
**mccarthy
tetrault**

**Inclusion Now
2019 Annual Report**



THANK YOU FROM UNITED WAY CENTRAIDE

17,388

Number of newcomers, Indigenous peoples, members of the LGBTQ2S community, women, and people with disabilities supported by Inclusion Now.

We're pleased to thank McCarthy Tétrault for its trailblazing Inclusion Now investment and provide this overview of the tremendous impact your commitment has had across the country.

At United Way Centraide, we love where we live. The vibrancy of our communities. The strength of our people. Our world-leading quality of life. But despite Canada being one of the most prosperous and democratic nations in the world, far too many people and families continue to struggle with poverty, social inequality and related barriers including hunger and homelessness. These challenges are often exacerbated for certain groups of people, including newcomers, Indigenous peoples, members of the LGBTQ2S community, women, and those with disabilities.

This inequity undercuts what we stand for. A place where everyone has an opportunity to thrive. It underscores that our work of equality and inclusion is not over.

Thanks to McCarthy Tétrault's trailblazing \$5-million Inclusion Now commitment—a first of its kind for Canada's legal industry—we are one step closer to ensuring that background and identity aren't barriers to inclusion for thousands of people and families across Canada.

Thank you, McCarthy Tétrault, for your tremendous investment in communities and people across the country. Your support through Inclusion Now will help agencies through United Way of the Lower Mainland, United Way Calgary and Area, United Way Greater Toronto, Centraide of Greater Montréal and Centraide Québec et Chaudière-Appalaches. And it is a step towards a more inclusive Canada—the Canada of the future.

“ *Social responsibility is critical to the long-term success of our Firm and the communities in which we live and serve. Our strengthened partnership with United Way Centraide allows us to enhance our inclusion efforts internally, attract new talent, deepen client relationships, and significantly increase our overall social impact.*”

— Dave Leonard
Partner and
Chief Executive Officer,
McCarthy Tétrault LLP



PARTNERING FOR PROGRESS

Inclusion Now is McCarthy Tétrault's Firm-wide response and commitment to removing barriers to inclusion for marginalized groups and populations that continue to face daily challenges: newcomers, Indigenous peoples, members of the LGBTQ2S community, women, and people with disabilities. Although we have made great strides, there is still much work to be done.

One in seven individuals across Canada lives in poverty. Many struggle on a daily basis with complex, related issues that include hunger, violence, social isolation, homelessness and mental illness. This is particularly true for marginalized and vulnerable populations, including those helped through McCarthy Tétrault's life-changing investment. Coupled with the Firm's engagement through volunteer and pro bono work, Inclusion Now will make a lasting and meaningful difference in the lives of vulnerable Canadians. It will ensure that the values of diversity, inclusion and social responsibility help others thrive.

Over the next five years, McCarthy Tétrault's Inclusion Now commitment will accelerate the Firm's diversity, inclusion and social impact within the workplace and beyond, extending into five different local markets across Canada. This \$5-million commitment will be invested in United Way Centraide agencies and programs in Vancouver, Calgary, Toronto, Montréal, and Québec City, helping remove barriers to inclusion for newcomers, Indigenous peoples, members of the LGBTQ2S community, women, and people with disabilities.



“ *Inclusion Now is McCarthy Tétrault’s renewed commitment to our workplace and our communities. Knitting together our equity, social responsibility and values is allowing us to engage our people, support our neighbours and drive our innovation and growth.”*

— Nikki Gershain
Chief Inclusion Officer,
McCarthy Tétrault LLP



A NEW BEGINNING

THANKS TO MCCARTHY TÉTRAULT'S SUPPORT,
LYLA WAS ABLE TO CONNECT WITH HER INDIGENOUS ROOTS

“*I want to be that same important person for someone else's journey.*”

“I lost my father at a young age. He was my primary caregiver and one of my only connections to my native heritage. I started using drugs and alcohol to cope.

I entered rehab after dropping out of school in Grade 9. When I got out, I went right back to doing drugs and drinking—the same lifestyle I had before.

It was my mom who got me into the rehab program that finally made a difference. It was my third attempt at rehab, and it worked. When I was finishing that program, I came across a posting for a job at a United Way-supported social enterprise. It's a place that helps connect Indigenous youth with on-the-job skills training and experience that prepares them for the labour market. I applied for the job, and I got an interview at the agency. I instantly felt connected and supported.

