCA board of directors, we would like to thank Sylvie Bourdeau who, in her role as secretary, contributed invaluable expertise to the organization through her nuanced remarks, her relevant observations and her deep commitment. We would also like to thank Martine Collins, Julie Martineau and Lyse Des Rosiers, outgoing directors, for their informed contributions. As for Francine Belzile and Stéphanie Otou, we are grateful for their astute interventions within the board of directors over the past months.

Thanks to the expertise of this governance and its new members, the professional and passionate work of our internal teams, the help of our 440 or so volunteers, the generous support of our donors and partners, the combined force of the Montreal YWCA and its Foundation is now stronger than ever, ready to rise to the challenge and support women and girls in their search for a better future.

Kudos to each and every person who has helped in the building of our incredible organization.

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1 Women and girls refer to any person identifying as such.
2 An appendix (in French only) is available on line with the detailed list of our actions at ra2019.ydesfemmesmtl.org/annexe
Advocacy

TO CONTRIBUTE TOWARDS CREATING A LONG-LASTING AND FAR-REACHING SOCIAL IMPACT AND TO REDUCE EXCLUSION AND SOCIAL AND GENDER INEQUALITY, AS WELL AS ALL FORMS OF VIOLENCE AGAINST WOMEN AND GIRLS, WE MUST GO BEYOND OUR DAILY AND INDIVIDUAL ACTIONS. THAT IS WHY THE YWCA HAS ORGANIZED, COLLABORATED ON, AND ACTIVELY PARTICIPATED IN MANY EVENTS AND CAMPAIGNS TO PROMOTE MOBILIZATION, ENGAGEMENT, AND RAISE AWARENESS AROUND WOMEN'S ISSUES.¹

Four Initiatives in 2018-2019 deserve special attention

ELECTION DEBATES
During the fall 2018 provincial election campaign, despite the waves created by the #metoo movement, reports of harassment scandals on university campuses, or the shock in response to the courage of high school-age girls to stand up and condemn the insidious phenomenon of sexual assault in schools, it was the silence of the political parties regarding challenges faced by women that spoke the loudest.

Instead of sitting back and doing nothing, the Montreal YWCA decided to organize a debate to give four candidates the opportunity to elaborate on their party’s stand on these fundamental issues: violence against women; security and housing; employment, inclusion and immigration; prevention, education and healthy relationships.

This event brought together more than 80 people and was made available online in the form of video clips. The debate revealed the positions of the different parties, and it is our hope that it also allowed those present to better understand some of the issues faced by women and have a more informed opinion on this topic when they went to the polls.

MENTAL HEALTH
Also in the fall of 2018, the media reported on tragic suicides that could perhaps have been prevented (one can only hope) if the safety net that is our health system had been more tightly woven. These heartbreaking stories touched residents of Quebec to the core.

At the YWCA - among others, within our residential services - we regularly note major difficulties in trying to coordinate the different resources available to help persons dealing with mental health issues. Unfortunately, we have noticed that the expertise and experience of community-based mental health services are too rarely taken into account, even though professionals working there are ready and able to effectively contribute to the support, services and guidance that people dealing with mental health issues so greatly need.

Here too, we chose to take a stand. Our open letter, Les mains tendues, was published in the daily newspaper La Presse, and was quoted at the National Assembly of Quebec by member Hélène David to point out that it is time for Quebec to stop and collectively think about the growing issue of mental health in our province.

¹ The list of our main initiatives and the events we have taken part in advocating for women and girls can be found in the appendix to our annual report and is available online (in French only) at ra2019.ydesfemmesmtl.org
² laissetoipasacheter.ydesfemmesmtl.org/
³ The full text of our brief, available in French only, can be found on our website at www.ydesfemmesmtl.org/laicite
SEXUAL EXPLOITATION
An overwhelming majority of female sex workers are recruited as minors, the average age being around 14.7. Most are recruited in educational settings (from primary schools through to universities), youth centres, metro stations, and parks. Electronic communication, more specifically, social media, has expanded the arsenal of recruitment tactics used for the purposes of sexual exploitation, and large international events are a conducive environment to recruiting young girls. Gifts, the irresistibility of luxury and the easy money flaunted by recruiters are a powerful draw.

This is why the YWCA, in collaboration with DDB Montreal, launched the Instagram campaign blitz #LaisseToiPasAcheter to make Quebec teens aware of the fact that social media can be used for the purposes of sexual exploitation. Thanks to the involvement of seven popular female celebrities who advertised free high-end clothing and accessories, the campaign directed young people to a message that raised awareness about the tactics used by recruiters and encouraged them to talk about it if they saw offers that seemed too good to be true.²

#LaisseToiPasAcheter was extremely successful, generating more than 750,000 views on Instagram. Traditional medias also talked a lot about it, expanding its impact with a public less familiar with this platform. In addition to being the subject of a case study, the campaign was even listed as one of the best ones for the month of March on Grenier, a website that specializes in communications/marketing.

BRIEF ON SECULARISM
Quebec’s secularism law, Bill 21, has been the source of many debates. In accordance with the YWCA Montreal’s values in line with its actions to promote inclusion, equality and non-violence towards women and girls, and based on the experiences and testimonials collected from the women and girls it helps, the Montreal YWCA submitted a brief to the Quebec Committee on Institutions and the Quebec Ministry of Immigration, Diversity and Inclusion.

All while commending the concept of secularism and concurring that, for the purposes of identification and safety, services must be rendered and received with faces uncovered, insofar as practicable, we underline that many women who wear a veil confide to us the extent to which they are victims of intimidation and exclusion. For this reason, we consider that the ban on wearing religious symbols accentuates the discrimination already faced by women who wear a veil. We also consider that this measure in no way guarantees the absence of proselytism.³
Housing SERVICES

AFTER HAVING TO RESORT TO AN EMERGENCY SHELTER AFTER A MAJOR ORDEAL, IT’S NOT EASY TO REBUILD YOUR LIFE, NOR DOES IT HAPPEN OVERNIGHT. HOUSING SERVICES PROVIDE A SAFE LIVING ENVIRONMENT AND ALLOW WOMEN TO TAKE THE TIME THEY NEED TO RECLAIM A STABLE LIFE AT THE RESIDENCE AND THEN MOVE TOWARDS INDEPENDENT HOUSING.

