



INSTITUTE  
FOR  
CHANGE  
LEADERS

# 10,000 Stories of Change!

2021 / 2022 ANNUAL REPORT





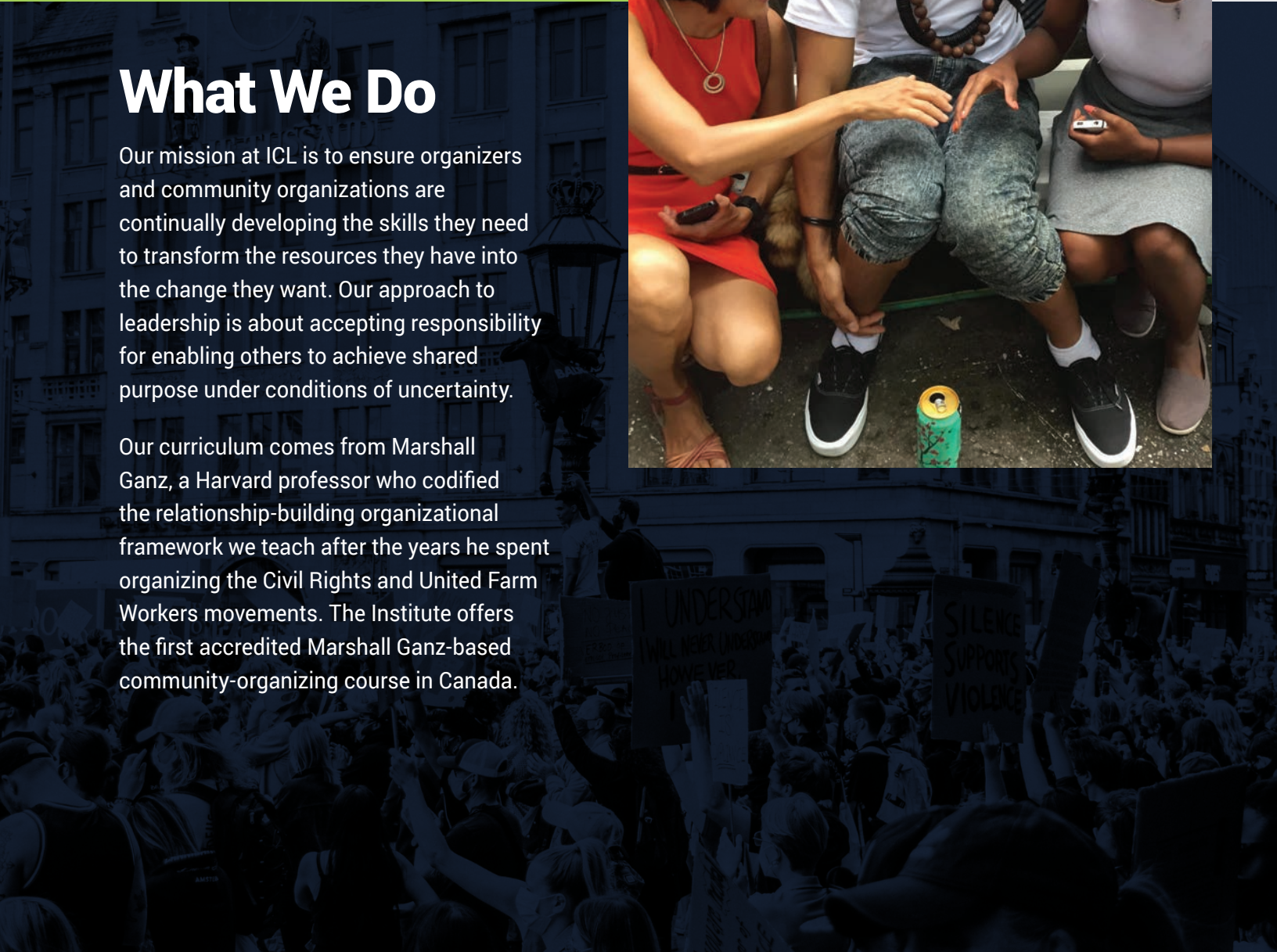
## Who We Are

Founded in 2016 by Olivia Chow, the Institute for Change Leaders (ICL) teaches the skills that organizers and activists need in order to win social change.

