

Women's Enterprise Skills Training of Windsor Inc.

**33RD ANNUAL GENERAL MEETING
ANNUAL REPORT 2020
Wednesday, June 24th, 2020**



**Women's Enterprise
Skills Training
of Windsor Inc.**

*Leaders in positioning
women for success*



Women's Enterprise Skills Training of Windsor Inc.

MISSION STATEMENT

Women's Enterprise Skills Training of Windsor Inc. (WEST Inc.) exists to provide training for severely employment disadvantaged visible minority women in order to improve their employability in the workforce and/or to further their education.

VISION

Leaders in Positioning Women for Success

VALUES STATEMENT

Together at Women's Enterprise Skills Training of Windsor Inc.:

We are committed to treat everyone with **Dignity & Respect**.

We strive to create an environment of
Accountability & Professionalism of the highest standard.

We passionately aim to foster, promote and advocate for
Inclusivity & Diversity of all women.

We are dedicated to serve the needs of the community with
Compassion & Empathy.

Board of Directors

President, Ann Diab

Vice President, Nadine Elizabeth Manroe

Treasurer, Helena Palma Kurek

Past President, Gemma Grey-Hall

Director, Sheila Barker

Director, Justina Nwaesei

Director, Priyanka Philip

Director, Lisa Shulman

Director, Aria Ford Conliffe

Director, Lynn Guest

Director, Jessica Watson

Director, Anuja Virani Sharma

Executive Director, Rose Anguiano Hurst



Ann Diab



Nadine Manroe-Wakerell



Helena Palma-Kurek



Gemma Grey-Hall



Marie Ford Conliffe



Justina Nwaesei



Lynn Guest



Lisa Shulman



Sheila Barker



Priyanka Phillip



Anjua Virani



Jessica Watson



Rose Anguiano Hurst

Women's Enterprise Skills Training of Windsor Inc.

Message from the President & Executive Director

Ann Diab & Rose Anguiano Hurst

Annual Report 2019-2020

Leaders in Positioning Women for Success

Report to the community

Thirty-three years ago, Women's Enterprise Skills Training of Windsor Inc. was incorporated on March 4, 1987. The work to establish the organization began years earlier in 1984 as a response to disproportionately high levels of unemployment among women and the difficulties experienced by women attempting to enter the workforce. It was importantly noted that women from racialized backgrounds faced even more significant difficulties integrating into the workforce.

Since 1987, WEST has been working to help women in the Windsor-Essex region. WEST helps women find employment, learn new skills and gain information needed to settle in the community. We are fortunate to serve some of the most inspiring women from around the globe who call Windsor and Essex County home.

The WEST Strategic Plan Summary Report 2017 – 2020 was launched three years ago at the Annual General Meeting in 2017 where the board, while consulting with staff and the community identified short-, intermediate- and long-term goals for the organization for the next three years. The 2020 Annual report is our *report to the community* where we can reference the strides we have made to sustain our work in the community and plan for the future to remain an essential point of service to the community seeking employment and training opportunities. Each of our programs are highlighted herein.

Among our key achievements during the 2019 2020 fiscal/program year from our strategic goals:

Invest in People: during the 2019 2020 WEST employed 80 full-and part-time employees, 6 summer students, WEST also benefitted from 24 university and college interns, and other volunteers to assist us in moving our mandate forward. WEST is committed to increase opportunities to recognize and promote the achievements and successes of WEST employees and Board members.

Enhance Community Impact, during the 2019 2020 year, WEST continued to work to develop our brand and visibility in the community. WEST also worked to enhance its social media presence primarily through Facebook, Twitter and Instagram to share communications highlighting the services of WEST. The WEST web-page is being re-designed to be more responsive to the organization and the participants we serve.

Increase Partnerships and Collaborations, Partnerships are a foundational concept that has strengthened our programs. Our partners include a wide cross-section of the community including businesses, community organizations and individuals - Thank you.

Broaden Resources, this goal offers an ongoing opportunity to explore new opportunities to increase funding to meet our emerging needs. In 2019 2020 WEST had a 19% increase in revenues to use in needed programming over the prior year.

These programs and enhancements complemented our existing programming, allowing WEST to succeed in assisting women in the community working toward their personal goals leading towards improved employability, and or further education which also included upgrades to the facility and equipment in several programs. Also, WEST will continue to work toward implementing fund development initiatives to supply funds to service identified needs and gaps within the organization

New funding established this year included:

Wage and Gender Equality – Capacity Building grant

GROW – Giving Ring of Women

Equality Fund – Gender Equality Campaign

SEAT – Science, Engineering Artistry and Technology for youth

CCWESTT – Ontario Lead, national research project

Design Innovative Programming WEST demonstrates that each of its programs offers innovative programming with unique and successful outcomes. WEST continues to showcase the strength of collaborative partnerships resulting in Innovation Program Design. WEST will continue to plan, develop and promote new initiatives through our community partners and stakeholder network.

Strengthen Organizational Excellence WEST will continue to document, promote and build on evidence-based organizational development and support. WEST will seize these opportunities to continue to build the organizational capacity and effectiveness to achieve our goals.

Strategic planning for 2020 2022; WEST will develop a two-year plan, rather than a three-year plan.

As we approached mid-March 2020, we were faced with an unprecedented service disruption due to COVID-19 global pandemic which impacted our traditional service delivery model. As we update our plan, we will explore innovations put in place, ongoing planning and gaps to continue to thrive in the new normal as presented by the pandemic.

