



CMW

2022
**ANNUAL
REPORT**



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BOARD AND EXECUTIVE DIRECTOR MESSAGE

Salam and greetings,

Last year, CMW's world was shaken by the news of our beloved Fauzia Mazhar being in a critical accident thousands of miles away from family, friends, and home. We regrouped to figure out our way forward. The team effort was remarkable. It was heart warming to see the love we received from the community. Now, Fauzia is home, surrounded by loving family and friends, and recovering.

In 2022, we launched Women Building Women, a new program that breaks social isolation and increases economic empowerment among racialized Muslim women. We're so proud of this achievement and wish all participants the very best.

Our youth program, Youth Leaders 4 Change, became a platform for the first-ever Waterloo Region Muslim Youth Council that studied gaps in mental health services for racialized youth.

Our efforts to counter hate, racism, and Islamophobia, were recognized and supported by the Region of Waterloo in the form of concrete steps. There's more detail about this achievement in the report.

Another milestone was the completion and sharing of the eye-opening First Annual Snapshot of Hate in Waterloo Region Report.

It clearly shows the need for more anti-hate work, collaborations, and allyship in the community.

None of this work could have been done without the non-stop commitment of our staff, board members, community partners, donors, funders, and our amazing volunteers, who always step up whenever CMW needs them.



Sarah Shafiq
CMW Interim ED



Ghazala Fauzia
CMW Board Chair

HOPING FOR BIG SUCCESSES IN 2023!

ABOUT CMW

These values guide all we do.

EMPOWERMENT AND SUPPORT

We encourage, support, and equip current and future women leaders to foster positive change in their communities.



SOCIAL ACTIVISM

We actively promote social justice locally and nationally.



OUTREACH

We constantly strive to build bridges and focus on removing systemic barriers faced by marginalized communities.



EQUITY, INCLUSION, AND DIVERSITY

We strive to create safe spaces, seek to understand, support belongingness so everyone is welcomed and encouraged to participate.



KEY PROGRAM NUMBERS



Together Against Islamophobia

54
EVENTS
4,206
SERVED



Towards Violence Free Homes

60
EVENTS
614
SERVED



Youth Leaders 4 Change

28
EVENTS
334
SERVED



Women Building Women

45
EVENTS
923
SERVED

CMW & COMMUNITY LEADERS MEET PRIME MINISTER JUSTIN TRUDEAU

In 2022, Fauzia, joined the National Council of Canadian Muslims (NCCM) and other community/organization leaders working to counter hate for a meeting with federal representatives, including PM Justin Trudeau. Advocating for the community, Fauzia asked for policy changes, well-rounded prosecutorial outcomes against hate crimes, increased survivor rights, more access to victim resources, and more public education to eradicate Islamophobia.



REGION OF WATERLOO MUSLIM YOUTH COUNCIL



Our Youth Leaders 4 Change (YL4C) program formed a council of nine (9) racialized Muslim youth (aged 14-25) to lead a study into mental health service gaps in Waterloo Region. The youth group was funded by the (former) Kitchener Waterloo Community Foundation's Ted and Andrea Witzel Family Fund and Astley Family Foundation. The council will present its work to stakeholders in 2023.

YOUTH COUNTERSPEECH LAB SESSIONS

In 2022, we launched a youth Counterspeech Lab, a learning space to empower racialized Muslim youth to counter online hate. We trained 33 youth, aged 14–25, with partners, such as Waterloo Regional Police Service, Community Justice Initiatives, Heart Beats Hate, and Quarry Integrated Communications Inc. Youth learned about cyber safety, online hate, restorative justice, and more. After each session, the youth created their own online counterspeech campaigns.



WOMEN BUILDING WOMEN

Early in 2022, we formally launched Women Building Women (WBW), a program focused on enhancing social and economic inclusion for racialized Muslim women. The first project was Rising Together: Women Entrepreneurs, funded by the City of Kitchener's Racialized and Indigenous Supports for Equity (RISE) grant. The 10-session project helped 19 racialized Muslim women gain financial, business, and marketing knowledge.

