

2021



Coalition of
Muslim Women
Kitchener-Waterloo

ANNUAL REPORT

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Message from Chair and Executive Director

Assalam-o-Alaikum/Greetings of peace

After the world was shaken by the pandemic, 2021 was a year when everyone struggled to come to terms with a “new normal.” There were lots of ups and downs, lockdowns, shut-downs, mandates, and masking continued to be implemented indoors for gatherings of all kinds.

In the midst of that, we lost the Afzaal family to a hate-motivated murder. This brutal act turned our worlds upside down. We came together, with much caution, to console and support one another and share the pain. The terrible tragedy also renewed our resolve to keep fighting against hate, racism, and Islamophobia. We also saw an exponential increase in hate and racism, as well as violence against women during the pandemic. Our staff continued to grapple with the ever-changing circumstances as they tried their best to meet the ever-growing demand for our services and programs.

We are very grateful to our funders, donors, and sponsors, who made it possible to meet the growing needs with increased programming and staffing. We attained the status of a charitable organization in February 2022. This put us in a much stronger position with our donors and funders and allowed us to issue tax receipts to those that supported us as monthly or one-time donors. We also hired a consultant to help us develop our financial sustainability plan. In keeping with our strategic priority to achieve financial sustainability, we were able to secure an Ontario Trillium Foundation grant to hire a staff to look after fundraising and communications for the organization.

We also launched several new projects and a new youth program in 2021 and completed a community needs assessment study that gave us a wholesome look at the service gaps for Muslim women in Waterloo region. The information we gathered has given our community a road map for how various stakeholders can come together to create equitable services for Muslim women in Waterloo Region. This study was made possible by the financial support by Department of Women and Gender Equality.

Funding from Kitchener Waterloo Community Foundation supported a most heart-warming and wonderful project that helped us celebrate the stories of Muslim women. We proudly launched Muslimah Stories, celebrating the extraordinary journeys of the Muslim women that surround us. Capitalizing on all opportunities to grow, we also developed and launched our Hate or Discrimination Reporting & Support Service for those facing hate, racism, discrimination, and Islamophobia. Department of Canadian Heritage funding this important service to the community. We will be tracking the data so we can share a report with you in 2022.

Our board also kept very busy as it continues to prepare for accreditation. The development of our first board governance manual kept the board occupied throughout 2021. The board also seized every opportunity to strengthen the governance structure.

Coming out of a year filled with significant challenges that turned into opportunities to serve our communities better has given us much hope and confidence for 2022. We will be focusing our efforts on sustaining the growth that we experienced in 2021 so that we can continue to be of service to the communities who rely on us for crucial support.

Thank you, from the bottom of our hearts to our members, volunteers, board of directors, sponsors, and funders. It's because all of you believe in our work that we can do it with such conviction and surety.

We hope you will continue to walk with us on this journey for many years to come.



Ghazala Fauzia,
Board Chair

Fauzia Mazhar,
Executive Director



CMW

Our values are grounded in faith-based principles that demonstrate the strength of the Islam. These values guide all that 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, nationally and internationally.

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 belonging so that everyone is welcomed and encouraged to participate.

Key CMW Programming



Together Against Islamophobia (TAI)

54 public sessions conducted
1,774 people served



Towards Violence Free Homes (TVFH)

129 community sessions conducted
1,339 women served



Youth Leaders for Change (YL4C)