## What We Do

Our mission at ICL is to ensure organizers and community organizations are continually developing the skills they need to transform the resources they have into the change they want. Our approach to leadership is about accepting responsibility for enabling others to achieve shared purpose under conditions of uncertainty.

Our curriculum comes from Marshall Ganz, a Harvard professor who codified the relationship-building organizational framework we teach after the years he spent organizing the Civil Rights and United Farm Workers movements. The Institute offers the first accredited Marshall Ganz-based community-organizing course in Canada.



# Look at all the Change We're Making!



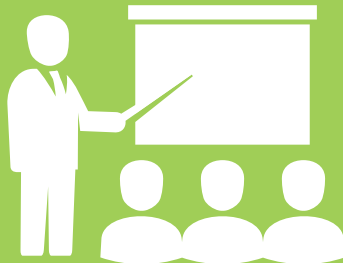
The 10,000 stories of change we celebrate in this report are just the beginning.

– Olivia Chow

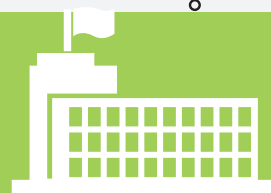


600+

students who've benefited from scholarships and subsidies since 2016



10,000+  
participants trained



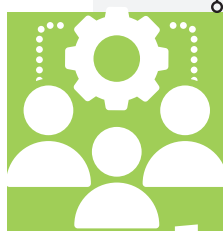
6

years since ICL was founded



31

different organizations we partnered with over the past 12 months



1,394

participants trained this year

# Celebrating 10,000 Stories of Change

## Letter from the Chair of the Board

In September of this year, we passed the milestone of 10,000 people who have participated in ICL's training programs since inception in 2016. That is 10,000 people who have told their stories and unlocked their potential to become leaders of change in their communities.

That milestone is really something to celebrate, given the last few years of challenge and change, and a testament to Founder and Executive Director Olivia Chow and her team, who have guided and strengthened ICL through turbulent times. Among the other milestones of the past year, ICL has forged bonds with more partner organizations, moved back to in person training and reached more communities across Canada. And, not least, it was also a year in which ICL achieved a financial turnaround thanks largely to our generous donors and a major gifts campaign spearheaded by Board member Mike Perry.

In this report, we will be focusing on the stories and impact of a few of the 10,000. And here, on behalf of the Board, I want to bring a special focus to one of our most extraordinary and passionate story tellers – Rizwan Tufail -- former Chair of ICL, generous donor and one of our most experienced and dedicated teachers. Rizwan has left the Board as his career has taken him to Dubai, but we know we can depend on his ongoing support. We also salute Sean Meagher and John Beebe, who are leaving the Board after serving since ICL's inception and have provided vital support and guidance over the years.



As Chair, I am proud to say that our Board is effective, active and engaged. And beyond the Board, we have benefited from many other alumni, supporters and volunteers – with a special thanks to Lynn Eakin, a leader in the not-for-profit sector, who became ICL's Impact Accelerator in the past year, providing invaluable advice to Olivia and the Board.

In this era of global upheaval, crisis and change, ICL's work is more important than ever. The good news is that ICL is stronger than ever. 10,000 strong, and growing.

**ammanuel melles**

Chair

November 2022

# 10,000 Stories of Hope

## Letter from our Executive Director

10,000 stories of change. That's what we have heard at ICL over the past six years, as we trained 10,000 people. 10,000 leaders. 10,000 opportunities.

Each of those stories is compelling – and each of the story tellers is a source of inspiration for others. Many have said that their ICL experience has been life changing for them. But it is their impact on others that achieves lasting social change. Here's one, wonderful example that is highlighted later in the annual report. ICL has worked with black youth to achieve amnesty for as many as 250,000 people – disproportionately black or indigenous – who have criminal records for cannabis possessions from convictions prior to decriminalization in 2018. And now that amnesty is about to become a reality, with a new law passing through Parliament. A dedicated group of activists – of change leaders – have led the way. And the amnesty will be life changing for many thousands more – not just those with a record, but their families, colleagues and communities. Erasing a criminal record will have an impact on everything from employment and travel opportunities to parental rights.