ANTI-ISLAMOPHOBIA PARTNERSHIP WITH REGION OF WATERLOO

Another major milestone we reached in 2022 was obtaining Waterloo Region council's support when it unanimously passed a motion approving CMW's recommendations around anti-Islamophobia steps needed in the region. We're proud of this working relationship with the Region that continues to assist us in our work against hate through funding and by actions, showing ownership of crucial anti-hate work we continuously need to do.

COUNCIL AGREED TO:

Commit to recognizing Jan. 29, the National Day of Remembrance of the Québec City Mosque Attack and Action Against Islamophobia as an annual day of commemoration of the victims of the Québec Mosque shooting, and continue to participate in the Green Square Campaign

Implement anti-Islamophobia training for regional staff

Consider amendments to the Region's Code of Conduct By-Law to address harassment based on race, religion, gender identity, or sexual orientation and other grounds protected under the Ontario Human Rights Code occurring within regionally owned and occupied public spaces

Engage area municipalities to consider similar opportunities for by-law review and enforcement

Provide financial support to bolster the CMW's Anti-Hate Services



SNAPSHOT OF HATE IN WATERLOO REGION – FIRST ANNUAL REPORT

We marked a year of the launch of our Anti-Hate Services in 2021 with a milestone Snapshot of Hate in Waterloo Region - First Annual Report. Here are some highlights from the report:

✓ Out of all the hate-related cases reported, 78% happened in person

✓ The largest number of cases took place in the City of Kitchener, followed by the City of Waterloo and then the rest of Waterloo Region

✓ Hate-related reports mostly came from neighbourhoods and schools

✓ Majority of victims were aged between 23 and 43

✓ Islamophobia was the most common type of hate experienced by victims, followed by xenophobia (anti-immigrant sentiment)

You can read the full report at cmw-kw.org.

TOGETHER AGAINST ISLAMOPHOBIA (TAI)

We deliver programming using a Bridge Building, Advocacy, Training (anti-Islamophobia), Education (Outreach & Awareness), and (Anti-Hate) Services model also known as:



Bridge-Building



Education



Advocacy



Training



Services

BRIDGE-BUILDING ACTIVITIES

BRAVE CIRCLES

In 2022, our Brave Circles session was attended by five brave people. Participants received the format well and were able to ask pinching questions about Islam and Muslims.

I would highly recommend taking the time to attend a Brave Circles event. Attending Brave Circles was so meaningful and memorable, an amazing opportunity to build bridges."

Rod Friesen

Mennonite Central Committee Ontario

TEA AND TALES WITH MUSLIM WOMEN

We hosted seven (7) Tea and Tales events, one of which helped us mark International Women's Day (IWD). About a 100 participants attended the IWD event and learned about Muslim culture.

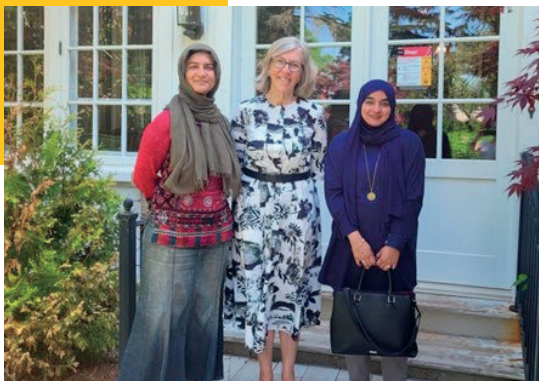
"Such a right time for IWD - Doing something where we learn a lot about Muslim women and their cultures."

Participant



ADVOCACY IN THE COMMUNITY

In 2022, the Together Against Islamophobia (TAI) staff conducted **12** advocacy sessions, including a collaboration with Waterloo Region Immigration Partnership on the International Day for the Elimination of Racial Discrimination, attended by **119** people. Advocacy included discussing with the University of Guelph how we can collaborate to mitigate on-campus Islamophobia harm. TAI staff also attended a Waterloo Region sentencing for an Islamophobic hate crime to read an impact statement on behalf of the Muslim community.



TRAININGS

"The (anti-)Islamophobia workshop provided by Mifrah and Fauzia from the CMW of KW was a powerful (un)learning opportunity for the School of Social Work's Bachelor of Social Work (BSW) students."