2 community events
46 youth served

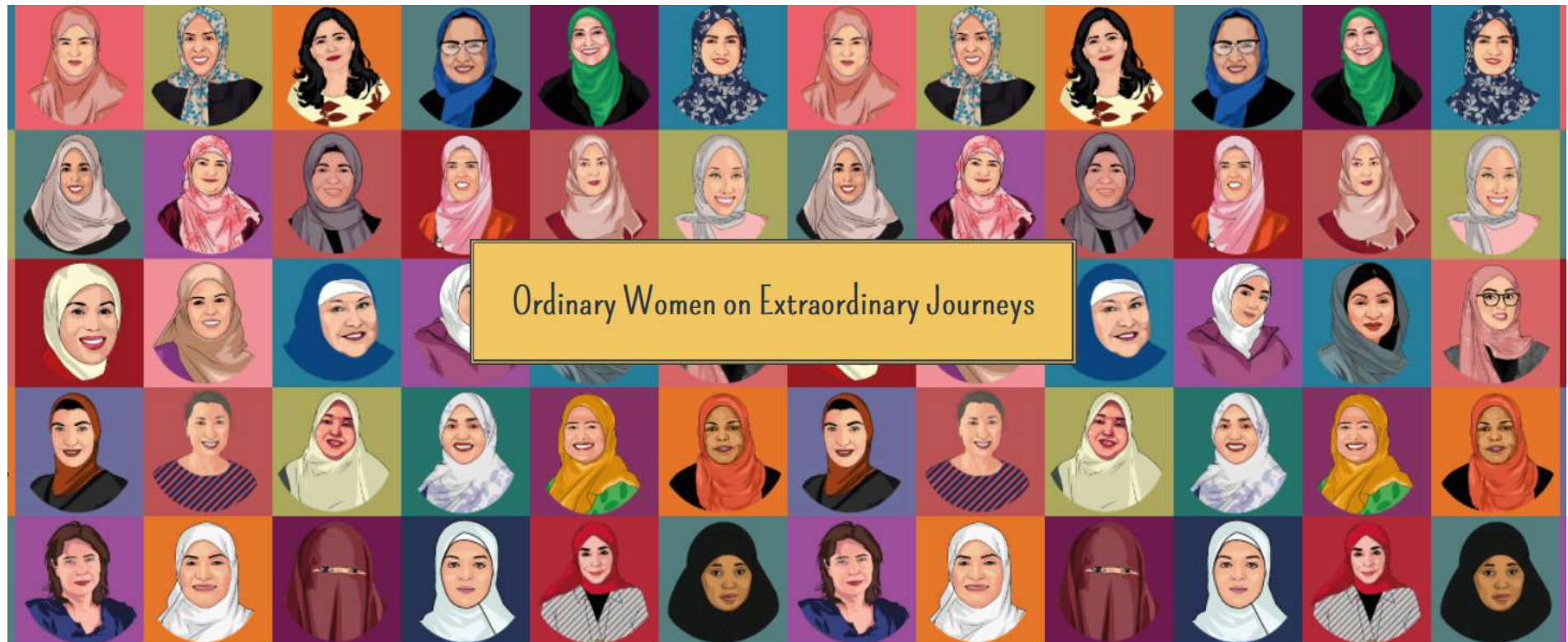


Women Building Women (WBW)

17 community events
246 women and girls served

Total community members served: 3405

Muslimah Stories: Ordinary Women on Extraordinary Journeys



Our strength lies in the passions and talents of the women who built CMW. That's why we created Muslimah Stories, a tribute to the gifts that are the Muslim women, who present a cross-section of the Muslim world. We held a quiet, outdoor celebration to launch the project, which can be read online at: muslimahstories.ca.



Needs assessment study

The Creating Equitable Services for Muslim Women in Waterloo Region study conducted in April 2021 was a major step in the direction of change. The comprehensive report, available on our website, featured voices of women with lived experiences in the themes of access to service, community harm, domestic violence, employment, financial independence, leadership, mental health, policing, and youth. The report outlines recommendations in all these areas that guide service providers and community organizations.

Hate or Discrimination Reporting and Support Service

Last year, we launched our Hate or Discrimination Reporting and Support Service. The system allows residents to register cases of hate, racism, Islamophobia, discrimination, and xenophobia for themselves or for somebody else. The unique aspect of this system is the multilingual one-on-one support services CMW provides.

