



2022 Annual Report



ABOUT FORA

Fora delivers programs and skill-building opportunities that prepare the next generation of leaders to amplify their voices in decision-making spaces.

Since 2009, Fora (formerly G(irls)20), has been investing in young changemakers experiencing gender-based discrimination, and working to build more inclusive and equitable decision-making spaces. Through renowned leadership, advocacy, and community-building programs, we help young trailblazers gain new skills, confidence, supportive networks, and opportunities to lead gender equity movements, advance in their career trajectories and change the status quo.

These young leaders aren't waiting on the sidelines for their moment to make an impact on the world – they are already driving change! We're here to help them do it.



Our Mission

Fora is advancing the full participation of young women and gender-marginalized leaders in decision-making spaces to change the status quo.



Our Vision

A world in which young leaders marginalized by their gender are able to participate fully in the economic growth, political stability, and social innovations of their countries.

LAND ACKNOWLEDGEMENT

Fora operates on the land known by its colonial name of Toronto, Canada. Derived from the Mohawk word "Tkaronto," it means "the place in the water where the trees are standing." This land is the traditional unceded territory of the Haudenosaunee, the Anishinaabe, the Huron Wendat, the Métis, and the territory of the Mississaugas of the Credit First Nation.

To acknowledge this traditional territory is to recognize its significance for the Indigenous people who lived and continue to live upon it. We exist in solidarity with these nations. With Fora's community spread across the globe, we also recognize that there are many nations engaging in ongoing struggles against settler-colonialism and dispossession of Indigenous peoples from their land.

A MESSAGE FROM THE INTERIM CEO & BOARD CHAIR



There's no sugarcoating it – 2022 was a year marked by critical regressions in the gender equity movement.

We saw gender inequities exacerbated by COVID-19, climate change, backlashes against sexual and reproductive rights, rising hate against the 2SLGBTQIA+ community, and global conflict. We saw the participation of young women and gender-marginalized youth in the labour force fall below pre-pandemic levels and heard dire warnings from the UN that achieving global gender equality could be as far as 300 years away. Across our community, we continued to see those most marginalized bear the brunt of global crises, inequities, exclusion, and discrimination.

The current reality underscores the importance of our work and the need for Fora to address these challenges with strong programming, meaningful advocacy, and intersectional equity embedded throughout every facet of our organization.

Even amid these overwhelming challenges, we also saw young leaders take up space like never before. We saw countless examples of our program participants showing up as their whole selves. They brought their identities, lived experiences, emotional intelligence, and understanding of historic power imbalances to board rooms, panel discussions, community organizations, multi-lateral forums, and the halls of government. They are bringing forward a new type of leadership: one that is human-centered and challenges us to rethink systems of power and reimagine who leadership is for.

These exceptional young changemakers give us the hope and motivation to keep working until all spaces of power feel incomplete without them in the room.

In what was our biggest year yet, highlights included:

- Opening our [Global Summit program](#) to a truly global audience, as we brought 30 emerging leaders from 25 countries together to develop their advocacy, community-building, policy-engagement, and leadership skills
- Changing the landscape of boards across Canada through [Rise on Boards](#), in its sixth year of training young leaders and placing them at the board table
- Bringing together hundreds of exceptional young and established leaders at our [Leadership Forum](#) and [Global Summit](#) events, where participants built leadership skills, confidence, and connections
- Wrapping up our [Next Level](#) program with an in-depth evaluation of how to best support young entrepreneurs navigating gender-based barriers
- Critically evaluating our approach to equity through community consultations, working to ensure our [language and programming](#) are more gender-inclusive, and reflecting on our progress and shortcomings in our [Equity Report](#)

In many ways, 2022 was one of the most challenging years for our organization, and for countless others engaging in this work. Yet, with so many incredible accomplishments to celebrate, we are feeling energized and motivated about the impact we can have in 2023, and beyond.

We deeply believe that achieving our mission will result in a paradigm shift for young women and everyone marginalized by gender*. In reviewing this Annual Report, we hope you find that our work continues to reflect the growth, learning, and resilience required to serve our community while changing the status quo.

With thanks,



Miriam Buttu

Miriam Buttu
Interim CEO



Beth

Beth Dewitt
Board Chair

**We use the term "gender-marginalized" to refer to our community experiencing discrimination and navigating barriers due to their gender. This includes cisgender women, transgender women, and non-binary people, among many other marginalized gender identities.*

OUR IMPACT

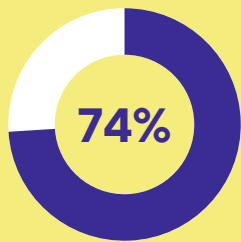
Here are a few highlights of what we accomplished together in 2022:

79	young leaders trained through our programs
638	community members engaged through Fora initiatives
133	volunteers engaged
57	expert speakers & facilitators engaged
52	training sessions, workshops & events delivered
7	reports & research articles published

