



United Way
Centraide

mccarthy
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Thank you for partnering with us

As we reflect on the past year, it's hard to ignore the myriad of issues that have impacted our communities, particularly those most vulnerable among us. From the housing crisis to inflation, our friends and neighbours across Canada are confronting unprecedented challenges and those from equity deserving groups are disproportionately affected.

In particular, the housing crisis has reached a critical juncture, exacerbating inequalities that were already leaving too many behind. For countless individuals and families, the dream of secure, affordable housing remains out of reach. This has forced people into precarious living situations, perpetuating cycles of instability and uncertainty.

Thank you for being so generous at such a difficult time, continuing your commitment to ensuring Indigenous peoples, women, 2SLGBTQ+ people, persons with disabilities and newcomers are supported. We're incredibly grateful for your \$5 million commitment over the next five years, which will significantly advance our shared mission. Your additional \$1 million to combat homelessness is a testament to your dedication to making a meaningful difference in the lives of those who need it most. The impact of your generosity reverberates throughout our communities and touches the lives of so many across Canada.

With you as an important partner, we continue to be deeply invested in the well-being of communities across Canada, combatting poverty in all its forms and addressing the root causes of inequities. Thank you for standing with us to build a better future for everyone who calls this country home.

Dan Clement

President and CEO

United Way Centraide Canada

◀ **Cover:**
Thanks to the Rexdale
Women's Centre, Muffad
and Shenawar were able to
build new lives in Canada.

Inclusion Now Cross-Country Impact

McCarthy Tétrault's trailblazing five-year, \$5-million commitment is being invested in United Way Centraide agencies and programs in Vancouver, Calgary, Toronto, Montréal, and Québec City that work to remove barriers to inclusion for marginalized groups and populations who face daily challenges: newcomers, Indigenous peoples, members of the 2SLGBTQ+ community, women, and people with disabilities.

Here's a glimpse into the impact of your commitment:



17,597

Number of newcomers, Indigenous peoples, members of 2SLGBTQ+ community, women and people with disabilities supported in 2023.

