



2025 ANNUAL REPORT



United Way
Centraide

mcCarthy
tetrault



THANK YOU FOR PARTNERING WITH US

As a national network committed to building strong, resilient communities where everyone can thrive, we know that lasting change is only possible through partnerships with community leaders like McCarthy Tétrault.

Your support has helped ensure that communities across Canada — especially those historically excluded from opportunity — have a chance to thrive. From coast to coast, we are seeing the effects of a rapidly shifting economy: the rising cost of living, widening income inequality, and increasing strain on housing, food, and health systems. As usual, it is women, Indigenous Peoples, racialized communities, 2SLGBTQ+ individuals, newcomers, and people with disabilities who are most deeply affected.

Yet even in the face of these challenges, we're inspired by what we see on the ground: communities responding with innovation, care, and commitment. Our role is to support that leadership — to channel long-term, flexible funding and to reimagine how systems can work better for those who are left behind.

You will see some of that work reflected in this report. But just as importantly, we hope you see your own values echoed in these pages.

We are deeply grateful for your partnership. Thank you for standing with us in this work — and for your shared commitment to equity, dignity, and the power of community. We look forward to what we can build together.

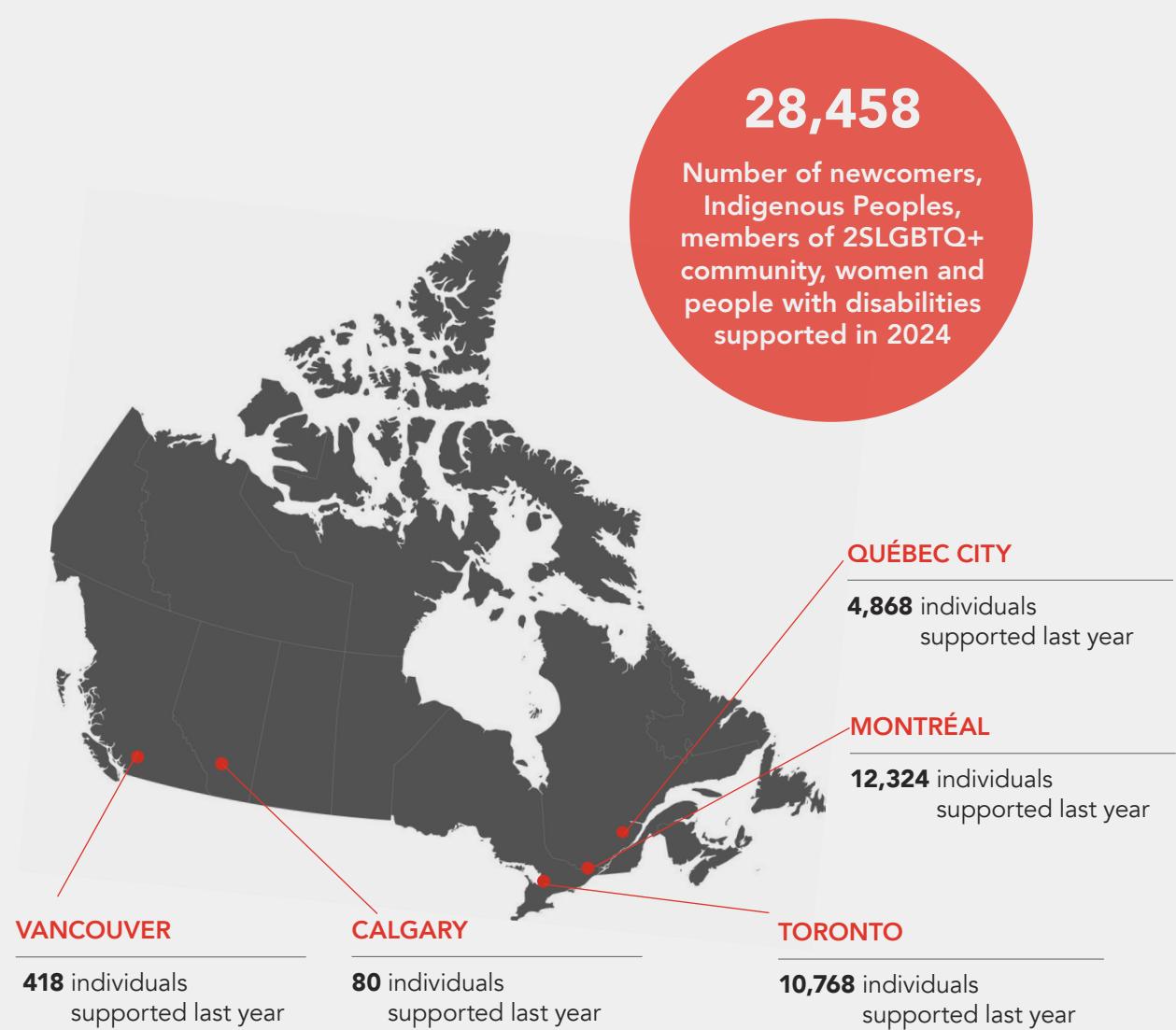
Dan Clement
President and CEO
United Way Centraide Canada