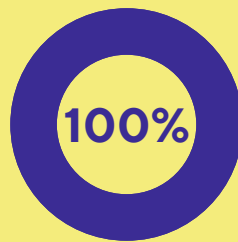




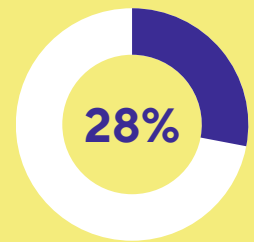
We work to ensure those who have been historically excluded from critical decision-making spaces have a seat at the table. In 2022, Fora's Canadian-based program participants identified as follows:



of our youth participants are racialized



of our program participants are young leaders marginalized by gender



self-identify as members of the 2SLGBTQIA+ community

Since 2010, we've had a big impact:



1,079+ young leaders trained
200,000+ engaged community members



12 Global Summits hosted
254 Global Summit Delegates trained
50 countries with community ambassadors



170 Young Directors trained through Rise on Boards
110 governance boards participated in placements
106 coaches involved in mentorship

REFLECTIONS FROM OUR COMMUNITY



“Rise on Boards has given me the experience and resilience that I need to solve and overcome challenges that come with establishing yourself as a leader. I’ve created connections that will allow me to grow personally and professionally into a well-equipped leader for my community.”

Mercy Ayesha Alohan-Eke (she/they)

Rise on Boards – Young Director, Cohort 6



“I learned so much about taking care of myself and taking care of my community in a meaningful way. I think the biggest takeaways from the Summit are the relationships I formed. It’s so great to have people who believe in us and are willing to invest in this collective process of building the future for the people that are to come.”

Sara Fuentes Maldonado (she/her)

2022 Global Summit Delegate

Indigenous Kichwa-Otavalo community, Ecuador



“The skills, knowledge, and access to the Rise on Board program widened my horizon and opened up numerous doors for me. This experience has allowed me to build confidence in my skillset, gain invaluable insight into the non-profit world, and has allowed me to pursue my professional career goals.”

Sumaya El-Falah (she/her)

Rise on Boards – Young Director, Cohort 5

REFLECTIONS FROM OUR COMMUNITY



“ I’ve seen growth in myself and I have noticed that I am more proactive and motivated than before. I hope that I’ll continuously grow myself, using the skills I gained in the Next Level program.”

Mubah Mahmood (she/her)

Next Level Leader



“ It is often difficult for young people to break through into spaces of power and be able to contribute. The existence of organizations like Fora allows young people from all walks of life to get into such spaces fully equipped with skills and confidence that enable them to fully participate.”

Sembe Mkandawire (she/her)

2022 Global Summit Delegate – Malawi



“ It is because of organizations like Fora that young women across the globe have received access to education and technologies, representation in global decision-making spheres, and opportunities to create an impact that is long-term and sustainable.”

Rose Singh (she/her)

2022 Global Summit Delegate – Nepal

RISE ON BOARDS IS BUILDING MORE INCLUSIVE BOARDROOMS ACROSS CANADA.

Our Rise on Boards program (formerly known as Girls on Boards*) is reimagining decision-making spaces and building more equitable boardrooms across Canada. This program trains and places young gender-marginalized leaders at the board table for the first time, and equips them to bring their backgrounds, experiences, and values to governance.

Same program, new name!

*In March 2023, the Girls on Boards program was renamed "Rise on Boards" to better reflect our community and our values.

In 2022, 35 Young Directors from across Canada had the opportunity to:

1. Develop new skills in governance, finance, fundraising, advocacy, professional communications, and leadership
2. Receive one-on-one mentorship from senior professionals supporting their personal leadership and career development journeys
3. Grow their peer and professional networks
4. Participate in an experiential leadership opportunity through a one-year placement on their first nonprofit governance board
5. Impact organizational decision-making and help drive change in their communities

Our Impact
Since 2017

170

Young Directors
trained & placed
on a board

106

Coaches
participated in
mentorship

110

governance
boards
participating



TRANSFORMING SPACES OF POWER AT OUR LEADERSHIP FORUM

On June 12, over 130 young trailblazers joined us at our Leadership Forum in Toronto!

This annual event brought together exceptional youth leaders and professionals for a full day of leadership development, mentorship, and networking. Attendees participated in intimate fireside chats, dynamic workshops, and powerful panel discussions – leaving with new skills and stronger networks to make their voices heard.

FORA NETWORK
FOR CHANGE

What participants are saying:



Fora's Leadership Forum was an excellent environment for young leaders to connect and share experiences. I enjoyed the variety of lecturers and the opportunity to network with executives in the private sector. I will definitely be taking what I learned to my day-to-day!

Sapna Rajput (she/her)

Rise on Boards – Young Director, Cohort 6



One of the best (if not the best!), well thought-out and executed conferences I have been able to attend.”

2023 Leadership Forum Attendee



For me personally, as a very recent newcomer, this weekend was all-in-one. It was a learning opportunity, networking opportunity, exposure to cultural diversity, and a supportive community. It was an empowering environment.

Kamila Goethe (she/her)

Rise on Boards - Young Director, Cohort 6





LEADERSHIP IN ACTION: **Meet Meena**

Rise on Boards works with exceptional trailblazers like Meena Waseem (she/her). Meena was part of Cohort 5 of the program, completing her one-year term on the board of the Sexual Assault Centre of Kingston.

