

# Annual Report 2023/24

**RISE UP!**

a digital archive of feminist activism





# Table Of **CONTENTS**



<b>01</b>	<b>WELCOME MESSAGE</b>
<b>03</b>	<b>PEOPLE</b>
<b>06</b>	<b>WORKING GROUP UPDATES</b>
<b>11</b>	<b>REDEVELOPED WEBSITE</b>
<b>13</b>	<b>RISE UP IN NUMBERS</b>
<b>16</b>	<b>FINANCIALS</b>
<b>17</b>	<b>THANK YOU</b>





# CHAIR'S MESSAGE

# WELCOME

This past winter Rise Up was thrilled to unveil our new and improved website. Designed to accommodate a greatly expanded archival collection, the redeveloped site also offers a different categorization and tagging system making items easier to find, streamlined navigation, curated exhibits, and better access to feature articles and other resources.



Getting our new website off the ground has been a major focus for Rise Up, especially over this past year as we transitioned all archival materials in our collection and reorganized other resources – a very labour intensive process! But the website has not been our only priority. Rise Up remains committed to its founding vision of preserving and sharing the diversity, vibrancy, and radical legacy of underrepresented feminist activism and we have continued to expand the representation of these historic contributions in our archival collection, social media and newsletters, and new educational resources and exhibits.





One significant part of this work is the multi-stage process Rise Up initiated this past year to take up the call to confront the colonial foundations of our archival practice. This journey will be guided by the Reconciliation Framework: The Response to the Report of the Truth and Reconciliation Commission Taskforce published by the Steering Committee on Canada's Archives in 2022.

And, with our 10th anniversary just around the corner, Rise Up is also grappling with securing the long-term sustainability of this unique and widely-used online resource, while still retaining the spirit of a volunteer feminist collective. Taking steps to ensure we have the human and financial resources needed to continue this important work has been, and will continue to be, a central question for the strategic planning process already underway.

Thank you to the many, many volunteers – old and new – whose dedication and tireless efforts continue to keep Rise Up going and vibrant. Thanks also to all those who use Rise Up and support us by contributing financially, offering archival materials, and sharing your expertise and stories. Your commitment and enthusiasm is vital to keeping the powerful history of feminist activism and collective change accessible to coming generations.





# PEOPLE

Rise Up is a volunteer organized and managed project. In 2023-2024, we relied on the following members of our Collective and Working Groups, as well as other volunteers, to oversee our direction and carry out much of the ongoing work required to keep Rise Up going and growing.

## COLLECTIVE MEMBERS



Julia Aguar



Lisa Boucher



Sue Colley



Rosemary Donegan



Roxanne Duncan



Denise Glasbeek



Shelly Gordon



MacKenzie Gott



Franca Iacovetta





Sarah Leeves



Hannah MacDougall



Margaret McPhail



Sarah Mosher



Chloe Potamianos



Kaitlin Sonneveld

## WORKING GROUP & OTHER VOLUNTEERS

Nancy Adamson

Sarah Ariza-Verreault

Alanna Brown

Bryna Bernstein

Tara Cleveland

Emma Drejer Olsen

Aileen Jun

Safiyya Hosein

Nina Kolakovic

Susan Liu

Meg Luxton

Jennifer Nangreave

Kate Oruc

Sandra Ratnasingham

Noa Sanders

Vera Szoke

Ciara Taccone



We also want to acknowledge the considerable assistance provided in 2023-2024 by internship and summer employees funded through Young Canada Works in Heritage and Canada Summer Jobs. Student placements through Queen's University as well as University of Toronto – Mississauga also made important contributions to building our archival collection and presence.