That's the impact of just one group of people ICL has trained. That's the leadership that our training has helped unlock. That's the multiplier effect of committed people who have the courage to tell their stories. And through ICL, we help provide the skills they need to help achieve the change we all need. 10,000 so far and counting.



We feature other inspiring activists and change leaders in this report, including winners of the Layton Activism Award and Layton Indigenous Award. We also feature some of those who have made our work possible – trainers and facilitators, donors, alumni, partner organizations and other volunteers and supporters. They have empowered ICL to help empower others.

For me, the strength of the ICL community and each inspiring story and storyteller is a source of hope when so many in our country and our world feel helpless and hopeless. A source of hope, a source of action, a source of change.

The 10,000 stories of change we celebrate in this report are just the beginning. Here's to the next 10,000. And the next.

Thank you all!

**Olivia Chow**

Executive Director and Academic Leader  
November 2022



## ICL's 2021 Treasurer's Report



As we celebrate 10,000 stories of change, we can also celebrate the positive change in ICL's financial position in the past year.

As Treasurer, I am very pleased to say that ICL ended the fiscal year ended April 30, 2022, with a strong cash position and healthy surplus. This was after two years of reporting deficits and reductions in cash reserves – years in which ICL was meeting the challenges of COVID and transitioning to an independent charitable organization.

The turnaround was primarily due to the highly successful major gifts campaign undertaken last year, and the generosity of all donors. As well, I am pleased to report that accounting and financial reporting systems, procedures, policies and controls were strengthened, thanks to the exceptional efforts of Olivia and the ICL team, with the full support of the Board.

Last year, I reported our goal of establishing a reserve fund to help ICL weather ongoing storms. Thanks to the impact of the major gifts campaign, during fiscal 2021-22, we were able to establish not one, but two reserve funds: one to ensure sustainability of operations should revenues decline, and the other to enable ICL to pursue strategic opportunities that may arise.

This provides ICL with great flexibility going forward, which is essential to managing in an economic environment that is changing rapidly on a national and global basis.

**Judy Skinner**  
Treasurer  
November 2022

*Audited financial statements and notes are available on request.*

# 10,000 Stories of Change

We worked with dozens of different groups in 2021-22, who shared countless remarkable stories. All making an impact. Here are some of the most inspiring stories.

## Putting an end to sexist harassment in the RCMP with *Breaking Barriers Together*

Everyone deserves to feel safe and respected in their workplace. But for former RCMP officers like Janet Merlo, this was never the case. While working in the RCMP, Janet experienced horrendous verbal and sexual harassment, bullying, sexism, and assault by her superiors and co-workers. Her story is not unique. In 2006, more than 2,300 came forward with similar experiences during a class-action lawsuit against the RCMP. Though Janet and her team won the suit, systemic change has still not been made within the RCMP or the Canadian Military.

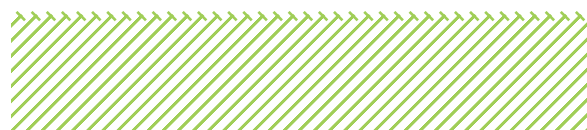
While working with ICL, Janet connected with others who faced similar harassment and abuse to create Breaking Barriers Together Association, an organization dedicated to creating real change within the RCMP. They created a petition with the House of Commons to demand independent oversight of the RCMP and have organized support for Bill C-20, which would establish a Public Complaints and Review Commission with oversight of the RCMP. As of writing, Bill C-20 was making progress in the House of Commons with a strong likelihood of passing—a huge victory that would strengthen public oversight and improve accountability for the RCMP.