As well, there has been an outpouring of support to address global systemic racism and social justice issues affecting the Black Community, we agree this will be a priority to determine how we can do more to address these issues.

Recommendations:

In the fall we will review work in progress of current Strat plan , transition in to a two-year plan, take into consideration, other emerging issues.

1. COVID, transition back to the office, service delivery model, funding etc.
2. Social issues around Black community. As we plan forward, we take in mind some of the significant issues that have transpired, support, lead and develop, anti-black racism and ways to implement these emerging strategies.
3. Surveys, focus-groups to regarding service provisions that we provide and what the community wants. WEST team, community.

WEST will plan to move forward, be cautious, be innovative, and plan accordingly. Taking a shift in light of the pandemic, engage community by late fall, early winter. Review plan quarterly. Revisit based on direction of local, provincial and federal government announcements.

In closing, we acknowledge the founding members of the WEST Board of Directors and the many others who participated in the development of WEST by providing important insight into what has been a successful model of transforming lives and providing women with opportunities for employment and training, leading to self-sufficiency. Your legacy is here assisting many women and their families along their journeys.

WEST is reflecting on our accomplishments while looking forward to see what more can be done together with the community. On behalf of the WEST Board of Directors, staff and participants, we extend a sincere thank you for supporting our work and in all that we do.

Sincerely,

Ann Diab, President, WEST Board of Directors

Rose Anguiano Hurst, Executive Director

"Success is no accident. It is hard work, perseverance, learning, studying, sacrifice and most of all, love of what you are doing or learning to do." Pele

WEST Programs & Services

PROGRAM NAME: SETTLEMENT

FUNDING SOURCE: IMMIGRATION, REFUGEES AND CITIZENSHIP CANADA (IRCC)

PROGRAM DESCRIPTION: The Settlement Program is funded to provide services to newcomer women that will support their successful integration into Canadian Society. Through programming WEST clients have the opportunity to receive services that address their specific settlement and integration needs along with participate in programs that increase their awareness of the Windsor-Essex community.



Success Story: Settlement Department

"The WEST RentSmart program and a staff helped me to learn about Canadian Landlords and Tenants responsibilities and rights, things to look for when choosing a rental property, how to choose a rental house or apartment, and how to manage your finances and many more. These have been very useful information and tools for me as I integrate into my new Canadian life. I am very thankful to the RentSmart program because it provides me life skills, support and education with one goal, successful tenancies."

PROGRAM NAME: ENHANCED LANGUAGE TRAINING (ELT)

FUNDING SOURCE: IMMIGRATION, REFUGEES AND CITIZENSHIP CANADA (IRCC)

Enhance Language Training (ELT): The Enhanced Language Training (ELT) for Internationally Trained Professional program started in September 2019 and in partnership with St. Clair College 19 participants were registered in the program. The participants studied Public Speaking, Employment Skills Workshop, Computer Training, Simply Accounting, Accounting for Office Administrators courses. Four ELT clients found employment in the areas of accounting, administration and customer services.

PROGRAM NAME: THE LANGUAGE SKILLS DEVELOPMENT (LST)

FUNDING SOURCE: IMMIGRATION, REFUGEE CITIZENSHIP CANADA (IRCC)

PROGRAM DESCRIPTION: The Language Skills Program delivers language training and skills development services that help clients attain the English proficiency they need to function and participate in all aspects of Canadian society and the economy. Classes are offered from Literacy to CLB (Canadian Language Benchmarks) 5/6 by following the PBLA (Portfolio Based Language Assessment) guideline. Each class level focuses on providing language instruction in the areas of Listening, Speaking, Reading and Writing.



Success Story: Settlement Department

Kaltoum is a Literacy student from Eritrea who arrived in Canada with her children. Currently Kaltoum is waiting for the day she will be reunited with her husband who is living in Jordan. While being the head of the household, there are times when Kaltoum finds it very challenging, since she is also caring for one of her children that has special needs. Before arriving in Canada, Kaltoum did not have any experience being in a classroom and is adjusting well. She attends class as often as she can, and is making good progression in her studies. At the beginning of the year, Kaltoum could not read and was not able to identify many letters; however, throughout the months, she worked hard and developed good strategies for sounding out unfamiliar words, plus she has improved her sight reading skills. Although at times Kaltoum found it frustrating when trying to communicate in English, she is now able to communicate with the support of gestures for basic needs. Kaltoum takes great pride in becoming more independent and being able to navigate the world in English by doing things such as using the ATM.

WEST Programs & Services

PROGRAM NAME: EMPOWERING WOMEN FOR EMPLOYMENT PROGRAM

FUNDING SOURCE: IMMIGRATION, REFUGEES AND CITIZENSHIP CANADA (IRCC)

PROGRAM DESCRIPTION: The Empowering Women for Employment Program (EWE) is funded by Immigration, Refugees and Citizenship Canada (IRCC). The purpose of this program is to improve the employment and career advancement of visible minority newcomer women in Canada by addressing the barriers they may face gender-based and race discrimination, precarious or low income employment, lack of affordable child care and weak social supports.



Success Story: Madhavi

Madhavi client came to Canada from India, with a Bachelor in office Administration with 5+ years of experience. Her reasons for joining the EWE Program was to improve her employability skills and learn more about the Canadian workplace. Madhavi barriers to finding new employment included lack of Canadian work experience and not able to navigate the job search system. She completed her 5-week placement at ENWIN Utilities; after placement was completed, she was offered a part time position. Madhavi is currently working in the Operations Department at ENWIN Utilities.