20 Hate-Incident Reporting System sessions
361 people reached in 9 months.

Total # of cases: 87

25 received support.

9.34% of reported cases experienced a hate incident.

7.27% experienced some form of discrimination or hate crime.

We also took proactive steps and presented our anti-Islamophobia recommendations to all seven local municipalities and the regional government. A summary is presented below.

- Define Islamophobia in consultation with various stakeholders
- Add free-standing provisions to the criminal code for hate-motivated crimes and include specific penalties for different forms of crimes, such as hijab pulling
- Take more action against gendered Islamophobia
- Better fund the Human Rights Commission to decrease wait times
- Revise education curriculum from an anti-Islamophobia lens
- Increase civilian oversight of the police service

Read full recommendations on our website.

cmw-kw.org/pdf/islamophobiasummit.pdf

Together Against Islamophobia (TAI)

Bridge Building

Brave Circles

4 sessions

This program gives Muslim women a safe space to gather and have candid but tough conversations with curious non-Muslims.

Participant quote: "The openness of the group leaders when sharing their personal experiences. I also liked the opening presentation at each session that provided context. No questions were off limits which was exceedingly generous of the moderators."

Participant quote: "The frank and open discussions about matters that are rarely discussed publicly were greatly appreciated. It opened my eyes to the great differences in how Islam is practiced in different countries and cultures. I now feel I have a lot in common with Muslim women. I really liked getting women's perspectives on things. So often the male point of view is the one revealed."

Tea and Tales

A culture café was presented in partnership with Pat the Dog Theatre Creations to celebrate International Women's Day. Muslim women from diverse backgrounds that have made K-W their home shared a collection of powerful inspiring tales.



Another session was conducted for the Community Justice Initiatives Elder Mediation Services staff.

Participant quote: "It's very interesting how we are living in one region and traveling the word through tea and tales."

Participant quote: "Can CMW do more events like Tea and Tales where we can stay for long and ask all the questions."

Tea and Tales Trainings

We trained more of our lovely Tea and Tales with Muslim Women hosts, a popular interactive road show in 2021.

Participant quote: "The training is so powerful, and the trainer is so friendly that I can talk and be open and ask many questions that I didn't get an opportunity and courage to ask from others."



Another Islamophobia-motivated tragedy

On June 6, four members of the Afzal family in London (Ontario) were attacked and killed in a hate crime. The CMW immediately arranged a vigil for the community to come together and share the grief and express anger and frustration.



Anti-Islamophobia Trainings

7 Anti-Islamophobia training sessions Reached 130 people

We also arranged two town halls events with the Waterloo Regional Police Service (WRPS) on the topics of hate crimes and use of body cameras in the service.

2 town hall events attended by 58 people

Participant quote: "I really appreciated that every attendee had many opportunities to ask questions, and it seemed to me that the officers present responded in a spirit of openness."

Participant quote: "The town Hall meeting are very safe place to interact with police."

8 Islamic History Month events

October was one of our busiest times last year. The entire month was spent organizing and running various events that celebrated Islamic history. We collaborated with various local partners, such as Schneider Haus National Historic Site, Mennonite Central Committee Ontario, and Waterloo and Kitchener Public Libraries. It was a fantastic few days of festivities!

CMW Speakers' Bureau:

Our staff and volunteers often visit local organizations as event speakers.

Wisam Osman, coordinator TVFH, was part of the discussion on the National Action Plan (NAP) to End Gender-Based Violence. This event was organized by Sakeenah Homes, a network of women's shelters.

She also participated in a Peaceful Homes: Preventing Violence in the Home During and After Lockdowns, a webinar held by the Canadian Municipal Network on Crime Prevention.