Janet Merlo (centre) with the Breaking Barriers Together team

## A Major Win for Cannabis Amnesty with Bill C-5

ICL worked with CEE (the Centre for Young Black Professionals), in partnership with the Forgiveness Project, to train 30 justice-involved people, primarily from the Black community, on how to use their story and leadership to push for amnesty for those who have been previously convicted of marijuana possession. These charges can affect employment opportunities, travel abilities, and housing eligibility. This year we saw real progress, as Bill C-5—which would essentially erase charges of drug possessions that appear on thousands of Canadians' records—passed in the House of Commons and made progress in the Senate. Once passed, this bill will have a profound impact on the lives of thousands of people.



## 10,000 Stories of Change



### Empowering African LGBTQ+ Refugees

In September we began work with the African Centre for Refugees in Ontario, Canada on a training program for 35 African LGBTQ+ Refugees in Ontario—as well several who joined directly from Uganda. The group has chosen four different organizing projects, including winning Permanent Resident status for all undocumented people, economic empowerment projects in Uganda, building community mental health resources, and pressuring the government to make mental health care available immediately upon applying for refugee status. They are just weeks into the program, and have already developed detailed roadmaps and have begun to take action to improve the lives for everyone in this community.

“I have embarked on motivating other young trans activists to fight for their rights through campaigns and dialogues both physical and virtually”

“When I joined the training, I was so shy and I didn’t think I would be able to speak to a group of people that I didn’t know, but as time went by, I started feeling comfortable and I can say I am much more confident in myself than I have ever been before.”

This program is made possible by a generous grant from the Catherine Donnelly Foundation, part of their commitment to winning social justice through collective action and empowerment.

“ I have embarked on motivating other young trans activists to fight for their rights through campaigns and dialogues both physical and virtually.

– Participant of Empowering African LGBTQ+ Refugees training’

### RUN FOR IT: Forging the Next Generation of BIPOC Canadian Leaders

In spring 2022, ICL led Run for It!, a non-partisan training and coaching program dedicated to supporting racialized Canadian participation and representation across Canada at all levels of elected public office including federal, provincial, municipal and school board trustees. With condensed sessions designed with a practical and best practice approach, candidates running for elected office as well as key leaders involved in campaigns received the training they needed to hit the ground running.



## 10,000 Stories of Change

### Empowering Muslim Women with the *Canadian Council for Muslim Women*

This year ICL began a partnership with Canadian Council of Muslim Women, focused on building the capacities of Muslim women to put an end to gender-based violence, sex trafficking and Islamophobia.

We were also delighted to welcome Anam Kazim, a former Member of the Legislative Assembly of Alberta, to the ICL team as a facilitator. Anam has helped to lead breakout sessions where participants received one-on-one coaching and support.

“There is a bit of hesitation that comes before women in our community can start to talk about their lives—it’s a hurdle that most of us experience,” Anam says. “For me, seeing women gather the courage and start to open up and learn the value of storytelling felt really good, it felt like progress.”



Anam Kazim



### Helping OPSEU Personal Support Workers launch campaigns for change

Twelve OPSEU members working in Long Term Care joined the spring 2022 Building Skills for Change training with ICL to learn how to build power, sustain commitment and community, and develop the skills needed to win campaigns so seniors can age in the right place. With injection of funds and right policies, we want an end to staff shortages, underfunding and the lack of respect suffered by PSWs.

Laura Bulmer, PSW Advocate at OPSEU, shared the achievements of the group just after the training finished:

We took what we have learned at ICL and, combined with our passion to make changes for PSWs we formed PSW Champions alliance. We are embarking on our campaign to recruit more allies, form a strong team and turbo charge our campaign.

“ The course re-inspired me. I have lost some passion over the years, and also lost hope. Meeting these fabulous folks has renewed some of my lost hope and passion.

– Laura Bulmer, PSW Advocate at OPSEU

## 10,000 Stories of Change



### Bringing together Change Leaders at Hollyhock

This summer, ICL trainers Olivia Chow, Mike Perry and Duncan Pike joined an incredible group of participants from across the country for a transformational, five-day training retreat led at Hollyhock Leadership Learning Centre on Cortes Island in British Columbia. This was a remarkable group, including former RCMP officers fighting for systemic change, post-secondary students working to dismantle barriers to education, environmental organizers developing innovative ways to protect the land, and more.