I was so happy when I got the job. I got to sell First Nations, Métis and Inuit handcrafts and art. Life was still really hard—at points I was even suicidal—but somehow I still made it to work every morning.

My job was the one thing that really helped me. It gave me a reason to wake up every day. It gave me a purpose. It also taught me important skills like handling finances, public speaking and how to run an e-commerce site. I also had the chance to connect with some of the agency's young people and to see their struggles. Every sale I made felt so meaningful because I got to see the difference that money was making in the lives of these youth.

Today, I know exactly what I want to do. I want to help people, whether that means being a child and youth worker, a social worker, or a therapist. I want to be that same important person for someone else's journey. Because I've been through so much, I think I'm the perfect person to help others.”

–Lyla

A CROSS-COUNTRY FOOTPRINT

The partnership between McCarthy Tétrault and United Way Centraide is the perfect opportunity to lay the groundwork for an inclusive society. We share McCarthy Tétrault's commitment to deepening our engagement and service to local communities, informed by an equity lens that helps empower groups that are the most marginalized.

The United Way Centraide network represents the most comprehensive array of social service investing in Canada, covering 90 per cent of Canada's population and including more than 3,000 agency partners and 6,000 programs. Through deep-rooted relationships and research, United Way Centraide understands the pressing local issues facing neighbourhoods and communities across the country. We engage individuals, community service organizations and corporate, education and labour partners in finding community-based solutions to complex, #UNIGNORABLE issues across Canada.

Today, United Way Centraide continues to invest millions of dollars across Canada to help build inclusive cities and communities. Examples of this type of work include:

- Ethno-specific crisis intervention and individual counselling for **newcomers** to Canada.
- Putting **Indigenous** youth and adults on pathways to sustainable employment through education and employment readiness programs.
- Counselling and mental health supports for vulnerable members of **LGBTQ2S** communities, including one-on-one counselling to address trauma.
- Putting **youth and adults with disabilities** on pathways to living independently, through life skills training and education and employment readiness programs.
- Programs to help **women and their children** flee violence and secure a safe living environment.



“ Taking a more integrated, pan-Canadian approach to our community giving has brought us even closer together as a national Firm. We are stronger and better with United Way Centraide as our partner. ”

— Karl Tabbakh
Managing Partner,
Québec Region,
McCarthy Tétrault LLP

INCLUSION NOW INVESTMENTS

There is no “one-size-fits-all” approach when it comes to removing barriers to inclusion for equity-seeking groups, including newcomers, Indigenous peoples, members of the LGBTQ2S community, women, and people with disabilities. United Way Centraide’s network of local agencies across Canada are there when, and where, people need them the most, offering the right supports at the right time. McCarthy Tétrault’s foundational Inclusion Now investment is activating a group of on-the-ground agencies and programs in five markets across the country to deliver life-changing supports to people who need them the most.

INDIGENOUS PEOPLE



Vancouver

United Way of the Lower Mainland School’s Out programs

These programs ensure that children have access to quality programs and opportunities that address their developmental and cultural needs in safe spaces. Children (ages 6-12) are safe and protected in the critical after-school hours, while participating in activities that support them to reach their full potential.

1,253 Indigenous children supported annually

10,117 nutritious meals and snacks provided

“ My experience at Diamond Willow Youth Lodge has been awesome. I enjoy sitting in group and smudging and praying because there is laughter, which is healing, and there are also tears of healing. I enjoy how we interact with beading and colouring which is always here at Diamond Willow. It makes everyone feel included.”

—Dene Elder Violet March

Calgary

Diamond Willow Youth Lodge

Opened in the fall of 2018, the Diamond Willow Youth Lodge engages urban Indigenous youth on a path of healing and well-being to address the impacts of intergenerational trauma and promote truth and reconciliation. Youth-led and youth-driven culture is embedded into the Lodge, empowering youth voices to be heard, and helping create a space for which they feel a sense of pride and ownership. By providing culturally-appropriate healing practices and activities, the Lodge promotes self-discovery, Indigenous identity, and well-being.

