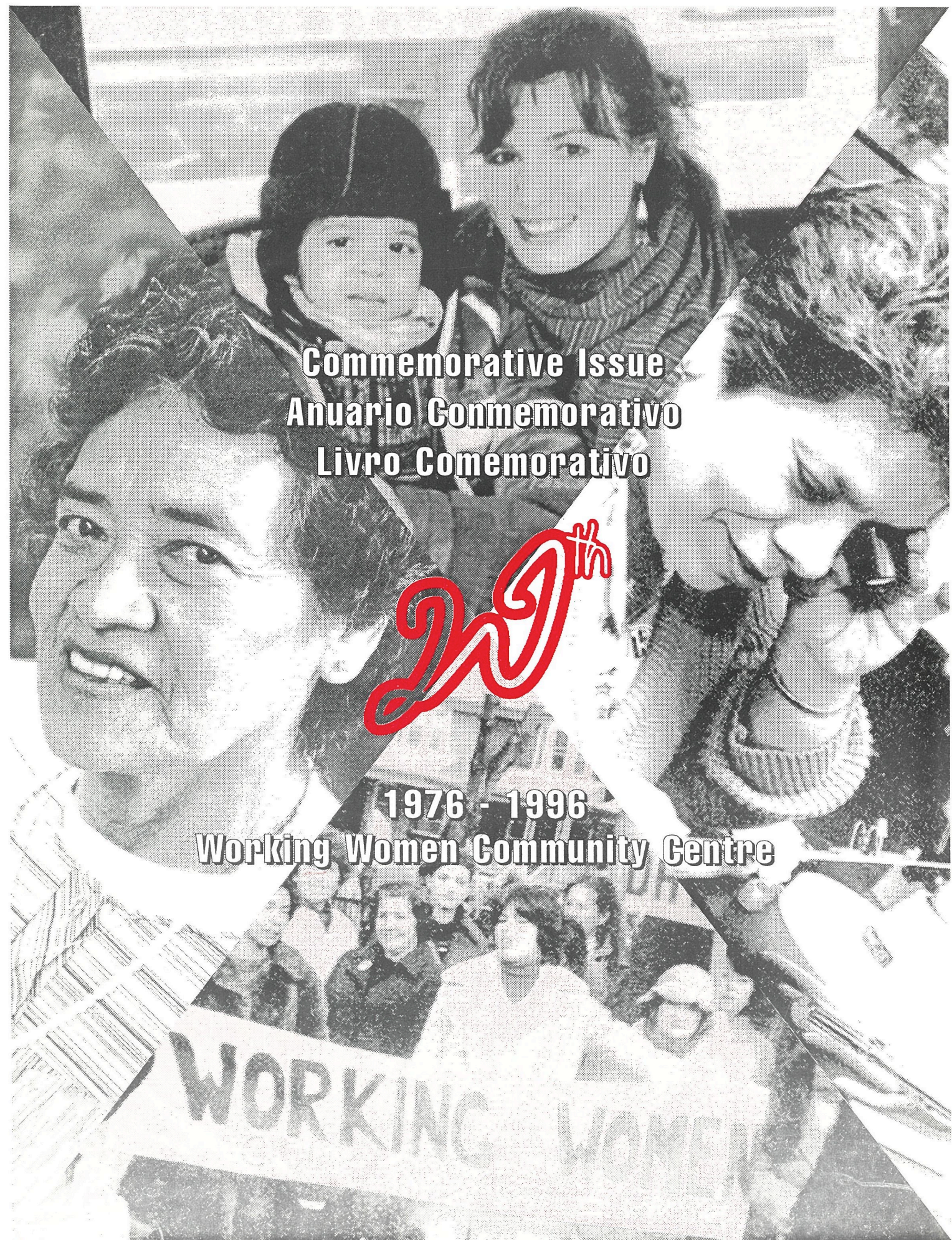




Cover: ADS graphic

United Way Community Agency



Commemorative Issue
Anuario Conmemorativo
Livro Comemorativo

20th

1976 - 1996
Working Women Community Centre

Working Women Community Centre
533A Gladstone Avenue
Toronto, Ontario
M6H-3J1

Working Women Community Centre has
been a member agency of the United Way
since 1984.