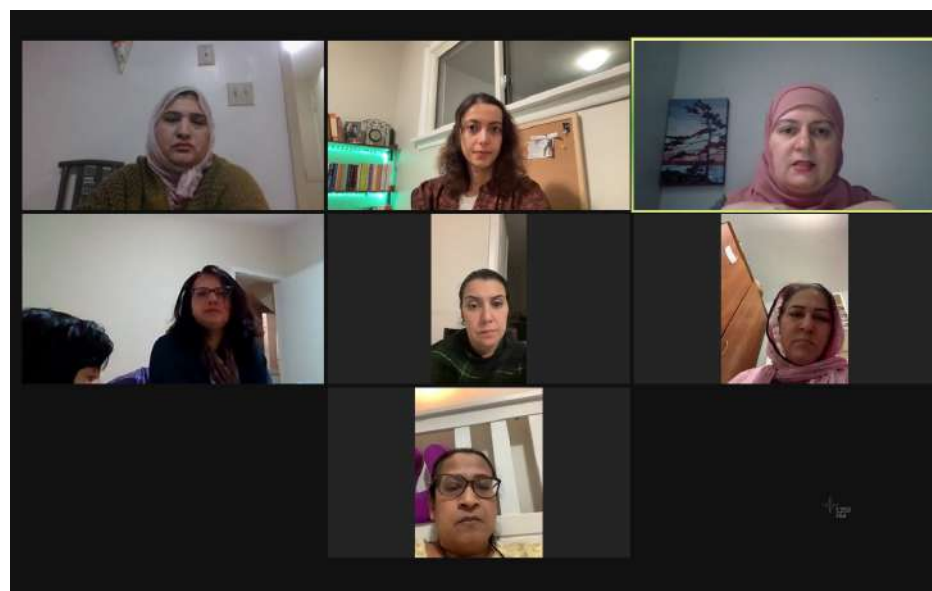
Anneke van den Berg, one of the Muslimah Stories writers, spoke at a session of the Soroptimist International of Cambridge about her contribution to the project. Staff member Uzma Bhutto also attended the same session to talk and take questions about CMW's work in the community.



After the Hate or Discrimination Reporting and Support Service was launched, our staff conducted a number of information sessions, reaching different community groups and organizations.

26 sessions conducted

376 community members reached



Participant quote: "The information session is very informative, valued, easy to understand and educational. I am so glad that I joined."

Participant quote: "Staff immediately shared feeling more confident and comfortable about the process for reporting. There was a great discussion around our roles within that and how to best support and direct our participants moving forward."
- YWCA.

Towards Violence Free Homes (TVFH)

14 Arabic peer sessions

17 Urdu/Hindi/Punjabi peer sessions

11 Turkish peer sessions

15 Gujarati peer sessions

14 Dari peer sessions

8 Somali peer sessions

12 Farsi/Persian peer sessions

25 Tigrinya/Amharic peer sessions

This program is filling a crucial gap in GBV services locally by reaching out to very isolated women and providing them with the information and connections in their own language and based in an understanding of their culture.

Participant quote: "My family was far away, and I didn't want to bother them. You have been my family here."

Participant quote: "My kids and I hadn't received zabeeha (meat slaughtered on Eid ul Azha) in the last few years. Because of you (CMW), we've been able to celebrate Eid ul Azha this year."

Participant quote: "I feel like I've known for a long time. The way you listen and provide services, it doesn't feel like work; it feels like it's from your heart."

We've built a trust between ourselves and the community; we can't stop now.

Youth Leaders for Change (YL4C)

This program provides safe spaces where Muslim youth can develop healthy identities and thrive.

The youth that attended said they're looking for ways to increase their community involvement, leadership skills, participation in arts, culture, and sports, and learn media skills, such as podcasting, etc.

Participant quote: "Thanks for hosting this, it was amazing!! I'm definitely coming here again!!"

Participant quote: "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 quote: "I can tell my friends from peel region about this?"



SINCE ITS LAUNCH, A TOTAL OF...

2 SOCIAL EVENTS

have been organized to get to know Muslim youth and have open and insightful conversations about diversity and inclusion.

34 PARTICIPANTS

joined the events to learn and shared their interests and thoughts on various topics.