Through a vast array of personal development workshops, talks, and activities, as well as weekly psychosocial counselling provided by a team of multidisciplinary therapists, residents can regain control of their lives at their own pace, work towards more autonomy in stable lodgings, and break free from the cycle of homelessness, exclusion, and violence.

WHO ARE THEY?

In 2018-19, the Residence housed 57 women experiencing a difficult and transitional situation. Of these women, 61% had mental health issues, 17% had experienced violence, and 5% lived with alcohol or drug use problems or a gambling addiction. Some of the residents were dealing with more than one of these issues. More than half the women were of immigrant background and 35% of them were employed or studying. With respect to women of immigrant background, this figure was close to 50%.

In addition, 12 former residents who were going through a more vulnerable period were able to once again benefit from the help of a team of therapists. This support is essential as it helps maintain housing stability, reduced hospitalization rates and the long-term autonomy of the women we are helping.

PARTICIPATION

57 WOMEN stayed at the Residence.

THE RESIDENCE

As part of our social reintegration program, we offer housing and weekly psychosocial counselling in this 34-room residence.

OCCUPANCY: 95%

LES JARDINS DU Y

21 apartments and community support.

OCCUPANCY: 100%

BRIN D’ELLES

A total of 33 apartments in two locations (Saint-Michel and Saint-Laurent), the lodgings include community support and are managed in partnership with the Collaboration Brin d’Elles.

OCCUPANCY: 100%

RESULTS

STABILITY AND AUTONOMY

Of the 29 women who ended their stay at the Residence, 19 regained a stable life in autonomous housing, and two of these have returned to their family. The eight other women are back to moving between shelters, primarily due to mental health issues.

Among the tenants referred by the YWCA to the two Brin d’Elles housing projects, only one has had to leave, for physical health reasons. The remaining tenants have been living there for more than 5 years.

We observed an increased participation in community activities of of Les Jardins du Y. The tenants have told us that these activities meet their needs, help combat their sense of isolation and help improve their stability.

1875 Since its creation, the YWCA Montreal has offered housing services

1954 Emergency housing services

1975 Transition House, one of the first for women victims of conjugal violence and their children

1985 Partnership with Moisson Montréal begins

2002 The Residence - Social Reintegration program

2004 Community housing “Brin d’Elles”

2005 Community housing “Les Jardins du Y”

2007 Community housing “Projet Saint-Michel”
What I really appreciated about living at Les Jardins du Y is that I never felt alone. I know my neighbours, we help each other, and the community organizer is there to help us when we are going through difficult times. I feel so good here that I have the feeling that Les Jardins and the YWCA are an extension of myself. For me, it really feels like a community.

Suzanne, tenant at Les Jardins du Y
Employability

SERVICES

DEVELOPING THE KNOWLEDGE AND SKILLS TO ACHIEVE SOCIAL AND PROFESSIONAL INTEGRATION AND BREAK THE SPIRAL OF EXCLUSION, POVERTY, AND SOCIAL AND GENDER INEQUALITY.

A team of professionals, specializing in career counselling, training, employability, and psychosocial intervention, support and guide participants back to work or school.

WHO ARE THEY?

This year, 45% of the Women’s Work Integration Program participants were welfare or employment insurance recipients. Figures for the Fringues & Cie and OSE participants were 87% and 50% respectively.

More than 71% of all the women participating in our employment programs were from immigrant backgrounds. On the OSE program, 57% of women were university graduates, many of these in science, technology, engineering and mathematics. On the other hand, 77% of the women participating in the Women’s Work Integration Program had a college diploma while 82% of the Fringues & Cie participants held a secondary school diploma.

RESULTS

SUCCESSFUL PROFESSIONAL INTEGRATION

In 2018-2019, 81% of Fringues & Cie program participants found a job. The success rate for the Women’s Work Integration Program and the OSE program was 60%.

S’Entreprendre helped 13 women to launch their own business in 2018-2019 and five more women decided to go back to school to complete the appropriate studies to achieve their goals.

PARTICIPATION

WOMEN’S WORK INTEGRATION PROGRAM

43 WOMEN took part in this 19-week job preparation program, which includes basic training, group workshops and a professional internship.

FRINGUES & CIE

23 WOMEN took part in this accredited, paid, six-month training program in the sales and customer service industry.

ORIENTATION AND SERVICES FOR EMPLOYMENT (OSE)

210 WOMEN benefited from individual consultations with certified guidance counsellors, all members in good standing with their professional associations.

S’ENTREPRENDRE – LISE WATIER FOUNDATION

63 WOMEN participated in this program, which combines intervention, training, individual and financial support.

LEARNING CENTRE

32 WOMEN from the community and 53 PARTICIPANTS in our programs benefited from the different resources available through the Learning Centre.

WHERE ARE YOU FROM?

Almost 800 PEOPLE participated in this virtual reality experience, the objective of which was to raise awareness of inclusion and ethnocultural diversity at the workplace.
As a new immigrant, the YWCA’s Women’s Work Integration Program was a huge help to me from a professional, psychological and relationship perspective. I cannot thank these women enough for everything that they did for me and the other participants. Our employment counsellor was there for me through the entire process, until I was ready to fly on my own. I grew a lot over the course of the program. I learned how to prepare myself for a possible interview, how to dress appropriately, how to talk to a recruiter, how to have a first successful interview... And I did it! I got my first job, so for me, now, it’s "YWCA for now and forever"

Thank you, Women’s Work Integration Program, thank you amazing YWCA.