CROSS-COUNTRY IMPACT

Since 2018, McCarthy Tétrault has been dedicated to supporting equity deserving communities across Canada, with a particular focus on Indigenous Peoples, members of the 2SLGBTQ+ community, women, newcomers, and people with disabilities. Your support allows United Way to actively work to create

opportunities and empower individuals who too often face systemic barriers. From providing resources and mentorship to providing culturally-based justice alternatives, your efforts have made a tangible difference in communities across Canada. Here's a glimpse into the impact of your support.



PERSONAL IMPACT



Diamond Willow Youth Lodge (DWYL) filled a void I didn't realize was as deep as it was. My cup was empty, and suddenly it was overflowing.

“ From the moment I set foot in Diamond Willow Youth Lodge (DWYL), I've felt a sense of welcoming and belonging that is rare to find as a Two-Spirit, queer Indigenous person in Alberta.

I first attended DWYL after seeing a poster for a Moontime Teaching workshop. When I got there, I picked up a paper calendar and was able to ask questions about the lodge and its programming.

I am mostly alone in the city, with my nearest family living on a reserve far beyond the city limits with the majority of family members not being involved in my life or not making it to the city often. My close family lives in Saskatchewan, which is where I grew up. I came to Calgary for better opportunities but it's easy to feel lost as an Indigenous person in urban centres. Ceremonies are hard to find, transportation is often a barrier, and it's rare to find cultural programming that's free. Most importantly, it's hard to find other Indigenous people that feel relatable as an Indigenous 2SLGBTQ+ youth.

DWYL filled a void I didn't realize was as deep as it was. My cup was empty, and suddenly it was overflowing. I gained friends, peers, and a sense of kinship with people who just get me. I didn't have to explain myself or conform to any mold. I felt part of something bigger — part of a community of bright, kind Indigenous youth who inspire me to dream bigger and keep going.

Before DWYL, I had quietly stopped wishing for things. I felt selfish hoping for free cultural programming like beading or ribbon skirt making. I started to believe I couldn't possibly have access to the kinds of activities my spirit craved. I thought maybe I'd never feel as connected to my culture without my family or the land I came from. That was a lonely feeling.

But at DWYL, I can pray, laugh, or cry and feel safe. I can connect with Elders. I can be nourished — mentally, emotionally, physically, and spiritually. No questions asked. DWYL is a lifeline for youth like me.

Since becoming a regular at the lodge, I haven't felt alone in the city. I know there is at least one community that sees me, hears me, and genuinely cares. I feel hopeful — not just for my own future but for the futures of the youth around me. As long as the lodge exists, I know our vibrant community will continue to grow and take care of each other. That's a kind of security I never thought I'd have.