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Anniversary Commemorative Issue
Anuario Conmemorativo del Vigésimo Aniversario
Livro Comemorativo do Vigéssimo Aniversário

Table of Contents

	Vision / 4
	President's Message / 5
	Greetings / 6
CHAPTER 1	The Beginnings: 1976-1980 / 7
CHAPTER 2	A Strong Core Develops: 1981-1985 / 13
POETRY	Women's Words, Women's Experiences / 17
CHAPTER 3	A Time of Transition: 1986-1990 / 19
PHOTO ALBUM	Groups, Training Programs and ESL Classes / 21
DATA	Our Progress: Programming & Funding / 23
	Our Strength: Board Members, Staff, Volunteers & Students / 24
	Fiscal Growth / 30
CHAPTER 4	Meeting the Challenges: 1991-1995 / 31
PHOTO ALBUM	Twentieth Anniversary: 1996 / 37
CHAPTER 5	Part of a Movement / 38
	A Note of Thanks / 43
PHOTO ALBUM	Seniors / 44
	Notes / 45

Vision



Staff and clients of Working Women join the rally at Queen's Park, October 1995

Over twenty years our vision and objectives have subtly changed, as reflected in our mission statement as it was in 1976 and as it is today:

1976

The objectives of Working Women Community Centre are:

- To establish a community centre to deal with problems faced by women in The Municipality of Metropolitan Toronto, with particular emphasis on immigrant women and their special employment needs;
- To help women initiate changes in their lives to achieve social and economic independence;
- To cooperate with other agencies and organizations in the community to deal with the problems faced by women;
- To provide facilities for counseling and educating women with emphasis on employment; and
- To provide referral for women with regard to other services needed in the community.

1996

Working Women Community Centre's mission is to provide immigrant women with opportunities to improve the quality of their lives through self-development and community action. Our centre aims to:

- Act as a resource for the immigrant women's community as a whole;
- Facilitate the participation of Portuguese and Spanish-speaking women in the community through counseling, settlement and support services;
- Increase employment opportunities for immigrant women, particularly Portuguese and Spanish speaking women, through the provision of language and skills training programs
- Advocate on behalf of immigrant women for changes in policies affecting their lives; and
- Work with the rest of the community to ensure that the current and future needs of immigrant women are met.

President's Message

Dear friends,

Working Women Community Centre is celebrating 20 years of outstanding service and dedication to the women in our community. The past 20 years have been years of growth and challenges. Throughout these years, Working Women has managed to successfully expand its services. We have adapted, restructured and changed our services to better meet the needs of our community. As the needs of our community change, so do we. The need for services for immigrant women has not diminished. In fact, the need is growing as the result of cuts to social programs and the lack of employment available for the women we serve. As a centre for women, we work together with the understanding that everyone has the right to achieve their full potential.

The commitment of Board members and staff has made it possible for us to meet those challenges. We have restructured our organization so that we can continue to fight for the rights of women and provide our much-needed services. We face greater uncertainty and still struggle with our need for better facilities, but I am confident that we have the courage and the drive to guide Working Women through the times ahead.

As a non-profit organization, we rely on government funding and other donations to implement and operate the programs that are necessary to empower the immigrant women in our community. I extend a very special thanks to our funders for sharing our vision.

I have always been impressed with the commitment of Working Women's management and staff alike and with their excellent relationship with the community and funders. I would like to thank all the staff and volunteers, past and present. Your contribution to the centre and to the community of immigrant women is appreciated.

I invite everyone to keep in touch with us and to become a friend of the centre. Make a pledge to take us to our 25th anniversary and, with you, we will continue to keep our commitment to the advancement of immigrant and refugee women in Canadian society.

Madalena Silva

WWCC President 1995-96



Madalena Silva

March 7, 1996

Dear friends at Working Women Community Centre,

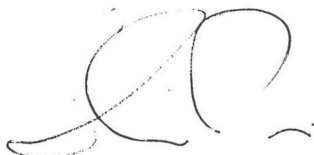
The Ontario Council of Agencies Serving Immigrants congratulates Working Women Community Centre on its 20th Anniversary of leadership and service to immigrant women in Toronto.

Throughout its history the Working Women Community Centre -- its board, staff, volunteers and community members -- has developed a leadership role in advancing the rights and aspirations of its constituency. Working Women Community Centre has played an especially critical role in meeting the needs of low-income women, working women, older women, and refugee women.

On behalf of the board, staff and membership of the Ontario Council of Agencies Serving Immigrants, we would like to take this opportunity to express our appreciation for the important leadership role played by the Working Women Community Centre.

You have our best wishes for all of your future endeavours in the promotion of equity and social justice for immigrant women.