Houria Ouari, now a Laboratory Technician at Collège Maisonneuve
Youth SERVICES

IN ORDER TO RAISE AWARENESS AND HELP DEVELOP THE KNOWLEDGE AND SKILLS TO PREVENT VIOLENCE, EXCLUSION, AS WELL AS SOCIAL AND GENDER INEQUALITY, OUR PROJECT FACILITATORS REACH OUT TO YOUTHS IN THEIR OWN SETTINGS - SCHOOLS AND COMMUNITY CENTRES - AND WORK WITH GIRLS AND BOYS AND SCHOOL PROFESSIONALS TO ADDRESS THE FOLLOWING ISSUES:

Hypersexualization and sexual exploitation • Cyberbullying • Prevention of gender violence • Healthy and egalitarian relationships • Self-esteem and healthy body image • Sexual health and sexuality • Healthy lifestyle habits • Leadership and autonomy • Diversification of Career Choices • Citizen participation

WHO ARE THE PARTICIPANTS?

This year, participants in our youth services’ many projects, workshops, and training sessions were between 12 and 45 years old. The various special awareness workshops are also offered to young boys, because we believe that sensitizing boys to gender issues is crucial to achieving equality.

We design our actions to reach Montreal’s most vulnerable young people: 95% of participants attend schools in some of the most deprived areas.

RESULTS

PREVENTION OF SEXUAL EXPLOITATION

98% of the students who participated in Projet Saint-Léonard were able to identify early warning signs related to sexual recruitment and exploitation.

DIVERSIFICATION OF CAREER CHOICES

71% of the students who partook in the Un métier à mon image project understand the concept of gender-based stereotypes and 87% of student participants understand the concept of non-traditional male and female occupations.

PARTICIPATION

SEXUAL CONSENT

Throughout the province

1,200 YOUTHS were made aware of the nuances of sexual consent through the Do You NO the Limit? program.

More than

1,200 YOUTHS AND SCHOOL PROFESSIONALS participated in workshops on consent.

DIVERSIFICATION OF CAREER CHOICES

Approximately

790 ADOLESCENTS took part in one-time and group workshops as part of the Un métier à mon image project.

PREVENTION OF SEXUAL EXPLOITATION

Approximately

660 ADOLESCENTS took part in one-time and group workshops as part of Projet Saint-Léonard.
I really loved this workshop. I am now more informed about consent as well as healthy and unhealthy relationships.

Participant, Projet Saint-Léonard

I found this activity interesting. I finally thought about what I want to do.

Participant, Un métier à mon image

Very instructive, and well thought-out. Virtual reality is a really good idea! Being in the girl’s shoes and living her experiences really shows you what non-consent is in a real-life situation.

Participant, Do you NO the limit?
Community SERVICES

OUR COMMUNITY SERVICES OFFER A WIDE RANGE OF SERVICES AND ACTIVITIES DESIGNED TO HELP WOMEN AND FAMILIES IN THE COMMUNITY BUILD RELATIONSHIPS, COMBAT ISOLATION, CARE FOR THEMSELVES, OBTAIN SUPPORT, GUIDANCE, RESPITE, AND INFORMATION ON VARIOUS ISSUES, IN ADDITION TO RAISING AWARENESS ABOUT THEIR RIGHTS AND PROMOTING SOCIAL INTEGRATION.

WHO ARE THEY?
Ranging from a few weeks old to 83 years of age, 63% of the children, girls, and women who benefited from our community services were of immigrant background. Two thirds were from the borough of Ville-Marie and neighbouring areas.

Almost 50% of women who made use of the services provided by the Legal Information Clinic made less than $15,000 per year.

RESULTS
FIGHTING ISOLATION AND PARTICIPATING IN SOCIETY

95% OF THE WOMEN who get help through our family caregiver support services say that the program makes them feel less isolated in their role.

PARTICIPATION

THE LEGAL INFORMATION CLINIC
More than 1,300 PEOPLE benefited from one-on-one consultations, workshops and the services provided by a volunteer team of 12 lawyers, 1 notary, 1 immigration consultant and 10 law students, which include providing references, drafting legal documents and giving legal support.

FAMILY ACTIVITIES

426 CHILDREN AND PARENTS from the community benefited directly from our family activities.

FAMILY CAREGIVERS SUPPORT PROGRAM
Close to 730 PEOPLE benefited from these services (lectures, support, respite, art therapy, therapeutic yoga, information).

THE VOLUNTEER CENTRE
More than 440 WOMEN volunteered their expertise, contributing almost 12,000 hours of their time in 30 different volunteer positions.

CULTIVATING PERSONAL HEALTH AND WELL-BEING

Some 260 WOMEN participated in physical, creative and instructional activities.

1875
From its inception, the YWCA offered women basic courses in reading, writing and arithmetic

1909
First fitness centre for women

1913
The pool opens

1930
Soup kitchens and housing for the needy

1954
Wellness Clinic

1985
Volunteer Centre / Legal Information Clinic

1992
Literacy Centre

2007-2008
Closing of the pool and the Health and Fitness Centre

2013
Centre Multi begins offering activities

2014
Family Caregivers Support Program
Hi, my name is Zohreh. When my son was under two, every week I was attending the 0-2 years program for parents and children. It was perfect for my son... and also for me. My son was playing with other kids and I could spend time watching him and speaking with other mothers. It is the best activity for immigrant families who do not have relatives or friends in Canada to spend time with them.

Thanks for this program!