I'm endlessly grateful that DWYL exists. I wish every Indigenous youth in an urban centre could have access to a space like this — somewhere to be themselves, reconnect with their culture, and feel surrounded by community. ”

—Program Participant

INVESTMENT OVERVIEW

Your ongoing commitment to supporting Indigenous Peoples, women, people with disabilities, newcomers and 2SLGBTQ+ communities across Canada has been instrumental in fostering connections and providing opportunities for countless individuals to thrive. We are thrilled to share with you the impact of your generosity.

NEWCOMERS

VANCOUVER

PROGRAM SUPPORTED

United Way British Columbia School's Out Program

Children at School's Out — many of whom are newcomers to Canada — take ownership of their personal health and fitness, improve their abilities to regulate their emotions and their likelihood of graduating from high school and increase opportunities to develop and apply new skills.

THE IMPACT

58% of the participants are refugees or newcomers.



TORONTO

PROGRAM SUPPORTED

Rexdale Women's Centre

The Centre supports refugee, immigrant and racialized women who are experiencing gender-based violence. It offers culturally and linguistically sensitive crisis services, supportive counselling and group intervention which enables women to give and receive support using a peer model. The program targets women experiencing or fleeing gender-based violence, as well as violence due to human trafficking, sexual assault and sexual abuse. Most of the service recipients are low income and experiencing significant barriers to accessing income supports.



THE IMPACT

8,241 people served through the program.

NEWCOMERS

MONTRÉAL

“ La Maisonnée has helped me a lot since I arrived in Canada — with my taxes, food, paperwork and information. Before visiting la Maisonnée, I knew very little, but now have a better idea of what I need to settle in Montreal. ”

— Geovanna Davila Grimaldo, Program Participant



PROGRAM SUPPORTED

Network of Newcomer Welcome Centres

The vast majority of the agencies support migrants, asylum seekers and refugees by offering them essential support at all stages of their migrations journey. The goal of the network — consisting of 16 agencies — is to ensure that newcomers successfully settle and begin to integrate into their new community by providing support with the settlement process, as well as assistance and referral to different resources.

THE IMPACT

2,500 women received services from the Centre des femmes d'ici et d'ailleurs, 35% of whom didn't speak English or French.

28 programs offered by La Maisonnée to support newcomers in all stages of their settlement, including but not limited to the employment process.

INDIGENOUS PEOPLES

VANCOUVER

PROGRAM SUPPORTED

United Way British Columbia School's Out Program

School's Out program ensures vulnerable school-aged Indigenous youth have access to safe spaces where they can get the mental wellness and developmental support they need.



THE IMPACT

27% of children at School's Out are Indigenous.

INDIGENOUS PEOPLES

CALGARY

PROGRAM SUPPORTED

Diamond Willow Youth Lodge

Diamond Willow Youth Lodge is a youth-inspired and youth-led gathering place for Indigenous youth. In this community setting, youth can hang out, connect with culture, participate in a variety of programs (including traditional arts and crafts activities and ceremonies), and connect to resources and services available to them throughout Calgary and surrounding area. Diamond Willow Youth Lodge is intended to be a zero-barrier, safe space welcoming youth from all Indigenous backgrounds at no cost. Led by Indigenous Youth coordinators, Indigenous Youth Council, and youth participants, the Lodge provides Indigenous youth the opportunity to design their own space and experience based on their interests and needs.

THE IMPACT

20 different programs, ceremonies and activities offered to youth.



“The youth are very fortunate to have places like Diamond Willow where we can come together and learn traditional skills like this. **”**

—Kainai Knowledge Keeper, Cory Wadsworth

INDIGENOUS PEOPLES

TORONTO

PROGRAM SUPPORTED

Aboriginal Legal Services

Aboriginal Legal Services (formerly Aboriginal Legal Services of Toronto) was formed following a need for a legal related program for Aboriginal people living in the Greater Toronto Area. It aims to strengthen the capacity of the Aboriginal community and its citizens to deal with justice issues and provide Aboriginal controlled and culturally based justice alternatives.

