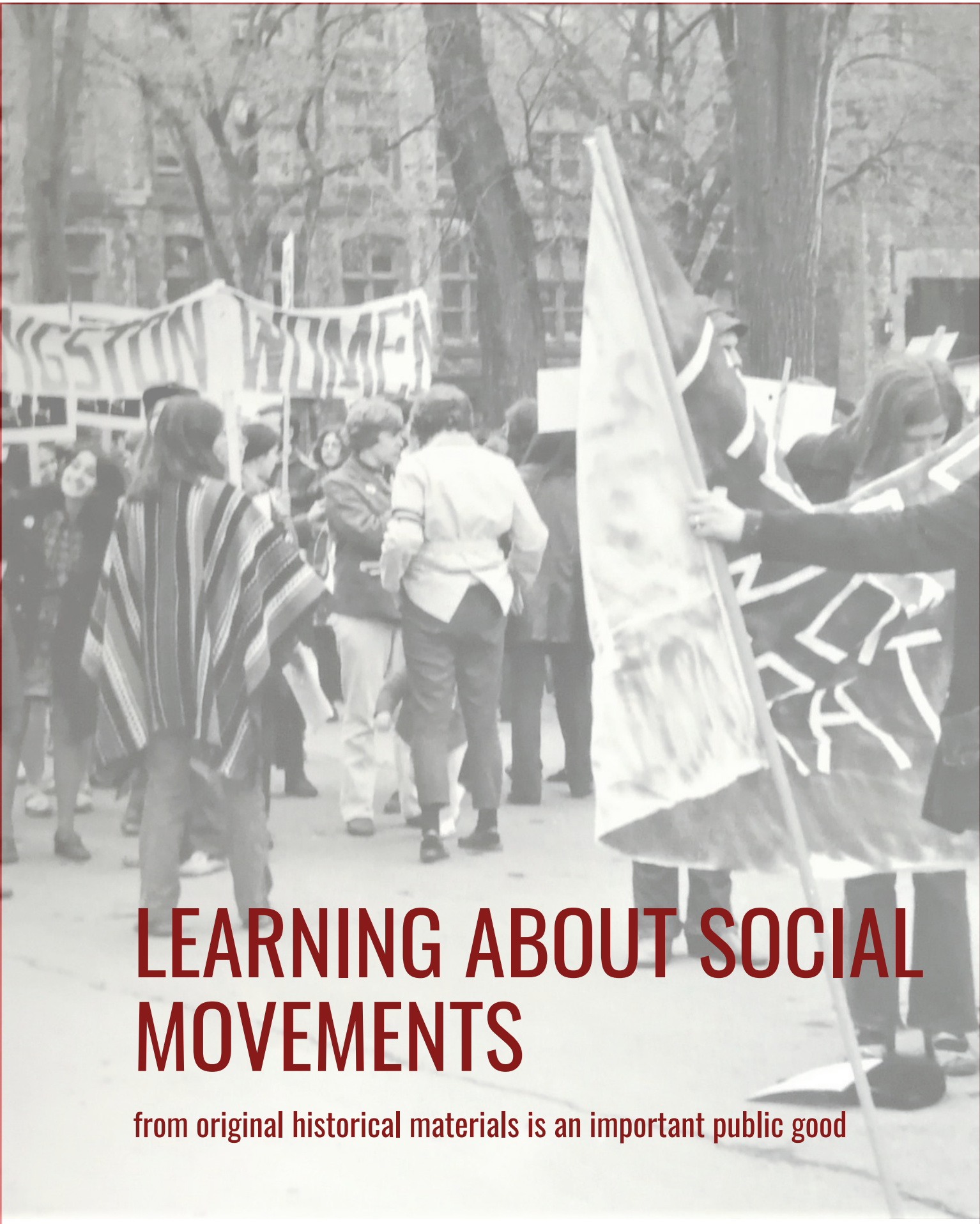




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# ANNUAL REPORT 2020/21



# LEARNING ABOUT SOCIAL MOVEMENTS

from original historical materials is an important public good

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# Introduction



# ■ A Message From The President



Rise Up marked the 5th anniversary of our launch in October 2021. As we looked back, there was much to celebrate.