“This was a life-changing experience,” one participant wrote.” In the words of another, “I came with my passion, and I’m leaving with a plan.”

It was especially gratifying when program graduate Katrina Nightingale, who came to Hollyhock with the beginnings of a plan to run for local office, won her election this October.

“We did it!” Katrina wrote to ICL. “I couldn’t be more pleased with the outcome. The constellation of support that was built through relationships and word of mouth was quite remarkable. Many times I envisioned my time at Hollyhock and drew strength from that experience.”

### With MOFIF, encouraging francophone immigrant women to run for office

This year, we continued our training with MOFIF (Movement of Ontarian Francophone Immigrant Women), centered on how to run for public office. Participant networked and gave each other advice, shared their stories, found common ground, and laughed and joked together as often the issues of one both resonated with and had been lived by others.

One participant expressed her key takeaway from the ICL training: “Partager son histoire est le début d’une guérison et de la construction d’un pont avec les autres” (“Sharing your story is the start of healing and the construction of a bridge toward others”). Felicia Samuels, one of the Facilitators, said as a closing remark: “Je vois des femmes qui ont vécues des choses et qui sont prêtes à changer les choses”. (“I see women who have lived things and are ready to change things”).

## 10,000 Stories of Change



### Partnering with AECEO to empower Early Childhood Education Workers

AECEO, in partnership with ICL, developed the Empowering Precarious Workers in Early Childhood Education program to address the vulnerability of workers in early childhood education and raise the floor for workers in this sector. The project included an 8-week virtual training for ECEs, ongoing coaching, and childcare centre visits.

Most participants reported using their new knowledge to advocate for ECEs and engage with people in their network, and to feeling more prepared and more likely to engage in advocacy efforts.

“

This experience is something I have never been a part of before. The positive supportive atmosphere had me looking forward to each meeting.



### Working with We Matter to Empower Indigenous Youth

This year, ICL built further on our years-long partnership with We Matter, an Indigenous, youth-led organization dedicated to Indigenous

youth support, hope and life promotion. ICL conducted regular workshops for 25 Indigenous youth, training them to tell their narratives, locate hope and power, and share the We Matter Youth toolkit with friends/peers.

We made a major step forward together this year, as ICL trained returning Ambassadors of Hope and We Matter staff to effectively coach and facilitate during the Hope Forum and throughout 2021/2022. And we worked to equip Ambassadors of Hope to integrate coaching and storytelling skills into their projects, as well as develop a core team of leaders to mentor and coach newcomers.

ICL Instructor Dawn Maracle, a Mohawk woman from Tyendinaga Mohawk Territory who sits with the Bear Clan, has been a driving force behind our partnership with We Matter.

“My mother says I came out of the womb an activist”, Dawn says. From the young age of six years old, Dawn was passionate about community engagement and carried that passion into all of her work. Dawn has gained experience in many roles over the years as a teacher/professor, facilitator, consultant, senior advisor, board member, corporate trainer, and professional speaker. In each of these roles, Dawn emphasizes the importance of connecting people together through the power of storytelling, a key aspect in all of ICL’s training.

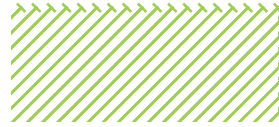
“

The first story that I learned to tell is as a result of the Institute for Change Leaders,” Dawn says, “and it’s one that continue to give me strength every day.”

– Dawn Maracle,  
ICL Instructor



# Funding 10,000 stories and storytellers



## Mike Perry

Mike Perry – ICL Board member, community activist and Legal Advisor to the Metis Nation of Ontario -- is a natural storyteller who is one of our most active and effective trainers. Mike recognized that ICL had reached a critical point in the winter of 2021, as the pandemic raged and costs were up, training revenues were down, and cash reserves were depleted.