Zohreh
HIGHLIGHTS

25th WOMEN OF DISTINCTION AWARDS
In September 2018, the Montreal Women’s Y Foundation celebrated the 25th anniversary of the Women of Distinction Awards by recognizing nine inspiring women. Close to 350 people from the business community were gathered at the Windsor Hotel for this event. For this anniversary celebration, a new interactive concept was proposed. Géraldine Martin, Director of Entrepreneurship, City of Montreal, gave a moving talk in honour of the women who won awards over the past twenty-five years. This was followed by workshop conferences held by celebrities from the business world, the media and the municipality on the importance of leadership and female ambition at all community levels. The documentary by Ève Lamont, Changer le monde, une femme à la fois, introduced the guests to the 2018 award winners. The networking cocktail hour was inaugurated by Montreal’s Mayor, Valerie Plante. A performance by Émile Proulx-Cloutier, the presentation of the awards and vibrant testimonies from the laureates about women empowerment ended the day on a high note.

MY BAG IS YOURS
The My Bag is Yours campaign, a collaborative effort by the Montreal YWCA and the YWCA of Quebec, not only contributed towards highlighting the solidarity of women, but also towards collecting money to assist the two organizations in their actions in support of women finding themselves in vulnerable situations. This year, the campaign was broken down into three main activities: a challenge, an online auction, and the sale of a purse created exclusively for the event. The campaign was highly successful thanks to contributions from, among others: La Capitale Insurance and Financial Services, which secured the role of Honorary President; Epiderma, presenter of the online auction; the campaign ambassadors; the generous donors; the auction participants.

INSPIRATIONNELLE GALA
The third InspirationnELLE Gala took place on October 25, 2018 at the Écomusée du fier monde. A memorable evening in which 200 guests had the opportunity to discover the trajectory of eight young women, winners of the InspirationnELLE award. This award highlights the invaluable contribution of young Montreal women, whose talents, skills and visibility are a source of inspiration to everyone, women and men alike. Noémi Mercier, journalist and television host extraordinaire, set the tone for this event, one that has become increasingly successful over the years. Hats off to the Generation W committee for this resoundingly successful event.

MAIN FUNDRAISING ACTIVITIES

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<th>25th WOMEN OF DISTINCTION AWARDS</th>
<th>More than $273,000 towards supporting Montreal YWCA programs and services</th>
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<tr>
<td>MY BAG IS YOURS</td>
<td>Close to $80,000 was collected for Montreal YWCA and YWCA of Quebec initiatives.</td>
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<tr>
<td>INSPIRATIONNELLE GALA</td>
<td>A growing success that collected more than $31,000</td>
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A BANK WITH A BIG HEART
Since 2002, the Bank of Montreal (BMO) has been a key ally to the Women’s Y Foundation. We are very proud of these close ties and that we share a common vision: that of improving the quality of life in the communities where we live and work. BMO’s financial support over the past three years, which totals $150,000, has greatly helped the YWCA in their activities directed at encouraging the active participation and social reintegration of women and girls in Greater Montreal. We sincerely hope that this wonderful collaboration continues for many years to come.

ROGERS COMMUNICATIONS, partner to STRONG GIRLS, STRONG WORLD
A $25,000 donation from Rogers Communications has allowed us to maintain the Strong Girls, Strong World program. Thanks to this support, this program has been able to continue to provide young women with the means to instill change in their lives and their community.

VIDE TA SACOCHE
Thanks to this initiative of blogger Marie-Anik Shoiry, 300 gift bags filled with practical and cosmetic products were given to YWCA residents, as well as to other program participants.

IMPROVED COMMUNICATION
The new social network communication strategy put in place in 2017 has already shown itself to be successful. The number of subscribers to the Montreal Women’s Y Foundation Facebook page has doubled over the course of a year-and-a-half, from 1,031 to 2,082. The same applies to the LinkedIn community, which has now increased to 1,522 people.

In addition, a new Instagram account was launched, as was a Facebook page directed specifically at the My Bag is Yours campaign. These new additions have allowed us to reach a different target audience, specifically, young professionals and the anglophone community, all while reinforcing the Foundation’s brand and its campaign among the general public.

DONOR PROFILE
Close to 600 PEOPLE ↑19%
82% WOMEN
90% FRANCOPHONES
66% FROM GREATER MONTREAL AREA
68% NEW INDIVIDUAL DONORS
**WOMEN OF DISTINCTION AWARDS - AWARD WINNERS**

**BUSINESS AND ENTREPRENEURSHIP**
Natalie Voland
President
Quo Vadis real estate management

**ARTS, CULTURE AND DESIGN**
Kim Thùy
author and speaker

**ARTS, CULTURE AND DESIGN**
Nadine St-Louis
Founder and Executive Director
Productions Feux Sacrés | Espace culturel Ashukan

**SOCIAL AND ENVIRONMENTAL ENGAGEMENT**
Chantale Arsenneau
Professor of Dietetic techniques, Collège de Maisonneuve and Founder, Association Vergers d’Afrique

**INFORMATION AND EDUCATION**
Mélanie Loisel
Author, speaker and journalist

**RESEARCH AND INNOVATION**
Heidi McBride
Scientific researcher and professor
Montreal Neurological Institute and Hospital, McGill University

**PUBLIC SERVICES**
Sonia Lupien
Professor and Director
University of Montreal, Centre for studies on human stress, Institut universitaire en santé mentale de Montréal

**SPORTS, HEALTH AND WELLNESS**
Karine Champagne
Coach, speaker, founder, Karine et ses mères-veilleuses

**COUP DE COEUR AWARD**
Sandra Miserez
Former Montreal YWCA participant

**COUP DE COEUR AWARD**
Strong Girls, Strong World
Montreal YWCA Youth services participants

**INSPIRATION AWARD**
Michèle Audette
Politician, activist, Native leader and Commissioner on the National Inquiry into Murdered and Missing Indigenous Women and Girls