PROGRAM NAME: NEWCOMER SETTLEMENT PROGRAM (NSP) PROGRAM AND FAMILY WELLNESS PROJECT

FUNDING SOURCE: CITIZENSHIP, IMMIGRATION AND INTERNATIONAL TRADE (MCIIT)

PROGRAM DESCRIPTION: The partnership with the Multicultural Council of Windsor-Essex County allows WEST to serve Refugee Claimants, Canadian Citizens born outside of Canada, Visitors, International Students who not eligible for other Settlement programs. The NSP program is designed to aid and support newcomers with integrating successfully into the Windsor-Essex community and provide them with guidance and tools that will enable them to fully engage in the social, cultural, civic and economic life of Ontario.

PROGRAM NAME: EDGE2 EMPOWERED DIVERSE GROUP FOR EDUCATION & EMPLOYMENT EDGE2 (GIRLZ CREW-YOUTH LEADERSHIP)

FUNDING SOURCE: IMMIGRATION, REFUGEES AND CITIZENSHIP CANADA (IRCC)

PROGRAM DESCRIPTION: EDGE gives young women in Windsor-Essex the chance to build their leadership skills, gain volunteer experience, develop employment skills and learn about Windsor-Essex County. The program delivery includes the facilitation of workshops and opportunity to network with volunteers and guest speakers from different organizations in the community. In 2019-2020, some of the youth also participated in the Newcomer Tablet Project. This project paired newcomer youth, adults, and seniors to share their immigration stories in a one on one interview process using of tablets to record their stories.



Success Story: Settlement Department

Sevin Muslum and Helin Muslum, two sisters that came to Canada from Syria as refugees have been involved actively in EDGE2 youth leadership program since 2016. Both Sevin and Helin were proactive in volunteer work and leadership program through WEST. Through WEST encouragement and support, the youth secured long-term volunteer opportunities with the Windsor Regional Hospital and Hotel-Dieu Grace Healthcare. Today both of these exceptional young women have secured employment with Dairy Queen while awaiting to start at the University of Windsor in the fall where Sevin will be studying in the Business Program and Helin in Computer Science.

WEST Programs & Services

PROGRAM NAME: THE SEAT (SCIENCE, ENGINEERING, ARTISTRY AND TECHNOLOGY) PROGRAM

FUNDING SOURCE: FUNDED BY THE GOVERNMENT OF CANADA UNDER THE CANADA SERVICE CORPS PROGRAM

PROGRAM DESCRIPTION: The SEAT (Science, Engineering, Artistry and Technology) program seeks to empower young women to pursue careers in STEAM and gives them the opportunity to work together on a community-based project that focuses on creating positive change for our community. The youths also gain mentorship coaching with our community partners and industry experts where they can further develop their skills, talents, and earn community service hours (up to 120hrs). The program also focuses on a two-day leadership training for the youths, and showcase their final project to the general public at the Social Impact Exhibit.



Success Stories: SEAT program

Bisma Sheraz is a grade 12 student at Westview Freedom Academy Secondary School. She was the recipient of the Journey Towards Success Innovation Award 2020 at the WEST International Women's Day Gala. Her goal is to successfully complete her last semester of high school, and pursue a degree in Biochemistry at the University of Windsor. She has completed over 300 volunteer hours, and is currently applying for scholarships. She has participated in the following programs at WEST: EDGE 2, Leadership Community Development for Youth (LCDY) and SEAT.

PROGRAM NAME: YOUNG WOMEN IN LEADERSHIP, EMPLOYMENT, AND DEVELOPMENT (L.E.A.D) PROGRAM

FUNDING SOURCE: GOVERNMENT OF CANADA

PROGRAM DESCRIPTION: The Young Women in L.E.A.D. Program, funded by the Federal Government, Employment and Skills Development Canada, aims to assist young women facing barriers to employment by helping to develop their knowledge, skills, and also gives them the experience needed to enter the labour market.

Program participants attend 8 weeks of full-time paid Group Based Employability Skills (GBES) classes and get employability and leadership essential training, followed by a 10-week paid Work Experience (WE) placement. The program has proven to be very successful where 141 participants have completed Group Based Employability Skills (GBES), and 100 of these participants were able to secure employment or pursued education pathways upon the completion of the program. We all know how difficult it is to enter the labour market today. Therefore, during this program WEST supports the participants every step of the way to reach their employment goals. WEST understands the barriers and challenges young women face today to secure employment. This is the reason WEST will provide financial support during training so that the participants can fully engage in the training without stressors of meeting everyday needs such as rent, food, transportation and childcare.



WEST Programs & Services

PROGRAM NAME: READY FOR WORK

Ready For Work Program: The Ready for Work program provides gently used professional attire to assist women who are entering and/or re-entering the workforce. The program is open to women in Windsor-Essex County. Professionals and leaders in the community donate the clothing as well as, WEST partners with various organizations to help women in Windsor-Essex have the right business attire for the interview and/or job.