Mike Perry

Mike spearheaded a fundraising group and launched a major gifts campaign with a target of \$1 million. Mike knew that if ICL told its own story, people would respond. Major donors including Nancy Ruth and Neil Betteridge led the way, reestablishing ICL on a firm financial footing. And they opened the door for other donors, who dug deep and donated what they could – some on a monthly basis of giving, to help ICL well into the future. Thanks to the generosity of all our donors, ICL can continue to empower people and create scholarships and opportunities for thousands more change leaders – regardless of their ability to pay.



Our generous donors have opened the doors for thousands more!

## Neil Betteridge

Having experienced the life altering positive impacts of groups like the Campaign for Equal Families, AIDS Action Now!, and Pathways to Education, Neil is committed to contributing to advancing social justice.

A successful technology industry leader, Neil is passionate about a variety of issues including ensuring Canada is an inclusive country that welcomes and works for everyone, accessible mental health for all, and Trans rights. Neil became an annual supporter of the Institute for Change Leaders because he believes that achieving meaningful change is powered by groups telling their stories compellingly, and that the strategy ICL teaches is a winning formula for success.

Neil recently made a substantial gift towards our Major Gifts Campaign that will support the expansion of a comprehensive coaching and mentorship program – a new dimension that will have an impact on countless change leaders.



Neil Betteridge



“I see ICL as a unique force multiplier, powering vital progressive change that I’m passionate about. I know that a coaching and mentorship program will deepen the impact even more...”

## Nancy Ruth , CM

Nancy Ruth, feminist, activist and philanthropist, has been a leader for women's rights on the national stage for over half a century.

And she's a real change leader. As a Senator, she achieved the change of something literally carved in stone and known word for word by all Canadians for over a century – the words to our national anthem, changing “all thy sons” to “all of us”!

Those words matter, and so does her amazingly generous gift of \$100,000. That will help empower more women, and is a major vote of confidence. At our 5th anniversary event last year, she gave galvanized us with more of her powerful words:

**“I remember when Olivia launched this institute. I thought it sounded like a worthwhile idea – and something that she could sink her teeth into for a couple of years as she took a break from politics. But it seems to me now that Olivia has achieved more with this institute in 5 years than she did in her 30 year political career. And that's saying a lot, because it was a very impressive career. And I say that as a Conservative (progressive, albeit). And I want to say that even though Olivia and I haven't always seen eye to eye politically, we are absolutely on a wave length when it comes to this.**

**“I have no doubt that many of the change leaders that the ICL has trained and empowered will run for office sometime. And they will help transform city halls across the country, provincial legislatures and Parliament.**

**“And that's why I see a gift to ICL as an investment in the change we so desperately need -- in our country and our world.”**

“

**A gift to ICL is an investment in change.**



Nancy Ruth PHOTO: Mitchell Raphael

“

**We need to empower women – more women, all women. Empowering change means empowering women. And empowering women means empowering change.**

**That's what I have dedicated my career to – and that's why I decided to support the Institute for Change Leaders.**

# Why we give



## Annual giving and monthly donations



**“Even on the other side of the world, ICL remains close to my heart”.**

Rizwan Tufail has made an extraordinary contribution of treasure, time and talent to ICL over the years. Despite a highly demanding career in IT, he has served as a Board member (including two years as Chair), and has led countless trainings as one of our most experienced teachers of ICL’s flagship “Building Skills for Change” workshop, helping youth, Early Childhood Educators, African community leaders, and many other leaders striving to make change across Canada.

His dedication and commitment to ICL come from a genuine love for storytelling and a passion for teaching others the skills they need to make the change they

want. Rizwan recently left the Board as his career has taken him to Dubai, but although he may be on the other side of the world, we know ICL can depend on his ongoing support.



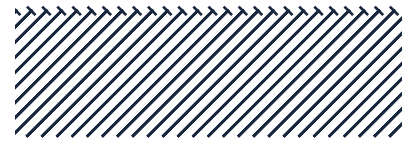
**“I know the power that ICL can ignite in people and the transformative change that can bring. Supporting ICL supports us all...”**

As a woman in STEM, Christine Blair understands on a deeply personal level how much representation matters. Passionate about systemic change, Christine likes to focus on ‘big picture’ issues, like a sense of belonging, gender disparity, and inclusion.