VANCOUVER

400 individuals supported last year

CALGARY

90 individuals supported last year

TORONTO

11,577 individuals supported last year

MONTRÉAL

1,554 individuals supported last year

QUÉBEC CITY

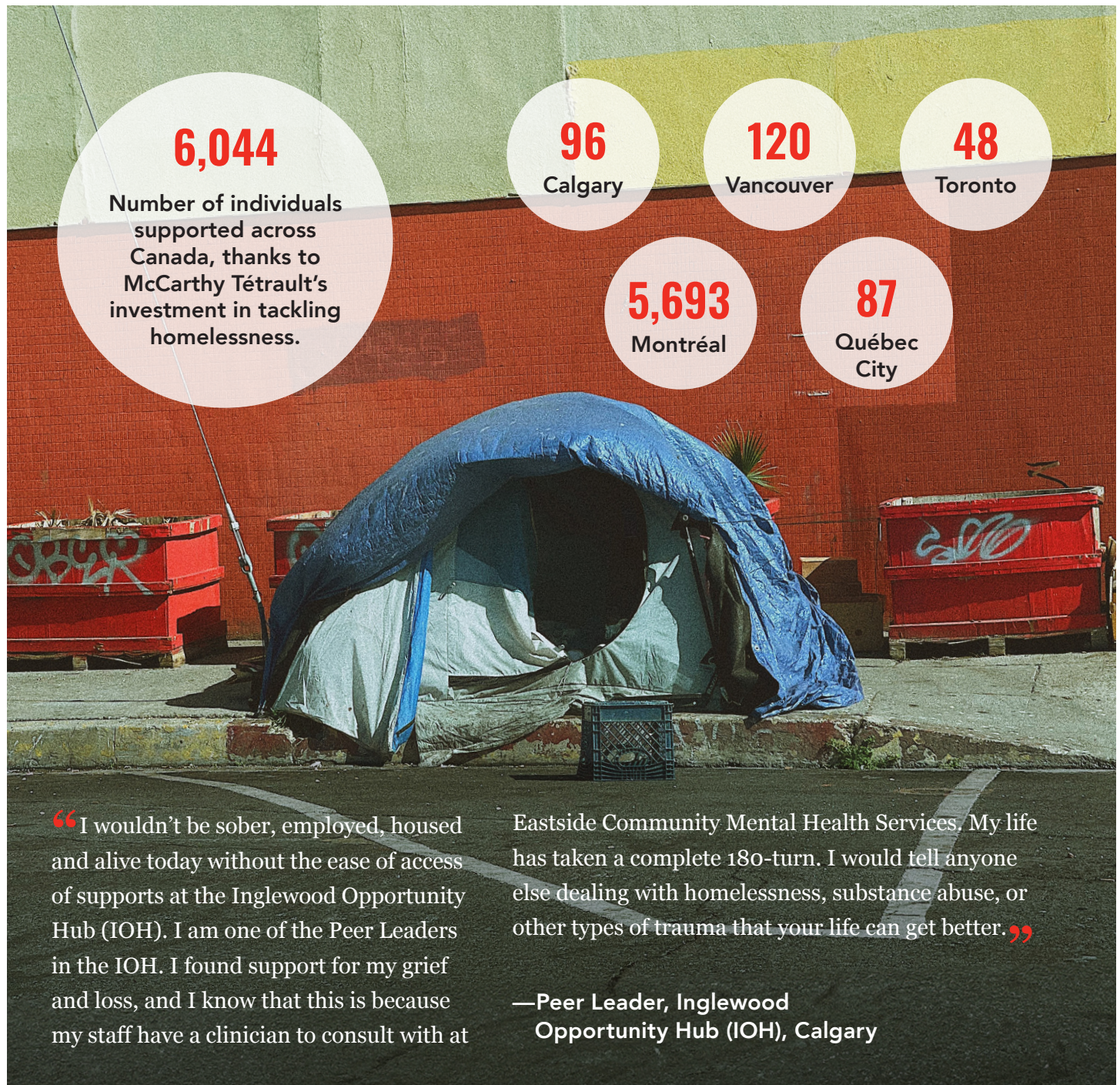
3,976 individuals supported last year

Tackling Homelessness

Last fall, in addition to recommitting to the Inclusion Now gift with an additional pledge of \$5 million over the next five years to United Way Centraide, the Firm generously pledged an extra \$1 million specifically to address the escalating homelessness crisis in Canada. These funds will be allocated to United Way Centraide agencies and initiatives focused on providing emergency support to those at immediate risk of homelessness, as well as

offering wraparound support for the complex challenges that often lead to homelessness, including disability, mental illness, substance abuse, and intimate partner violence.

By rising to meet the urgent needs of Canada's growing unhoused population, we will continue to create meaningful impact in the communities where we live and work, precisely when that support is needed most. **Here is what you made possible across the country:**



Connecting People to Housing

From Calgary to Toronto, McCarthy Tétrault’s \$1 million investment has connected individuals from structurally disadvantaged communities to essential housing supports. We are pleased to share examples of agencies, programs and initiatives your generosity has helped support and the populations they served.

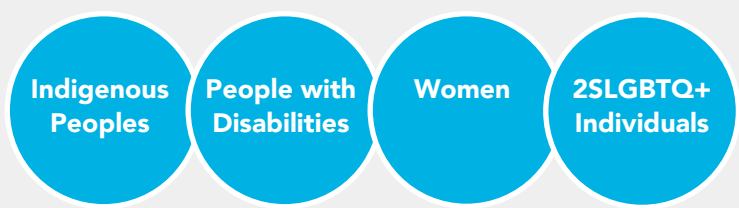
VANCOUVER

United Way British Columbia tackles youth homelessness by investing in the **Youth Futures Education Fund**—established through a collaboration with Coast Capital, the Province of British Columbia and the office of the Representative for Children and Youth. The Fund creates opportunities for young adults aging out of government care by providing access to funds for basic living expenses like rent.

“When my dad passed away, I was on the verge of leaving school. Being on the Youth Futures Education Fund (YFEF) Advisory Committee helped me learn the resources available to me. I didn’t feel the pressures of financial strain. Being on this committee has made me a better advocate as I can understand and speak on addressing the gaps in funding systems for our Indigenous urbanized youth who are aging out of care.”