Our online archival collection had grown significantly in size and scope with over 3000 items as of March 2021. The representation of more diverse, and often marginalized, feminist voices had increased. More materials reflected organizing in regions outside southern Ontario and there was greater diversification of feminist activism expressed through film, photos, buttons, music, and posters.

Over the period specifically covered by this Annual Report (April 2020-March 2021), more than 350 new materials were added to the online archive. Rise Up also created the Women Unite Collection of over 25 interviews with Toronto-based activ-

ists about key moments of feminist organizing. This project received financial support from Library Archives Canada, but much of the planning, outreach, and interviewing was done on a voluntary basis by members of our Collective. Other achievements included refreshing the website and adding new features, enhancing our outreach through the newsletter and social media presence, and building our teaching resources section.

A very busy and productive year! Yet, as our 5th anniversary approached and we looked ahead to the next five years, we also recognized that Rise Up faced important challenges. Strengthening the diversity of voices

involved with shaping our direction and developing our archival collective was essential. Growing expectations had also made evident the need for a more stable foundation of human and financial resources to ensure future sustainability and growth. The work that we began in the spring of 2020 on these concerns will continue to require persistent effort, serious reflection, and ongoing dialogue.

This Annual Report provides an overview of our priorities and progress from April 2020 – March 2021. To everyone who has supported us in our journey so far, please know that we couldn't have done it without you. Thank you!