**YOUNG WOMEN IN COMMUNICATIONS AWARD**
Anne-Marie Caron
President and co-founder
Agence Canidé

**YOUNG WOMEN IN LAW AWARD**
Andrea Kruger
Business Development Specialist
Miller Thomson LLP

**YOUNG WOMEN ENTREPRENEURS AWARD**
Geneviève Bégin
Founder
PopupCamp

**YOUNG WOMEN INTERNATIONAL AWARD**
Marie Rémy-Lever
International affairs advisor
Quebec Ministry of Immigration, Diversity and Inclusion

**YOUNG WOMEN IN HUMAN RESOURCES AWARD**
Bibisha Mbimbi
Human Resources Advisor
Les Pros de la Photo

**YOUNG WOMEN IN SPORTS, HEALTH AND WELLNESS AWARD**
Emily G. McDonald,
Clinician and researcher
Division of General Internal Medicine, McGill University Health Centre

**COUP DE COEUR AWARD**
YWCA MONTREAL AWARD
Carine Afioy A. Akpapoupou
Customer service representative
RBC

**SPECIAL AWARDS**

**INSPIRATIONNELLE AWARD WINNERS**

**SPECIAL AWARD**
Autofinancing

THE MONTREAL Y HOTEL AND AUBERGE YWCA

The 62 rooms of the Montreal Y Hotel and Auberge YWCA offer one of the best deals on accommodations in downtown Montreal. The difference between staying at the YWCA or elsewhere is that all profits help support the YWCA Montreal’s mission and the development of services for women and girls. This auto-generated revenue is essential to help us build a better future for women, girls and their families.

FRINGUES BOUTIQUE

Since 1989, Fringues thrift boutique has served as a work placement and training space for Fringues & Cie program participants. It is an essential component in integrating these women into the workplace, all while contributing its profits towards employment programs, by promoting the recycling of second-hand clothing.

Fringues Boutique celebrated its twentieth anniversary in August 2018 together with the partners, collaborators and clients who have contributed towards the success and longevity of this boutique, which serves as a workplace reintegration enterprise. To celebrate their anniversary, a big I love Fringues sales event was organized. Given its success, this event is definitely worth repeating.

Generous corporate and individual donors have allowed us to keep carrying a good variety of quality garments. Several partners donated a significant quantity of new clothing, in addition to associating themselves with the sales event: Le Château, Diffusyon 88, l’Étoffe du succès, Euromax and Reitmans, among others. We would like to extend our heartfelt gratitude. We also collected garments from 7 companies.
WHERE WOULD WE BE WITHOUT OUR VOLUNTEERS?
This year, more than 440 volunteers between the ages of 16 and 76 worked with different YWCA teams and filled the needs of various positions, from manual tasks related to family activities, to administrative assistants, interviewers, graphic designers, facilitators, trainers, or support workers for employability services, for example. This year, in partnership with Revenue Quebec’s and the Canada Revenue Agency’s Income Tax Assistance – Volunteer Program, we were able to expand our free income tax service, making it possible for more than 115 low-income women in the community to complete their income tax returns. Also, thanks to the lawyers who volunteer their time at the Legal Information Clinic, clients have a better understanding of their rights. Thanks to the work of volunteers, we continue to be able to offer a wide range of physical, creative and instructional activities each year. Where would we be without our volunteers? We would like to extend our deepest gratitude to them.

Four businesses – Genworth Canada, Raymond Chabot Grant Thornton, Videotron and Edelman – chose the YWCA for their corporate volunteering programs, giving back to the community and raising awareness among their employees of various social issues, all while taking advantage of the opportunity to build their team and the alliances within them.

THE YWCA - A UNIQUE PLACE TO LEARN
Each year, the YWCA takes on and supervises a number of interns from various university and college training programs. This year, 29 interns chose to complete their training with us and helped us reach the objectives of our various services. In exchange, we provided them with the opportunity to gain supervised work experience in the respective field. We greatly value this collaboration with educational establishments and would like to extend our thanks.

PARTICIPATION IN THE FOLLOWING ADVISORY BODIES
AXTRA • CIUSS du Centre-Ouest-de-l’Île-de-Montréal - Table sur la santé mentale • Collectif des entreprises d’insertion du Québec • Comité d’action contre la traite humaine interne et internationale (CATHII) – Coalition québécoise contre la traite des personnes • Comité Un trop Grand Prix • Concertation des luttes contre l’exploitation sexuelle (CLES) • Concertation montréalaise femmes et emplois majoritairement masculins (CMFEMM) • Conseil communautaire du bénévolat (Community Council on Volunteerism – CCV) • Corporation Brin d’Elles • EcoQuartier Peter-McGill • Espace VIE • Fédération des OSBL d’habitation de Montréal (FOHM) • Forum jeunesse de l’Île de Montréal • Interaction Peter McGill • Laboratoire évolutif de la SQEP (Société québécoise d’évaluation de programme) • Les Centres de la famille et de la jeunesse Batshaw – Diversity Committee • Outils de paix • Réseau d’aide aux personnes seules et itinérantes de Montréal (RAPSIM) • Réseau québécois d’action pour la santé des femmes (RQASF) • Réseau québécois en études féministes (RÉQEF) • Table des groupes de femmes de Montréal • YES Roundtable for English Services • YWCA Canada
**ANNUAL REPORT 2018-2019**

**FINANCIAL DATAS**

**YWCA MONTREAL**

Fiscal year ending June 30, 2019

### REVENUES

<table>
<thead>
<tr>
<th>Source</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Autofinancing</td>
<td>$2,062,688</td>
<td>$2,195,826</td>
</tr>
<tr>
<td>Donation from Women’s Y Foundation</td>
<td>$215,928</td>
<td>$271,929</td>
</tr>
<tr>
<td>Government of Quebec grants</td>
<td>$2,197,021</td>
<td>$1,983,410</td>
</tr>
<tr>
<td>Government of Canada grants</td>
<td>$157,802</td>
<td>$211,304</td>
</tr>
<tr>
<td>City of Montreal grants</td>
<td>$173,365</td>
<td>$97,878</td>
</tr>
<tr>
<td>Centraide</td>
<td>$372,435</td>
<td>$372,435</td>
</tr>
<tr>
<td>Other grants</td>
<td>$262,706</td>
<td>$245,780</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$5,441,945</strong></td>
<td><strong>$5,378,562</strong></td>
</tr>
</tbody>
</table>