With a strong commitment to accessible education, Meena is an avid public speaker on mental health and organizes skill-building opportunities for equity-seeking communities. She's received multiple awards for her work and is no stranger to challenging the status quo (and helping others do the same!).



Through this program, I've had the privilege of learning the language of board governance. This insight into a whole new world has helped me meet current policymakers, corporate leaders, and nonprofit leaders where they're at.

Bridging our needs through shared language and governance knowledge helps us all be better community builders.





When asked how the program impacted her, Meena shared:



Participating in Fora's Rise on Boards program gave me the governance skills and confidence to run in my city's municipal elections as a school board trustee.

**I ended up being the first Muslim elected in the region,
and the youngest trustee, with over 9,000 votes.**

I was able to engage other young people like me, and communities who had never voted in a municipal election before!

Having access to Fora workshops on board governance principles and nonprofit finances made me feel prepared for when I began the role, and having access to a network of Fora's staff and other driven young women across the country made me feel supported from coast to coast when I ran.



THE GLOBAL SUMMIT: ADVANCING GENDER EQUITY & YOUTH LEADERSHIP AROUND THE WORLD



As Fora's flagship program, the Global Summit works with young, dedicated changemakers from around the world to level up their leadership, community-building, policy engagement, and advocacy skills. Every training session is designed to prepare these exceptional trailblazers to further amplify their voices, propel them forward on their leadership trajectories, and help them advocate for social justice at local and global levels.

This year, 30 Global Summit Delegates representing 25 countries and regions (including two representatives from Indigenous communities) participated in this acclaimed program, which convened in-person in Toronto during the fall.

“My experience as Syria's Delegate was not only life-changing but actually mindset-changing. This experience introduced me to key elements of leadership and community-building.

For under-represented young activists like me, it's important for organizations like Fora to exist, in order for us not to give up on believing in a better future. The future is ours, and Fora is providing academic and mental support to help us fulfill the equation of effective leadership and build the future we all need. ”

Yara Ghanem (she/her)
2022 Global Summit Delegate – Syria



What's new at the Global Summit?

We kept all the best elements of our previous Summits while introducing some new ones to make this year's program even more impactful:



An enhanced focus on advocacy:

Delegates learned about advocating effectively to create meaningful change in spaces of power (from local community movements to national halls of government to international forums, and everything in between).



Commitment to regional representation:

Delegate recruitment was truly global for the first time, as applications were opened to individuals beyond G20 countries. Delegates were selected to represent six regional groups: Asia & the Pacific, Eastern Europe, Latin America & Caribbean States, Africa, Western Europe, and the Indigenous Peoples Group.

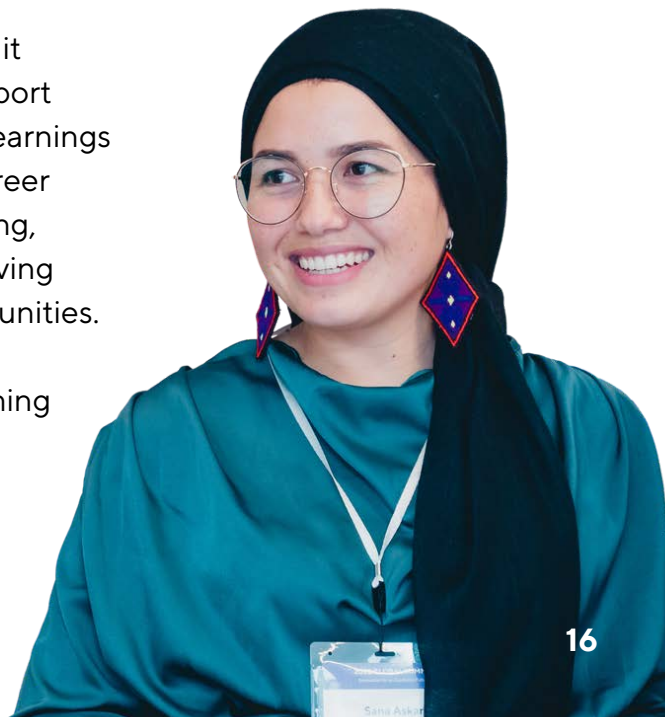


Connecting Delegates to the broader global feminist movement:

We provide ongoing support of Delegates' advocacy and leadership journeys beyond the Summit by connecting them to spaces where decisions are made (including conferences, forums, speaking events, and global networking opportunities)

In partnership with Bain & Company, Fora's Global Summit Delegates received three months of mentorship and support through the shared professional expertise and personal learnings of Bain employees. Mentors guided Delegates in their career development by supporting them with confidence building, planning impactful initiatives, and working towards achieving gender equity outcomes and social impact in their communities.

Delegates also built connections with one another – forming a network of like-minded peers from around the world to share experiences, ideas, goals, and dreams with.





There is something incredibly powerful about being able to stand in the same room as people who share the same hunger for change.