## WE COULDN'T HAVE DONE IT WITHOUT YOU!

# Collective Members 2020/21



**Alana Cattapan**

Social Media &  
Newsletters



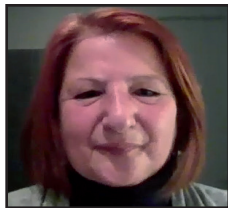
**Amy Gottlieb**

Outreach &  
Aquisitions



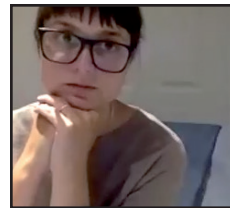
**Drea Oswald**

Social Media &  
Newsletters



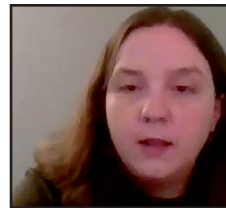
**Franca Iacovetta**

Educational  
Resources



**Jessica Lapp**

Archival Content



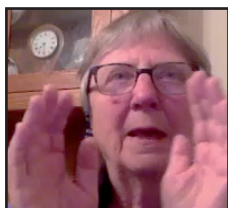
**Lisa Boucher**

Educational  
Resources



**Marg McPhail**

Volunteers, Archival  
Content, and Outreach  
& Aquisitions



**Meg Luxton**

Outreach &  
Aquisitions



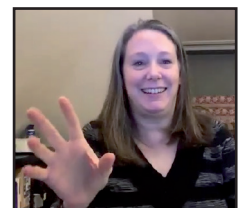
**Rosemary Donegan**

Outreach &  
Aquisitions



**Sue Colley**

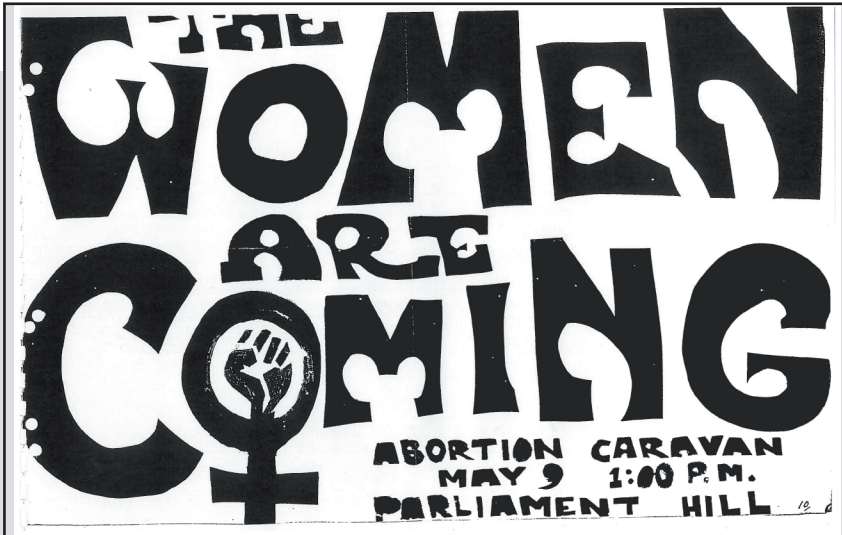
Finances and  
Fundraising



**Tara Cleveland**

Website and Tech

# About Us



The Women are Coming: Abortion Caravan: Vancouver Women's Caucus, 1970

The Rise Up! project aims to create a digital archive of original publications, documents, flyers, posters, and many other materials representing feminist activism from the 1970s to 1990s. Our goal is to help preserve the diversity, vibrancy and radical legacy of this era and to make it accessible online to new generations of activists, students, and researchers.

When our volunteer collective first came together in the fall of 2014, our intention was modest – to digitize three Toronto-

based feminist publications from our personal history and collections: Cayenne, Rebel Girls' Rag and the International Women's Day Committee (IWDC) Newsletter.

However, the project rapidly grew into something much more ambitious when we decided to invite others to dig into their own boxes of memorabilia and share their stories as well. We pictured an online archive of feminist activism built by those who had been directly involved.

It's been a challenging and an exciting road. We are encouraged by all those who have already contributed to the Rise Up! project, yet we know the website barely scratches the surface of feminist activism and must continue to be a work in progress. Many different voices and struggles are still missing and incomplete, and we encourage others to contribute materials and to help fill in these many pieces. If you have questions, ideas, or concerns to share, we would also like to hear from you.

# Highlights



## COMMITMENT TO EQUITY, DIVERSITY AND INCLUSIVITY

Rise Up seeks to be inclusive of those whose historic contributions have often been marginalized or erased from the mainstream narrative and to ensure materials reflecting these voices are readily available online to new audiences and emerging activists. This includes the activism of Black, Indigenous and People of Colour, disabled women, immigrant women, and LGBTQ2S+ persons.

This year, Rise Up continued to prioritize the representation of diverse feminist organizing and issues through:

- the acquisition and uploading of archival materials
- new lesson plans and online educational resources
- highlighting these struggles in our regular newsletter, feature articles, and social media.

Early in 2020, Rise Up established an Equity, Diversity and Inclusivity Committee to lead our Collective through a wide-ranging process of critical self-reflection and re-visioning of our organizational values, structures, practices, and relationships.

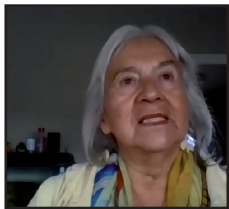
We remain committed to developing a deeper understanding of how power and privilege operate in the Rise Up context and continue to develop a meaningful plan for change in consultation with experts and people from communities not represented within our organization.

# Women Unite

- **Women Unite was a new initiative creating a record of key moments of activism in the women's movement in Toronto from the 1970s to the 1990s.**

With financial support from the Library and Archives Canada's Documentary Heritage Communities Program, Rise Up conducted over 25 video interviews with activists reflecting a range of grassroots and diverse feminist organizing. The interviews added new depth to the publications, documents, posters, buttons, photos, films, and songs already in the Rise Up archive. The videos complement our existing collections by giving users the opportunity to put faces to names, and to hear about key moments in feminist history from the activists who made it happen.

*A selection of interview topics*



Indigenous women fought for equal access to status rights



Black nurses challenged systemic racism



The Charlottetown referendum was rejected by women



Women went into the mines and worked by the coke ovens



National campaign by Filipina activists against the exploitation of domestic workers



Lesbian mothers kept their children from being taken away



The Women's Bookstore became intersectional and anti-racist



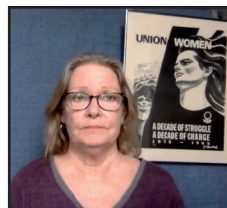
Immigrant women created the Working Women's Community Centre



Inmates fought for their rights in federal prison



Disabled Women created DAWN to fight for their rights



Ontario Working Women was founded



The First Black Woman Cabinet Minister

# Teaching Resources

- Rise Up seeks to make the legacy of feminist activism accessible to new generations - to amend the historical record and to support new and emerging feminist thinking and energy.