136 VOLUNTEER HOURS

were granted to attendees who engaged in discussions the events.

IF YOU ARE INTERESTED IN THE PROGRAM

Register with Fatima Awan, Engagement and Outreach Lead, at fatima.awan@cmw-kw.org

Women Building Women (WBW)

Book club sessions: 12; participants: 77

Participant quote: "What an initiative to bring young Muslim girls and women together and giving them the role of leadership and make money through honorarium – so thankful to CMW for this responsibility."

Participant quote: "So many great books and discussions are happening that we don't want to leave the session."

Participant quote: "This is amazing work CMW is doing, and I wish this can be done in person after Covid is over."

Picnic participants: 72



CMW organized a summer picnic at Waterloo's Kiwanis Park on Aug. 27 to break the isolation COVID-19 had caused. The event was attended by about 72 community members and volunteers. Everybody had great fun playing cricket, badminton, and volleyball. As they munched on yummy goodies, picnickers listened to drumming and other multicultural music.

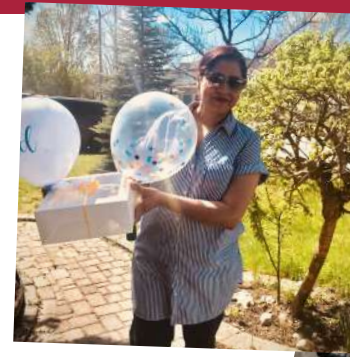
Participant quote: "What a nice idea to bring the families and volunteers together."

Participant quote: "We were so bored during covid and lockdowns, and CMW is the only group who can do this fun and bring us together."

Eid-ul-Fitr



Covid kept us from gathering once again, but we reached out to our volunteers and board members with some sweet Eid treats!



Financial Statements



Statement of Financial Position As at December 31, 2021

	2021 (\$)
Assets	
Current	
Cash	441,615
Accounts Receivable	11,655
HST recoverable	4,394
	457,664
Liabilities	
Current	
Accounts payable and accrued charges (Note 7)	28,989
Deferred contributions (Note 5)	220,832
	249,821
Long-term debt	
Canada Emergency Business Account (CEBA) loan (Note 3)	60,000
	309,821
Net Assets	147,843
	457,664