It is empowering and transformative. It is also extremely rare. For so many young people, countless barriers stand in the way of accessing these kinds of spaces – starting from financial ones.

Fora is unique, not only for its commitment to dismantling those barriers but also for its long-term vision.

The emphasis on training allows for the creation of a change-making “domino effect,” wherein the few Delegates that have been supported throughout the Summit have the potential to continue producing impact by passing on the tools they have learned to their communities.

This combination of short and long-term vision results in an astounding organization that provides absolutely accessible and life-changing opportunities to a smaller group of young leaders, while also nurturing long-term, sustainable change.



Alice Bruno (she/her)

2022 Global Summit Delegate – Italy





THE GLOBAL SUMMIT EVENT: Innovation for an Equitable Future

On November 4th, over 200 members of the Fora community joined our Delegates at our Global Summit event in Toronto. Young trailblazers joined established leaders from the corporate, nonprofit, civil society, and government sectors for a full day of leadership training, networking, and mentorship.

Our participants reflected our community:



Over 114 of the Global Summit event attendees were under the age of 30



Our keynote was delivered by 18 year-old Toronto-based climate activist and poet, Sarah Syed



Speakers included young experts as well as racialized, Indigenous, trans & non-binary leaders

Attendees participated in dynamic panel discussions to address local and global barriers to gender equity through innovation and technology and gained tools and resources to include more young, diverse voices in decision-making.



What Global Summit event attendees are saying...

"The panelists and moderators made the atmosphere very comfortable to ask questions and share perspectives. I also liked that there were diverse voices in all the panels. Very interesting and insightful conversations!"

"The energy of the event was amazing - the delegates and the participants, in general, were so keen to be there and learn. It was a joy and a really welcoming, inspiring, revitalizing space."



LEADERSHIP IN ACTION: **Meet Cristina**

Representing Romania at the 2022 Global Summit, Cristina Pogorevici (she/her) truly made the most of every moment this program has to offer.



I felt honoured to be selected to represent Eastern Europe as the first-ever Delegate from Romania. But in fact, that was not nearly the most important achievement.

It was learning from the experiences of 29 incredible women and gender non-conforming people from 24 countries about how they are trying to move the needle and fight for rights through advocacy!



Cristina was dedicated to meaningful and reflective participation and community-building. As Fora's Global Programs and Engagement Officer, Maxime Matthew put it best: "She brought respect and reciprocity to her approach throughout the program and in her advocacy work, and contributed positively to uplifting the spirit of the Delegate community."

Cristina also demonstrated incredible resource-sharing and leadership (as one example – she took the initiative to create a space for Delegates to share educational and career development resources with each other!).



The Global Summit inspired me to take action! Hearing the stories of fellow Delegates from all over the world, about how they are providing access to resources for young women in STEM, advocating in international organizations, or helping their communities on the ground was a transformational experience. We were brought together as strangers but, somehow, I felt support like never before. It almost made me feel as if it was easy to start taking steps toward starting my own initiative! "



Since the Summit, she has launched a social impact initiative called FeminEast, a financial education resource for Eastern European women. She adds: "I had thought of FeminEast before, but through the encouragement and feedback of the Fora Delegates, paired with the skills from the workshops on storytelling, problem-solving, and the Summit event – I felt like the ability to take action was in my hands."

The support and community Cristina built transcends the Global Summit program: "Even after I returned home, the support stayed strong, and we often checked in with each other, supported each others' initiatives on social media, and even hosted each other when we happened to cross paths in the same country."

We look forward to following the journeys of our Delegates as they continue to transform their communities through championing gender equity and social impact initiatives.

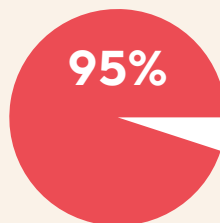


NEXT LEVEL LEADERS: Our response to the pandemic's disruptions to the economy



The Next Level program was launched in 2021, in response to the urgent and disproportionate disruption so many young women and gender-marginalized youth faced as a result of the COVID-19 pandemic. Through this pilot program, we provided leadership training to 14 young participants from the retail and hospitality sectors, to help them gain the tools, knowledge, and networks needed to achieve their career goals.

Through weekly online workshops and bi-weekly coaching, participants had the opportunity to build skills in leadership, negotiations, communications, marketing, financial literacy and budgeting, job interviews, resume-writing, and networking.



Before the pandemic, 95% of employed young women* in Canada were working in the service sector. With lockdowns and disruptions, young women suffered employment losses at 3x the national average.

*For the purpose of this program, we use the term “young women” when referencing Statistics Canada data, recognizing this data does not accurately reflect all those navigating gender-based barriers, including trans and non-binary youth.

Our Impact in Numbers

14 Next Level
Participants

14 Next Level
Coaches

100%

of participants felt more confident
making decisions regarding next
steps in their careers

91%

of participants felt more
confident speaking up when
their voice was needed



“ It was great to be in a Zoom room with like-minded people who wanted to help you succeed. The program helped me gain confidence and helped me be better prepared for the professional world.