Educators are encouraged to share assignments, workshops, lesson plans, resources, and other educational vehicles that support delving into the archives for these purposes.

In 2020-2021 we added:

- University level assignments used for the class Social Justice Media (Dr. Marusya Bociurkiw).
- Lesson plans developed specifically for Rise Up and geared to the secondary school level related to Black Women's Activism and Indigenous Women's Activism.
- Links to online resources developed by the Canadian Centre for Gender+Sexual Diversity: Sharing the History and Voices of 2SLGBTQ+ Canadians that address the historic Black 2SLGBTQIA+ Community in Toronto.





# Sustainability & Growth

## ■ we are building a stronger and more stable foundation of human and financial resources

Rise Up is encouraged by the growing recognition and use of our archival and other resources.

Over our history, Rise Up has been a truly grassroots organization. A small core of Board members and other volunteers have built and managed the website and digital archive, scanning, OCRing and uploading archival materials. Until 2020 we relied primarily on the generosity of individual donors for our funding.

Since launching, the website has expanded to include over 3000 items in the digital archive. Our operations have also grown to include newsletters and social media, fundraising, special projects such as Women Unite, volunteer coordination, educational resources, and financial reporting.

By the spring of 2020, it was becoming increasingly clear that this situation was not sustainable. If Rise Up was to continue growing and developing we needed to build a stronger and more stable foundation of human and financial resources.

In 2020-2021 we began developing a plan for the sustainability of the organization. Initial steps included applying for federal government employment grants through Canada Summer Jobs and Young Canada Works in Heritage, plans for reaching out to potential philanthropic and organizational donors and, most urgently, a strategy for recruiting new and additional Board/Collective members and other volunteers.