Andrea Daley
University of Waterloo



ANTI-ISLAMOPHOBIA
22 TRAINING
SESSIONS


518
REACHED

EDUCATION ABOUT ISLAMOPHOBIA

The TAI team didn't miss a beat in educating the community. In 2022, the team comprising of, Ekram Al Momani, Mifrah Abid, Anahid Shirkhodae, and Maryam Farooque, delivered information about our Anti-Hate Services to more than **3,200** community members.



SERVICES

Under the TAI banner, we offer Anti-Hate Services using which victims or witnesses of hate can report their cases. Incidents can also be reported in behalf of a victim. After reporting, victims also able to access one-one support services, such as advocacy, culturally sensitive counselling, Sulah (mediation), access to legal help, and more.

OUR ANTI-HATE WORK BY THE NUMBERS


68
CASES
JANUARY -
DECEMBER 2022


36
ONE-ONE
SUPPORT



10

TOWARDS VIOLENCE FREE HOMES (TVFH)

In 2022, we streamlined our TVFH programming from 10 to five community support workers (CSWs), who provided monthly education, information, and support services to their communities. The CSWs also spent time at Kitchener and Waterloo neighbourhood community centres, organizing information sessions to bring social support to isolated women, information about Canadian systems, connections with organizations, and resources for gender-based violence.

Thank you to Julie Thompson, Community Development Specialist, Region of Waterloo, for always thinking of CMW for any opportunity to support our work.

COMMUNITY SUPPORT WORKERS (CSWS)



Bouran Abbas
Arabic Speaking CSW



Munnaza Abbasi
South Asia CSW



Eda Ozturk
Turkish CSW



Tuba Sangar
Farsi/Pashto CSW



Rahmah Omar
Black/African CSW

125

Arabic-speaking community members reached

211

Urdu/Hindi/Punjabi-speaking community members reached

60

Turkish community members reached

100

Dari/Farsi community members reached

114

Black/African community members reached

"Appreciate this so much, and for connecting me with a lawyer for 30 min free consultation."

Participant

"It was amazing to have your support throughout Dil Ba Dil's journey — our first-ever early intervention support group for women Afghan newcomers! It has been a long but successful journey, and we wanted to share it with you. Our participants learned a great deal from all the community speakers, and we're grateful to know there is support within the community when they need it most."

Participant

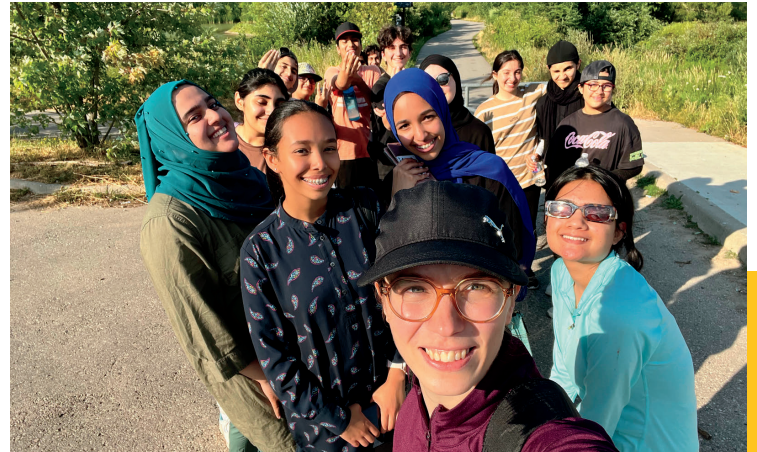


YOUTH LEADERS 4 CHANGE (YL4C)

In addition to launching and hosting two successful Counterspeech Labs and bringing together the first-ever Waterloo Region Muslim Youth Council, the YL4C youth staff organized 15 events that engaged more than 300 youth in the region. The events focused on increasing socialization and skill building among racialized Muslim youth in Waterloo Region.

"This was fun you should do more of these. It's a fun way to educate people about equity and unity. Thanks for taking the time to do this."

Participant



"This event was very informative and felt nice to hear experiences. You (as) mentors are amazing. You guys talk very clearly and freely, which is very important."