PROGRAM NAME: NEW HORIZONS FOR SENIORS PROGRAM: COOKING TOGETHER FUNDING SOURCE: GOVERNMENT OF CANADA

PROGRAM DESCRIPTION: Cooking Together brought older adults and youth together to learn from each other, build intergenerational connections and mentorship through food. The program provided the opportunity to reduce social inclusion and give participants a chance to meet individuals from different backgrounds, learn about different cultures, try new dishes and make new friends. Individuals from the Caribbean, Latin American, South Asian, Middle Eastern, and Filipino communities in Windsor-Essex participated in the sessions with 20 participants per intake and four intakes held during the fiscal year. Through collaborations with experts that included the Windsor Essex Community Health Unit and Windsor Fire and Rescue Services participants were educated on fire safety, safety in the kitchen, healthy eating habits and proper food etiquette.



Success Stories: Cooking Together

At the beginning when the two sisters joined the Cooking Together program they were shy and not comfortable speaking, or sharing recipe ideas with the group. The youth attended every cooking session on time and as time passed, they became more comfortable interacting with the older adults in the session and began laughing and sharing more with the other participants; overall having a great time. They encouraged their friends to join and shared with the group a recipe from their home country called Dolma (grape leaves). The youth invited their mother to teach the group how to make Dolma, which was a great experience for the participants, the siblings, and their mother. Since the participants' mother had a wonderful experience teaching and cooking with the group, she decided to attend the sessions on a regular basis. Together the participants shared special memories of cooking with their parents and grandparents when they were younger. The Cooking Together program was a success story because it demonstrated that great memories and friendships that can be built when people of all ages, backgrounds and cultures come together they can create something beautiful and fun!

PROGRAM NAME: CAPACITY FUNDING SOURCE: WOMEN AND GENDER EQUALITY

PROGRAM DESCRIPTION: This project addresses organizational capacity needs to allow Women's Enterprise Skills Training of Windsor Inc. (WEST) to continue promoting social and systemic change towards gender equality. Organizational capacity will enhance; utilizing technology to strengthen organizational infrastructure and processes and enhance program delivery, as well as building the technical capacity of staff in managing these new platforms. This will be achieved through a transition to a computer-based case management system, along with the creation of an enhanced communications strategy and language training to improve overall accessibility, and with the development of recreational opportunities for newcomer children to use technology when learning through play.

I was nervous. I had no interview etiquette and no Canadian work experience.



WEST Programs & Services

PROGRAM NAME: EMPLOYMENT SERVICES

FUNDING SOURCE: EMPLOYMENT ONTARIO, AND COJG PORTION IS FUNDED IN PARTNERSHIP WITH THE FEDERAL GOVERNMENT.

PROGRAM DESCRIPTION: Under Employment Service, our well-trained team of Job Developers/Employment Counsellors and administrative staff provide one-one-one assistance with a tailored approach to the individual needs of each job seeker; and help them at every stage of job search including but not limited to: career exploration, job readiness, resume writing, interview preparation, and connection with employers. Placement opportunities with and without incentives are available to employers. Employment supports are also available to individuals with financial barriers.



Mentoring and coaching supports are provided to clients during and after the placement. Second Career application assistance is available to support laid off, unemployed individuals who require skills training to find employment in high-demand occupations in Ontario. For employers who are looking to hire new employees, provide training to current workforce to increase benefits to your company, WEST can assist. Services and grants that are available for employers include Canada Ontario Job Grant (COJG) (training dollars), training wage incentives (off-set the cost of hiring and training new employees), job matching (saves time for HR to screening of resumes), volunteer placements (job trial to find suitable candidates) and apprenticeship signing bonuses (leads to more Government grants for employers, as well trained employees).

Women's Enterprise
Skills Training
of Windsor Inc.

PROGRAM NAME: CNC/INDUSTRIAL MECHANIC MILLWRIGHT PRE-APPRENTICESHIP PROGRAM



PROGRAM DESCRIPTION: CNC/Industrial Mechanic Millwright Pre-Apprenticeship Program (Women in Skilled Trades Program) at WEST, is specifically designed to facilitate the entry of women without prior knowledge into the skilled trades. WEST has continued to offer this unique program in partnership with St. Clair College, and UNIFOR Local 444, which has helped 130 women with their entry into the skilled trades.

Women are underrepresented in trades such as electricians, heavy-duty mechanics, welders and millwrights, to name a few. The gender mix in skilled trades continues to be highly unbalanced. This program has helped many women by improving their job sustainability, and standard of living; the success of the program has been

incredible with numerous client success stories.

Recruitment is currently in process for the upcoming intake.



WEST Programs & Services

PROGRAM NAME: OUR EQUALITY FUND - GENDER EQUALITY

FUNDING SOURCE: PILOT FUND FOR GENDER EQUALITY, A COLLABORATION BETWEEN COMMUNITY FOUNDATIONS OF CANADA AND THE EQUALITY FUND, WITH SUPPORT FROM THE GOVERNMENT OF CANADA AND THE WINDSOR ESSEX COMMUNITY FOUNDATION.

PROGRAM DESCRIPTION: Our Equality Fund – Gender Equality campaign is using digital photography as an art form to capture those economic shifts that happened for women in the newcomer, racialized communities, transgender people because of the actions they take, resources and services, and allies that help make a difference by advocating for and with them. The stories that follow help to chronicle the shifts in resources, support and attitudes which made it possible for economically powerful changes to occur. Powerful shifts that help remove gender barriers can and do happen. We hope these stories inspire you to support a more gender equal world!

#WhyNotHer



Episode 4 – What is Like to be a Woman at Work in a Skilled Trade?