THE IMPACT

30 parents completed Dreams for Growing Children, earning certificates for their growth in setting healthy boundaries and fostering positive parenting.

PROGRAM SUPPORTED

Native Canadian Centre of Toronto

Native Canadian Centre of Toronto's Program N'dodemnaanik Naandwechigegamig (A Place for Healing Our Families) focuses on Indigenous mental health and addictions case management, referral and assessment services with the traditional Indigenous cultural matrix of healing including artistic expression, language, support circles, Elder knowledge and cultural programming.

THE IMPACT

500 people supported

2SLGBTQ+ COMMUNITY

TORONTO



PROGRAM SUPPORTED

The 519 Church Street Social and Systems Change Program

The program improves the organizational capacities of workplaces to provide inclusive work environments through activities such as the development of key internal policies that provide access to safer washroom spaces, supporting staff during the gender transition process as well as gender inclusive policies and practices regarding parental leaves.

THE IMPACT

119 agencies served by the program.

TORONTO

PROGRAM SUPPORTED

Barbra Schlifer Commemorative Clinic's Advocacy Program

The Clinic serves single-parent, immigrant and refugee women with mental health challenges as a result of unresolved violence, with complex intersecting legal issues in family, immigration and criminal law. The Clinic provides legal advice and representation to high-needs clients who are living in poverty but do not qualify for legal aid because of family assets or legal issues.

THE IMPACT

534 agencies served by the program.



“ When I first came to the Clinic, I felt invisible. I was navigating the legal system as a non-status survivor of intimate partner violence, and every door seemed closed. But through the Clinic's advocacy and legal supports, I not only found safety — found my voice. **”**

— Anonymous Survivor

WOMEN

MONTRÉAL

“ Before I learned to walk, my rights were annihilated: malnutrition, no access to education, isolation, psychological abuse, etc. I fought all my life for someone to help me, believe me, and see my courage. The women at the center were the first to hear my prayers. With care and dedication, they took me out of a toxic place, and I now live in a safe apartment that I can call my own and grow to become who I am meant to be. ”

— Valentina, Program Participant, The Centre des femmes d'ici et d'ailleurs



PROGRAM SUPPORTED

Women's Centres and Agencies

A network of about 30 women's centres located throughout Greater Montreal offers a range of services: discussion groups, support workshops for various issues (housing, violence and immigration), computer and budgeting courses, support to go back to school as well as mental health challenges. The centres also provide emergency resources for vulnerable women experiencing homelessness or gender-based violence.

THE IMPACT

1,946 calls answered through L'Écho des femmes de la Petite-Patrie program.

16 women received emergency and short-term accommodations through the Passages program.

QUÉBEC CITY

PROGRAM SUPPORTED

Network of Women's Services in the Greater Québec City Region

The 40 community organizations in this network offer a wide range of activities and support for women, including housing, shelter, health and psychological services for families to provide parenting support. This network aims to tackle social isolation and meet basic needs.

THE IMPACT

840 women and their 1,583 children received food assistance.

PEOPLE WITH DISABILITIES

TORONTO

PROGRAM SUPPORTED

Community Living Toronto

The Bridging Diversity and Inclusion program at Community Living Toronto increases understanding and improves access to services for individuals with an intellectual disability who are 2SLGBTQ+ and/or newcomers to Canada. The program aims to promote safety, belonging, and social opportunities for 2SLGBTQ+ youth and adults with intellectual disabilities, and increase service and community participation for racialized families who have children with intellectual disabilities.



THE IMPACT

1,440 individuals supported by the program.

RECOGNITION

Thank you, McCarthy Tétrault, for bringing your time, dedication, and exceptional talents to the fight against poverty. Your commitment helps ensure that support reaches those who are too often left behind — women, newcomers, racialized communities, and others disproportionately impacted by systemic barriers.