## **YOUNG CANADA WORKS & CANADA SUMMER JOBS**

YCW Intern: Noa Sanders

Julia Aguiar

Alanna Brown

Sarah Edo

Sabahat Khan

Savi-Gellatly Ladd

Amelle Margaron

Hollis McConkey

Alex Southgate

Elizabeth Wong

## **STUDENT PLACEMENTS & INTERNS**

### **Queen's University**

Nadia Garcia

Emily Gilbert

Rhianna Grove

Allie Madan

Tori Payne

Yael Rusonik

Emily Scott

Anna Sum

### **University of Toronto – Mississauga**

Alvina Babar

Nawal Chaudhry





# WORKING GROUP UPDATES

Rise Up's Working Groups form the backbone of our organization. They are made up of Board and Collective members, as well as other volunteers, and they carry out the day-to-day work that drives Rise Up forward. The following pages outline the purpose and role of the working groups. Each has identified key accomplishments of the past year and goals for the coming one.

## ABOUT RISE UP

Rise Up! is a digital archive of feminist activism in Canada from the 1970s to the 1990s. During this time period a worldwide wave of liberation and anti-oppression movements occurred that won some victories, changed some attitudes, and radically altered the gendered and political landscape.

Our website is dedicated to documenting and sharing these histories.

[riseupfeministarchive.ca](http://riseupfeministarchive.ca)

## CURRENT WORKING GROUPS

**ACQUISITIONS & OUTREACH**

**ARCHIVAL MANAGEMENT**

**EDUCATIONAL RESOURCES**

**EQUITY, DIVERSITY & INCLUSION**

**FUNDRAISING**

**HUMAN RESOURCES**

**SOCIAL MEDIA & NEWSLETTER**

**VOLUNTEER & MEMBERSHIP**





# ACQUISITIONS & OUTREACH

The **Acquisitions/Outreach Working Group** identifies archival materials pertinent to the history of the Canadian women's movement (1970s-1990s), particularly those related to Rise Up's priority areas. Committee members research and locate potential materials, then work with donors and records creators to manage the donation process, including acquiring materials and preparing descriptions and metadata.

## 2023-2024 HIGHLIGHTS

- Collaborated with Press Gang members and Simon Fraser University Archives to acquire Press Gang posters and other materials
- Acquired permission from Dykes on Mykes and The ArQuives to upload digitized recordings of Dykes on Myke radio programmes
- With permission, initiated digitization of the Matrix radio show recordings and interviews in conjunction with the Archives and Special Collections, University of Ottawa

## GOALS FOR 2025-2026

- Review policies and practices to align with the recommendations of the Reconciliation Framework
- Strengthen relationships and collaborations with other archives of feminist history including the Archives and Special Collections, University of Ottawa and the Nellie Langford Rowell Library
- Identify and develop a plan of action to carry out 2-4 targeted projects for outreach and acquisition that reflect Rise Up priorities to diversify our archival collection

# ARCHIVAL MANAGEMENT

The **Archival Management Working Group** develops standardized guidelines and systems for organizing archival materials, in addition to preparing and uploading materials to the website. It also assists with the management of overall website content, including creating new pages and editing and updating content, and works with the Website Manager on organizational systems and website operations.

## 2023-2024 HIGHLIGHTS

- Supported the transition to the new website, including the development of new sections and descriptions, migration/updating of all archival and other materials, and website review and testing
- Initiated independent projects led by Working Group volunteers to process newly acquired materials, including Dykes on Mykes recordings and Press Gang posters
- Increased Working Group membership through improved onboarding and engagement of new volunteers

## GOALS FOR 2025-2026

- Implement enhancements to navigation, search, and User Experience (UX) for the website, including a website roadmap and user tools such as "Finding Aids"
- Initiate an Accessibility audit of archival items and the website to identify and define actions we can take to build towards maximum Accessibility
- Continue to process and upload new archival materials, especially those reflecting Rise Up's priorities



# EDUCATIONAL RESOURCES

The **Educational Resources Working Group** promotes the use of the Rise Up archive as a teaching and learning resource. We accomplish this through outreach to educators, collecting and developing teaching resources which draw on materials from the archive, and highlighting existing and new resources through our newsletter and social media.