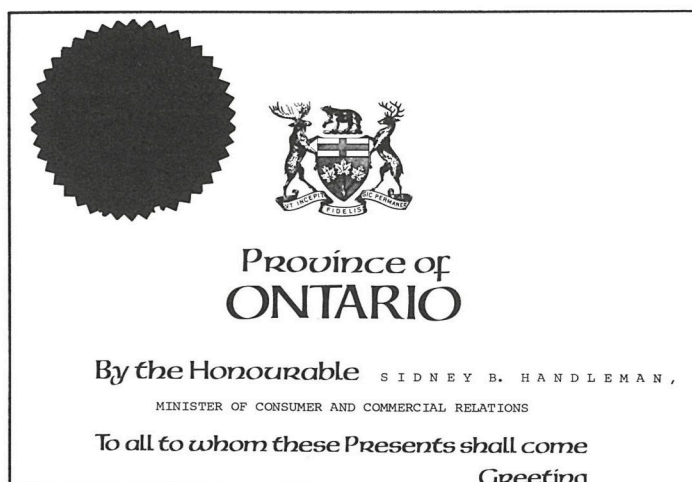
ONTARIO COUNCIL OF AGENCIES SERVING IMMIGRANTS



Sharmini Peries
Executive Director

CHAPTER ①

The Beginnings: 1976-1980



It was 1975 - the year which the United Nations declared "International Women's Year." There was a sense of excitement and political activism in the air. There had been the Civil Rights Movement in the United States; a resurgence of feminism; Mozambique, Guinea-Bissau, and Angola had fought for, and won their independence; and the dictatorship in Portugal was being overthrown. Allende's Social Democratic Government had also been overthrown in Chile, and this resulted in many progressive Chileans and (some) Brazilians coming as exiles to Toronto.

In Toronto, immigrant women, black women and women of colour were beginning to organize. The group "Wages for Housework" began to mobilize, stressing the value of the work women did at home and calling for a wage for women to acknowledge their hidden contribution to the economy. It was a time when many groups began to emerge - Women Working With Immigrant Women (which came out of the Coalition for Immigrant Services), Centro Donne which later became Immigrant Women's Health Centre, and Women's Community Employment Centre, which became the Working Women Community Centre (Working Women) in 1976.

I arrived in Toronto in 1970, an immigrant from Jamaica, coming via England. (At that time Canada had large posters in the subway stations in London inviting people to immigrate to Canada. However, I knew the invitation was being extended to white British immigrants and not to me.) I worked in clerical and secretarial jobs but I knew this was not what I wanted to do, so eventually I went to the University of Toronto. This was a rewarding time for me, as I was able to explore different ideas and became more politicized.

THE FIRST DIRECTORS of the Corporation to be Marilda Antunes, Magali Kruschke and Judith McCallum,

Given under my hand and Seal of office at the City of Toronto in the said Province of Ontario this thirtieth day of April in the year of Our Lord one thousand nine hundred and seventy-six.

S. B. Handleman
Minister of Consumer and Commercial Relations

Letters Patent incorporating "Working Women's Community Centre"

THE BEGINNINGS

I graduated in 1974 expecting to get a job in community work, but again ended up doing clerical work. I felt discouraged. I was aware of how it felt to be asked for 'Canadian experience' and I felt discriminated against because of my accent and ethno-racial background. I knew that compared to some other immigrant women, I had privilege - I had a degree from a Canadian university and I am a very 'light-skinned' black woman, who appears white to some. However, my own personal experiences of being marginalized in Canada led me to empathize with other immigrants. I decided to work towards setting up a centre, staffed by immigrant women, where immigrant women could get support, learn about their employment rights, and find a job. My idea was to focus on pre-employment and employment counseling, because from my own experience, I found that employment was central to my life.

I spoke to friends, to various groups of women, to contact people in places such as Times Change Women's Employment Service, and the Ministry of Labour's Women's Bureau. I attended meetings and conferences, both as a resource person and as a participant. Gradually, I gathered together a working group of women, immigrant and non-immigrant, and we began to work and plan for what became Working Women. We put in a project proposal to the Secretary of State and obtained a seed grant to do action-research on the employment needs of women from the Portuguese, Latin-American, Caribbean, and African-Canadian communities. St. Stephen's Community House assisted us in getting space in St. Stephen's-in-the-Field church in the Kensington Market area. At the time we called the centre "Women's Community Employment Centre." I coordinated the action research phase, and there were two part-time staff: Marilda Antunes, who spoke both Portuguese and Spanish, and Pat Clements, who was African-Canadian.