Episode 4 – What is Like to be a Woman at Work in a Skilled Trade? What if the right job doesn't just come along? You might have to be...



Episode 3 – International Career Changes and Challenges

Episode 3 – International Career Changes and Challenges Sometimes, one career is not enough. What does a person do when they feel the need to move on? How do you...



Episode 2 – Believing in Woman in the Skilled Trades

Episode 2 - Believing in Woman in the Skilled Trades What is it about a career as an Electrician, Millwright or Plumber that could benefit a woman? How long might...

PROGRAM NAME: CCWESTT-EQUITY AND TRADES-RESEARCH PROJECT

PROGRAM DESCRIPTION: CCWESTT (Canadian Coalition of Women in Engineering, Science, Trades and Technology) is a recognized leader, and a voice of a national community for Women in Science, Engineering, Trades and Technology. WEST has been proudly serving as the Ontario Regional LEAD for CCWESTT's Equity and the Trades Project. The goal of this project is to develop, pilot and implement a Code of Practice that defines a respectful workplace. With current shortages in the skilled trades, it is more important than ever to hire from the widest possible pool. One of the largest untapped labour pools is women working in skilled trades. Extensive research has shown that increased participation of women in the skilled trades brings significant economic benefits, including reduced skills shortages. However, participation, retention and advancement of women in trades continues to be a challenge. Multiple initiatives across Canada have shown that a respectful and supportive workplace culture is the biggest factor. CCWESTT recognizes that gender inclusion is not easy, and many employers don't know where to start. This 2-year project will present strategies to create and sustain the attitudes, practices, behaviours and policies that are necessary for workplace culture change. To accomplish this objective, CCWESTT continues to build strong collaborations with employer partners and community agencies such as WEST. WEST's goals align with CCWESTT, in its efforts to empower women and support them with career opportunities in the areas where women are often under-represented and WEST's Women in Skilled Trades Program is a great example.



WEST Programs & Services

PROGRAM: CHILD CARE & CNC CENTR— CHILDCARE FOR NEWCOMER CHILDREN (CNC) **FUNDING SOURCE: IMMIGRATION, REFUGEES AND CITIZENSHIP CANADA (IRCC)**

PROGRAM DESCRIPTION: Designed to provide quality childcare services that enable newcomer women an opportunity to participate in information and orientation services at WEST. WEST Child Care Centre and Care for Newcomer Children (CNC) Centre, provides child care for children ages 6 months to 5 years. The Centre is a welcoming and safe environment that supports the children in building a sense belonging and well-being.



PROGRAM: GIVING RING OF WOMEN (GROW FUND) **FUNDING SOURCE: TORONTO FOUNDATION**

PROGRAM DESCRIPTION: GROW Fund provides much needed support to update WEST daycare and to also provide an in demand March Break camp further enhancing programs and services for the women in the community. Due to the Covid-19 pandemic WEST was not able to offer the March Break camp which is now scheduled to be hosted in March 2021.



PROGRAM: RENTSMART **FUNDING SOURCE: THE CITY OF WINDSOR**

PROGRAM DESCRIPTION: RentSmart is a course which offers a certificate (12 hours learning experience) or basic course (3 hours learning experience). RentSmart is for anyone who is a new tenant, has faced barriers to housing in the past or is unfamiliar with tenants' rights and responsibilities. It builds knowledge, confidence and skills so you can make better decisions about rental housing. Even those who are happy with their present housing can benefit from RentSmart. The rental market is complex; there is always a lot to learn.



WEST Programs & Services

International Women's Day Gala

On Sunday March 8th, 2020 Women's Enterprise Skills Training of Windsor Inc. (WEST) celebrated International Women's Day with our annual Gala at St. Clair Centre for the Arts. The theme for this year's event was ***"An Equal World is an Enabled World."*** #EachforEqual with 520 guests in attendance. The evening was great success and an opportunity to celebrate the amazing women in Windsor-Essex along with acknowledge the individuals, businesses and organizations that are ongoing champions in pursuing a gender balanced, equitable society. WEST was honoured to welcome Samra Zafar as the keynote speaker for the event. Samra shared her story and experiences and reminded us that we are not defined by our experiences, but can use them as the driving tool to become empowered and effective in achieving our goals; in efforts to help create stronger and more supportive communities.

During the evening, WEST recognized individuals, businesses and organizations that are strong supporters of WEST and demonstrate actions that adhere to WEST's mission. WEST's Journey Towards Success 2020 Award Recipients were:

The Daphne V. Clarke Trailblazer Award – A Book of My Own, Award Sponsored by CTV Bell Media

The Phenomenal Women – Lisa Eybergen, Award Sponsored by St. Clair College

The Sisterhood Award – Dalia Zaidan, Award Sponsored by Caesars Windsor

The Visionary Award – Michael Brown, Award Sponsored by AM800 CKLW

The VIP Award – New Business Partner – ENWIN, Award Sponsored by Biz X Magazine

The Innovation Award – Bisma Sheraz, Award Sponsored by Odette School of Business, University of Windsor

The Influencer Award – Rebecca Saad, Award Sponsored by Windsor Star

Women's Enterprise Skills Training of Windsor Inc. (WEST) is extremely thankful for the on-going generous support from the community and those who have been working with us throughout the years. Many community members given their time and worked with WEST to provide mentorship, work placements, conducted training and facilitated workshops to support our clients and WEST.