Brianna dos Santos (she/her)

Next Level Leader



ADVOCATING FOR MORE EQUITABLE DECISION-MAKING SPACES FOR YOUNG LEADERS

Through research, workshops, and connecting young leaders with opportunities to make their voices heard, our advocacy strategy addresses root causes and barriers that prevent young leaders from fully and meaningfully engaging in spaces of power.

FORA APPROACHES OUR ADVOCACY WORK THROUGH THREE PILLARS:

1. Equity

More young leaders from diverse backgrounds are equipped to lead! This means dismantling policy, funding, and other barriers that disproportionately impact diverse leaders, and equalizing opportunities, access, and supports.

2. Public Life

Public and private institutions meaningfully engage young leaders marginalized by their gender. This means expanding institutions and sectors of public life young leaders are engaging in, and challenging decision-making that excludes their needs and skills.

3. Redefining Leadership

The qualities young leaders possess are valued as core leadership abilities. This means challenging root causes and barriers gender-marginalized youth are facing, and redefining societal norms about who a leader is.

All spaces of power should feel incomplete without gender-marginalized youth in the room!



2022 Highlights Include:

- Hosting “Creating Space at the Table: Sparking a Passion for Politics in the Next Generation” in partnership with McMillan Vantage, featuring Senator Kim Pate (ISG), Marissa Fortune (Young Diplomats of Canada), Anushka Kurian (McMillan Vantage), and moderator Bailey Greenspon
- Publishing the Young Feminist Recovery Report by Fora's Ariana Seferiades, researched in partnership with the Samuel Centre for Social Connectedness
- Speaking about the importance of meaningfully including young voices in decision-making at the National Collective of Women in Business “Mind the Gap” Summit
- Inviting one young woman to take on an advocacy leadership role at Fora, by participating in a Seat Share with Plan International Canada
- Participating in the “Generating Political Will & the Path Forward” Task Team, convened by Prime Minister Justin Trudeau and Global Affairs Canada, in preparation for the Anti-Corruption High-Level Roundtable co-organized by the governments of Canada, Ecuador, and the Netherlands. Fora examined ways to strengthen international anti-corruption legal frameworks and integrate and innovate youth and gender into positive solutions within governance structures

Meet Ariana

In the summer of 2022, we welcomed Ariana Seferiades (she/her) as our Research Fellow, who joined us through the Samuel Centre for Social Connectedness.

Ariana brought her background as a social anthropologist and her passion for gender equity to the Fora team, as she generated meaningful research and helped tell powerful stories that built community and drove impact.

She shares that:



Research, especially when grounded in feminist principles, is essential for enacting social change towards a society that is more equitable, inclusive, and sustainable.

Feminist research takes the lived experiences of young people seriously, providing insights into the everyday obstacles they face to fully participate in public life, and the strategies they employ to navigate power dynamics.

By integrating their lived experiences, research equips decision-makers to connect theoretical frameworks with practical realities and to formulate tangible strategies to influence public policy.



Her research culminated in publishing a [Young Feminist Recovery Report](#), which explored the status of young women and those experiencing gender-based discrimination in the Canadian economy amidst the COVID-19 pandemic. Her big takeaway from the research?

“In a context of overlapping global crisis, it is pressing to not only (re)imagine what systemic change would look like, but to actually start creating systems that are more flexible and fluid. Systems that can adapt to the changing reality we are living in, with young women and gender-marginalized youth leading the way. This involves critically fostering youth engagement and participation in public life by investing in building social connectedness at the community-level, designing more accessible and innovative participatory mechanisms, and allocating resources to support and mentor young people, in particular those from marginalized communities.”

CONNECTING WITH OUR COMMUNITY

Throughout the year, we collaborated with exceptional leaders within the Fora community on initiatives like:



Hosting a Black History Month networking session led by Global Summit Ambassadors Tiyi Ayeva and Nyasha Duri on “Navigating the World & Finding Community as Black Women and Gender-diverse Individuals”.

Creating a bank of Resources, Opportunities & Networks for Black Women and Gender-Diverse Youth, in consultation with our Black community.

Delivering a Pride Month panel on “Creating 2SLGBTQIA+ Inclusive Leadership Spaces,” led by young leaders in our community.

Publishing an article informed by sustainability experts within our community, examining the connection between gender equity and climate advocacy, and why youth leadership is integral to a sustainable future.

Participating in a Seat Share with Plan International Canada, inviting one young woman to take on a leadership role at Fora by sharing recommendations on moving toward a young feminist COVID-19 economic recovery.





A SHIFT IN OUR LANGUAGE

This year, our team spent time unpacking who we serve and how we can best support our participants through our inclusive programming, policies, practices, and communications.

As part of these conversations, we recognized that we haven't always been gender-inclusive, and we haven't always had the language, practices, policies, and infrastructure in place to make sure we could fully support everyone in our community.

In October, we issued a statement to let our community know that we were acknowledging and actively working on this. Over the next year, we are intentionally focusing on:

- **Shifting our language to more accurately reflect the community we serve**
- **Making sure our spaces (internal and external) stay free from harm and invite bravery**

We know this is an ongoing process and we still have lots of work to do.