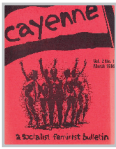




# Numbers

# Archival Material Statistics

## Added 2020-2021



Publications  
**111**



Organizations  
**30**



Issues & Actions  
**18**



Photos  
**118**



Posters  
**13**



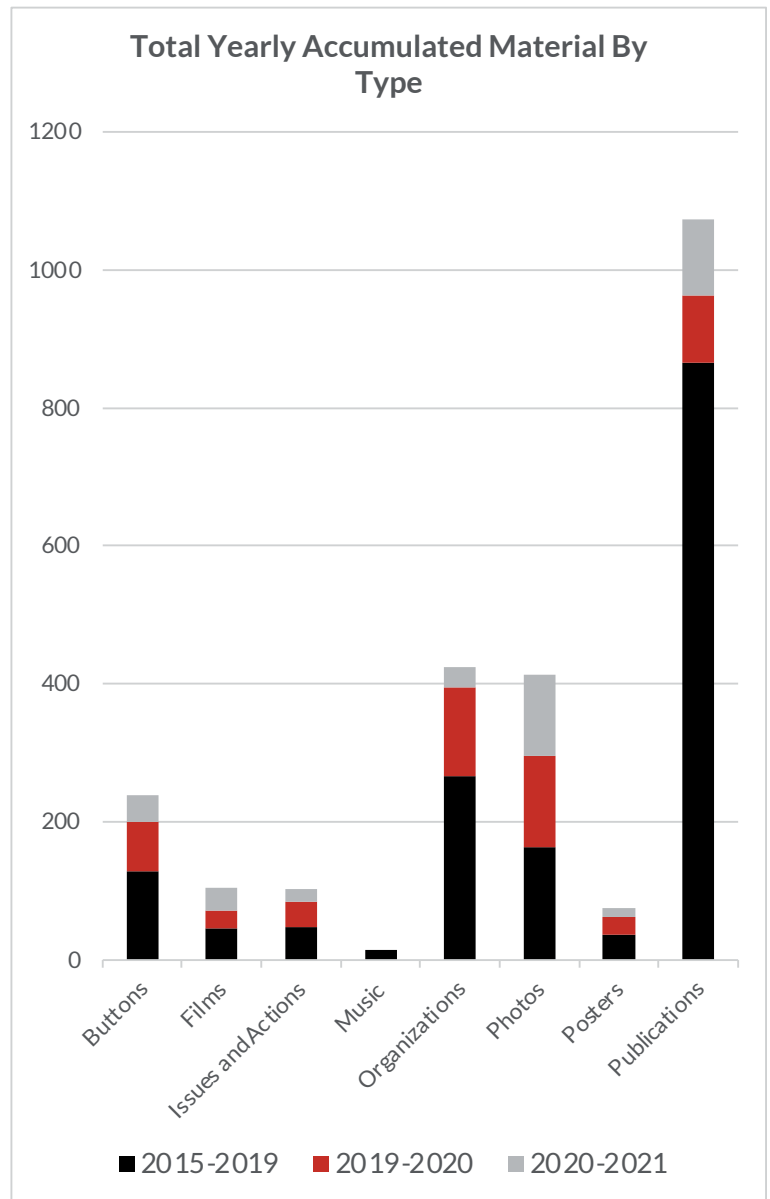
Films  
**33**



Music  
**0**



Buttons  
**39**



# Social Media Statistics

## FACEBOOK

**69** posts

**2,200+** engagements

**25.7K** people reached

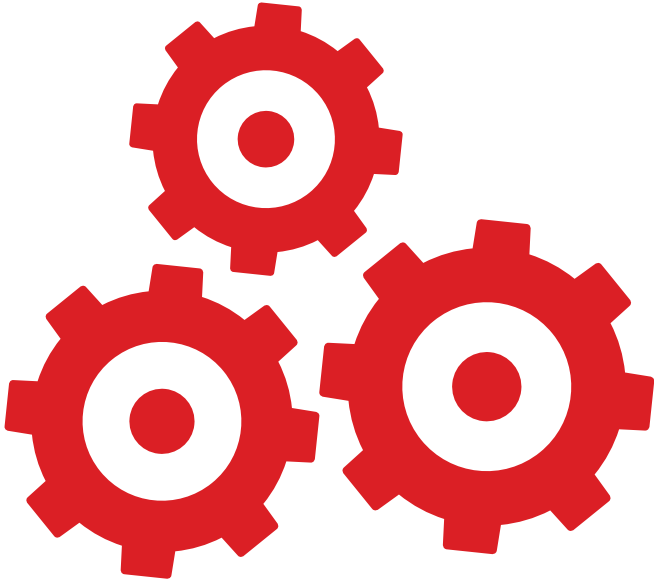
## TWITTER

**66** Tweets

**760+** engagements

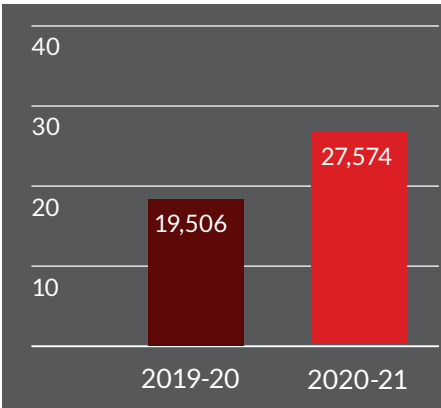
**75.7K** impressions

# Website Statistics

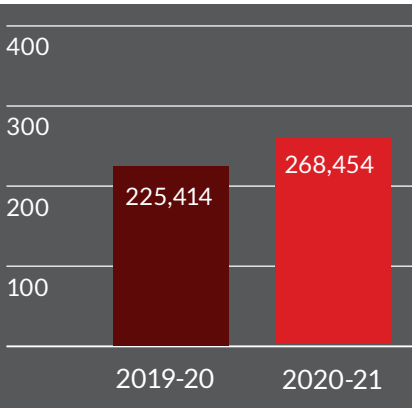


Use of our website has increased steadily since we started collecting statistics in mid-2018