## 2023–2024 HIGHLIGHTS

- Finalized a new resource focused on the periodical *DIVA: A Quarterly Journal of Women of South Asian Origin* in collaboration with the EDI Working Group
- Initiated reorganization and updating of educational resources for the redeveloped website
- Began brainstorming non-traditional educational resources, beyond lesson plans and assignments, that can be adapted and used in a variety of educational settings and by individuals

## GOALS FOR 2025–2026

- Develop up to 5 new educational resources to better highlight the diversity of Canadian feminist activism and facilitate the use of Rise Up archival materials
- Strengthen engagement with educators regarding their use of existing Rise Up archive materials and resources, as well as ideas for future collaboration
- Continue work to create non-traditional educational resources such as curated Exhibits that facilitate critical thinking

# EQUITY, DIVERSITY & INCLUSION

The **Equity, Diversity & Inclusion Working Group** develops and implements policies, guidelines, and projects to support Rise Up's commitment to building an archival collection and practice that is inclusive of diverse voices. This work includes facilitating educational opportunities for members as well as discussions about what this commitment means. It also involves developing conversations with communities whose feminist activism has often been marginalized or erased in the historical record.

## 2023–2024 HIGHLIGHTS

- Finalized and continued to support implementation of Policy for Addressing Hostility, Harassment, and Discrimination
- Completed new educational resource, along with Educational Resources, based on the periodical *DIVA: A Quarterly Journal of Women of South Asian Origin* and highlighting South Asian feminist activism
- Finished the draft guideline and facilitated discussions regarding Rise Up's commitment to gender inclusivity

## GOALS FOR 2025–2026

- Support development and implementation of Rise Up's Reconciliation Framework towards building a decolonial archival practice
- Complete oral history interview with Leslie Spillett on her labour and Indigenous activism
- Continue to support Rise Up's policies addressing commitments to equity, diversity, and inclusion in our archival collection, resources, and organizational practices



# FUNDRAISING

The **Fundraising Working Group** develops and executes fundraising strategies to increase Rise Up's financial resources to support the stability and longevity of the organization. Its work includes: developing fundraising strategies; overseeing regular fundraising appeals to Rise Up's supporters; building our base of donors and supporters; writing proposals and applications for public and private funders; and organizing fundraising events.

## 2023–2024 HIGHLIGHTS

- Conducted comprehensive survey to inform fundraising strategy and support future strategic planning
- Established a Gift Acceptance Policy to guide fundraising activity moving forward
- Developed strategies for raising funds to support ongoing operations and staffing, with a focus on foundation gifts

## GOALS FOR 2025–2026

- Develop fundraising strategies for the 10th anniversary in 2026
- Codify annual fundraising operations by setting an annual schedule, building monthly donor base, organizing donor data with a CRM database, and creating targeted campaigns
- Work with other working groups to develop new audiences through targeted communications and partnership building

# HUMAN RESOURCES

The **Human Resources Working Group** develops and oversees policies and practices for Rise Up employees. This includes writing grant proposals for funding of staff positions, including Young Canada Works in Heritage and Canada Summer Jobs, as well as managing the administration of grants. Human Resources is also responsible for the recruitment, hiring, and oversight of Rise Up employees and their working relationships and conditions.

## 2023–2024 HIGHLIGHTS

- Obtained youth employment grants for five summer positions in each of 2023 and 2024 through Canada Summer Jobs and Young Canada Works in Heritage
- Received funding through Young Canada Works in Heritage for a 7 month internship position from September 2024 to March 2025
- Reviewed and updated the Employment Handbook and also adopted a Privacy Policy to provide clear guidelines and protection to staff and volunteers

## GOALS FOR 2025–2026

- Increase the number of Rise Up members involved with writing grant applications and liaising with granting agencies
- Expand Human Resources membership to ensure more Rise Up members have the knowledge and experience to oversee employee relationships
- Move forward with plan to hire staff on a longer term basis to support the work of Rise Up in an ongoing way



# SOCIAL MEDIA & NEWSLETTER

The **Social Media & Newsletter Working Group** builds a strong social media presence that raises awareness of Rise Up's archival materials, resources, and initiatives. It highlights key struggles and issues of 1970s – 1990s feminist activism and makes more visible the engagement and contributions of diverse voices often marginalized or erased. Our newsletter team publishes longer articles on similar themes, drawing connections between past and present feminist struggles.