2018: year the lodge opened its doors

395 youth have been assisted to date

“ *I got to talk about some of my issues and what to take care of first. I am feeling more confident I can get my life back on track after relocating here from Calgary with my family. Also I don't feel so alone in this big city. Thanks NCCT for all you're doing with my family. Means a lot.*”

—Lisa, program participant

Toronto

Native Canadian Centre of Toronto: Eshkiniigjik Naandwechigegamig — A Place for Healing Our Families

The program is provided in partnership with Parkdale Queen West Community Health Centre, which provides priority access for participants with mental health and addictions requiring primary care and psychiatric consultation. Culturally-based group programming includes life skills, recovery, resiliency, artistic expression, language, support circles, and outdoor education.

281 adults aged 25-64 received services

2 additional social workers hired, thanks to new funding

1,311 face-to-face contacts/telephone visits

29 group sessions completed to provide culturally-appropriate, peer-based group programming to support the cultural interventions required for successful healing

NEWCOMERS

“ *My favourite part of this program is when we have circle time. That's when we can play a game, draw or colour. We have a lot of fun together, and now I feel less shy. I'm happy that I get to go to this after-school program. I feel more comfortable in Canada now. I can speak English, and I'm more confident. I even got to be part of a student art exhibition at the art gallery in my city.*”

—Nuhaa, program participant

Vancouver

United Way of the Lower Mainland School's Out Programs

The program ensures that children have access to quality programs and opportunities that address their developmental and cultural needs in safe spaces. Children (ages 6-12) are safe and protected in the critical after-school hours, while participating in activities that support them to reach their full potential.

1,258 newcomer children supported annually by the program

10,158 meals and snacks provided

“ *Today nothing is like before. The big difference is that we can imagine a tomorrow. Before it was impossible.”*

— Parents of program participants Jason and Aymen

“ *I am a refugee, and I was homeless. Rexdale Women’s Centre helped me to find a place to live and connected me with other resources such as a food and furniture bank. Now, I am settled in a nice place and have furniture and food. I really appreciate the ongoing support that the Centre provides me.”*

— Vinoliya, program participant

Montréal

Welcoming newcomers to Greater Montréal and helping them integrate

Centraide invests more than \$1 million annually to reach more than 55,000 families of newcomers. This work is achieved by 10 agencies whose mission is directly related to welcoming newcomers and helping them integrate into their new communities, and by a network of 70 agencies that offer a range of complementary services. In short, these agencies offer immigrants all manner of support to help them successfully settle into their new community.

3,300 individuals assisted last year

40% of children from newcomer families demonstrated improved communication skills after participating in kindergarten activities

Toronto

Rexdale Women’s Centre

The agency provides settlement supports, employment and personal counselling, life skills training, health workshops, English as a Second Language instruction, information and referral, community outreach, child minding, crisis intervention and violence prevention supports, and parenting programs.

Annually this initiative supports:

421 immigrant, refugee and/or racialized women experiencing gender-based violence

64 women found employment or re-entered the workforce

7 women pursued training and further education

THE LGBTQ2S COMMUNITY

“ *In our current political and economic climate, one which continues to threaten the rights of LGBTQ2S communities, The 519 is thankful to McCarthy Tétrault for its financial support and leadership as we work together to respond to the complex needs of LGBTQ2S communities.”*

— Maura Lawless,
Executive Director,
The 519 Church Street
Community Centre

Toronto

The 519 Church Street Community Centre: Early Learning and Parenting Program

Provides a welcoming, safe and inclusive space for members of LGBTQ2S families to be their authentic selves as they take part in arts, recreational and educational programming. The program offers queer and trans parenting courses that explore practical, emotional, social, financial, medical and legal issues related to becoming a parent. Sixteen hundred parents and children are served each year.

238 educational workshops on diversity and inclusion principles delivered

1,952 individuals participated in an early learning and parenting program

841 individuals received counselling support

WOMEN

“ Thank you, McCarthy Tétrault. Your generous support of the Barbra Schlifer Commemorative Clinic through United Way Greater Toronto is deeply appreciated. Also, your pro bono work and investment in Inclusion Now have had a meaningful impact on women surviving violence.”

— Deepa Mattoo,
Executive Director,
Barbra Schlifer
Commemorative Clinic

Toronto

Barbra Schlifer Commemorative Clinic

The clinic provides access to effective and integrated professional justice and community services for women to whom accessibility is most often denied. The objectives of the program include training students, and thereby building a better response to the issues of violence against women and improving the legal narrative that informs these judgements.