—Jadyn

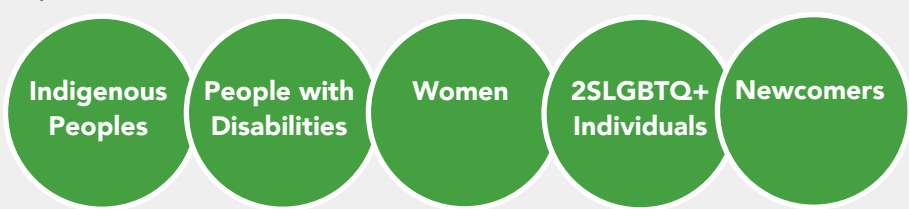
Populations served:



CALGARY

United Way Calgary funds **Wood’s Homes’ Inglewood Opportunity Hub**, which supports young adults with stable and supportive housing through the New Horizon Housing Services and Supports program. It offers temporary, low-cost apartment units in three community buildings and at the Wood’s Homes Inglewood Campus. Residents receive individualized support, including guidance on budgeting and finding and keeping employment.

Populations served:



TORONTO

Fred Victor's Integrated Housing Help Team works with tenants from structurally marginalized groups to help them maintain their housing. Another goal of the program is to help tenants feel safe in their housing by creating opportunities to know their neighbours and be able to get support from each other.

Populations served:



MONTREAL

Projets Autochtones du Québec (PEQ) is an Indigenous organization that supports First Nations, Inuit and Métis peoples facing housing insecurity in Montréal. Using a culturally adapted approach based on empowerment and harm reduction, the organization offers shelter, housing options and services that promote well-being and healing and strengthen community.

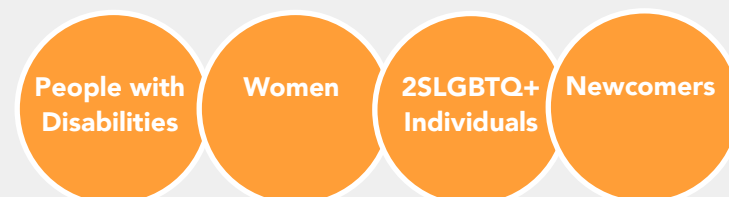
Populations served:



QUEBEC CITY

Centre aide et prévention jeunesse supports young people experiencing social exclusion through different measures including providing transitional accommodation and emergency accommodation for families.

Populations served:



As our country grapples with a homelessness crisis, we couldn't be more appreciative of McCarthy Tétrault's support in helping to connect individuals with the resources they need to stay housed. Your \$1 million gift focused on homelessness made a significant impact, and for that, we extend our heartfelt thanks.

How two sisters navigated their settlement journey

With hard work and a helping hand from a United Way-funded agency, Muffad and Shenawar built new lives in Canada



United Way Greater Toronto

When sisters Muffad and Shenawar came to Toronto from Pakistan in 2015—with their siblings and mother—they were thrilled to reunite with their father, who immigrated first. But there was so much to navigate as newcomers: schooling, jobs, housing, social connections, and endless paperwork—all in a new language.

"I felt very good about coming to Canada, but for the first two months, life was really hard for me," says Shenawar, who was then 25. Communication was the biggest hurdle, explains Muffad, then 22. Luckily, being here in Canada already, their father knew where the family could go for support—Rexdale Women's Centre.

"Right away we did some English workshops at Rexdale," says Muffad. "I learned how to introduce myself, say when I came to Canada and how I liked it so far. They said, 'good job!' and I started building my confidence."

The sisters returned each week for the Conversation Circle, where they met other newcomers. "I started feeling good in that time, and I made some life goals and then life started to get easier for me," says Shenawar.

Once Muffad had felt more confident with her English, she looked to gain education here in

Canada. "I went to adult high school and got credits. When I got that certificate, we were so proud," she says. Her next goal: college. Her settlement worker at Rexdale Women's Centre helped her fill out application forms and secure provincial bursaries and support from her school's Financial Aid office. The agency also provided support for books and transit costs, to ease the financial burden.

Meanwhile, Shenawar got married and started a family with her husband, Nadeem. Their children are now aged two and three. "They're very young right now but like all parents I hope they have a bright future here," Shenawar says.

At Rexdale Women's Centre, her kids play in the family resource room while the grown-ups go to Conversation Circle or participate in other programs and access supports. "Whenever we have any problem, I go to Rexdale. They tell me what options are available to me, so I know how to proceed in the future," says Shenawar. "I got to know staff there from my culture, who speak the same language as me, so I felt comfortable."