It was a very exciting time; we did extensive outreach in the community to do interviews, and we invited women to come into the 'drop-in' to fill out a survey. Our tiny office was bombarded by women who came expecting jobs! We learned firsthand of the many ways in which immigrant women were being exploited on the job, whether they were working as domestics, as factory workers or as cleaners. We also learned about how their degrees and educational experience from other countries were not recognized in Canada. Immigrant women were being exploited by employers and discriminated against by the Canada Employment Centre (then called 'Manpower'). It was quite common for immigrant women to be told by the government counselor, "You don't need an English course, you can work in a garment factory."

Towards the end of the action-research phase, we held a series of three open houses for women in the Portuguese, Latin-American and black communities. We wanted to



Church of St. Stephen in the Fields, 103 Bellevue Ave.,
home of Working Women in 1975

1976-1980

hear more from the women about their needs, as well as to share our hopes and vision of establishing a centre which would be able to address their needs.

In 1976 we obtained funding from a federal government job-creation program to set up a service which would begin to address the pre-employment and employment needs of immigrant women. We recognized that as "Women's Community Employment Centre" was a mouthful the name of the centre would have to be changed. We had a sign in the centre which read "Women Working". This sign might have sparked the idea. However, we also wanted to convey our belief that this centre was for 'workers', for Working Women.

After obtaining funding for the second phase, the implementation of what was then the employment centre, I left. The development stages to get a new project, a centre, off the ground can take a long time. I had been carrying around and working on the idea for a long time, perhaps since 1974. I was burnt out, I needed space for myself, and I needed to move on. Other people took the torch, and here we are twenty years later.

Congratulations, Working Women!

(Judith) Tamem McCallum

WWCC founder 1975-76

I first became aware of Working Women when (Judith) Tamem McCallum came to the Board of St. Stephen's Community House to ask for use of space to house the Working Women. I was a Board member there at that time, representing St. Stephen's Daycare Centre. In 1977, I was asked by Clayde Afonso to join the Board of Working Women. As I recall, most of our time was spent on writing and presenting proposals to the various government funders. It was such a struggle for the staff and Board to get adequate funding to run the programs.

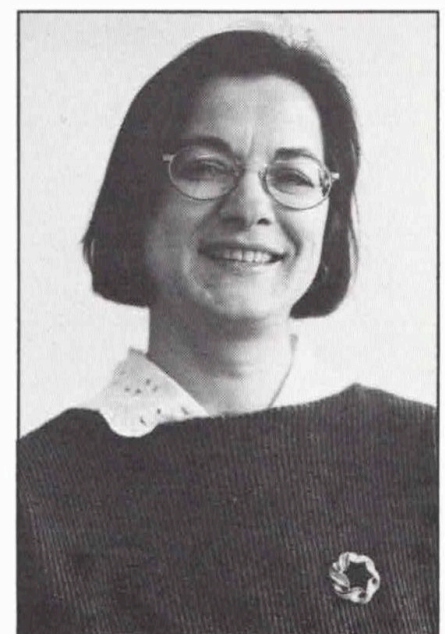
It's 1996 and not much has changed in terms of fighting and struggling for funding to provide such important services to the community. The Tories' harsh and sweeping cuts are making the work of Working Women almost impossible. I commend the various programs and services provided by the centre. Now more than ever Working Women, along with other community organizations, need to fight to protect women's programs.