Because of partners like you, more people can access the services, resources, and opportunities they need to build stronger, more stable futures. Your leadership not only drives change — it inspires it. Here's how we recognized your generosity:

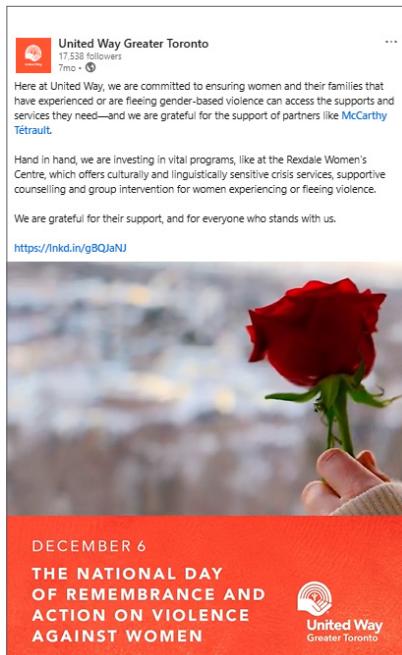
NATIONAL



Ads in the Globe and Mail and National Post celebrated your exemplary support and contribution of over \$1 million nationally in 2024 to communities across Canada.

TORONTO

- You were part of our annual Local Leaders List—recognizing excellence and workplace campaign achievement in the Greater Toronto Area.
- Major gift and leadership donors in the Toronto office were recognized in the United Way Greater Toronto's annual Honour Rolls.
- The Firm's commitment to equity-deserving groups was recognized through social media posts on International Women's Day, National Accessibility Week, and during Pride Month. In December, an additional post highlighted McCarthy Tétrault's support in addressing homelessness.



MONTRÉAL

- McCarthy Tétrault's Leader and Major donors were recognized in Centraide of Greater Montréal's Honour Rolls.
- The Firm was recognized amongst the Top 100 Workplace and Corporate campaigns on Centraide of Greater Montréal's website.

Centraide du Grand Montréal ...
14 681 abonnés
11 mois •

C'est la Semaine nationale de l'accessibilité et nous célébrons les contributions et le leadership des personnes vivant avec un handicap au Canada!

Ensemble, nous pouvons faire en sorte que des programmes et des services soient disponibles dans notre communauté locale afin de promouvoir la sécurité, l'appartenance et les opportunités pour les personnes vivant avec un handicap.

Et nous remercions des partenaires comme McCarthy Tétrault pour leur investissement dans #PrioriteInclusion et pour leur soutien à nos côtés afin d'aider à construire des communautés où chacun peut s'épanouir.

Assurons-nous de leur offrir tout le soutien nécessaire afin qu'elles et ils puissent vivre dignement et être visibles dans la société.

Plus d'info : <https://lnkd.in/du8cpqzY>

#PrioriteInclusion

Priorité à l'inclusion

27% des Canadiens âgés de plus de 15ans ont un ou plusieurs handicaps.

*Enquête canadienne sur l'incapacité (2022)

 Centraide  McCarthy Tétrault



Centraide du Grand Montréal ...
14 681 abonnés
11 mois •

Bon Mois de la Fierté Ce mois-ci, nous célébrons et reconnaissons les contributions et les réalisations de notre communauté 2SLGBTQIA+, représentée par les multiples couleurs du drapeau progressif qui arboré notre logo.

Alors que nous continuons à investir dans des programmes et des services qui favorisent la sécurité et l'appartenance pour tous, nous sommes reconnaissants à nos partenaires qui nous soutiennent et soutiennent la communauté 2SLGBTQIA+, y compris notre partenaire de longue date, McCarthy Tétrault. Grâce à l'investissement #PrioriteInclusion de McCarthy Tétrault, ils ont montré leur engagement à construire des communautés où tout le monde peut s'épanouir.

Plus d'info : <https://lnkd.in/duscpqr>

Priorité à l'inclusion

Aider à construire des communautés sûres et inclusives pour tous.



 Centraide  McCarthy Tétrault

QUÉBEC CITY

- McCarthy Tétrault was recognized for being among the top three campaigns in their category (law firms and advisory services) through a social post.
- Anne-Émilie Fournier was a participant in Centraide's Emerging Philanthropists Program, which nurtures the next generation of philanthropic leaders by building their skills and knowledge. In her first year, she took part in training sessions with the Centraide team and helped raise funds for the 2024 campaign.