The road is never without bumps and barriers for newcomers. It takes work, patience, new skills and knowledge to build a life in a new place. Having culturally sensitive guidance can be a gamechanger.

"We were in the darkness when we came here," says Muffad. "When you're in the darkness, you welcome light. We got a light thanks to Rexdale Women's Centre and United Way."

Inclusion Now Investments

Your ongoing commitment to supporting Indigenous peoples, women, people with disability, 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.

VANCOUVER



United Way British Columbia

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:

52% of the students are newcomers or refugees.

79% established positive relationships with peers and program staff.



“My child has been coming to the School's Out program and she loves it. We are new to Canada and don't have many friends and no family here. It is nice to have a safe place for my daughter and she always gets excited to come to School's Out. She enjoys the different activities like painting, story writing, and baking. She has made friends and it makes me happy.”

—Parent of School's Out participant

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:

87% of immigrants and refugees accessed counseling, peer support, and referrals for housing, employment, and other services that support their settlement, integration, and well-being.

85% of immigrants and refugees acquired knowledge, skills and connections to prepare for the labour market.



United Way Greater Toronto

MONTREAL



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:

87,000 people were helped through SIARI, an agency which supports and assists newcomers, refugees and their families.



“Working as a team to plant seeds, fill the trays with soil and spending time with other people took away the stress I was feeling about my family and my country. It has also helped me be more sociable. I’ve met people. It helps me fit in.”

—Max, Program Participant

Indigenous Peoples

VANCOUVER



United Way British Columbia

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:

24% of children at School's Out are Indigenous.

84% increased their physical activity and gained knowledge about their wellness and health.



“Before coming to School's Out, I used to pretend I wasn't Indigenous. Now I feel proud to tell others ‘Yeah, I'm Indigenous. This is what my culture is about.’”

—12-year-old participant

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 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:

292 individuals made 829 visits to the Diamond Willow Youth Lodge.



“I’ve been here in different capacities. I think it’s really valuable and despite not coming every single time, I always feel very welcome. It always does feel like community. I think it’s lovely that when I come, I don’t really feel like I do in other spaces. I don’t feel like I need to be terribly worried about how I’m presenting in terms of gender. I don’t worry much about whether or not people will respect my identity, where in my everyday life that is a different story. I value gaining perspective and learning from people’s stories and experiences about what it means to people to be two spirit and what that looks like for people. And that has been really helpful for me and my self-esteem, my confidence in knowing who I am, and I have a sense of belonging when I’m in this space.”

—Youth participant

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 Indigenous people living in the Greater Toronto Area. It aims to strengthen the capacity of the Indigenous community and its citizens to deal with justice issues and provide Indigenous controlled and culturally based justice alternatives.

THE IMPACT:

100 local led initiatives supported.

50 community groups engaged.



United Way Greater Toronto

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 service with the traditional Indigenous cultural matrix of healing including artistic expression, language, support circles, Elder knowledge and cultural programming.

THE IMPACT:

152 youth received support.

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, support for staff during gender transition processes as well as gender inclusive policies and practices regarding parental leaves.

THE IMPACT:

251 initiatives served through the program.



United Way Greater Toronto

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:

41 sessions delivered in the community with 471 participants.

The Clinic also made a submission to the Universal Periodic Review of Canada, highlighting the need for a commitment to addressing gender-based violence in the context of immigration, refugee and non-status communities as well as reproductive rights.





Women's centres and agencies

PROGRAM SUPPORTED:

Women's centres and agencies

A network of about 30 women's centres located throughout Greater Montréal 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:

About **21%** of the women who accessed services were over 65.

100 deaf women sought interventions and universal accessibility services.



“My life was turned upside down for 18 years. I suffered domestic violence and my children witnessed it. We left behind us this life-threatening environment and thanks to the Centre des Femmes Solidaires et Engagées (CFSE) and their support we made it. Thanks to the whole team.”

—Program participant

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:

464 women used consultation and intervention services at Association des familles Monoparentales et recomposées La Chaudière.



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.



United Way Greater Toronto

THE IMPACT:

1,044 local-led initiatives supported.



“One of the things we are advocating for all the time is amplifying people’s voices by assisting them to tell their own stories as well as being an example of the success in hiring people with different abilities. Having Sam as a co-worker makes our team so much stronger. His insights and contributions are crucial to advancing our work.”