2,686 women served

2,045 survivors and witnesses of domestic and gender-based violence were connected to counselling and other supports

Women United

Women United is a group of like-minded members who have the talent, expertise and networks necessary to make a real difference in the lives of women and their families experiencing poverty. In 2018, working closely with United Way, these women raised more than \$1.5 million to support 17 programs across Peel, Toronto and York Region.

“ Women United was founded in 2008, and since that time many of my colleagues and I have been proud supporters. Women United is a diverse community of change-makers, bound together by our desire to help transform the lives of women and their families. We are grateful to United Way for providing us with the opportunity to support women who are experiencing poverty and other barriers to build secure, independent lives.”

— Godyne Sibay,
Ontario Region Managing Partner and
former co-chair of United Way's Women United



“ *I was in a relationship where I did not feel well. The acts of violence became ‘normal.’ One day, I went to a workshop on domestic violence, and I collapsed in tears. What was said was an image of my relationship. One step at a time, I gained confidence in myself. I left my spouse. The workers accompanied me in my search for housing. I found valuable help. Help that allowed me to flourish.”*

— program participant,
Carrefour des femmes
d’Anjou



Montréal

Network of women’s centres throughout Greater Montréal

Centraide invests more than \$2 million annually in 20 women’s shelters within the Greater Montréal Region. This investment helps to reach close to 70,000 women and their loved ones each year. These agencies specifically aim to support vulnerable women in various aspects of their lives, with the goal of improving their living conditions, breaking their social isolation and promoting their autonomy.

2,282 women and their loved ones were assisted through programs, education and advocacy efforts

75% of the women who participated in art therapy sessions reported reduced stress and less anxiety

Québec City

33 organizations are providing services for women

Centraide supports community residential facilities that provide women’s services, services for women affected by sexual violence, and housing for families where women can go with their spouse for a more effective division of parental responsibilities. Certain organizations, such as women’s centres, provide services directly to women and help them feel less isolated.

1,630 women assisted last year

9 months: the amount of time it took women to see life-changing outcomes after attending intensive and professional community services

PEOPLE WITH DISABILITIES



Vancouver

United Way of the Lower Mainland School's Out Programs

The program ensures that children have access to quality programs and opportunities that address their developmental and cultural needs in safe spaces. Children (ages 6-12) are safe and protected in the critical after-school hours, while participating in activities that help them reach their full potential.

439 children with disabilities supported by the program

3,545 nutritious meals and snacks provided

“ *I didn't know there were other families in my community going through the same things as we were. We don't talk about it. I was ashamed. Community Living Toronto held amazing groups where I met other moms like me who I could talk to and share my struggles.”*

— program participant

Toronto

Community Living Toronto

Bridging Diversity and Inclusion increases understanding and improves access to services for individuals with an intellectual disability who are LGBTQ2S and/or newcomers to Canada. The program aims to promote safety, belonging and social opportunities for LGBTQ2S youth and adults with intellectual disabilities, and increase service and community participation for racialized newcomer families who have children with intellectual disabilities.

334 children learned about diversity and intellectual disabilities

70 families assisted through educational consultations

MCCARTHY TÉTRAULT'S LOCAL LOVE IN ACTION

Inclusion, community giving and pro bono have always been strategic priorities for your Firm, with this commitment being amplified as part of the McCarthy Tétrault Inclusion Now investment. We would like to extend our sincere thanks to your Regional Managing Partners and United Way Centraide Co-Chairs for “leading local” in the places they live and love. By dedicating their time and effort to various volunteer and pro bono positions, they are paving the way for meaningful change when it comes to ensuring that background and circumstance aren't barriers to getting ahead for individual and families across our country.