Alice de Sousa

WWCC Board 1976-78 & 1981

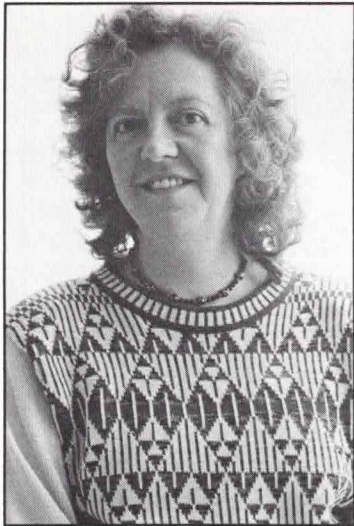


(Judith) Tamem McCallum



Alice de Sousa

THE BEGINNINGS



Paulina Maciulis

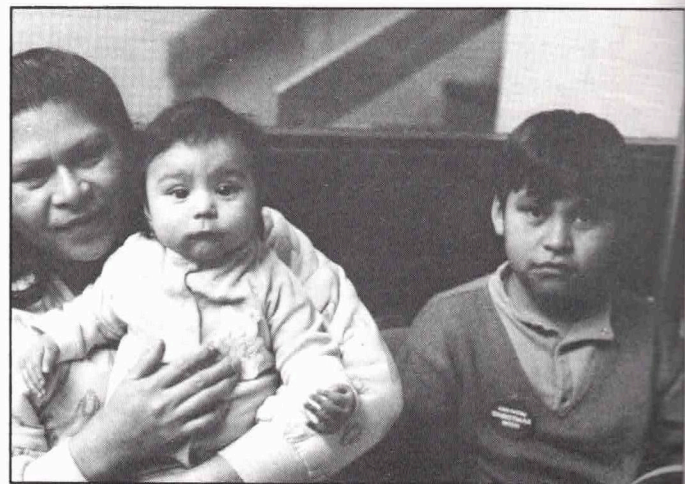
I came to Canada as a refugee in 1978. I realized I needed help to sort out my paperwork, my English classes, and my position in this society. I didn't know what to do, or what to expect. I didn't have anybody to help me here, I had come alone. Nobody in immigration told me where to go or what to do. The only contact I had was somebody in Ottawa. I phoned and that person directed me to Working Women Community Centre. I contacted Alejandra Cumsille and she went with me to immigration, and helped me in counseling through the process of settlement.

I was quite amazed at the kind of work the centre was doing and at the commitment of its staff. I started volunteer work at the centre and found it was quite important for me, because it was a place I could go and find people who spoke my language, and who understood my background as a refugee and as a woman. It was a very important step in my life in Canada.

I continued to do some volunteer work and had the opportunity to participate in training. I even worked for a short time coordinating a group. It opened a new area of work for me. I became very interested in the work and as I became more established in Canada, I realized there was something I could return to new people coming from Latin America. I took a position on the Board of Directors and finally, with all my learning, I was able to secure a job as a counselor at the Centre for Spanish Speaking People. I think Working Women was really important in helping me get a job in that area.

Now, I am working at the Ontario Council of Agencies Serving Immigrants (OCASI) dealing with issues of immigrants in the area of policy, research, training and advocacy. My first contact with Working Women opened a new path for personal development leading me to a job that pays and allows me to do something I believe in. And I know that as much as Working Women helped me personally and professionally, they have helped thousands of women who have gone through their organization.

Paulina Maciulis
WWCC Board 1979-83



Ana Lopez and children

The situation in 1979 was that Working Women might not survive. A number of new organizations were starting to develop and were taking on some of the centre's clientele. At the time, the centre was located on Bathurst Street, across from the newly built Scadding Court Community Centre. The premises were shabby, there were few clients, and most of the old staff were shifting to newly funded projects like the Working Skills Centre. Funding was stable for settlement work but because the centre had been shifting its energies to other projects, client volume suffered.

I was newly employed at the Centre as the Portuguese Counselor. Coordinator Alejandra Cumsille and the Spanish Counselor, Patricia Ardiles, were also newly hired. We recommended the centre move its premises and we relocated to Bloor and Dufferin on the second floor of a realty office. To some agencies, such as the west-end YMCA, and the funders, this was perceived as quite precipitous. Outreach was undertaken to the area and our client volume increased.

The political environment was such that services to the ethnocultural communities, especially women, were framed as charity and assisting those who were disadvantaged. Ethnocultural services were not thought of within the context of the rights of members of ethnocultural communities. The thought that mainstream service delivery had to change was seen as quite a radical position.

I believe our ability to reach our goals is only set by our own vision. At the time, people were saying "We'll never get United Way funding. We'll never achieve mainstream recognition for our programs." I think history has taught us we really were right to push those limits all the time.