We are thankful to our community for being part of this conversation, for inspiring honest and radical change, and for sticking with us as we continue to strive to do better.

Here's what you had to say in response...



Incredible to see Fora following through with their equity commitments and in reflecting the needs of your community!



Love this transparent sharing of thinking and process. I hope it inspires others.



I love to see Fora consistently holding itself accountable for its growth and change. So refreshing!



Love to see Fora looking inward, seeking guidance from the right people, then taking action. Leading by example!



Fora's transparency is appreciated. You can't change something you don't name.



I want to specifically encourage trans folks - especially trans girls - to take a peek at [the Rise on Boards] program. I'm a huge fan of the name change, and an equally huge fan of Fora!

LAUNCHING ELEVATE

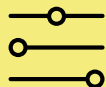
This year, we launched Elevate, a social enterprise designed to give young professionals the customized corporate training they need to break leadership barriers!

Elevate offers curated professional development and training that empowers young leaders experiencing gender-based discrimination to navigate pathways to leadership in corporate spaces. By collaborating with corporations committed to addressing the gender gap in leadership, we're delivering sessions that equip employees with the tools and skills they need to grow in their careers!

In 2021, only 6% of S&P 500 companies were led by women, and even fewer by racialized women, trans women, and nonbinary leaders.

Through Elevate, we're working with companies to change that!

What makes Elevate unique?



Sessions are customized based on the team's needs (we cover everything from Leading with Emotional Intelligence, to Personal Branding, and more).



Content is curated to address the experiences of young women and everyone experiencing gender-based barriers to leadership.



Sessions are designed to deliver practical training and tangible tools for professionals at the early stages of their career.

Our Impact in Numbers:

9

sessions delivered

138

young professionals trained



“

This workshop was the perfect way to kick-start conversations about who we are as a team, what we value, and how we can put it into practice on a more regular basis.”



Anjum Sultana
Plan International Canada
Director of Youth Leadership & Policy Advocacy

“

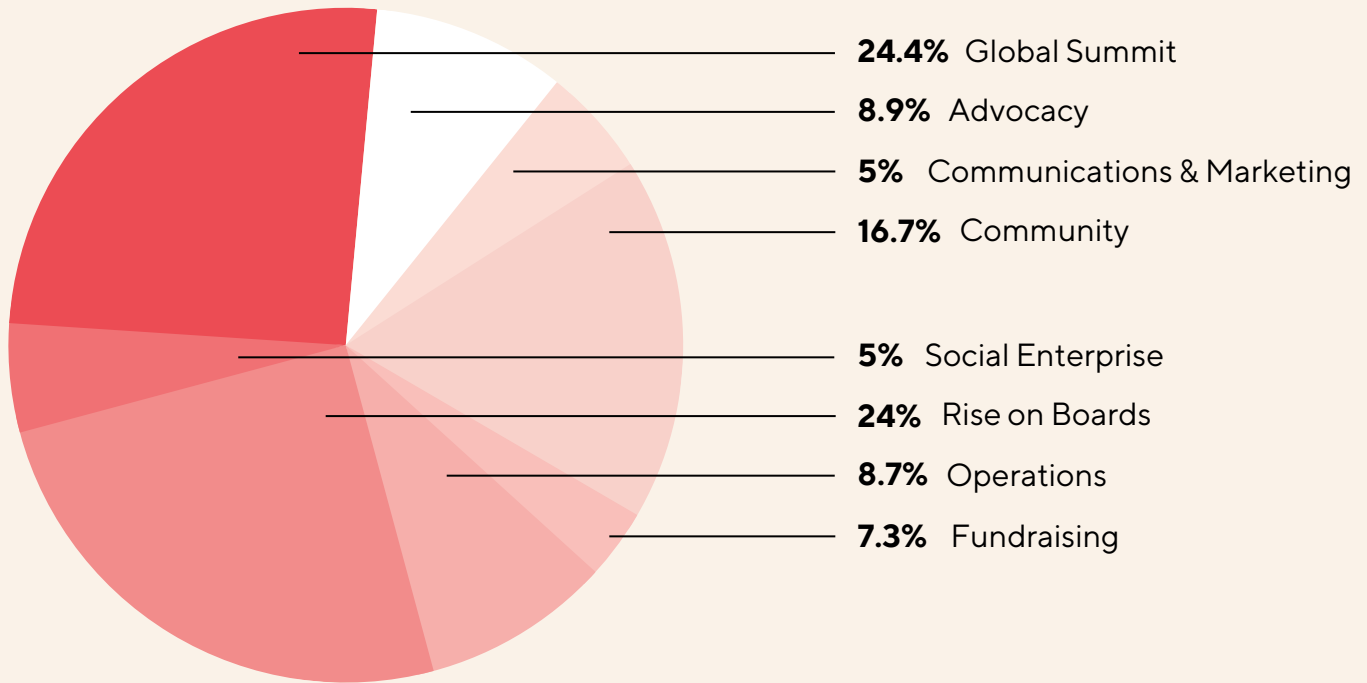
The content was insightful, the format was engaging, and the facilitators were personable. Our session was both valuable and enjoyable!”