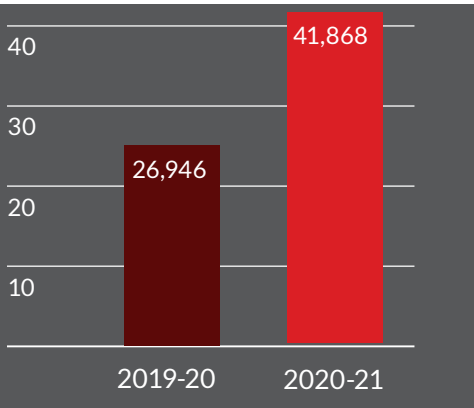
### WEBSITE USERS



### PAGES VIEWED



### SESSIONS



↑ 42%

↑ 19%

↑ 55%

# How many times have you been passed over for promotion ?



*"I thought for sure I would get that job. I have the most experience. And everyone knew I could do the job - in fact, I had done it as vacation relief."*

In banks and offices, the system of job advancement is arbitrary and often based on the 'personality factor'. Sometimes employees' seniority is taken into account when considering a promotion; often it is ignored. Positions that become vacant are often filled before employees even know there is a vacancy.

*"I've been working in this office for nine years. During that time I've trained about 15 young men. They are all in management now, or well on their way, and I'm stuck in the same old job at half their pay."*

In 1971, only 3% of women bank employees were in management or staff specialist positions, compared to 44% of men bank employees. The same situation prevails in other offices. Women are 97% of stenographers and secretaries; 94% of typists and clerk-typists; and most of us don't even get the opportunity to apply for other jobs.



# Financials

# Statement of Operations

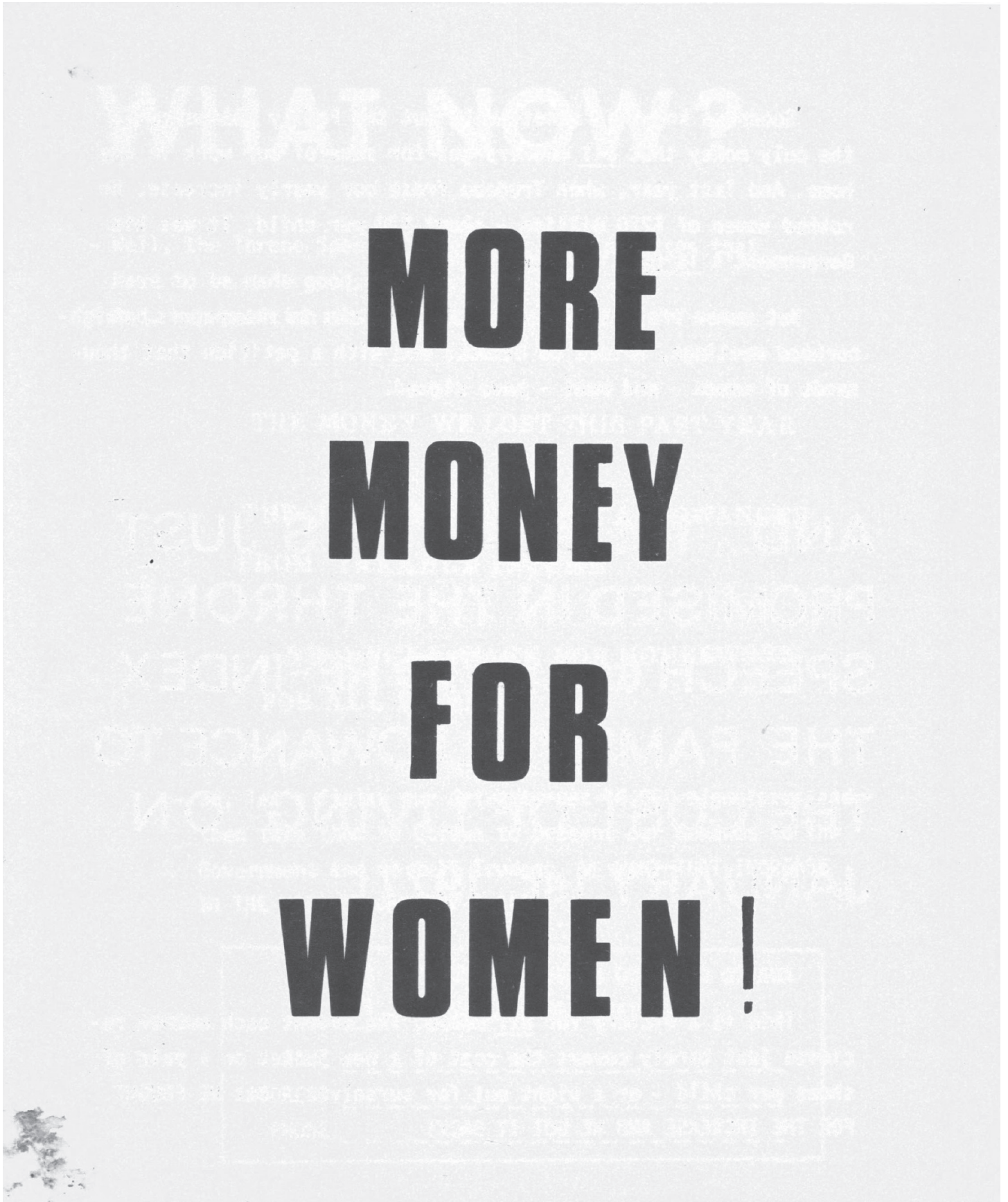
(\*summarized)