Participant

WOMEN BUILDING WOMEN (WBW)

LEADERSHIP AND BOARD GOVERNANCE TRAINING

These trainings prepare racialized community members for leadership and decision-making roles. Last year, we again partnered with Capacity Canada for two Leadership and Board Governance Trainings, provided to 20 participants with funding from Women in Status Canada.

"I loved the leadership training. This will help me in achieving higher career level and taking leadership position in building the community."

Participant

RISING TOGETHER: Women Entrepreneurs

Using a City of Kitchener grant, the project provided 19 racialized Muslim women training in setting up, launching, expanding, and marketing home-based businesses.

CMW COMMUNITY PICNIC


350
ATTENDEES



EID AL-FITR CELEBRATIONS


270
ATTENDEES

"I loved everything about the Eid event; it must have taken a lot of efforts by the staff and volunteer team so thank you for all this."

Participant



TASTE KITCHEN

Two cohorts in 2022



Taste Kitchen is an innovative culinary program, which taught 17 racialized Muslim women hospitality and culinary skills with support from the Cowan Foundation and Conestoga College School of Hospitality & Culinary Arts.

"This program will help me start my own food business or get a job in the food industry."

Participant

CAREER COACHING CIRCLES

"The 7-week sessions have helped me in knowing my skills and the career journey."

Participant

Nur Öztin Kurak, of Kibele Academy, led this 7-week program for 10 racialized Muslim women. The group learned career-related skills, such as resume building, personal presentation, accessing professional resources, and preparing realistic and achievable career goals.

FINANCIAL STATEMENTS

Statements of Operations and Changes in Net Assets

Year Ended December 31, 2022

	2022 \$	2021 \$
Revenue		
Grant revenue (Note 7)	742,574	698,045
Fundraising and sponsorships	58,247	33,588
Purchased services	56,300	22,405
Donations	12,222	19,913
Memberships	380	120
Canada Emergency Business Account (CEBA) loan forgiveness (Note3)	20,000	0
	889,723	774,071
Expenses Administration		
Wages and benefits	56,274	48,231
Office and miscellaneous	13,787	4,686
Professional fees	11,754	15,815
Office rent	9,080	7,909
	90,895	76,641
Programming		
Wages and benefits	508,789	361,976
Subcontracts	74,548	141,490
Facilities rent and hospitality	27,882	20,218
Office and miscellaneous	16,890	22,534
Marketing	10,020	3,634
	638,129	549,852
Fundraising		
Facilities rent and hospitality	24,586	14,644
Wages and benefits	8,577	7,108
Subcontracts	3,000	2,100
Advertising	475	100
	36,638	23,952
	765,662	650,445
Excess of revenues over expenses	124,061	123,626
Net assets, beginning of year	147,843	24,217
Net assets, end of year	271,904	147,843

Statement of Financial Position

As at December 31, 2022

	2022 \$	2021 \$
Assets		
Current		
Cash	808,635	444,615
Accounts receivable	26,520	11,655
HST recoverable	13,018	4,394
	848,173	457,664

Liabilities

Current		
Accounts payable and accrued charges (Note6)	22,629	28,989
Deferred contributions (Note5)	537,754	220,832
Deferrer revenue- purchased services	15,886	0
	576,269	249,821
Long-term debt		
Canada Emergency Business Account (CEBA) loan (Note 3)	0	60,000
	576,269	309,821
	271,904	147,843
	848,173	457,664

Deferred contributions

Deferred contributions are restricted operating funds received in the current year applied to the next year.

	2022 \$	2021 \$
Region of Waterloo	87,521	0
Canadian Race Relations Foundation	56,000	0
The Canadian Women's Foundation	46,559	0
Ontario Trillium Foundation (Resilient Communities)	39,930	34,924
Ontario Trillium Foundation (Project UP)	38,760	50,887
Canadian Red Cross	37,500	0
Kitchener Waterloo Community Foundation (Community Grant)	35,696	0
Community Foundations of Canada	35,217	0
Lyle S. Hallman Foundation	35,148	0
Government of Ontario, Ministry of the Solicitor General	29,192	28,118
Government of Canada, Department for Women and Gender Equality	22,542	68,968
Our Place Family Resource and Early Years Centre	20,000	0
Astley Family Foundation	20,000	0
Government of Ontario	15,162	0
Kitchener Waterloo Community Foundation (Racial Equity)	13,935	2,000
City of Kitchener	4,592	0
Inspirit Foundation	0	8,019
Government of Canada, Department of Canadian Heritage	0	9,027
Kitchener Waterloo Community Foundation (Gender Equality)	0	18,200
	537,754	220,143
Deferred donations	0	689
	537,754	220,832