In addition, WEST would like extend a sincere thank you to the IWD Gala 2020 Sponsors:

Gala Sponsor - TD Bank Group and Title Sponsor - Windsor Family Credit Union, and Our Sponsors & Donors – AM800 CKLW & CTV Windsor, St. Clair College, CPA – Chartered Professional Accountants Ontario, Green Shield Canada, Hub International, VIA Rail, Biz X Magazine, Odette School of Business-University of Windsor, Windsor Star, RBC Wealth Management, and Caesars Windsor.

**"An equal world I an enabled world. How will you help forge a gender equal world?
Celebrate women's achievement. Raise awareness against bias.**

Take action for equality."

IWD 2020

WEST Programs & Services

International Women's Day Gala

#EachforEqual



"There is no power for change greater than a community discovering what it cares about."

Margaret J. Wheatley



Skills Training

"One of the most important things you can do on this earth is to let people know they are not alone"

Shannon L. Alder



WEST Programs & Services

International Women's Day Gala



#EachforEqual

"Individually, we're all responsible for our own thoughts and actions - all day, every day.

We can actively choose to challenge stereotypes, fight bias, broaden perceptions, improve situations and celebrate women's achievements.

Let's all be *#EachforEqual*"

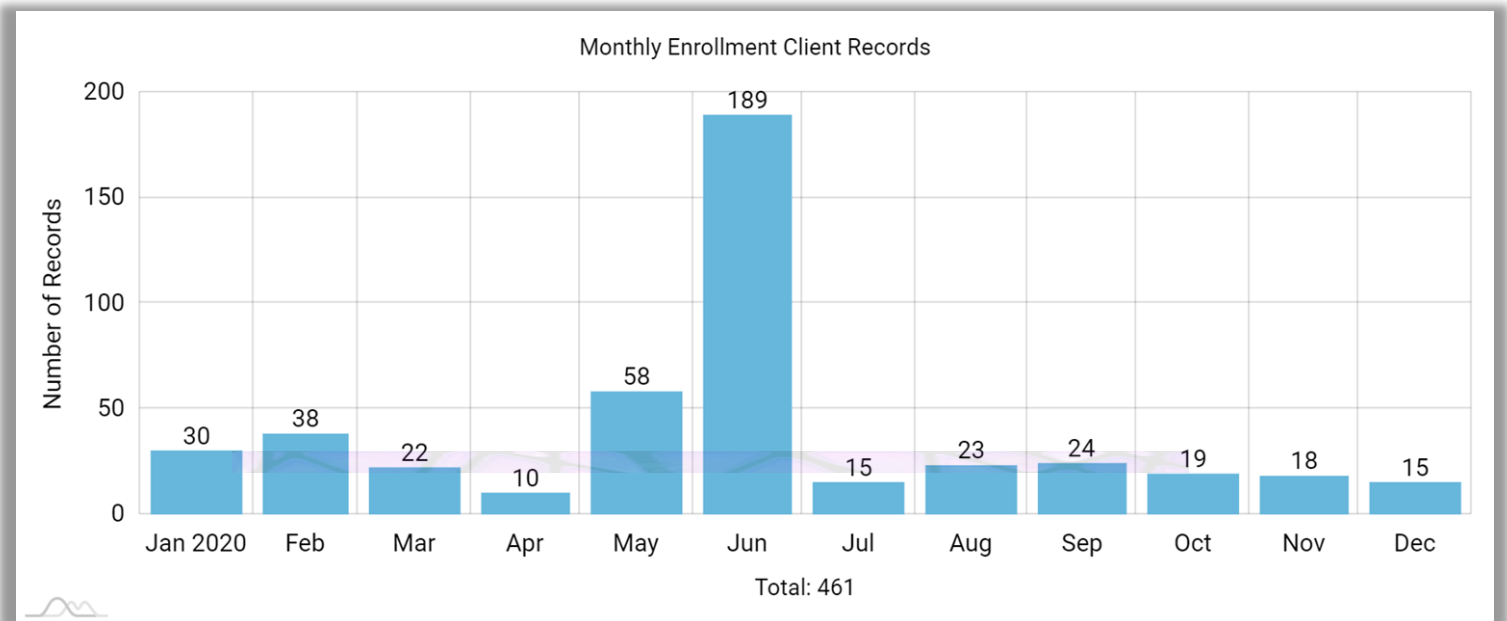


"We are all parts of a whole. Our individual actions, conversations, behaviors and mindsets can have an impact on our larger society.

Collectively, we can make change happen. Collectively, we can each help to create a gender equal world.

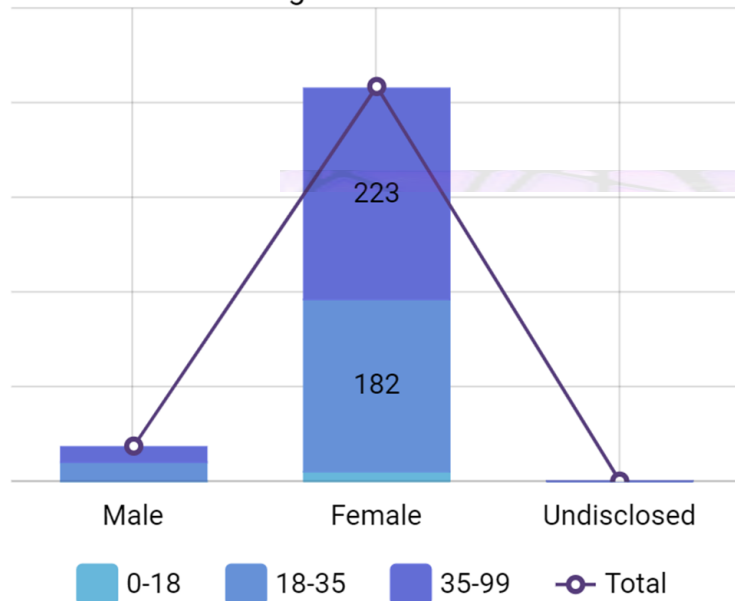
We can all choose to be *#EachforEqual*"

