

2022/2023 ANNUAL REPORT



**IMMIGRANT MIGRANT WOMEN'S
ASSOCIATION OF HALIFAX**

WWW.IMWAH.ORG

Land Acknowledgement

IMWAH acknowledges that our work takes place in Mi'kma'ki, the traditional and unceded territory of the Mi'kmaq people. We are grateful to the L'nu'k for their knowledge and deep connection with this land that continues to guide IMWAH in the next phase of our growth.

We recognize that African Nova Scotians are distinct people whose histories, legacies and contributions have enriched that part of Mi'kma'ki known as Nova Scotia for over 400 years.

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Message from IMWAH

IMWAH welcomed new members of the Board of Directors late in 2022. In the last year, the Board has continued to work remotely to continue to deliver on the work in the Capacity Building project and other initiatives.

Guided by a feminist and intersectional lens, the new Board conducted an internal policy review on IMWAH's governance manual and identified areas for improvements in the following areas: meeting process, human resource management and media relations. After countless hours of research and revision, we are proud to head into the new fiscal year with a media statement policy, strategy to hire an Executive Director and resolve to find new funding streams.

The board completed two proposals to build on last years' work on a Gender-based Violence (GBV) prevention booklet series for immigrant and migrant women. First, we proposed to work with the Government of Nova Scotia's Accessibility Directorate to focus on and understand the accessibility needs of racialized immigrant and migrant women with disabilities experiencing gender based violence. Second, we are building on the GBV Resource Booklet work to understand and help immigrant and migrant women who might be experiencing gender-based violence by building strong relationships with community groups with a proposal for a Circle of Women project.

Virtually and in-person, we have supported a number of conversations provincially and nationally to advocate for the equality and well being of immigrant migrant women and girls.

We feel that we are well into post-pandemic recovery and IMWAH stands behind its commitment to build a strong and resilient organization with safe spaces (physical and virtual) for support, networking and learning, to advocate for the collective voices, and to respond to the unique needs of immigrant migrant women and girls in Nova Scotia.

We look forward to connecting with you in fiscal year 2023/ 2024 , virtually and in person!

IMWAH Board of Directors

About Us

The Immigrant Migrant Women's Association of Halifax (IMWAH) is a culturally diverse and feminist-based non-profit organization in Nova Scotia. It is committed to the holistic integration of immigrant, migrant women and girls in the province.

MISSION

IMWAH celebrates the contributions and responds to the challenges and unique needs of immigrant and migrant women and girls.

VISION

A Community free of barriers where immigrant and migrant women and girls flourish and belong

OBJECTIVES

- Support immigrant migrant women access existing support systems by providing public workshops and resource navigation support
- Support immigrant migrant women and girls build social connection through art and wellness programs
- Conduct community-based research into the needs of immigrant migrant women and girls and the social conditions affecting their wellbeing and make the results of that research publicly available.
- Celebrate the voices of immigrant migrant women and girls through public presentations of their experiences and accomplishments

APPROACH

IMWAH's approach to advance gender equality in the economic, social and democratic life of Canada is informed by feminist, intersectional and anti-racist values. IMWAH seeks to operate from a holistic and integrated empowerment model to promote women and girl's leadership. It seeks to engage in achieving gender equality as a sustainable development goal.

To fulfill our mission, IMWAH Board of Directors actively works with a wide range of government and community-based organizations, coalitions and research networks to promote women's equality and to facilitate positive policy and social change.

Board of Directors 2022-23



Joanna Strzelec-Stewart

Board Chair



Nancy Zhang

Co-Chair



Neny Kwasi

Treasurer



Haruka Aoyama

Secretary



Maria Jose Yax-Fraser



Emma Lang



Sarvat Nawaz



Rana Zaman



Kothai Kumanan

Committees

IMWAH's initiatives are driven by the following Project Committees:

Capacity Building Committee oversees the planning, delivery and evaluation of the Capacity Building Project with the support of a project coordinator. This project is funded by the Department for Women and Gender Equality (WAGE) and takes place from 2019-2023 with an extension granted in 2024. To date, this project has completed Capacity areas in Board Development and Strategic Planning. Fund Development and Advocacy is the focus of the 2023 - 24 fiscal year.

Members: Maria Jose Yax-Fraser, Joanna Strzelec-Stewart, Nancy Zhang, Kothai Kumanan, Sarvat Nawaz, Rana Zaman

GBV Resource Booklet Committee oversees the development of the Immigrant Migrant Women's Gender-based Violence Prevention booklets. This project was devised in response to participant feedback from the Immigrant Migrant Women's Support Group project (2020-21) that emphasized a growing need for GBV prevention resources tailored to immigration migrant women.