Congratulations

Ilda da Conceicao Aguiar Furtado

WWCC staff 1979-81 & Board 1981-82

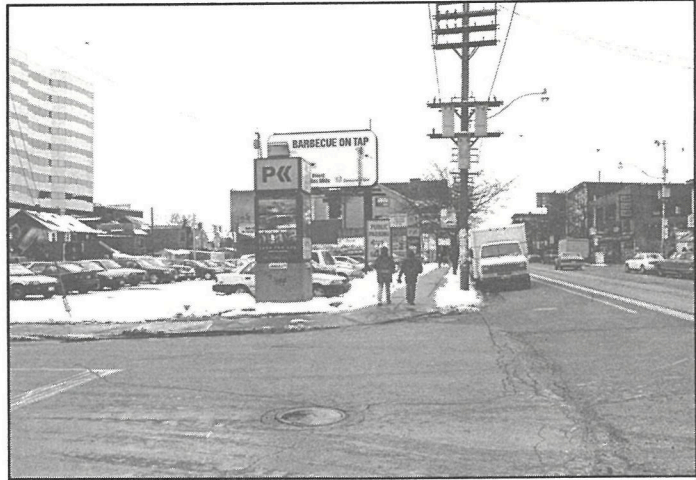


Ilda da Conceicao Aguiar Furtado

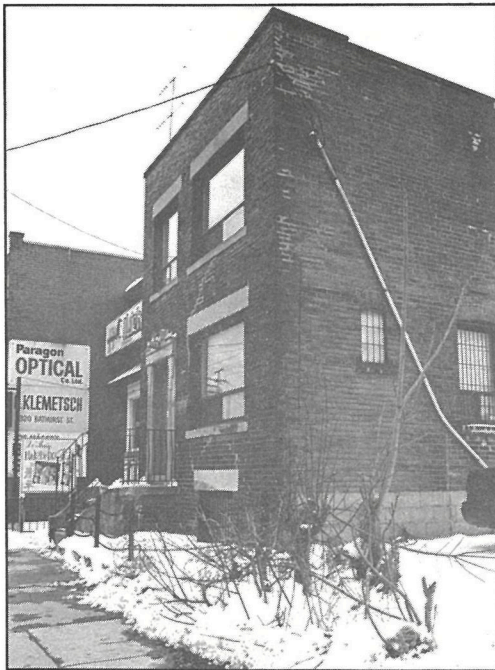
THE BEGINNINGS

“Funded by a LIP grant, we opened our storefront office for business last January. Much work was done on the place including extensive cleaning, painting, some plumbing, and heating installed. There is still a certain amount of renovation necessary. We need furniture, drapes, and rugs as well as office supplies which our minimal budget does not cover.”

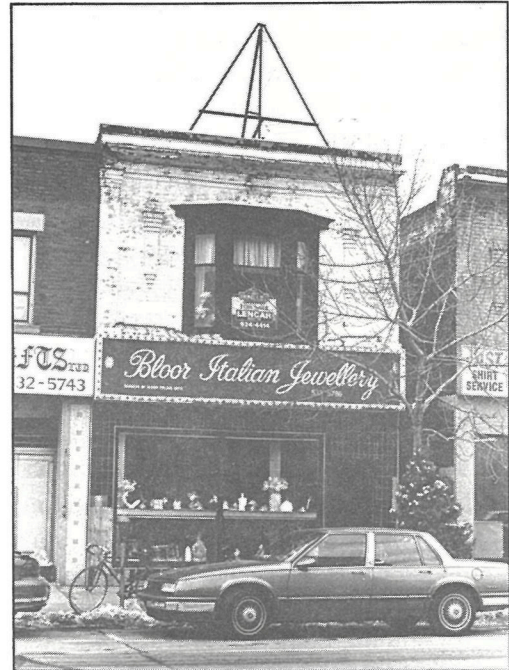
- excerpt of a letter requesting funding by Working Women staff member Katie Slobodin, dated October 29, 1976



Now a public parking lot, 595 Queen Street West was once home to Working Women in 1977



328 Bathurst Street, home of Working Women in 1979



1072A Bloor Street West, home of Working Women from 1979 to 1984

“At the time, the centre was located on Bathurst Street across from the newly built Scadding Court Community Centre. The premises were shabby... we relocated to Bloor and Dufferin on the second floor of a realty office. To some agencies and funders this was perceived as quite precipitous.”

- Ilda Furtado

CHAPTER ②

A Strong Core Develops: 1981-1985



Modistas Unidas, in operation 1979-81

I first came to Working Women as a summer student in 1981. I was hired to offer a number of employment workshops in Portuguese, relating to women's employment rights. From there, my work with the centre included many positions and levels of responsibility. I was a direct service volunteer; a member of the Board of Directors; a part-time English as a Second Language (ESL) Coordinator; a part-time child-care worker for the centre's ESL classes; a part-time Portuguese counselor and finally, in 1984, the full-time Centre Coordinator. My involvement with Working Women spanned over six years to 1987.

Working Women was on the cutting edge of service delivery. In many ways it was well ahead of its time. Activities such as Modistas Unidas and the Immigrant Women into Electronics projects were ahead of their time.

Today, there is much talk of partnerships but Working Women negotiated innovative contracts with community colleges for training programmes some 12 years ago. The political climate at the time barely recognized the needs of immigrant women. Working Women was instrumental in putting immigrant women's issues on the political table. Working Women, both on its own, and in cooperation with OCASI, advanced the position of immigrant women and their need for service delivery.



Fatima Filippi

The strength of the united team of staff at Working Women was tremendous, and the move to the new location on Gladstone provided a burst of energy. The many initiatives with which the centre was involved led to a major growth in its services and its staff. These conditions were pushing the agency into new directions. It is a real tribute to Working Women's strength that it was able to address these issues, come together, focus on the service needs of immigrant women, and create the staff and service support systems required.