WEST's Year in Review

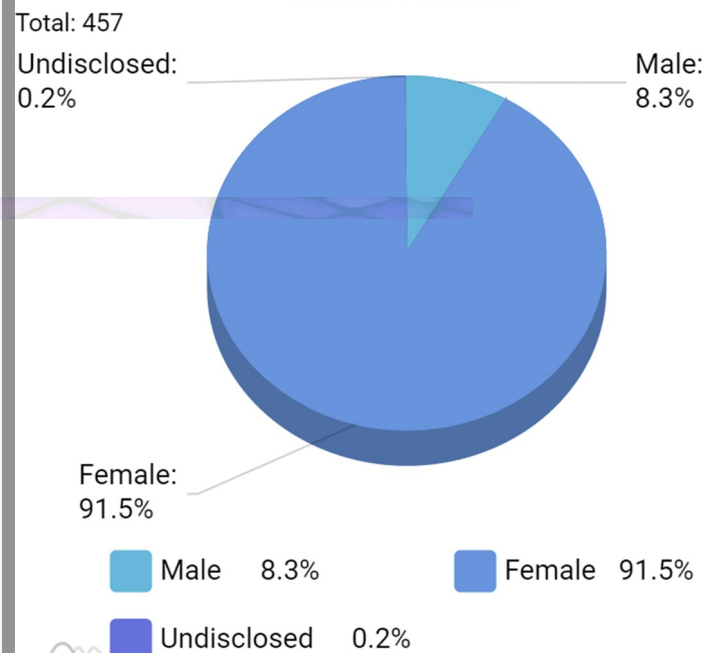


Women's Enterprise Skills Training

Age Trend View

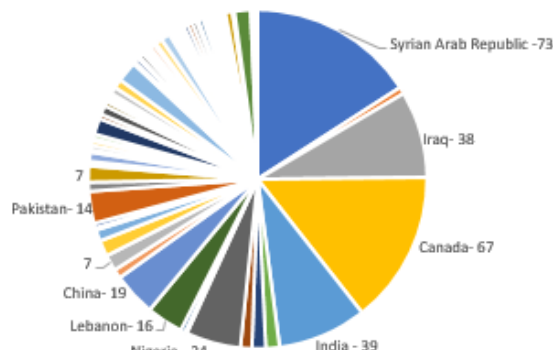


Gender variation



WEST's Year in Review

WEST Client Country of Origin



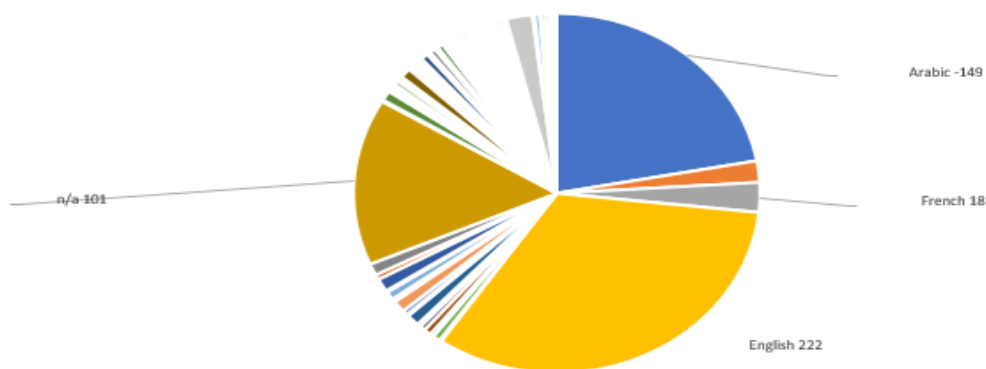
- Syrian Arab Republic
- India
- Nigeria
- China
- Palestine, State of
- Somalia
- Poland
- India
- Jordan
- Kosovo
- Philippines
- Vietnam
- Columbia
- Bangladesh
- Guinea

- Colombia
- Sudan
- Bosnia and Herzegovina
- Libya
- Nepal
- Jamaica
- Yemen
- Syrian
- Ghana
- Trinidad and Tobago
- Lesotho
- United Kingdom
- South Korea
- Greece
- Pakistan

- Iraq
- Congo
- Liberia
- Jordan
- Ethiopia
- United States of America
- Dominican Republic
- Syria
- England
- nul
- Burundi
- Panama
- n/a
- Rwanda
- Congo DR

- Canada
- Albania
- Lebanon
- Egypt
- Pakistan
- Djibouti
- Serbia
- Philippines
- Qatar
- Haiti
- Afghanistan
- Chile
- Zimbabwe
- Honduras
- Turkey

Client Language Preference



- Arabic
- Tamil
- Somali, Arabic
- nul
- Arabic, Filipino
- Persian
- Mandarin
- Bengali, Hindi
- Portuguese
- Igbo
- Bini
- Afrikaans
- Tigrinya