## 2023–2024 HIGHLIGHTS

- Increased the number of social media followers across Facebook, Instagram and LinkedIn significantly, and established a new presence on Bluesky
- Strengthened Social Media Working Group through increased number of volunteers and an operational structure to support sustained social media creation
- Produced regular newsletter articles on a range of topics and featuring new contributing writers

## GOALS FOR 2025–2026

- Increase overall number of followers/interactions by 20% on all social media platforms
- Boost social media interactions and collaborations with other feminist groups and initiatives
- Consolidate new model for Newsletter production, including outreach to potential contributors on diverse issues and historical activism

# VOLUNTEER & MEMBERSHIP

The **Volunteer and Membership Working Group** oversees the recruitment, onboarding, and retention of volunteers to Rise Up. Efforts are focused on attracting and retaining committed volunteers representative of the diversity of feminist activism and with the range of skills and experience needed to sustain our work.

## 2023–2024 HIGHLIGHTS

- Set up 3 Information Sessions for potential volunteers through the year to provide background about Rise Up and the onboarding process and to answer questions
- Started groups of new volunteers at the same time to facilitate onboarding process and training with Working Groups
- Supported onboarding process through regular contact as well as by encouraging direct involvement in current Working Group projects

## GOALS FOR 2025–2026

- Take concrete steps towards building a volunteer membership and leadership that is more inclusive of voices from diverse communities and provides stronger regional representation
- Implement recruitment strategies and outreach to address specific areas of need within Rise Up's volunteer structure
- Develop mentoring partnerships and strategies for team building to support the integration of new volunteers and the retention of current members



# VISIT RISE UP'S REDEVELOPED WEBSITE

## Expanded Archival Collection

Over 600 new items, including films, posters, documents, buttons, and periodicals.

## Streamlined Navigation

An enhanced categorization system and collapsible sections make it easier than ever to locate materials.

## Wider Scope

60+ new sections highlighting diverse organizations, events, issues, and periodicals from across Canada.

## Mobile-Friendly

Browse the archive from your smartphone or tablet!





# EXPLORE RISE UP'S NEW RESOURCES

## ◆ Exhibits

Featuring curated selections of archival materials illuminating different areas of activism. In addition to Women Unite! Interviews and other existing displays, three new exhibits highlight International Solidarity, Environmental Activism, and Disability Activism.

## ◆ Feature Article & News

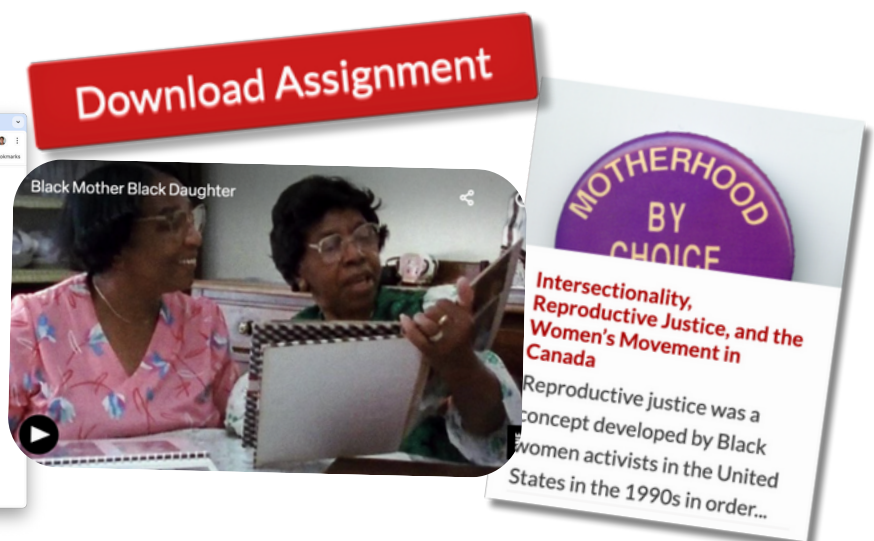
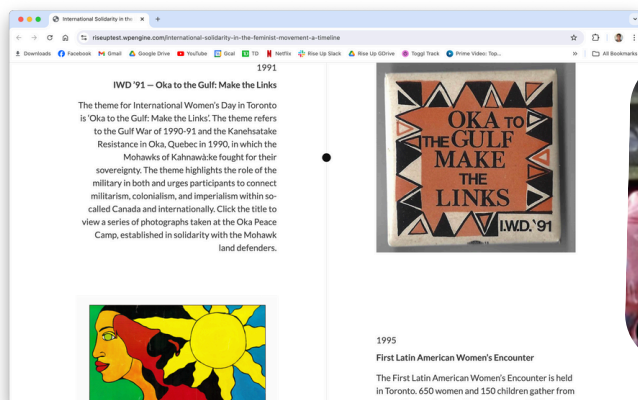
Articles by guest writers and Rise Up volunteers on topics ranging from Indigenous feminisms, to wages for housework activism, to the Toronto Women's Bookstore. Many highlight links between past struggles and today's issues and activism.