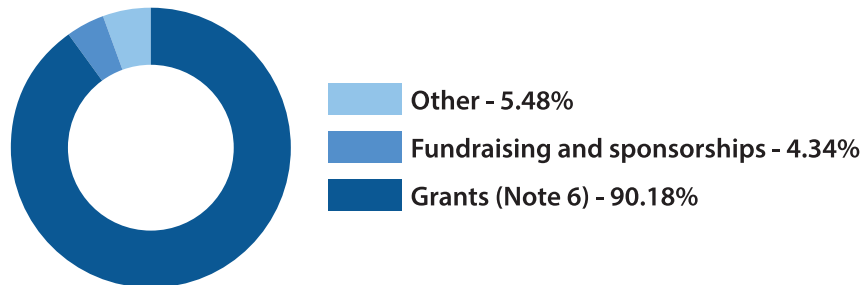


Statement of Operations and Changes in Net Assets Year Ended December 31, 2021

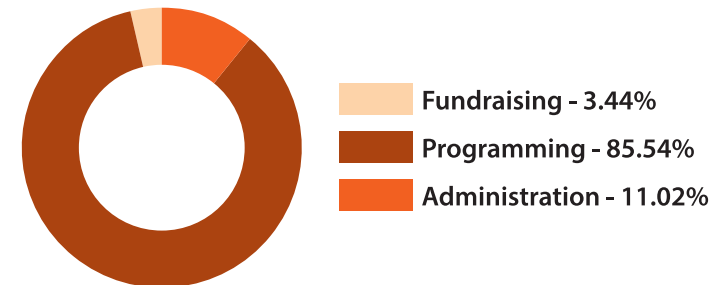
	2021 (\$)
Revenue	
Grants (Note 6)	698,045
Fundraising and sponsorships	33,588
Purchased services	22,405
Donations	19,913
Memberships	120
	774,071
Expenses	
Administration	
Wages and benefits	48,231
Professional fees	15,815
Rent	7,909
Office and miscellaneous	4,686
	76,641
Programming	
Wages and benefits	361,976
Subcontracts	141,490
Office and miscellaneous	22,534
Supplies and food	19,218
Marketing	3,634
Rent	1,000
	549,852
Fundraising	
Supplies and food	11,644
Rent	3,000
Subcontracts	2,100
Advertising	100
Wages and benefits	7,108
	23,952
	650,445
Excess of revenues over expenses	123,626
Net assets, beginning of year	24,217
Net assets, end of year	147,843



Revenue



Expenses



Notes to the Financial Statements As at December 31, 2021

Grant revenue

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

	2021 (\$)
Inspirit Foundation	50,000
City of Kitchener	9,210
City of Waterloo	1,475
Government of Canada, Department for Women and Gender Equality	61,189
Government of Canada, Department of Canadian Heritage	165,977
Canadian Red Cross	0
Kitchener Waterloo Community Foundation	43,400
The Canadian Women's Foundation	95,775
Ontario Trillium Foundation	180,222
Lyle S. Hallman Foundation	50,000
Government of Ontario, Ministry of the Solicitor General	55,000
United Way WRC	20,000
	732,248
Less: deferred contributions	(220,143)
Plus: prior year deferred grants	185,940
Grant revenue recognized	698,045



Notes to the Financial Statements As at December 31, 2021

Deferred contributions

Deferred contributions consist of restricted operating funds received in the current year that relate to the following year.

The deferred revenue consists of:

	2021 (\$)
Inspirit Foundation	8,019
Government of Canada, Department for Women and Gender Equality	68,968
Government of Canada, Department of Canadian Heritage	9,027
Kitchener Waterloo Community Foundation (Gender Equality)	18,200
Kitchener Waterloo Community Foundation (Racial Equality)	2,000
Ontario Trillium Foundation (Project UP)	50,887
Ontario Trillium Foundation (Resilient Communities)	34,924
Government of Ontario, Ministry of the Solicitor General	28,118
	220,143
Deferred donations	689
Total deferred revenue	220,832

Fundraising and other events

On Nov. 27, CMW organized a fundraising gala that was well attended within the capacity limit and had the support from 250 women and partners the community. Thank you to all of the amazing ladies who came and showed their support, and a big shout out to our sponsors for making this a great success.

Participant quote: "We are here to enjoy and support at the fundraising event, and to dance."

Participant quote: "What an amazing event, music, food and decoration. CMW team puts all its efforts in whatever they do."

An ENORMOUS thank you to our sponsors and the following individuals and business for their in-kind donations and sponsorships.

Title Sponsor: Kindred Credit Union

Platinum Sponsors: Oma Fresh Foods, Aesthetics by Dr. Mallhi, Sheeba Kaldgi – Royal LePage

Silver Sponsors: TMMC- Toyota Motor Manufacturing Canada Inc., IM@Events

Bronze Sponsors: Dr. Ashraf K. Dentistry, Shahida Umar – Re/Max, Continental Driving School, Gowling WLG, Zabiha Halal, Waterloo Regional Police Service, Royal Bank of Canada.

Corporate Table Sponsors: Township of Wilmot, Trillium Bilingual Montessori School.