Centraide Québec et Chaudière-Appalaches ...
5 563 abonnés
2 mois •

Ces entreprises jouent un rôle essentiel dans la lutte contre les inégalités et la pauvreté. Elles ont à cœur la mission de Centraide.

La semaine dernière, ces organisations ont été honorées par un prix Distinction lors de notre événement de reconnaissance et de clôture. Ces prix soulignent les entreprises de chaque secteur ayant le meilleur taux de participation combiné au don moyen le plus élevé et à une progression des dons par rapport à l'année précédente.

• Félicitations à Aéroport International Jean-Lesage de Québec (YQB), LG2, Costco Wholesale Québec - Ste Foy - Lévis, Mallette, PwC, Raymond Chabot Grant Thornton, Fasken, McCarthy Tétrault, Norton Rose Fulbright, BNP Paribas, IA Groupe Financier (Industrielle Alliance), Mouvement Desjardins, Banque Nationale du Canada, Egl - Stratégies en assurance, Promutuel Assurance, Communauté métropolitaine de Québec, Réseau de transport de la Capitale (RTC), Ville de Québec, Institut universitaire de cardiologie et de pneumologie de Québec - Université Laval, CIUSSS de la Capitale-Nationale, Université Laval, Cégep Limoilou, INRS - Institut national de la recherche scientifique, Siège social de l'Université du Québec, ABCP architecture, Nordia Stélo, Tetra Tech, Allitya, Crafom, Levio, CyberCar, Gentec Inc., Gencor-ED, Alcoa - Aluminerie de Deschambault, Énergie Valero inc., Produits Métalliques Buzzières Inc. (PMB), Lucas Meyer Cosmetics - by Clariant, Norgate métal et Vallée.

Un grand merci à chacune et à chacun d'entre vous pour votre engagement exceptionnel dans la campagne 2024 ! ❤



PRIX DISTINCTION CENTRAIDE 2024 | CABINETS JURIDIQUES ET SERVICES-CONSULTANTS McCarthy Tétrault

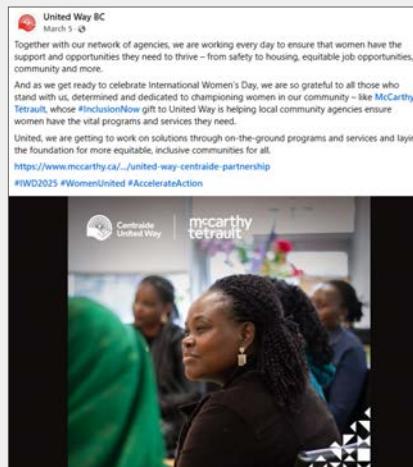
CALGARY

- McCarthy Tétrault's support was prominently recognized across multiple channels, including 14 dedicated social media posts. Highlights included a National Accessibility Week post and the announcement of the Power of One Award winners.
- McCarthy Tétrault was acknowledged on United Way Calgary's website, featured in the online Honour Roll, and celebrated in Diamond Willow Youth Lodge's Annual Report.



VANCOUVER

- McCarthy Tétrault's support was spotlighted on LinkedIn, with posts on National Indigenous Peoples Day and International Women's Day amplifying voices — and sharing powerful stats — that underscore how far we still have to go to achieve equity for Indigenous Peoples and women.



THANK YOU

Thank you, McCarthy Tétrault for your generous gift. Your commitment to advancing equity for Indigenous Peoples, women, 2SLGBTQ+ communities, persons with disabilities, newcomers, and those facing housing insecurity is both powerful and deeply appreciated.

Your support is more than a donation — it's a meaningful investment in building a more inclusive, compassionate future for all. Together, we're creating opportunities, opening doors, and helping entire communities thrive.

We're proud to partner with you in this vital work. Thank you for standing with us.

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