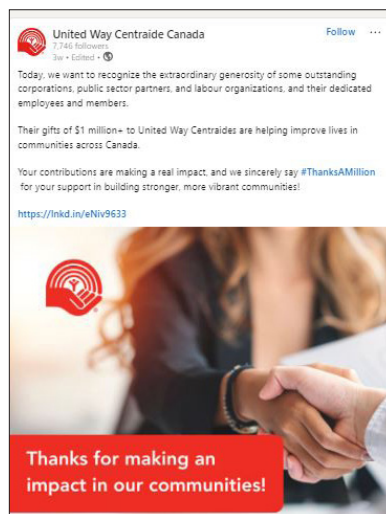
— Angela, Social Enterprise and Philanthropy Director at
Community Living Toronto

Your Commitment to Community

Thank you, McCarthy Tétrault, for devoting your time and exceptional talents to ensure support is available for those disproportionately affected by poverty. We are especially grateful for Dave Leonard's exemplary leadership as United Way Greater Toronto's 2023 Community Campaign Chair. Here's how we acknowledged your outstanding efforts in addressing inequities across the country:

NATIONAL

Ads in the *Globe and Mail* and *National Post* celebrated your support and contribution of over \$1 million nationally in 2023 to communities across Canada.



TORONTO



These are some of the ways we recognized the support of our outstanding Community Chair, community champions and the Firm:

- A media release announced that **Dave Leonard** was stepping up to lead United Way's 2023 Community Campaign as Chair.
- As part of our Cabinet social recognition series, we were thrilled to share a video featuring **Dave Leonard** on United Way Greater Toronto's LinkedIn where he spoke about his personal reasons for supporting United Way. **Christine Lonsdale** was also featured as part of the series as 2023 Co-Chair of United Way's Women United, a group of supporters dedicated to supporting women and their families across Peel, Toronto and York Region.
- **Godyne Sibay** was featured in United Way's Major Individual Giving (MIG) Honour Roll booklet, celebrating 10 extraordinary years of Women United helping women succeed. This booklet was shared with each of United Way's Greater Toronto Major Individual Donors.
- Campaign Cabinet members from McCarthy Tétrault—**Christine Lonsdale** and **Sunil Kapur** were featured in our Campaign Cabinet Ad in the *Globe and Mail* and *Toronto Star*. Additionally, Major Individual Giving Cabinet members **Lara Nathan**, **Godyne Sibay** and **Deborah Templer** were recognized in our Major Individual Giving Cabinet Ad in the *Globe and Mail*.

- 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 United Way Greater Toronto’s annual Honour Rolls.

Here are some examples of social media posts that recognized your support:



COMMUNITY CHAMPION

We are so grateful to **Dave Leonard** for his generosity and leadership as the 2023 United Way Greater Toronto 2023 Community Campaign Chair, rallying support so that everyone in the GTA can be connected to opportunities they need to thrive. Here are some of the campaign highlights that demonstrate Dave’s dedication to community:

- At United Way ClimbUP, Dave set a record for last year’s President’s Climb, raising over \$150,000 himself and \$300,000 as a group. He played a crucial role in encouraging senior business leaders to participate and tackle the 1,776 steps up the CN Tower. It was a family affair: he also brought his two sons to the climb and join in the fun.



- We were so appreciative of Dave sharing his personal connection to United Way. By highlighting how addiction impacted a loved one, leading to food insecurity and mental illness, he was able to illuminate how United Way's network of care impacted his family.

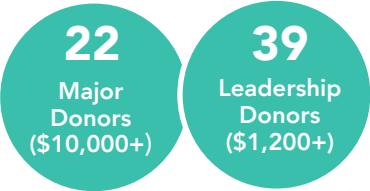
And on top of Dave's generosity, we were so grateful that he was willing to go above and beyond. His visits to organizations across the GTA helped to secure support and commitment to the campaign and inspire other senior executives to get involved with their workplace campaign.

Raising \$111 million for community

Thank you, Dave, for your dedication to making the GTA a place where everyone can thrive. Your leadership propelled us to a successful 2023 campaign fundraising achievement of \$111M that will ensure that our network of agencies is able to support hundreds of thousands of people access the care they need to thrive, to feel connected and find a sense of belonging in this place we all call home.