### EXPENSES

<table>
<thead>
<tr>
<th>Category</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries and employees benefits, programs</td>
<td>$3,924,352</td>
<td>$3,664,762</td>
</tr>
<tr>
<td>professional fees and subcontractors</td>
<td></td>
<td>68%</td>
</tr>
<tr>
<td>Building occupancy</td>
<td>$875,549</td>
<td>$905,967</td>
</tr>
<tr>
<td>Housing</td>
<td>$172,462</td>
<td>$175,398</td>
</tr>
<tr>
<td>Programs</td>
<td>$72,562</td>
<td>$48,800</td>
</tr>
<tr>
<td>General, marketing and administration</td>
<td>$349,259</td>
<td>$415,927</td>
</tr>
<tr>
<td>Other expenses</td>
<td>$186,564</td>
<td>$205,606</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$5,580,748</strong></td>
<td><strong>$5,416,460</strong></td>
</tr>
</tbody>
</table>

Financial statements available on request
FINANCIAL DATAS
WOMEN’S Y FOUNDATION
Fiscal year ending June 30, 2019

**REVENUES**

<table>
<thead>
<tr>
<th>Source</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fundraising activities</td>
<td>$342,748</td>
<td>$382,555</td>
</tr>
<tr>
<td>Companies and individual</td>
<td>$36,647</td>
<td>$40,864</td>
</tr>
<tr>
<td>donations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Donations dedicated to</td>
<td>$191,939</td>
<td>$191,832</td>
</tr>
<tr>
<td>specific purposes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Goods and services</td>
<td>$38,599</td>
<td>$15,410</td>
</tr>
<tr>
<td>donations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net investment income</td>
<td>$66,976</td>
<td>$49,548</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$676,909</td>
<td>$680,209</td>
</tr>
</tbody>
</table>

**EXPENSES**

<table>
<thead>
<tr>
<th>Category</th>
<th>2019</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fundraising fees</td>
<td>$206,868</td>
<td>$217,361</td>
</tr>
<tr>
<td>Major fundraising campaign</td>
<td>$91,509</td>
<td></td>
</tr>
<tr>
<td>Operating costs</td>
<td>$179,984</td>
<td>$190,458</td>
</tr>
<tr>
<td>Donations to YWCA Montreal</td>
<td>$222,277</td>
<td>$262,237</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$700,638</td>
<td>$670,056</td>
</tr>
</tbody>
</table>

Financial statements available on request
BOARD OF DIRECTORS AND BOARD COMMITTEES*

YWCA MONTREAL

EXECUTIVE COMMITTEE
Chair, LOUISE POIRIER, Louise Poirier Conseil ¹
Vice chair and Acting Secretary, EVA FALK PEDERSEN, TACT Intelligence-conseil
Vice chair, MARINE THOMAS, Les Affaires
Treasurer, CAROLINE VERMETTE, Banque Nationale ¹²

MEMBERS
FRANCINE BELZILE, Société de transport de Montréal ¹¹
CAROLINE CHAREST, KPMG
ANN GIRARD, BDC Canada ¹¹
STÉPHANIE OTOU, Agropur Coopérative
KOSTIA PANTAZIS, Pantazis & Associés, courtiers d'assurances ¹¹
MÉLANIE THIVIERGE, YWCA Montreal - Ex-officio member
ÉDITH CLOUTIER, Rogers Communications - Member appointed by Women's Y Foundation
SYLVIE BOURDEAUX, Fasken Martineau DuMoulin - Outgoing secretary
MARTINE COLLINS, PwC Canada - Outgoing member
LYSE DES ROSIERS, Société immobilière des Rosiers - Outgoing member

WOMEN'S Y FOUNDATION

EXECUTIVE COMMITTEE
Chair, ÉDITH CLOUTIER, Rogers Communications ¹
Vice chair, LOUISE DUFOUR, consultante en ressources humaines ¹³
Secretary, JESSICA HARDING, Osler GOUV, PFM
Treasurer, BENOIT PRIMEAU, Financière Banque Nationale ¹⁴

MEMBERS
ANDREW ARNOVITZ, CAE
RODRIGUE GILBERT, PWC Canada ¹⁵
SYLVIE MAROIS, Banque Nationale Gestion privée 1859 ¹⁶
ELISABETH MASSE, EMmotion Marketing
KATIA ROBILLARD, Citoyen Québec ¹⁷
SOPHIE ROY, Oatbox ¹³
DANIEL TROTTIER, Club de hockey Canadien, Centre Bell et Evenko
JOSÉE TURGEON, Domtar ¹³
MARIAMA ZHOURI, Deloitte ¹⁷
ISABELLE LAJEUNESSE, Women's Y Foundation - Ex-officio member
LOUISE POIRIER, Louise Poirier Conseil – Member appointed by YWCA Montreal
CAROLINE CHAREST, KPMG – Member appointed by YWCA Montreal
RACHEL DUPUIS, Desjardins, Entreprises – Capital régional et coopération – Outgoing member
JOSÉE GOULET, TEC Canada – Outgoing vice chair
SOPHIE FORTIN, HEC Montréal – Outgoing chair
JEAN-SÉBASTIEN LAGRÉGE, Optimum Général – Outgoing treasurer
GINETTE RICHARD, Metro – Outgoing member
LINE TRUDEAU, Aligo Innovation – Outgoing member