- Spanish
- Albanian
- Urdu, Persian (Farsi)
- Gujrati, Hindi
- Mandarin
- Arabic, German, French
- Filipino
- Hindi, Gujrati
- Persian, German
- Telugu, Kannada
- Bengali
- Amharic
- Arabic, Kurdish

- French
- Serbian
- Arabic, French
- Yoruba
- Telegu
- Vietnamese
- Urdu, Hindi
- Hindi, Gujrati
- Punjabi, Hindi
- French, Arabic
- Luganda Runyakole
- Swahili, Lingala
- Hindi, Urdu

- English
- Chinese
- Somali, Amharic
- Esan
- Bosnian, Albanian
- Swahili, Kinyarwanda, Kirundi
- Gujrati
- Greek
- Polish
- Bangali
- Hindi, Gujrati, Marathi
- Slovak

- Select Language
- Nepali
- Hindi
- Arabic, Somali
- Creole
- Punjabi, Hindi
- Chinese, Mandarin
- French, Kinyarwanda
- Arabic, French
- Hindi, Urdu, Russian, Punjabi
- Mandarin
- Arabic, Tigrinya
- Arabic, Turkish

- Swahili
- Somali
- Polish
- Hindi, Punjabi, Marathi
- Tagalog
- Cantonese
- Urdu, Hindi
- Turkish
- Hindi, Urdu
- Farsi
- (Eastern) Punjabi
- Caldean, Arabic
- Croatian
- Kinyarwanda
- Urdu
- Arabic, Caldean
- Italian
- Sotho
- Korean
- Urdu, Hindi
- Urdu, Pushto
- Telugu, Hindi
- Malayalam
- Albanian, Italian
- Kurdish, Arabic

Women's Enterprise Skills Training of Windsor Inc.



*Thank You
For
25 Years.*

*"The world needs strong women. Women who
will lift and build others..."*

By Amy Tenney



WEST Staff

| EMPLOYEE NAME | POSITION | EMPLOYEE NAME | POSITION |
|------------------------------|--|----------------------|--|
| Abeer Shaef | Child Care Supply | Khulood Alhaddad | Child Care Staff |
| Adriana Arquette | Child Care Staff | Kyung Eun (Kay) Park | Child Care Staff |
| Anabella Hatami | Settlement Counsellor | Li Ma | Bookkeeper & Resource Services Specialist |
| Auramaria (Maia) Castiblanco | Settlement Counsellor | Lillian Gallant | Settlement Counsellor/LST Instructor/ Participant Services Specialist |
| Britney Pinell | Program Lead Staff/Industry Placement Specialist | Lindiwe Sithole | Job Developer/Industry Placement Specialist |
| Brandi Burgess | LST and Computer Instructor | Maha Majdalawi | Participant Services Specialist |
| Bushra Hanna | LST Instructor | Mary-Jo Rusu | Capacity Building Lead |
| Carla Sobh | Child Care Staff | Michelle Faulds | Job Developer/Industry Placement Specialist |
| Catarina R Simoes | Child Care Supply | Mobola Olorunfunmi | Child Care Staff |
| Clara Abugu | Program Assistant | Mona Hyder | Participant Services Specialist |
| Corina Jancev | Job Developer/Employment Counsellor | Naheed Ahmed Salman | Program Coordinator |
| Christine Campigotto | LST Instructor | Olfa Seddik | LST Instructor Supply |
| Danait Asgedom | Program Facilitator LEAD | Olivia Siyu Zhao | Director of Finance |
| Dolorfina Torres | Settlement Counsellor | Princess Small | Job Developer/Industry Placement Specialist |
| Donia Hafez | Participant Services Specialist | Rashda Tahir | Child Care Staff |
| Elham Awad | Settlement Counsellor | Rose Anguiano Hurst | WEST Executive Director |
| Erlyn Lucier | Executive Assistant | Samar Khayat | Settlement Counsellor |
| Eugenia Bota | Child Care Supply | Sara Abdul Hamid | Job Developer/Industry Placement Specialist |
| Fewehlyn (Lyn) Caine | Program Lead Job Developer/ Employment Counselor/Ontario Region Lead -CCWESTT/WIST | Seita Saddo | Program Coordinator |
| Gloria Ledi | Settlement Counsellor | Sergio Hernandez | Job Developer/Employment Counsellor |
| Gurpreet Chana | Employment Services Program Coordinator | Shazia Ahmed | Child Care Staff |
| Janna Mawa | LST Instructor Supply | Stephanie Allen | Job Developer/Industry Placement Specialist |
| Jasvir Poonia | Child Care Staff | Stephanie Lyanga | Programs Manager |
| Joan Simpson | Settlement Program Coordinator | Sorina Ilea | Program Support Specialist |
| Juan Wang | LST Program Coordinator | Susy Kustra | Participant Services Specialist/IWD Assistant |
| Kamalinder Singh | LST Instructor | Tammy Morris | Capacity Building Lead |
| Kathleen Virban | LST Instructor Supply | Taslima Mahmuda | Senior Bookkeeper |
| Kathy Westfall | Settlement Counsellor/Participant Services Specialist | Tehreem Khan | Workshop Facilitator |
| | | Temitayo Oketunji | Settlement Counsellor |
| | | Vidhya Selvaraj | Resource Information Specialist |

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