Christine was volunteering for SCWIST (Society for Canadian Women in Technology) when she first took ICL’s signature training course, Building Skills for Change. Looking for advocacy training, she was blown away by the quality and value of the material. Christine utilized what she learned in her work and was so inspired by ICL that she became Co-Chair of our Alumni Association. And she went further, digging deep to become a monthly donor to help provide much-needed stability to ICL.



# Layton Awards



## Activists who make change happen

### Jack Layton Activism Award

In August, ICL and the Douglas Coldwell Layton Foundation collaborated to host the Jack Layton Activism Award Celebration in Toronto. This initiative, a part of Jack's Legacy, is designed to amplify, grow, and support community-level activism from changemakers around the country.

Root Community Food Centre received this year's Layton Activism Award for their work providing people in Thunder Bay, Ontario with access to affordable, fresh food while building a community surrounding food security.

Ryan's Hope, a volunteer-led non-profit that supports vulnerable populations in Barrie, was named this year's Honourable Mention of the Layton Activism Award. Started in memory of their son Ryan who lost his life to poisoned drugs, Christine and Tom Naylor founded Ryan's Hope in late 2020 to provide people experiencing homelessness and food insecurity with breakfasts, laundry services, and more.



Christine Naylor (centre), co-founder of Ryan's Hope

### Jack Layton Indigenous Leadership Award

Every woman should have the autonomy to make decisions for herself and her children. But for many Indigenous communities, this hasn't been the case. As a baby, Ellen Blais was taken from her mother during the "sixties scoop" – a devastating, racist attempt to assimilate Indigenous children by removing them from their families and placing them in foster homes or with adoptive families.

Ellen's experience inspired her to become an Indigenous midwife in order to support Indigenous mothers and their babies and fight against the injustices they face during pregnancy. She now works for the Association of Ontario Midwives as the Director for Indigenous Midwifery, and she's been instrumental in bringing Indigenous midwives to communities and advocating for their rights and importance.

We were delighted to celebrate Ellen's courage, commitment and impact with the first-ever Layton Indigenous Leadership Award from the Layton Legacy, presented at the Native Canadian Centre of Toronto in the spring. This inspiring event was attended by ICL Founder Olivia Chow, as well as Toronto City Councillor Mike Layton, Chief Bob Chamberlin, Sarah Cunningham and was MC'ed by ICL Board Member Mike Perry.



Ellen Blais, Indigenous midwife (centre)

# Our team

## Representing 10,000 Voices: Greetings from the Alumni Association

The work that ICL does in supporting change leaders is a critical driver of civic engagement. As the Alumni Association, we are pleased to offer events and news to alumni of ICL training programs. Through these activities, we support and encourage organizers to continue their efforts for positive changes in their communities and beyond, and to apply the learnings from the ICL teachings.

With diverse membership from across Canada, we are thrilled to be building a community of alumni and

helping to drive change from coast to coast. Please join our mailing list! We look forward to hearing from you with ideas of how the Alumni Association might best serve you and meeting you at a future event. Contact us at [alumni@changeleaders.ca](mailto:alumni@changeleaders.ca) or join the Association at [changeleaders.ca/alumni](https://changeleaders.ca/alumni).

Keep up the inspiring work!

Christine Blair and Damineh Akhavan,  
Co-Chairs, ICL Alumni Association

### Alumni Association Volunteer Executive

Christine Blair - *Co-chair*

Damineh Akhavan - *Co-chair*

Adenike Soyibo - *Secretary*

Abigail Richards - *Communications*

Andreea Mihai - *Events*

Jay Woodruff - *Member at large*





“ a couple of drops eventually adds up to a ripple, and then a wave, and then a tsunami of progressive, awesome change.

