

ANNUAL

REPORT

2024

2025



IMWAH

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, its waters and resources.

As newcomers or non-indigenous residents in this territory, we are committed to engaging with the Truth and Reconciliation Commission's Calls to Action and integrating them into our practices alongside the Peace and Friendship treaties.

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. We commit to working towards a fair future for all.



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Message from IMWAH

The 2024/25 fiscal year saw IMWAH achieve milestones, and we are proud to report on our progress, projects, and challenges.

The organization continues to be managed by a working board. This aspect is, on one hand, our pride, as it speaks to the power of purposeful and selfless volunteering of immigrant women who serve as IMWAH's board directors. On the other hand, it is a reminder of the challenging context in which community not-for-profit organizations operate in Canada. With only project-based funding available to us, we are yet to achieve organizational stability and sustainability. Nevertheless, **IMWAH's board is committed to working toward building a strong, sustainable feminist organization able to support continuous programming for immigrant, migrant women and girls in alignment with our mission.**

In the 2024/25 fiscal year IMWAH worked on two projects and engaged in its capacity building.

- **The Circle of Women**, a multi-year project funded by the Department of Women and Gender Equality (WAGE), aims at identifying promising practices in preventing and counteracting Gender-based Violence (GBV) experienced by immigrant and migrant women and girls in Nova Scotia.
- **The Enabling Accessibility project** strives to better understand the accessibility needs of racialized immigrant and migrant women living with disabilities and experiencing gender-based violence.

Both projects operate from an asset-based mindset, leveraging community connections and available resources. Both projects build collaboration between service providers, communities and sectoral stakeholders. The projects operate both virtually and in person, extending their in-person reach beyond the Halifax Regional Municipality into other regions of the province, marking a solid milestone for the organization.

IMWAH's board of directors took a creative approach to boost organizational capacity by employing ex-board members, familiar with the organization and its projects, in part-time executive director roles. This interim solution is proving to be successful in easing of board's workload and providing daily support for the organization's staff.

Thank you for taking the time to read this report. Your support means a lot to us!
IMWAH Board of Directors



About Us

The Immigrant Migrant Women's Association of Halifax (IMWAH) is an emerging, culturally diverse, feminist non-profit organization in Nova Scotia. It works toward 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.

Approach

IMWAH's approach is grounded in feminist, intersectional and anti-oppression values. IMWAH promotes community building and empowerment through women and girls' leadership.



21 +

Women's Events



126 +

Participants
(Including Newcomer
Women and SPOs)



Objectives



Support immigrant migrant women and girls in building social connections and a sense of belonging through all programming.



Support immigrant/migrant women in accessing resources and support systems by making workshops not restricted to immigration status and free.



Celebrate the voices and accomplishments of immigrant migrant women and girls.



Collaborate and connect with service providing organizations to break silos and help develop promising practices inclusive of immigrant and migrant women.



Board of Directors 2024-25

Officers

Nancy Zhang - Board Chair

Joanna Strzelec-Stewart - Vice Chair

Alicia Xu and Genesis Lacsá - Treasurers

Abir Ayoub and Ebun Oladele - Secretary

Directors

Eva Martinez

Gianisa Adisaputri

Kothai Kumanan

Nenyo Kwasitsu

Shweta Pai



Capacity Building Committee

The project, while generously funded by the Department for Women and Gender Equality (WAGE) during 2019-2024 period, continues to be a point of focus and active effort for the board.



Capacity Building Highlight

In 2024/25 fiscal year the board focused on ensuring capacity for supervision and execution of the programming. Without a budget for a full-time, experienced Executive Director, the board found a creative solution in which an ex-member of the board, familiar with IMWAH's staff, its projects and the organizational structure, stepped into an interim, part-time ED role. In that capacity, Kothai Kumanan provided much-needed help and expertise while also setting a milestone for the organization.



Circle of Women Project Committee

Circle of Women is IMWAH's largest project, supported by two full-time and one part-time staff. The project, funded by the Department for Women and Gender Equality (WAGE), aims to understand and help immigrant and migrant women who might be experiencing gender-based violence. Circle of Women engages community groups and service providers to identify and develop promising practices that counteract, educate about, and prevent gender-based and intimate partner violence (GBV/ IPV).

Circle of Women Highlight

Circle of Women staff has built many professional relationships with Nova Scotia service providers and other not-for-profit organizations. These relationships led to meaningful collaborations and larger outreach. An English language conversation group conceptualized to provide a safe space for social connections and sharing of information turned out to be a valuable addition to the project's programming.

In the words of the project coordinator Olya Stepanenko: "we're truly creating a strong sense of community for women, which I find incredibly powerful."