Members: Maria Jose Yax-Fraser, Nenyo Kwasitsu, Nancy Zhang

Capacity Building Highlight

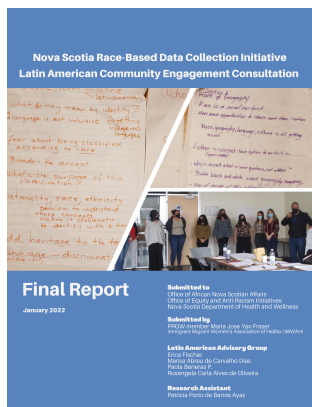
In 2022-23, IMWAH's **Capacity Building project** activities continued to Board Development, Strategic Planning, Advocacy and Fund Development. The objective of the multi-year Capacity Building fund is to increase the capacity of women's organizations and organizations with initiatives that advance gender equality and women's movement in Canada. With the goal of enabling IMWAH to achieve long term viability, originally the project was carried out as four capacity building activities, including completing a plan to hire an Executive Director in 2023-24. In Spring 2023, IMWAH received a program extension to continue this work into the fifth stage of to support Board Development, Strategic Planning, Advocacy and Fund Development.

In addition, we recognize that a major roadblock to IMWAH's long term viability is continuous funding. As a preparatory step, we have an application to **register IMWAH as a Charitable organization** to be completed next fiscal year. Through this application, we had the opportunity to review IMWAH's organizational objectives to clarify funding and programming priorities.

In 2023-24, we will be developing an annual fund development plan and sector relationships and partnerships to guide IMWAH to secure short and medium term funding and increase collaboration.

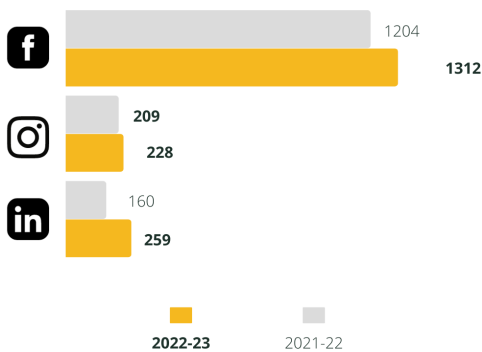


Research and Advocacy Highlights



Nova Scotia Race-Based Data Collection Initiative

Maria Jose Yax-Fraser attended the Public Sector Innovation Show to participate in a Panel discussion called Panel Discussion: Collecting and Using Data To Improve Citizen Services in April 2023 to share insights from this initiative.



Digital Presence

We have continued to use our social media, particularly FaceBook, and website as the primary communication channel. As much as we can, we repost and help other like-minded organizations share events and content that our members are interested in.

Sector Engagement

Over the last year, IMWAH was invited to a number of sector engagement opportunities. We met with HRM's Diversity Coordinator to talk about service accessibility issues and other HRM related issues affecting the immigrant women's community.

And in the Spring of 2023, we were invited to contribute to ISANS EDI research committee.

Financials

Financial Standing As of March 31, 2023

STATEMENT OF FINANCIAL POSITION			
		2022-2023	2021-2022
Cash total (including gift card)		155180.00	77137.00
General (including gift card)		22929.00	
Capacity building		113806.00	
Art and storytelling		5451.00	
NS Health Race		5494.00	
Mosaic of Identity and Community Cnnetion		7500.00	
Investment. GIC		3009.00	93006.00
LIABILITIES			
Accounts Payable		5066.00	3054.00
Deferred revenue		132251.00	140115.00
NET ASSETS			
UNRESTRICTED		20945.00	27136.00

STATEMENT OF OPERATION			
		2022-2023	2021-2022
REVENUE			
DONATION		0.00	1048.00
GRANT INCOME		7864.00	36107.00
INTEREST AND OTHERS		318.00	6.00
EXPENSES			
INSURANCE		1225.00	2300.00
OFFICE		729.00	3447.00
PROFESSIONAL FEE		3766.00	21054.00
RENT		1637.00	1560.00
SALARIES, COMMISSION & BENEFITS		3285.00	53031.00
TRAVEL		1362.00	1111.00
SUPPLIES		697.00	40899.00
OTHER OVERHEAD		1672.00	2297.00
TOTAL EXPENSES		14373.00	125699.00
EXCESS OF EXPENSE OVER REVENUE		(6,191.00)	(88,538.00)

A Look Ahead at 2023 - 24

We have a full year of activities planned and look forward to providing future updates on our Capacity Building work!

- In 2023, we will begin our new WAGE funded project called Circle of Women. The Circle of Women Project aims to understand and help immigrant and migrant women who might be experiencing gender-based violence by building strong relationships with community groups and provide resources to identify and assist with GBV. We are expanding our reach beyond the HRM. This project will continue until March 2026.
- In line with IMWAH's multifaceted strategy for program design and implementation, the Enabling Accessibility project will adopt a comprehensive approach to explore historical factors, racial considerations, disability-related aspects, and acknowledges both current and intergenerational trauma. We will work with the Nova Scotia Government's Accessibility Directorate to compile the results of a needs assessment that identifies the accessibility barriers learned through the project, and identifies the needs of immigrant and migrant women experiencing GBV.

Thank You

We thank the following funders, partners and supporters for making 2022-2023 projects and initiatives possible:

Department for Women and Gender Equality (WAGE)

Government of Nova Scotia's Accessibility Directorate

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