MANAGEMENT TEAM
MÉLANIE THIVIERGE, Chief Executive Officer, YWCA Montreal
ISABELLE LAJEUNESSE, Executive Director, Women’s Y Foundation
LINDA D’ANGELO, Director of Building and Hotel Services
ISABELLE GÉLINAS, Director of Communications
LILIA GOLDFARB, Director of Programming
SANDRA HÉBERT, Director of Finance and Administration
ALEXANDRA KEYZER-COURNOYER, Coordinator of Human Resources
DIANA PIZZUTI, Director of Programming
FRANCINE PROULX, Executive Assistant

¹ Member of all committees.
² FAGR – Finance, audite et gestion de risque ; FIN – Finances et investissement ; FINA – Financement ; GOUV – Gouvernance ; IMM – Immeuble ; MSPT – Comité Mon sac pour toi ; PFM – Comité d’honneur Prix Femmes de mérite
**GRANTS AND FUNDERS**

**OF THE YWCA MONTREAL**

<table>
<thead>
<tr>
<th>Governments</th>
<th>Funding Instances</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>FEDERAL</strong></td>
<td></td>
</tr>
<tr>
<td>Women and Gender Equality Canada</td>
<td><strong>L’APPUI MONTRÉAL</strong></td>
</tr>
<tr>
<td>Employment and Social Development Canada</td>
<td>appui-montreal.org</td>
</tr>
<tr>
<td><strong>PROVINCIAL</strong></td>
<td></td>
</tr>
<tr>
<td>CIUSSS du Centre-Sud-de-l’Île-de-Montréal</td>
<td><strong>AVENIR D’ENFANTS</strong></td>
</tr>
<tr>
<td>Ministère de l’Emploi et de la Solidarité sociale</td>
<td></td>
</tr>
<tr>
<td>Ministère de la Famille</td>
<td></td>
</tr>
<tr>
<td>Ministère de la Justice</td>
<td></td>
</tr>
<tr>
<td>Secrétariat à la condition féminine du Québec</td>
<td></td>
</tr>
<tr>
<td><strong>MUNICIPAL</strong></td>
<td></td>
</tr>
<tr>
<td>Ville de Montréal</td>
<td></td>
</tr>
</tbody>
</table>

**DONORS**

**OF THE WOMEN’S Y FOUNDATION**

<table>
<thead>
<tr>
<th>COMPANIES AND FOUNDATIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>PATRON $20,000 AND MORE</strong></td>
</tr>
<tr>
<td>AlimPlus • Bell Canada • BMO Banque de Montréal • Fondation de la Famille Hogg • Fondation La Capitale groupe financier • Fondation Lise Watier • Groupe Banque TD • McKesson Canada • Mouvement Desjardins • Rogers Communications</td>
</tr>
<tr>
<td><strong>PATRON $5,000 TO $19,999</strong></td>
</tr>
<tr>
<td>Banque Nationale du Canada • Brian Bronfman Family Foundation • Cascades • Corporation Epiderma • Domtar • Financière Sun Life • Fondation Écho • Intact Assurance • Le Windsor, Montréal • L’Oréal Canada • Metro Richelieu • Microsoft Canada • Power Corporation du Canada • Secrétariat à la condition féminine • SSQ, Société d’assurance-vie • TELUS</td>
</tr>
<tr>
<td><strong>VISIONARY $2,500 TO $4,999</strong></td>
</tr>
<tr>
<td>Fido • KPMG • La Coop Fédérée • Le Cabinet de relations publiques NATIONAL • Mile Wright &amp; Co • NorCom • Ordre des conseillers en ressources humaines agréés • SMT-ASSY Electronique • Transat A.T. • Université de Montréal</td>
</tr>
<tr>
<td><strong>LEADER $1,000 TO $2,499</strong></td>
</tr>
<tr>
<td>FMAV • Maidor • Mercer • Pharmaprix • Life Foundation • Ville de Montréal</td>
</tr>
<tr>
<td><strong>ENTREPRENEUR $500 TO $999</strong></td>
</tr>
<tr>
<td>EMmotion Marketing • Fondation Jeanniot • Manuvie • Normandin Beaudry • Optimum Société d’Assurance • Optimum Talent • Osler, Hoskin &amp; Harcourt • Petrie Raymond • Société de gestion Cogir • Willis Towers Watson</td>
</tr>
<tr>
<td><strong>BENEFACTOR $250 TO $499</strong></td>
</tr>
<tr>
<td>Femmessor Québec • Hilarious Riders • Les Éditions Protégez-Vous • SmartCoaching • St-Amour &amp; Associés</td>
</tr>
<tr>
<td><strong>PIONEER $100 TO $249</strong></td>
</tr>
<tr>
<td>Kitchen 73 • Production Annéli • TG Beco • Centraide du Grand Montréal • Nimonik • Rainbow Jewels Canada • Solutions PRP</td>
</tr>
</tbody>
</table>

**First Major Fundraising Campaign**

- **1907** First Major Fundraising Campaign $50,000
- **1949** $1.5M Major Fundraising Campaign
- **1976** $2M Major Fundraising Campaign
- **1985** $3M Major Fundraising Campaign
- **2000 - 2005** $10.5M Major Fundraising Campaign
### INDIVIDUAL

**PATRON $5,000 AND MORE**
- Sandra Tittit

**LEADER $1,000 TO $2,499**
- Edith Cloutier • Jimmi Francoeur • Josée Goulet • Judith Kavanagh • Diana Pizzuti • Chantal Rouleau

**ENTREPRENEUR $500 TO $999**
- Caroline Charest • Martin Coutex • Louise Dufour • Sophie Fortin • Isabelle LaJeunesse • Paul Lavallée • Hélène Lépine • Lucille Panet-Raymond • Louise Poirier • Benoit Primeau