## ◆ Contemporary Films

A new section of contemporary films showcasing feminist activism in Canada and its intersections with LGBTQ+ activism, movements against racism and colonialism, and more. Many of the films include archival footage and interviews with involved activists.

## ◆ Educational Resources

The redeveloped website continues to include assignments, lesson plans, and online resources developed by educators and Rise Up volunteers. New resources coming soon!







27  
organizations



7  
events



26  
periodical titles



27  
issues

NEW SECTIONS



I AM  
THE  
**118**  
buttons

**8**  
films

**25**  
ephemera

**181**  
documents

**58**  
photos

**134**  
periodicals

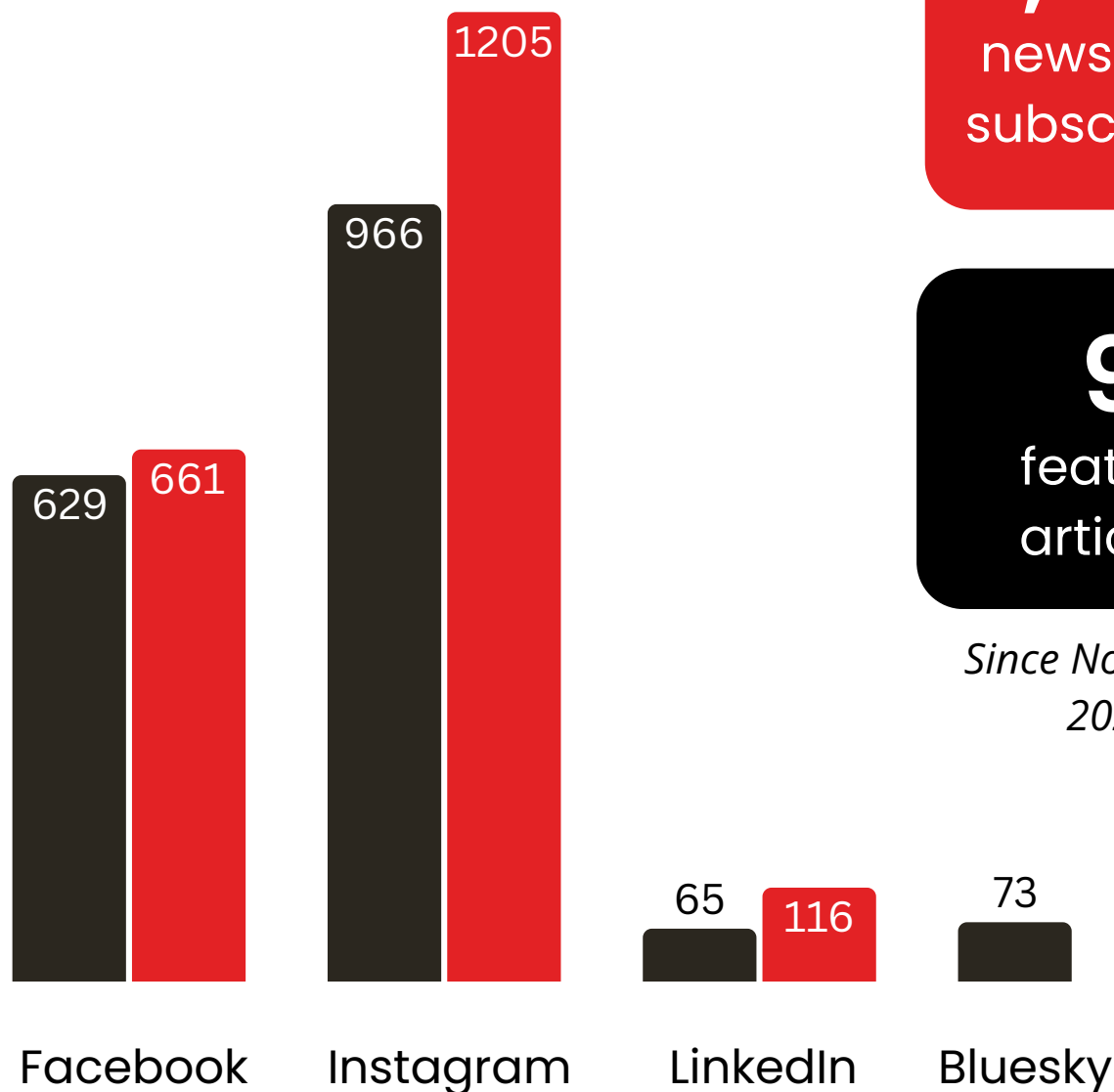
**83**  
posters

**NEW MATERIALS**



# SOCIAL MEDIA & NEWSLETTER

Rise Up has accounts on Facebook, Instagram, LinkedIn, and newly, Bluesky, after making the transition from X this year. The chart below shows the growth in followers on each platform over the past year.



**1,079**  
newsletter  
subscribers

**9**  
feature  
articles

*Since November  
2023*



# FINANCIAL STATEMENTS

## 2023-2024

### STATEMENT OF OPERATIONS

Item	2022-2023	April 1, 2023 - March 31, 2024
<b>Revenues</b>		
Donations	23,481	22,543
Foundations	5,000	5,000
Government Grants	37,387	31,371
<b>Total Revenues</b>	<b>65,868</b>	<b>58,914</b>
<b>Expenses</b>		
Program Expenses	47,447	40,548
Website and Technical Support	12,978	5,046