Grant revenue

During the year, the organization received operating grants as follows:

	2022 \$	2021 \$
Ontario Trillium Foundation	217,100	180,222
Region of Waterloo	154,997	0
Lyle S. Hallman Foundation	100,000	50,000
The Canadian Women's Foundation	99,946	95,775
Kitchener Waterloo Community Foundation	66,581	43,400
Canadian Racial Relations Foundation	56,000	0
Government of Ontario, Ministry of the Solicitor General	55,000	55,000
Government of Canada, Department for Women and Gender Equality	46,501	61,189
Government of Ontario	40,000	0
Canadian Red Cross	37,500	0
Government of Canada, Department of Canadian Heritage	37,106	165,977
Community Foundations of Canada	35,217	0
Our Place Family Resource and Early Years Centre	20,000	0
Astley Family Foundation	20,000	0
City of Kitchener	19,302	9,210
Inspirit Foundation	10,000	50,000
United Way WRC	10,000	20,000
Government of Canada, Canada Summer Jobs	8,595	0
Kitchener-Conestoga Rotary	7,000	0
City of Waterloo	0	1,475
	1,040,845	732,248
Less: deferred contributions	(537,754)	(220,143)
Plus: prior year deferred grants	220,143	185,940
Plus: grants receivable	19,340	0
	742,574	698,045

PROGRAM FUNDERS



Public Health
Agency of Canada

Agence de la santé
publique du Canada



Canadian
Race Relations
Foundation

Fondation
canadienne des
relations raciales

PARTNERS & COLLABORATORS

We could not deliver our crucial community services without our partners and collaborators

- Ace Shawarma & Burgers
- Aunty's Kitchen
- Beth Jacob Synagogue & Jewish Community Centre
- Cambridge Self-Help Food Bank
- Canadian Aweil Youth Association
- Capacity Canada
- Carizon Family and Community Services
- City of Cambridge
- City of Kitchener
- City of Waterloo
- Community Justice Initiatives
- Conestoga College
- Embrace Islamic Society
- Family & Children Services of the Waterloo Region
- Focus for Ethnic Women
- Foodbank of Waterloo Region
- Give 30
- Golden Triangle Sikh Association Gurudwara Sahib Kitchener-Waterloo
- House of Friendship
- IDEA Exchange
- Immigration Partnership Waterloo Region
- Islamic Centre of Cambridge
- Kitchener Public Library
- Kitchener-Waterloo Multicultural Centre
- Mahdi Welfare Organization
- meetpoint - Waterloo
- Mennonite Central Committee Ontario
- Muslim Legal Support Centre
- Muslim Resource Centre for Social Support & Integration
- Muslim Women of Cambridge
- National Council of Canadian Muslims
- Nisa Homes
- Project UP
- Region of Waterloo
- Sakeenah Homes
- Schneider Haus National Historic Site
- Sexual Assault Support Centre of Waterloo Region
- Shelter Movers
- Somali-Canadian Association of Waterloo Region
- The Village at University Gates
- Townline Muslim Centre
- University of Waterloo
- Waterloo Public Library
- Waterloo Region Chinese Canadian Association
- Waterloo Region Crime Prevention Council
- Waterloo Region District School Board
- Waterloo Region Jewish Community Council
- Waterloo Regional Police Service
- Wellbeing Waterloo Region
- Women Empowerment Society
- YMCA of Three Rivers
- YW Kitchener-Waterloo
- YWCA Cambridge

FUNDRAISING & CMW INVOLVEMENT

Thank you for all your support

An ENORMOUS note of gratitude to our sponsors and the following individuals and businesses for their in-kind donations and sponsorships for Kindred Radiant Ladies Night, our annual fundraiser gala.