**BENEFACTOR $250 TO $499**
- Dominique Anglade • David Birnbaum • Jannick Bouthillette • Natalie Bussière • France Caron • Martine Coulombe • Annick Di Lalla • France-Elaine Duranceau • Eva Falk Pedersen • Isabelle Gélinas • Arpi Hamalian • Sandra Hébert • Camille Isaacs-Morell • Francine Ladouceur • Sylvie Marois • Julie Lucita Martineau • Manon Massé • Marion Minville • Sophie Roy • Cedric Seaut • Mélanie Thivierge

**PIONEER $100 TO $249**
- Hélène Allocco • Sébastien Blais • Dominic Boucher • Isa Boulianne • André Brault • Manon Brière • Shirley Burgoyne • Caroline Caron • Caroline Colongo • Claudette Cournoyer • Cécile Cournoyer • Elizabeth Cuthill • Martin Delisle • Rosa Delle Donne • Helene Deschamps Marquis • Brigit Desroches • Normand Doucet • Yves Dufour • Susan Dwire • Aude Godfroy • Lilia Goldfarb • Lee Harris • Lucie Hétu • Mimi Israel • Pierre-Luc Ladouceur • Hugues Laforce • Mireille Legault • Shawn Letourneau • Claudine Lippé • Elizabeth Maltais • Michaël Maltais • Emily Mcdonald • Sylvie Mercier • André Mercier • Josiane Millette • Diane Miron • Andrée-G Olivier Welt • Line Pagé • Patricia Petrecca • Monique Polak • Ronald Poupard • France Sabourin • Marie Sabourin • Anne Sagnieres • Clémentine Sallée • André Sarault • Josiane Sauvé • Elizabeth Taylor • John D Thompson • Felice Torre • Josee Tremblay • Isabelle Trottzky • Marisa Trottier • Mahalia Verna • Julia Qian Wang • Reeve Waud • Sonia Wong

### OTHER DONATIONS

- Viviane Agostino • Jessica Boily • Marianne Bousquet • Aline Chami • Linda D’Angelo • Alexandra Keyzer-Cournoyer • Marie-Claude Landry • Julie Rainville • Antonella Talarico

### GOODS AND SERVICES

**PATRON $10,000 AND MORE**
- Arborescence • Citoyen Québec • Deuxième Édition • Moisson Montréal

**PATRON $5,000 TO $9,999**
- Classe 3 • DDB Montreal • Diffusyon88 • Les Affaires - TC media • Reitmans • Sosen • Talinko

**VISIONARY $2,500 TO $4,999**
- Le groupe Quadriscan • Rogers Communications

**LEADER $1,000 TO $2,499**
- L’Oréal Canada • VéronikaH

**ENTREPRENEUR 500 $ À 999 $**
- Andrée-Anne Léonard • Canadiens de Montréal • Club de la Vallée du Richelieu • Country Club Montréal • La Vie en Rose • TD Garden • Zoé Boivin

**BENEFACTOR $250 TO $499**
- Bureau Denis • Casinos de Montréal • Clarins • Econofitness • Isabelle LaJeunesse • Karine Champagne • Le Fairmont Reine Elisabeth • Meubles signature SGL • NorCom • Restaurant Mangiofoco • Salon Odyssey • Studio Accentos • Via Rail • Zotik Coiffure

**PIONEER $50 TO $249**
- Arbonne • Arterra Canada • Aveda • BELL Canada • Boutique Tozzi • Boutique Zéro Neutre • Danse Danse • Espace Culturel Ashukan • Espace pour la vie • Estel Reso • Fringues & Cie • Julie DesGroseillers • Kim Thuy • KO Média • Le Grand Costumier • Les Effrontés • Mélanie Loisel • Miss Fresh • Musée d’art contemporain de Montréal • Musée de Beaux Arts de Montréal • Oatbox • Restaurant O.noir • Ros & Lina • Ruse boutique • Sandra Hébert • Simkha Beauty • Société en commandite Canadelle • Susan Dwire • TG Beco • Théâtre Centaur • Veinage • YMCA du Québec
PARTNERS OF THE 25TH WOMEN OF DISTINCTION AWARDS

KEY PARTNERS

- Aliant
- TD
- Bell
- Desjardins
- McKesson Canada
- Rogers
- SSQ assurance
- Financière Sun Life

PRESTIGE PARTNERS

- Cascades
- Domtar
- Intact
- Les affaires
- Metro.ca
- Microsoft
- Talisco
- Telus

INSPIRATION PARTNERS

- BMO Groupe financier
- KPMG
- La Coop fédérée
- National Patrimoine et Regard solidaire
- NLC
- Diplômés Université de Montréal

DOCUMENTARY PARTNERS

- L’Oréal Canada
- Power Corporation du Canada

FACILITATION PARTNERS

- Québec

GOODS AND SERVICES PARTNERS

- Arborescence
- Citoyen Optimum
- Le Service Quadiscan
- CLASSE

PARTNERS OF THE INSPIRATIONNELLE GALA

PRESENTING PARTNER AND COUP DE COEUR AWARD PARTNER

- Banque Nationale

AWARDS PARTNERS

- La Capitale Assurance et services financiers
- L’Oréal Canada
- CRHA
- fido
- Mile Wright
- Microsoft
- Transat

COLLABORATIVE PARTNER

- Maidor Jewelry Designer
WHO ARE THEY?

The roughly 8,360 WOMEN, GIRLS AND BOYS who benefited directly from YWCA Montreal’s programs and services in 2018-2019 were aged from just a few weeks to 83 years old. From this number, the majority lived on the island of Montreal and as shown on this map, they are mainly from highly disadvantaged neighbourhoods. Some 65% were from immigrant backgrounds.
Combination of material dimensions and social impact of the disadvantaged index.

- Advantaged socially and materially
- Somewhat disadvantaged
- Disadvantaged socially
- Disadvantaged materially
- Disadvantaged materially and socially
- Unavailable data

source: INSPQ, 2015