It is good to see that Working Women continues to have such a dynamic and important role in meeting the needs of immigrant women today.

Fatima Filippi

WWCC staff 1981-87 & Board 1982-83

My history with Working Women is intimately interwoven with my first steps in Canada. I came to the centre asking for services during my first year in Canada in 1976. The following year, I became a Board member with lots to learn and maybe, not that much to contribute. Subsequently, I became a part-time group facilitator, then the Spanish-speaking counselor, and finally the Seniors' counselor.

Searching in my bag of memories, the main feeling that comes to mind is the immense creativity and absolute commitment of this little work collective of three staff and an equally hard working Board of Directors. In those times there were very few "specialized agencies", so we had to learn to do everything. Besides individual counseling, advocacy was a high priority. Our efforts joined the efforts of many other women's groups resulting in positive policy for women and the establishment of greatly-needed services.

I saw Working Women grow from a staff of three to a staff of 16, at the moment of my departure. All that growth made our democratic "collective structure" obsolete and gradually we moved to a vertical organization. For me, this was a story with a happy ending.

I wish the organization all the best. It will always have a very warm place in my heart.

Maria Antonietta Smith

WWCC staff 1979-88



Maria Antonietta Smith

The fondest memory I have of the Working Women Community Centre is all the wonderful women with whom I had the good fortune to work.

I came on to the centre's Board in 1980, 22 years old and eager. I became immediately overwhelmed at the wealth of talent in the room. There was Paulina Maciulis, Arlene Moscovitch, Fresia Perez, May Ann Kainola, Naldi Nomez, Alejandra Cumsille and so many others. There was so much good, and important, work being delivered to the community by the staff, but two remain entrenched in my mind. The first, the Modistas Unidas Workshop, was a very ambitious project for its time. Although it did not succeed as a dressmakers' collective, because of the centre's work, those women were able to walk away better equipped to return to the traditional work force.

The second is the clothes box. I don't mention this because I had anything to do with it, but because the extent to which it developed confirmed in my mind the depth of commitment this centre had in serving its clients. The clothes box was a collection of donated second hand clothing for the staff to make available to clients. I remember one day dropping by the centre at 1072A Bloor Street West. There were racks and racks of clothes of every shape and size and colour, for every season you can imagine, throughout the reception and meeting area. Off in a corner the staff were working away. This didn't make for great working conditions, but no one seemed particularly bothered by it. Providing the service was all that mattered.

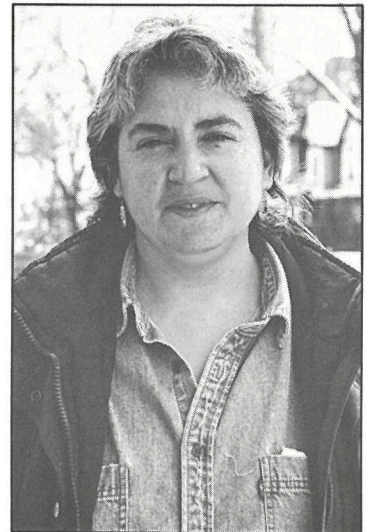
I am a proud daughter of the era of Sidney Pratt, Brend Duncombe, and Mary Ellen Nettle who collectively taught me the value of humility in this business we call community work. I learned quickly that consistency and integrity were the key to longevity.

Sixteen years later, when I walk into Working Women Community Centre, I see that same humility and integrity that has remained so consistent throughout all the hurdles and the years. I'm proud to have been a small part of it.

Congratulations, Working Women.

Marcie Ponte

WWCC Board 1980-83



Marcie Ponte



Working Women staff, early 1980s

“What has always been consistent about Working Women is how it has remained true to its service, to its clientele, and how it has remained humble. I think because of that it will probably survive longer than a lot of other organizations.”

- Marcie Ponte



Working Women's 10th Anniversary Annual General Meeting

“I was surprised when I first started working that there were places like Working Women. Wouldn't it have been great if my mother had known about it earlier, when we first came to Canada. I think it helped me to really identify the kinds of services that were needed within the community and the kind of work, some really good work, that could be conducted on behalf of immigrant women in Toronto.”

- Fatima Filippi



688 Richmond Street West, home of Modistas Unidas Fashion, in operation from 1979 to 1983

Women's Words, Women's Experiences

ASI TE SIENTO OH TORONTO

Oh Toronto
bella ciudad
que emerges
radiante entre
la blancura de la
nieve y el gélido
frío tenaz y
soberbio entre la humanidad
y la naturaleza.
Dura lucha por la vida
en este país de ensueños
llamado Canadá
que abre sus brazos
y acoge en ellos
al que viene en busca
de libertad y democracia.