TITLE SPONSOR: KINDRED CREDIT UNION

Platinum Sponsors

Aesthetics by Dr. Harkiran Mallhi
Chicken Kitchen Cambridge
Kitchener Rotary Club
The Green Party Associations of Waterloo Region

Gold Sponsors

Dr. K. Ashraf Dentistry
Toyota Motor Manufacturing Canada Inc.

Silver Sponsors

Cohen Highley LLP Lawyers
Oma Fresh Foods

Bronze Sponsors

Capacity Canada
Gehl & Gehl Professional Corp.
Gowling WLG
Meher Bano Abid
Pearl & Petal Escape Medical & Laser Spa
University of Waterloo
Zabiha Halal



Muslim Women Entrepreneur Package

Realty Digital Connect Ltd

Corporate Table Sponsors

City of Waterloo
Region of Waterloo
Shahida Umar - RE/MAX Real Estate Centre Inc.
Valko Financial

SILENT AUCTION DONORS

Thank you for your contributions

Donor Name	Business Name
Anonymous	The Body Shop
Anonymous	Yves Rocher
Bahiyye Ahram	Design by Bebo
Betul Elif Budak	Elif Beauty Salon
Bill Todd	Conestoga College
Carole Boucher	Carol Boucher Architect
City of Kitchener	CMW Supporter
City of Waterloo	CMW Supporter
Doha Amine	Oma Fresh Foods
Dr. Melanie Scholz	kindestCup
Dr. Tahira Bilal	Canadian Health and Safety Education
Ebru Kondereli	Esta Chocolates
Fauzia Baig	CMW Supporter
Fauzia Mazhar	CMW Staff
Ghazala Fauzia	Transformation Counselling
Hacer Guneri	CMW Supporter
Hashim Sidahmed	Gehl and Gehl Professional Corporation
Hayden Careless	MTE Consultants Inc.
Jason Hicks	Mercedes Benz
Karen Redman	Chair, Region of Waterloo
Kevin Hebert	Changing the Flow
Kubra Unver	Healing Hearts VA
Lenore Johnson	LenJo Bakes
Maliha Mehmood	MM Collection
MPP Laura Mae Lindo	CMW Supporter
Neslihan Gokcen	Noor Boutique
Robyn Hobbs	Le Prix
Seminur Okan	CMW Volunteer
Shirley Hilton	Waterloo Regional Police Services
Uzair Memon	CMW Volunteer
Uzma Bhutto	CMW Staff
Zeynap Demiriz	Toronto Art Crafts and Turkish Cuisine Toronto

DONORS

Thank you for all the support

We're ever so grateful to our donors that gave to us in 2022. Everybody opened their hearts to us and sent in funds throughout the year. Photo from our 2022 CMW Birthday Fundraiser.



\$1,501-2,500

- Moe Loubani

\$500-\$999

- Aisha Syed
- Anne Wright-Gedcke
- Scott Morton Ninomiya
- Uzma Bhutto

\$51-\$249

- Basalat Siddique
- Debbie Engel
- Denise McGoldrick
- Heather Bigelow
- Judah & Cheryl Oudshoorn
- Katherine Rana
- Lara Shantz
- Leah Reesor-Keller
- Lori Payne
- Margaret Neigh
- Marilyn Hay
- Michael Parkinson
- Nancy Dykstra
- Nancy Vernon Kelly
- Samantha Tremmel
- Sarah Shafiq
- Syed Nayyar Asif

UP TO \$50

- Adrienne Barrett Hofman
- Chloe France
- Clara Pasieka
- John Lougheed
- Sabeen Kamran
- Yvonne Kaine

COME TOGETHER 4 CMW CAMPAIGN

The following champions continued to give monthly through our ComeTogether4CMW campaign. Want to see your name among our champions? Let us know at cmw.info@cmw-kw.org.