REGIONAL MANAGING PARTNERS & UNITED WAY CO-CHAIRS

CALGARY

- Olivia Colic, Alberta Region
Managing Partner
- Gordon Cameron, Partner
- Kimberly J. Howard, Partner

MONTRÉAL

- Karl Tabbakh, Québec Region
Managing Partner
- Marie-Eve Bélanger, Partner
- Alain Tardif, Partner

TORONTO

- Godyne Sibay, Ontario Region
Managing Partner
- Nigel Johnston, Partner
- Christine Lonsdale, Partner

QUÉBEC CITY

- Mathieu Laflamme, Québec
City Office Lead
- Isabelle Pépin-Lapointe,
Associate
- Alexandre Saulnier-Marceau,
Associate

VANCOUVER

- Sven O. Milelli, BC Region
Managing Partner
- Stephen Curran, Partner
- Liezl Behm, Associate

UNITED WAY CENTRAIDE VOLUNTEERS

MONTRÉAL

- Karl Tabbakh, Québec Region
Managing Partner: Professional
Firms Committee
- Éric Gosselin, Partner: Major
Donors Cabinet

TORONTO

- Dave Leonard, Partner & CEO:
Campaign Cabinet
- Nigel Johnston, Partner: Major
Individual Giving Cabinet
- Christine Lonsdale, Partner:
Major Individual Giving Cabinet

QUÉBEC CITY

- David Blair, Partner: Major
Donor Committee
- Catherine Bélanger- Pâquet,
Associate: Philanthropes
Émergents Centraide

VANCOUVER

- Stephen Curran, Partner:
Campaign Cabinet

“ *As a Firm, we place a pretty heavy importance on giving back to the community. We celebrate our people’s engagement in their communities, and try to encourage this every step of the way.”*

— Stephen Curran,
Partner, Vancouver,
McCarthy Tétrault LLP



RECOGNIZING YOU

Here are some of the ways United Way Centraide recognized McCarthy Tétrault's trailblazing investment in tackling inequality and removing barriers to inclusion across the country:

NATIONAL McCarthy Tétrault was recognized by United Way Centraide as a Thanks a Million donor.

United Way Centraide also produced a series of social media graphics that were shared across the country to highlight key awareness days (e.g., International Day Against Homophobia and Transphobia and National Indigenous Peoples Day) and to shine a spotlight on McCarthy Tétrault's trailblazing Inclusion Now investment.





“ *Applying a diversity lens to our United Way Centraide efforts has not only yielded a more focused impact in our communities, it has created opportunities for increased engagement internally. Our national United Way Centraide program gives us an opportunity to partner meaningfully with our people, and provide them with a forum to support their communities.”*

— Kimberly J. Howard
Partner, Calgary Region,
McCarthy Tétrault LLP

VANCOUVER

McCarthy Tétrault was recognized by United Way Lower Mainland as a Local Love in Action finalist for your contribution to the community. The Firm was also featured in a video during the awards ceremony celebrating your role in tackling inequality.

CALGARY

United Way of Calgary and Area recognized McCarthy Tétrault as a Great-Grandparent level corporate donor for your support of the Diamond Willow Youth Lodge as a founding partner. We developed this unique recognition term to demonstrate a parallel between a traditional western approach to corporate recognition and Indigenous culture.

McCarthy Tétrault was also acknowledged as a Corporate Million Dollar Roundtable donor on our website and in the 2019 Spirits of Gold printed program. As a member of the Corporate Million Dollar Roundtable, McCarthy Tétrault is among an elite group of businesses who have contributed more than \$1 million to United Way of Calgary and Area.

TORONTO

McCarthy Tétrault was recognized at the Gold level in our inaugural Local Leaders List.

United Way Greater Toronto recognized McCarthy Tétrault's \$5-million multi-year commitment to helping some of our community's most marginalized individuals in our annual report.

McCarthy Tétrault is also working with The 519 on an enhanced multi-year commitment and partnership.

In its annual report, Barbra Schlifer Commemorative Clinic thanked McCarthy Tétrault for your generous five-year commitment through the Firm's Inclusion Now Initiative.

MONTRÉAL

McCarthy Tétrault was recognized on Centraide's website as one of our Top 100 campaigns, for your commitment to removing barriers to inclusion.

QUÉBEC CITY

Centraide thanked McCarthy Tétrault for your generous support through local celebrations as part of the national launch of Inclusion Now and campaign mentions.

THANK YOU

Thank you, McCarthy Tétrault, for deepening your commitment to local communities across Canada. Your trailblazing \$5-million Inclusion Now investment is a shining example of local love in action, positioning your Firm as a leader in inclusion.

Individuals in neighbourhoods across the country will benefit from McCarthy Tétrault's generosity and local love, helping them get one step closer to opportunity and life-long success. We couldn't do this vital work without you.





United Way

unitedway.ca



#UNIGNORABLE
#LocalLove