	2018-19	2019-20	2020-21
<b>Income</b>			
Donations	\$15,799.00	\$12,700.00	\$8,863.00
Documentary Heritage Communities Program			31,929.00
<b>TOTAL INCOME</b>	<b>15,804.85</b>	<b>10,580.00</b>	<b>40,792.00</b>
<b>Expenses</b>			
Amortization	825.00		
Events and Volunteer Expenses	805.00	810.90	
Bank Charges and Transaction Fees	479.00	203.78	253.00
Website Expenses	444.00	11,410.09	8,965.00
Professional Fees	900.00	365.37	
Meals and Entertainment	60.00		
Teaching Resources			548.00
Women Unite Interviews			32,570.00
Uncategorized expenses		2120.00	2120.00
Other general and admin expenses		826.75	667.00
<b>TOTAL EXPENSES</b>	<b>3,513.000</b>	<b>15,736.89</b>	<b>43,003</b>
<b>INCOME OVER EXPENSES</b>	<b>12,286.00</b>	<b>(3036.89)</b>	<b>(2,211.00)</b>

# Statement of Financial Position

(\*summarized)

	2018-19	2019-20	2020-21
<b>Assets</b>			
Current			
Cash and cash equivalent	12,256.18	8319.19	6108.51
Non-current Assets	2175.00	675.00	675.00
<b>TOTAL ASSETS</b>	<b>14,431.00</b>	<b>8994.19</b>	<b>6783.31</b>
<b>Liabilities and Equity</b>			
<b>Liabilities</b>			
Current Liabilities	900.00	-	-
<b>TOTAL LIABILITIES</b>	<b>900.00</b>		
<b>Equity</b>			
Unrestricted Net Assets	13,531.00	1,244.41	1,244.41
Retained Earnings		10,786.67	7,749.78
Surplus for the year		(3,036.89)	(2,210.68)
<b>TOTAL EQUITY</b>		<b>8,994.19</b>	<b>6,783.51</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>14,431.00</b>	<b>8,994.19</b>	<b>6,783.51</b>



A pamphlet by the Wages for Housework Committee for the Family Allowance Protest

**Thank You**



# Thank You to Our Donors

We thank our April 1, 2020- March 31, 2021 donors for their generosity

## Organizations

Ontario Federation of Labour

Lesbian Group of Athens

## Individual Donors

Joyce Arthur  
Morna Ballantyne  
Amy Bell  
Sarah Bennett  
Jane Bertrand  
Patricia Blackstaffe  
Joan Borsa  
Lisa Boucher  
Charles Campbell  
Carol Williams  
C Carstairs  
Dan Cattapan  
Marjorie Cohen  
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Kari Dehli  
Pamela Doig  
Rosemary Donegan  
Dennis Findlay  
Frieda Forman  
Louise Forsyth

Donna Gabaccia  
Sue Genge  
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