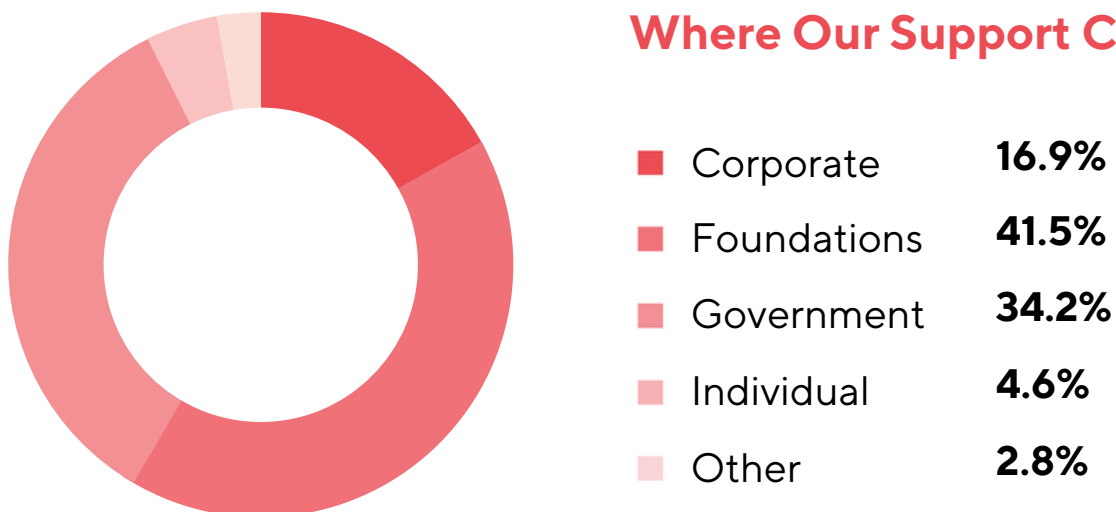
Heather Beamish
Cambridge Forums
Manager, Web Content & Digital Assets

OUR FINANCIALS

Your Gifts at Work



Where Our Support Comes From



2022 Financial Statement

For the year ending December 31, 2022

	2022	2021
ASSETS		
Current Assets		
Cash	\$484,230	\$561,361
Accounts receivable	148,049	6,792
HST recoverable	24,823	11,458
Prepaid expenses	9,822	6,931
Total Current Assets	666,924	586,542
Capital Assets	6,476	2,621
Total Assets	<u>\$673,400</u>	<u>\$589,163</u>
LIABILITIES		
Current Liabilities		
Accounts payable and accrued liabilities	\$8,502	\$15,301
Deferred contributions	395,749	199,893
Total Liabilities	404,251	215,194
NET ASSETS	269,149	373,969
	<u>\$673,400</u>	<u>\$589,163</u>
CONTRIBUTIONS	\$1,037,599	\$735,254
EXPENSES		
Advocacy	100,636	33,912
Communications	57,337	17,976
Community	191,171	156,972
Fundraising	83,209	58,747
Operations	99,894	52,860
Rise on Boards	274,484	183,324
Social Enterprise	56,882	101,757
Global Summit	278,806	45,214
Total Expenses	1,142,419	650,762
EXCESS OF REVENUES OVER EXPENSES	(104,820)	84,492
Net assets, beginning of the year	373,969	289,477
NET ASSETS, END OF THE YEAR	<u>\$269,149</u>	<u>\$373,969</u>

Special thank you to our generous supporters!



We extend our deepest gratitude to our valued sponsors and supporters.
Thank you for making our work possible.



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FOUNDATION

Warmest thanks to our incredible community

Thank you for your tireless work to ensure young women and gender-marginalized leaders are included and heard in decision-making spaces.

Our Team

Heather Barnabe, Chief Executive Officer (maternity leave)

Miriam Buttu, Interim Chief Executive Officer

Allie Reddon, Officer, Development & Operations

*Atifa Hasham, Senior Programs Officer

Alexandria Bohémier, Advocacy Manager

*Bailey Greenspon, Director of Programs

Cari Siebrits, Communications Manager

Jennifer Vachon, Director of Programs & Advocacy

Jenny Jay, Communications Officer

*Kelly Weiling Zou, Communications Officer

Marija Shaw, Senior Manager, Development & Operations

Maxime Matthew, Global Programs & Engagement Officer

Pamela Christine Galenzoga, Senior Program Officer, Rise on Boards

Viktoriya Vus, Project Coordinator, Rise on Boards

**Heartfelt thanks to our dedicated colleagues who moved on to new opportunities in 2022.*

Our Board of Directors

Dr. Rumeet Billan (Chair)

Elizabeth Dipchand (Secretary)

Minora Arnold (Treasurer)

Chauntae De Gannes

Tanvi Girotra

Nadia Theodore

Jacq Brasseur

Beth Dewitt

Suzanne De Lint

Robin Holloway

Rise on Boards Steering Committee

Caroline Marful (Chair)
Amal Elmi (Co-Vice Chair)
Sarah Mariani (Co-Vice Chair)
Sibel Cicek
Elizabeth Tuck
Khadija Waseem