MONTRÉAL



- McCarthy Tétrault’s Leader and Major donors were recognized in Centraide of Greater Montréal’s Honour Rolls.
- The Firm was featured on United Way Centraide of Greater Montréal’s “The Biggest Centraide campaigns” section.

QUÉBEC CITY



- The Firm was recognized on LinkedIn during National Accessibility Week
- McCarthy Tétrault was recognized for being among the top 3 campaigns in their category (law firms and advisory services) through a social post.



Priorité à l’inclusion

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

*Enquête canadienne sur l’incapacité (2022)



CALGARY

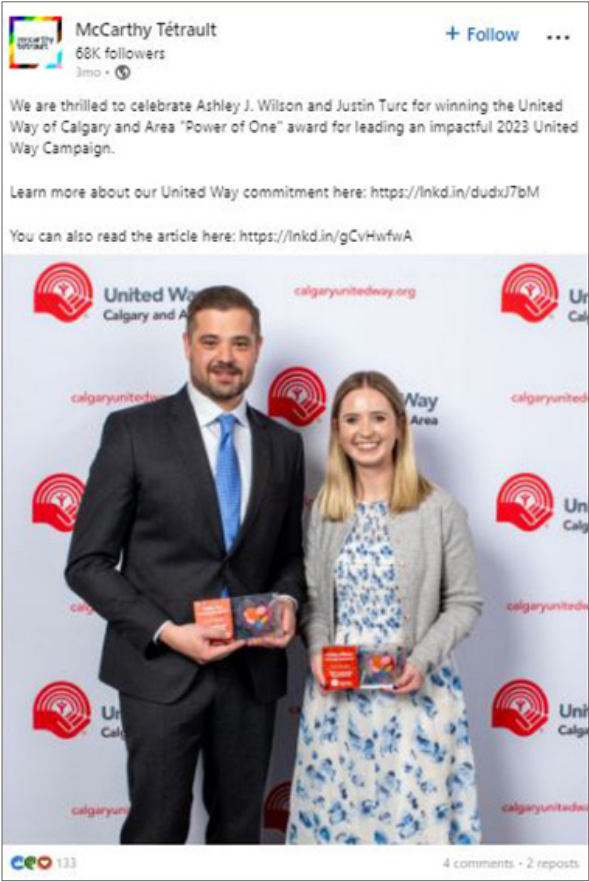
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Major Donors (\$10,000+)

22

Leadership Donors (\$1,200+)

- **Justin Turc** and **Ashley Wilson** were honored at the United Way of Calgary and Area’s Community Impact Awards. Both won the Power of One Award, which recognizes Workplace Campaign volunteers who not only exceeded expectations but also significantly enhanced awareness of United Way in both the community and workplace through their personal involvement and initiative. Their achievements were highlighted on the United Way of Calgary and Area’s website.



VANCOUVER

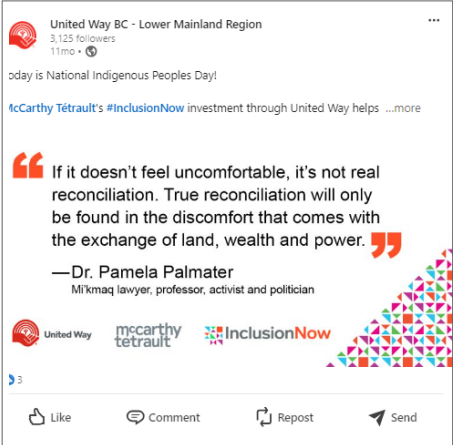
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Major Donors (\$10,000+)

17

Leadership Donors (\$1,200+)

McCarthy Tétrault was recognized on numerous social awareness days through LinkedIn posts, including National Indigenous Peoples Day, National Day of Remembrance and Action on Violence Against Women, International Women’s Day, and Pride and Accessibility Day.



Thank You

Thank you, McCarthy Tétrault, for your generous gift. Your \$5 million dollar commitment to support Indigenous peoples, women, 2SLGBTQ+ people, persons with disabilities and newcomers is immensely appreciated. Additionally, your \$1 million investment to support those facing housing insecurity has made a significant difference in the lives of many. Your generosity is making a profound impact, and we are incredibly grateful to partner with you in this important work.





**Centraide
United Way**

unitedway.ca