Professional Fees	4,365	3,269
Office and General	993	3,013
Interest and Bank Charges	743	852
Miscellaneous	454	1,117
<b>Total Expenses</b>	<b>66,980</b>	<b>53,845</b>
(Deficiency) Excess of Revenues over Expenses	<b>(1,112)</b>	<b>5,069</b>

### STATEMENT OF FINANCIAL POSITION - MARCH 31, 2024

<b>Assets</b>		
<b>Current</b>		
<b>Cash</b>	14,587	10,530
Receivables	6,817	8,162
Prepaid Expenses	15,591	15,591
	<b>36,995</b>	<b>34,283</b>
<b>Liabilities and Net Assets</b>		
<b>Current</b>		
Accounts Payable and Accrued Liabilities	8,988	11,345
<b>NET ASSETS</b>		
Unrestricted Net Assets	28,007	22,938
Liabilities and Net Assets	<b>36,995</b>	<b>34,283</b>

Reviewed by Goldson & Associates CPA  
September 18, 2024



# We thank the following for their generous financial contributions to support the work of Rise Up.

## ORGANIZATIONS & FOUNDATIONS

Nancy's Very Own Foundation  
Ontario Federation of Labour Women's Committee  
Pelvic Health and Public Health in Twentieth Century  
Canada Project  
Staff Union – Canadian Union of Public Employees  
Zita and Mark Bernstein Family Foundation

## MONTHLY DONORS

Julia Aguiar  
Patty Barclay  
Rachel Berman  
Barbara Byers  
Sue Colley  
Roxanne Duncan  
Karla Gijini  
Denise Glasbeek  
Sandra Glasbeek  
Ann Holmes  
Karoline Klug  
Lauren L  
Margaret McPhail  
Peggy Nash  
Judy Rebick  
Graham Sanders  
Susan Ursel  
Sarah

...and others who chose  
to remain anonymous.