Global Summit Steering Committee

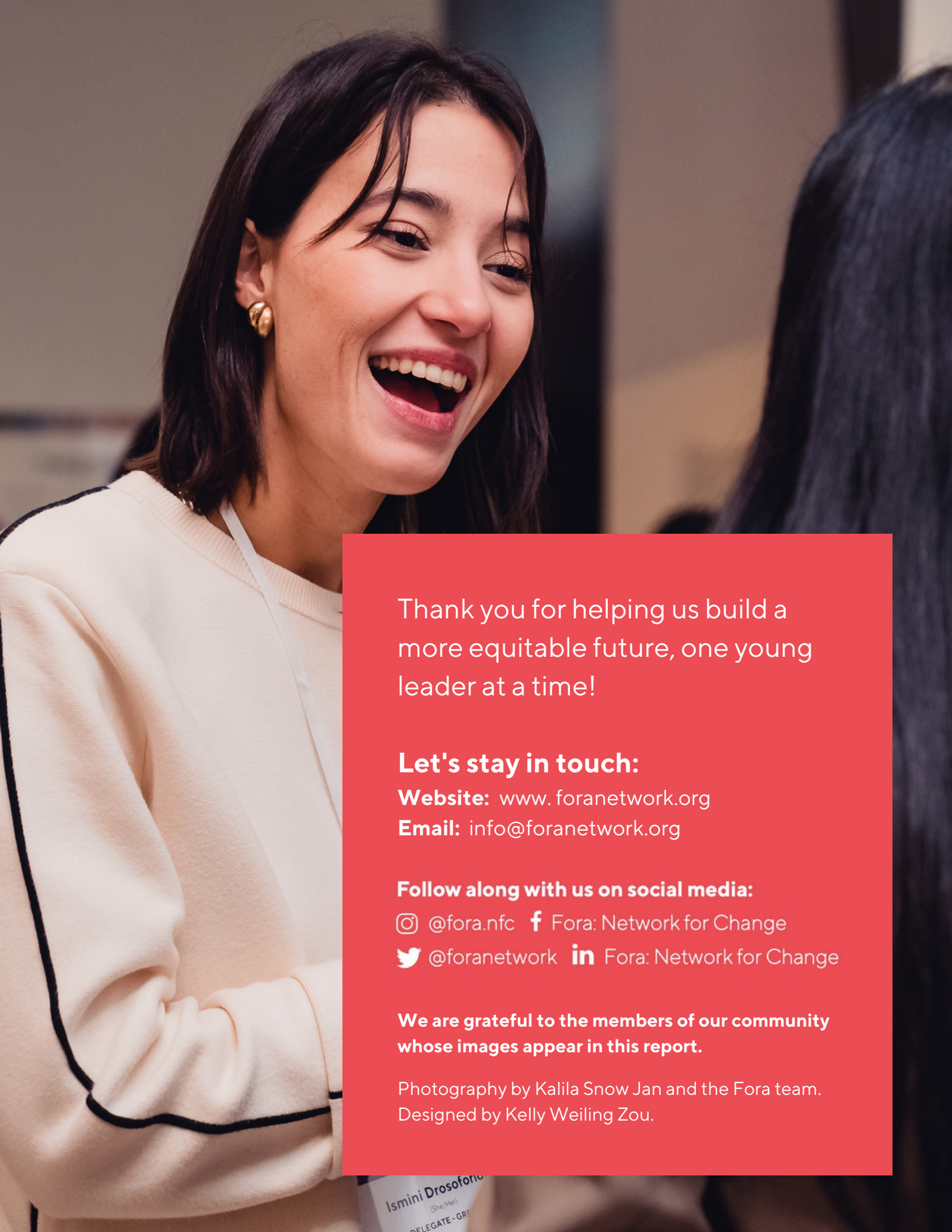
Arizona Leger (Chair)
Dunola Oladapo (Vice Chair)
Ayushi Banerji
Lena Hoffmann
Lara Kasbari
Justine Landis-Hanley
Eunkyung Scarlett Son

Next Level Advisory Committee

Uswah Ahsan
Hibaq Gelle
Chanèle McFarlane
Sarah Mariani
Crystal Witter
Brianna Brown
Jace Meyer
Elle AyoubZadeh

Global Advisors

Ashleigh Au
Heidi Bonnell
Elana Chan
Joanne Fedeyko
Amy Greenshields
Lisa Kimmel
Julie Reilly
Kristine Stewart
Paddy Torsney



Thank you for helping us build a more equitable future, one young leader at a time!

Let's stay in touch:

Website: www.foranetwork.org

Email: info@foranetwork.org

Follow along with us on social media:

 @fora.nfc  Fora: Network for Change

 @foranetwork  Fora: Network for Change

We are grateful to the members of our community whose images appear in this report.

Photography by Kalila Snow Jan and the Fora team.
Designed by Kelly Weiling Zou.

Ismini Drososforou
(She/Her)
DELEGATE - GR