Rahat Hossain

# Instructor Spotlight

## Teaching the 10,000

**The heart and soul of ICL is our dedicated and passionate teaching team of instructors and facilitators—all of them among the 10,000.**

Growing up, Rahat's family struggled financially, and had to move frequently during his childhood. Yet despite the challenges, he was an outstanding student, and decided to study medicine. Going through medical school was also a difficult time for Rahat, and he often found himself sleeping on couches, and moving between temporary accommodations. It was during these dark times that he ventured out to help others, and found a sense of belonging working with a diabetes support group. He realized he found hope from his advocacy for those who were vulnerable and at risk.

After taking ICL's training in 2018, Rahat and a friend began speaking with people who had experienced homelessness, and then translated these stories into theatrical performances, giving people an outlet to express their experiences and pain. This eventually gave way to the creation of two programs: HEART

(Health and Equity through Advocacy, Research, and Theatre), a platform to engage communities in re-imagining their experiences of health care; and HELP, a program in the Niagara emergency department which employed formerly homeless people as advocates to support and empower the most vulnerable coming to the emergency department.

After 8 years of medical training, Rahat is in his last year as a resident psychiatrist. He is also back at ICL as our Instructor/facilitator and continues to advocate for the health equity of all in need.

“What I did ultimately felt like a drop in the bucket. And yet, that's why I continue to do these things, because a couple of drops eventually adds up to a ripple, and then a wave, and then a tsunami of progressive, awesome change.”



# Our team

## Board of Directors

amanuel melles - *Chair*

Bob Gallagher - *Vice Chair*

Judy Skinner - *Treasurer*

Susan Kwong - *Secretary*

Cindi Alexander

Kiloran German

Shiri Pasternak

Mike Perry

## Staff

Olivia Chow - *Founder, Executive Director*

Mevandie Abegunawardana -  
*Development Assistant*

Keisha Chotoosingh - *Accountant*

Kirsten Cooney - *Development Officer*

Eishvinder Gill - *Finance Assistant*

Judy Jung - *Financial Officer*

Melanie Matthews - *Research, Evaluation  
& Grant Writing Coordinator*

Amrit Pahrar - *Training Manager*

Duncan Pike - *Communications Manager*

Abigail Richards - *Videographer and  
Social Media Coordinator*

## Our Partners 2021/22

African Centre for Refugees in Ontario, Canada

Association of Early Childhood Educators of Ontario

Atkinson Foundation

Aurora College

Breaking Barriers Together Association

Broadbent Institute

Canadian Association of Physicians for the Environment

Canada Mortgage and Housing Corporation (CMHC)

Canadian Council of Muslim Women

Capacity Building Institute

CEE Centre For Young Black Professionals

Climate Justice TO

Douglas Coldwell Layton Foundation

EcoSociety

Elementary Teachers' Federation of Ontario

ETFO Waterloo Region DECEs

For Youth Initiative

Hollyhock Institute

Jack Layton Chair - Toronto Metropolitan University

Master of Arts, Early Childhood Studies Course Union

MOFIF Femmes Immigrantes Francophones Ontario

Neighbours United

Newcomer Women Services

Ontario Council of Agencies Serving Immigrants (OCASI)

Ontario English Catholic Teachers' Association (OECTA)

Ontario Nonprofit Network

Ontario Public Service Employees Union (OPSEU)

Progress Toronto

Sustainability Network

Trent University

UN Women

United Way Social Services Group

University of Regina Student Union

Urban Alliance for Race Relations

We Matter

YMCA

YWCA

# Join us!

2022 has been a big year for us. And together, we can accomplish so much more in 2023.

Progressive social change doesn't happen by accident; it's won because ordinary people get organized, build power, and demand better. Here's how you can help us empower people with the skills they need to win these changes and be leaders in their community.

Donate to ICL at [changeleaders.ca/donate](https://changeleaders.ca/donate). Your generosity allows us to offer free trainings and much-needed subsidies so that everyone can participate, regardless of their ability to pay.

Contact us at [contact@changeleaders.ca](mailto:contact@changeleaders.ca).

Charity number: 763310679 RR 0001





Toronto  
Metropolitan  
University

Faculty of  
Community  
Services



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