## INDIVIDUAL DONORS

Jane Agray  
Nancy Adamson  
Elizabeth Anderson  
Sedef Arat-Koc  
Joyce Arthur  
Susan Attenborough  
Jane Bertrand  
Pamela Bertrand  
Jan Borowy  
Lisa Boucher  
Bettina Bradbury  
Helen Breslauer

Deborah Brock  
Susan Caldwell  
Charles Campbell  
Gail Chester  
Gordon Cleveland  
Marjorie Cohen  
May Cohen  
Mary Cornish  
Rebecca Coulter  
Susan Craig  
Wendy Cuthbertson  
Pat Daley  
Kari Delhi  
Mary Donaghy  
Rosemary Donegan  
Marty Donkervoort  
Linda Silver Dranoff  
Karen Dubinsky  
Sheila Dunnachie  
Marlene Epp  
Lisa Etienne  
Rose Fine Meyer  
Barbara Freeman  
Donna Gabaccia  
Kathleen Gallagher  
Gloria Geller  
Corinn Gerber  
Shelly Gordon  
Susan Gottheil  
Amy Gottlieb  
Julia Guard  
Connie Guberman  
Ann Hall  
Aparna Halpe  
Shawn Haswell  
Amanda-Rae  
Hergesheimer  
Lindo Hershkovitz  
Anna Hogarth

## GOVERNMENT OF CANADA

Young Canada Works at Building Careers in Heritage  
Young Canada Works in Heritage Organizations  
Canada Summer Jobs

Johanna Householder  
Gail Hunter  
Maureen Hynes  
Franca Iacovetta  
Nevena Ivanovic E.  
Martha Jackman  
Nancy Janovicek  
Christie Jefferson  
Craig Jennex  
Ronald Jourard  
Jamie Kass  
Michael Kaufman  
Linda Kealey  
Didi Khayatt  
David Kidd  
Holly Kirkconnell  
Kris Klassen  
Karen Knopf  
Cat L'Hirondelle  
Barbara Lampert  
Frances Lankin  
Judith Lerner Crawley  
Alex Lisman  
Marie Lorenzo  
Jess Mackenzie  
Chantal Mancini  
Lynne Marks  
Elizabeth Massiah  
Philinda Masters  
Vivian McCaffrey  
Susan McMaster  
Wendy McPeake  
Kathryn McPherson  
Josephine Mills  
Penelope Milton  
Marg Moores  
Diane Mossman  
Arun Mukherjee  
Deb Parent  
Katy Pellizzari  
Diana Pepall  
Nancy Pollack

Marion Pollack  
Susan Prentice  
Kris Purdy  
Judith Ramirez  
Joshua Randall  
Kerry Riordan  
Laurell Ritchie  
Frances Rooney  
Frank Rooney  
Marilyn Roycroft  
Sheyfali Saujani  
Kathleen Scardellato  
Debra Seaboyer  
Marsha Sfeir  
Kathryn Shailer  
Linda Silver Dranoff  
Moira Simpson  
Brynne Sinclair-Waters  
Lorne Slotnick  
Harry Smaller  
Caitlin Smith  
Carmen Smith  
Dana Southgate  
Arlene Steiger  
Jane Stinson  
Johanna Stuckey  
Veronika Szoke  
Andra Takacs  
Mary Tate  
Virginia Thompson  
Murray Vint  
Caren Weisbart  
Frieda Werden  
Carol Williams  
Cynthia Wright  
Lynda Yanz  
Stella Yeadon

...and those who have  
donated anonymously.

*Gifts received between  
April 2023 - March 2025*





@riseupfeminist

[www.riseupfeministarchive.ca](http://www.riseupfeministarchive.ca)



@riseupfeministarchive

[info@riseupfeministarchive.ca](mailto:info@riseupfeministarchive.ca)



Rise Up Feminist Digital Archive



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