- Bahiyye Ahram
- Bareera Sial
- Brenda Halloran
- Cameron Dearlove
- Fauzia Mazhar
- Howida Sayeed
- Karen Coviello
- Lara Shantz
- Marwa Dabbagh
- Mifrah Abid
- Paige Monck-Whipp
- Rebekah Rempel
- Safa Qoussini
- Sandra Hanmer
- Sarah Marsh
- Rahmah Omar
- Ghazala Fauzia
- Scott Williams
- Susan Cadell
- Tracy Elop
- Uzma Bhutto

CMW COMMUNITY INVOLVEMENT

- **Take Back the Night - Action against Sexual Assault:** We joined Sexual Assault Support Centre for this event to promote and advocate for safety for all women, especially women from minority communities.
- **Rohingya Centre Launch Ceremony:** Fauzia joined our community partners at the Rohingya Centre of Canada for their location opening in Kitchener in March 2022. Always pleased to support fellow community agencies.



VOLUNTEER ACTIVITIES

GIVE30 FOOD DRIVE




62
MEALS

“I can’t express how thankful we are for the kindness you have shown and continue to show.”

Participant

FEEDING THE UNHOUSED


19
VOLUNTEERS


\$7,000
RAISED



“I am happy CMW has initiatives for kids to build confidence and feel proud to do something as Muslim community member.”

Participant



HOLIDAY GREETINGS

In the holiday spirit, 17 CMW volunteers made cards for those experiencing homelessness, women living in shelters, and our elderly community members.

LENDING A HAND

Our staff had a wonderful time contributing to a Habitat for Humanity build in Cambridge. There is so much joy in using one's hands to build a home for someone. We wish the family getting the house a lovely life in their new abode!



WATERLOO FESTIVAL

The CMW staff and volunteers are always attending local events and festivals. One such occasion was the Waterloo Festival held in September 2022. Pictured is a staff member talking to a festival attendee.

6,077 

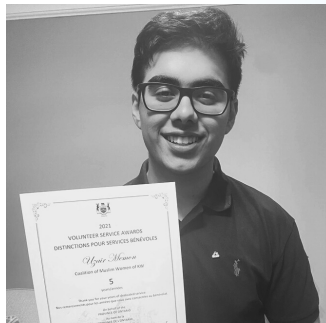
COMMUNITY MEMBERS SERVED

CMW VOLUNTEERS AWARDS

We would be nowhere without the efforts and the love our volunteers give us! In 2022, we recognized nine of our amazing volunteers for the countless hours they've given to CMW.



Zohra Wali
5 years of service



Uzair Memon
5 years of service



Sepideh Samadari
5 years of service



Jumana Alsabah
5 years of service



Madiha Syed
Volunteer Service
Youth Award



Nermin Ozdemir
5 years of service



Fauzia Baig
5 years of service



Atefeh Zarabadi
5 years of service



Joudi Al Haj Ali
Volunteer Service
Youth Award



Fauzia Mazhar

Executive Director
226-499-2269 ext. 4001
fauzia.mazhar@cmw-kw.org



Wisam Osman

Coordinator
Toward Violence Free Homes
226-499-2269 ext. 4006
wisam.osman@cmw-kw.org



Sarah Shafiq

Director of Programming & Services
226-499-2269 ext. 4002
sarah.shafiq@cmw-kw.org



Mifrah Abid

Coordinator
Together Against Islamophobia
226-499-2269 ext. 4007
mifrah.abid@cmw-kw.org



Mehreen Shaid

Director of Funds Development & Communications
226-499-2269 ext. 4003
mehreen.shahid@cmw-kw.org



Maryam Farooque

Coordinator
Anti-Hate Services
226-499-2269 ext. 4008
maryam.farooque@cmw-kw.org



Rowba Mohamd

Administrative Assistant & Bookkeeper
226-499-2269 ext. 4004
Rowba.mohamd@cmw-kw.org



Fatima Awan

Youth Engagement Lead
Youth Leaders 4 Change
226-499-2269 ext. 4009
fatima.awan@cmw-kw.org



Uzma Bhutto

Coordinator
Women Building Women
226-499-2269 ext. 4005
uzma.bhutto@cmw-kw.org



Munise Gultekin

Youth Programming lead
Youth Leaders 4 Change
226-499-2269 ext. 4010
munise.gultekin@cmw-kw.org

CONTACT



Coalition of Muslim Women
Kitchener-Waterloo

- CoalitionofMuslimWomen-KW
- CMW_KW2010
- cmw.kw
- cmw-kw
- cmw.info@cmw-kw.org