Enabling Accessibility Committee

The project called Enabling Accessibility is being led by IMWAH in collaboration with the Accessibility Directorate of Nova Scotia, Department of Justice. This project aims to understand and address the needs of racialized immigrant and migrant women with disabilities, particularly those who may be facing gender-based violence. The project focuses on mutual exchange of information, relationship-building, and fostering social and cultural community development. A series of arts-based workshops and information sessions (in person and hybrid) will be delivered within the project. One of the key outcomes is to increase awareness among immigrant and migrant women about their rights and the available support systems in Nova Scotia.

Enabling Accessibility Highlight

The project is guided by an Advisory Group composed of representatives from organizations such as the Disability Partnership, YWCA, Inclusion Nova Scotia, as well as academics and individuals with lived experience. The advisory group meets bi-monthly to provide guidance on project activities.



Financials

Financial Standing As of March 31, 2025

MARCH 31	2025	2024
ASSETS		
CURRENT ASSETS		
Cash	\$ 329,125	\$ 134,046
HST recoverable	6,856	1,207
Prepaid expenses	<u>11,567</u>	<u>1,825</u>
	347,548	137,078
INVESTMENTS (Note 4)	3,100	253,009
PROPERTY & EQUIPMENT (Note 6)	<u>2,031</u>	<u>2,261</u>
	<u>\$ 352,679</u>	<u>\$ 392,348</u>
LIABILITIES		
CURRENT LIABILITIES		
Accounts payable	\$ 11,827	\$ 4,779
Source deduction payable	2,748	2,307
Deferred revenue (Note 5)	<u>324,285</u>	<u>374,129</u>
	338,860	381,215
NET ASSETS		
NET ASSETS	<u>13,819</u>	<u>11,133</u>
	<u>\$ 352,679</u>	<u>\$ 392,348</u>



Financials

Financial Standing As of March 31, 2025

MARCH 31					2025	2024
	<u>Admin</u>	<u>Capacity Building</u>	<u>Circle of Women</u>	<u>Enabling Accessibility</u>	<u>Total</u>	<u>Total</u>
REVENUE						
Grants	\$ -	\$ 4,672	\$ 213,814	\$ 6,358	\$ 224,844	\$ 49,322
Other income	<u>10,408</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>10,408</u>	<u>-</u>
	10,408	4,672	213,814	6,358	235,252	49,322
EXPENSES						
Advertising	-	-	2,386	-	2,386	3,583
Amortization	1,628	-	-	-	1,628	885
Dues and licenses	-	-	31	-	31	58
Insurance	1,225	-	-	-	1,225	1,225
Interest and bank charges	377	16	372	13	777	1,075
Meals and entertainment	-	29	4,760	567	5,357	832
Office supplies	179	63	57,000	1,042	58,284	4,743
Professional fees	4,046	-	7,177	-	11,223	7,237
Rent	267	-	10,879	43	11,189	2,504
Salaries and subcontractors	-	3,574	121,049	3,574	128,197	35,544
Supplies	-	-	1,002	1,119	2,121	138
Telephone and website	-	-	1,555	-	1,555	1,637
Travel	<u>-</u>	<u>990</u>	<u>7,603</u>	<u>-</u>	<u>8,593</u>	<u>898</u>
	<u>7,722</u>	<u>4,672</u>	<u>213,814</u>	<u>6,358</u>	<u>232,566</u>	<u>60,359</u>
EXCESS OF REVENUE OVER EXPENSES						
/EXPENSES OVER REVENUE	<u>\$ 2,686</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 2,686</u>	<u>\$ (11,037)</u>





A Look Ahead

The Circle of Women project will focus on involving men as allies to the cause of preventing and fighting GBV. Given the sensitivity and gravity of the topic as well as the challenges with engaging men in these difficult conversations, the project will start with engaging employers, often men, to educate them about the impact intimate partner violence has on the workforce. The project will provide educational workshops, helping employers create policies to support affected employees.





A Look Ahead

The Enabling Accessibility project will build on connections with organizations that are already doing meaningful work in the community such as YMCA, Immigrant Services Association of Nova Scotia (ISANS), and Women's Centres Connect. Such collaborations will involve co-hosting events in shared community spaces, helping to connect with individual immigrant and migrant women. An expressed interest in collaboration from the Women's Centres Connect will allow the project to co-host events in rural and remote areas of Nova Scotia. The Youth Project has offered to assist with further outreach. We are working toward starting the first joint events in the Fall of 2025.

IMWAH's capacity-building efforts will focus on fund development to provide stability of employment for staff and projects. That focus will be reflected in the Strategic Plan coming in early Fall of 2025. The board directors and project staff are looking forward to its development.





Thank you

We thank the following funders, partners and supporters for making 2024-2025 projects and initiatives possible.



Women and Gender Equality Canada

Femmes et Égalité des genres Canada



Accessibility Directorate