Silent auction donors:

Alison Lopes, mortgage broker, DLC Premier Mortgages
Amber Omer, owner, Fiery Iman
Ati Zar, calligraphy artist
Bahiyye Ahram, owner, Design by Bebo, board member, CMW
Beatriz Luna, Yves Rocher
City of Kitchener
David Marskell, THEMUSEUM
Doha Amine, of Oma Fresh Foods
Ebru Konedrali, owner, Esta Chocolates
Fauzia Baig, board member, CMW
Fauzia Mazhar, executive director, CMW
Ghazala Fauzia, counsellor, Transformational Counselling, board chair, CMW
Kanaga, manager, The Body Shop at Fairview Mall
Karen Redman, chair, of Region of Waterloo
Kashif Memon, professor, University of Waterloo, volunteer, CMW
Kevin Hiebert, founder, Changing the Flow
Laurie Stephens, marketing manager, Charcoal Group of Restaurants
Lorie Hough, travel agent, Northstar Travel
Maliha Mehmood, owner, MM Collection
Marwa Dabbgah, owner, Green Base Health, board member, CMW
Mehdiya, owner, Henna by Mehdiya
MPP Laura Mae Lindo
Nadia, owner, Paradise Boutique
Nour Ali, owner, Nour Modest Canada
Rogers Media
Sarah Shafiq, staff member, CMW
Selam Debs, owner, Juici Yoga
Shawn Hlo, Estée Lauder Canada
Sherene Salih, owner, Chic Party Decorations
Susan Arness, owner, Arness Photography
Tahira Bilal, owner, Canadian Health and Safety Education by Dr. Tahira Bilal, volunteer, CMW
Therese Monaghan, manager, Beverly Tire & Auto
Uzair Memon, volunteer, CMW
Uzma Bhutto, staff member, CMW
Warda Alnunu, owner, La Mer Canada
Zohra Wali, board member/volunteer, CMW

We're ever so grateful to our donors that gave to us in 2021. Everybody opened their hearts to us and sent in funds throughout the year.

\$4,000

Waterloo Masjid

\$2,000

Kashif Memon

\$1,000

Janine Giovinazzo

\$500 - \$999

2662415 Ontario Inc.

\$250 - \$499

Aida Kamel

Ghazala Fauzia

\$51 - \$249

Bareera Sial

Brenda Halloran

Brittany Swidrovich

Cameron Dearlove

Eric Rumble

Fauzia Mazhar

Karen Coviello

Leah Reesor-Keller

Margaret Neigh

Marwa Dabbagh

Rahmah Omar

Russ Stuebing

Sandra Hanmer

Tom Galloway

Tracy Elop

Uzma Bhutto

\$50 or less

Andrea Harding

Aysegul Bagci

Bahiyye Ahram

Chloe France

Clara Pasioka

Emma Sharkey

Howida Sayeed

Ahmed

Kelly Kipfer

Krista Tucker Petrick

Lori Payne

Maureen O'Connell

Pamela Johnson

Romany Arnold

Ryan Hume

Sabeen Kamran

Safa Qoussini

Scott Williams

Susan Cadell

Wajiha Bhatti

Come Together 4 CMW Campaign

The following champions that stepped up to help us launch our monthly giving program, Come Together 4 CMW.

Our wonderful Champions are:

Bahiyye Ahram

Bareera Sial

Brenda Halloran

Cameron Dearlove

Fauzia Mazhar

Ghazala Fauzia

Howida Sayeed Ahmed

Karen Coviello

Marwa Dabbagh

Rahmah Omar

Safa Qoussini

Sandra Hanmer

Tracy Elop

Uzma Bhutto

Want to see your name among our champions?

Reach out to Sarah Shafiq at

Sarah.shafiq@cmw-kw.org to learn more.

Thank You to Our Funders

Canada 



Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada



Ontario
Trillium
Foundation



Fondation
Trillium
de l'Ontario

An agency of the Government of Ontario
Un organisme du gouvernement de l'Ontario



The Ted and Andrea
Witzel Family Fund



United Way
Waterloo Region
Communities



LYLE S. HALLMAN
FOUNDATION



CANADIAN
WOMEN'S
FOUNDATION

We could not deliver our crucial community services without our partners:

- African Family Revival Organization
- Cambridge Self-Help Food Bank
- Canadian Arab Women Association
- Canadian Aweil Youth Association
- Canadian Blood Services
- Canadian Rohingya Development Initiative
- Capacity Canada
- Carizon Family and Community Services
- Central Frederick Neighbourhood Association
- City of Cambridge
- City of Kitchener
- City of Waterloo
- Community Justice Initiatives
- Conestoga College
- Dalton Gleeb's Centre
- Embrace Islamic Society
- Eritrean Islamic Community of K-W Region
- Family & Children Services of the Waterloo Region
- Focus for Ethnic Women
- Foodbank of Waterloo Region
- Give 30
- Hear Me Out, a program by Wilfred Laurier University
- House of Friendship
- Immigration Partnership Waterloo Region
- Islamic Centre of Cambridge
- Islamic Circle of North America – Cambridge-Kitchener-Waterloo Chapter
- Islamic Humanitarian Services
- Kitchener Public Library
- Kitchener-Waterloo Multicultural Centre
- Laurier Centre for Community Research,
- Learning and Action – Wilfrid Laurier University
- Levant Canada
- Mahdi Welfare Organization
- Mennonite Central Committee
- Muslim Association of Canada
- Muslim Social Services
- Muslim Students' Service – Wilfrid Laurier University
- Muslim Women of Cambridge
- National Council of Canadian Muslims
- Pat the Dog Theatre
- Project READ Literacy Network
- Project UP
- Somali-Canadian Association of Waterloo Region
- THEMUSEUM
- The Village at University Gates
- Townline Muslim Centre
- University of Waterloo
- Victoria Community Centre
- Waterloo Masjid
- Waterloo Public Library
- Waterloo Region Crime Prevention Council
- Waterloo Region District School Board
- Waterloo Regional Police Service
- Women Empowerment Society
- YMCA of Three Rivers

Take Back the Night – Action against Sexual Assault

We joined hands with Sexual Assault Support Centre to mark the 2021 Take Back the Night. Safety is a fundamental human right and it has been a concern for women for thousands of years. Muslim women face disproportional violence because they are seen as oppressed and as victims. Let us stand together as one to end violence in all its form.



Volunteer Activities

Once again last year, CMW contributed gifts to the seniors at The Village at University Gates, a long-term care facility. The contribution went toward creating Christmas gift packages for a total of **192** residents. Our member volunteer Sepideh Samandari shared the gifts with the residents.

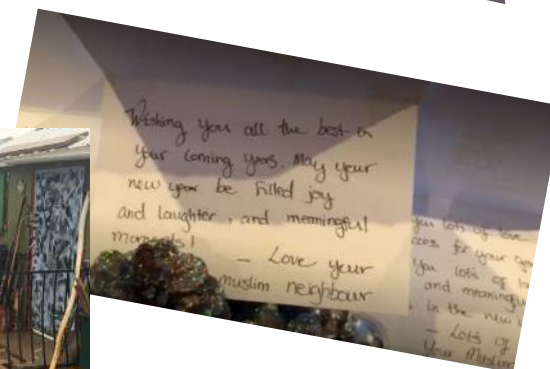
Recipient quote: "What a nice gesture by CMW! Thank you for the donation from our manager and the team."



And we didn't forget our friends at A Better Tent City (ABTC) either. Our volunteers and their children handmade Christmas/seasons greetings cards and put together small gift packs that were taken to those experiencing homelessness. Our partners at Townline Muslim Centre in Cambridge also provided meals to a group of **60** residents at the ABTC.

Participant quote: "We as volunteers want to contribute and get rewards from Allah and send our love and care to the members of the homeless community."

Participant quote: "We want to teach our young kids to have empathy and give back to the community. How thoughtful of CMW to involve us as volunteers."





Stay in touch with us!

 cmw-kw.org

 cmw.info@cmw-kw.org

 [519-576-0540](tel:519-576-0540)



Coalition of
Muslim Women
Kitchener-Waterloo