Así te veo y te siento
cual embrujo dominante
del fértil campo de
mi mente enamorada
de esta tierra generosa
llamada Canadá

Gloria gloria
a vos Toronto
selva de hierro y
cemento que creces
por los brazos de
tus nuevos hijos
que te escogen para
su futuro hogar.

Lillian Aleman

Ser Mulher

Ser Mulher
é subverter espaços
e conceitos e medos carregados
se autonomizam
nos olhos e pensamentos
para além do momento hoje

Ser Mulher
é vibração íntima
na partilha a dois de projectos e
factos
carregando obscuros fardos
até à luz só adivinhada em sonhos

Ser Mulher humanizada de corpo
inteiro
é ter acre recusa de sombras e teias
manhosas
numa busca de poder camuflado...
É aparecer íntegra frágil
só robustedida
pelo amor intenso à Luz à Vida
como criadora de novo filho-Futuro
julgado inimaginável impossível...

Mulher sim
única capaz de acender
passos vozes imprevistos
dantes impenetráveis sombrios e
temidos!

Maria José da Fonseca

September 30, 1990

A CRY OF A LOST CHILD

Motherland! Oh my heart
you have seen my birth;
you felt when I gave my
first steps, when I first
started to talk.

Motherland! You always
were beside me, when I
needed you. You protected
me from the storms and
strangers.

Oh... how beautiful you
are, the blue sky, the
green trees, the blue
sea, the sun shining
like the days of
happiness.

The beats coming from the
drums made my blood heat;
the sunshine and the
movements coming from my
body made me sweat.

Oh! the food. The gourmet
that makes your mouth
salivate even before you
taste it.

Motherland! Now we've
lost our happiness, our
peace. Men and women
forced to fight the
invisible enemy.

Oh! Children are starving
to death. The path of a
self-destruction of a
once-tolerant people,
committed to love.

Today, the eagerness to
violence has taken
control of their minds.
The end seems far away.

Peace was hard to find!
Guns started to talk, and
shut people's mouths.
I left. I left with tears
in my heart.

As a vagabond, I came to
a new land. I have tried
to find peace but I found
resentment. I have tried
to find freedom but I
found misunderstanding.

It is cold and confusing,
but life goes on.
I realize that I'm in a
foreign land.

I do not know how to
speak.
I do not know how to beg.
I keep myself alone,
I am an African woman
lost in a modern jungle.

You're still in my
imagination!
I have a hope that one
day the winds of peace
will blow in your
direction.
So... then, then I will
touch you again!

Pancha Panzo
April 7, 1994

CHAPTER ③

A Time of Transition: 1986-1990



Working Women staff, 1987

The period between 1986 and 1990 was one during which Working Women underwent a number of important and positive changes, laying the foundation for its future growth.

In 1987, after operating as a collective for eleven years, the decision was made to move the centre to a “modified hierarchy.” When I joined Working Women in late 1988, our first objective was to develop new policies and systems necessary for people to work effectively within the new structure. With a keen Board and a staff team committed to the success of this transition, we were able to demonstrate both the viability of the centre, and the vital role we played in the community. This resulted in the accomplishment of our next objective ... the expansion and stabilization of our base funding, enabling us to then focus our energies on program development.

Another important process undertaken was a comprehensive strategic planning in 1990/91 which had positive results. It allowed us to review and better articulate our mission, set long term objectives and more clearly understand the uniqueness of our particular organization and our relationship with the community of immigrant women.



Josie Di Zio

During this period needs within our communities were impacting the centre: increased numbers of refugees from Central America needed immediate counselling, support and assistance in surviving the refugee process; the huge backlog in refugee claims caused tremendous strain on families as well as on the demand for settlement services; as families became reunited, sponsored elderly parents were often faced with family and economic stresses. As the unemployment situation worsened, particularly in the manufacturing sector, women found themselves suddenly unemployed and unemployable, depressed and frustrated. Immigrant women were often unable to access language and other training programs due to government policies on eligibility and the lack of access to child care. Working Women was able to take advantage of programs and project funds available during this period to expand the settlement counselling, group work, and ESL programs with child care, as well as to develop new initiatives including a Spanish-speaking seniors wellness program and manual, a multicultural women's group and a volunteer leadership training program. Research was undertaken to examine future employment possibilities in the electronics manufacturing industry, resulting in changes to our Immigrant Women Into Electronics Program. At the same time a project was also initiated to examine other models and fields for employment training relevant to our constituents.

This period was for me both tremendously challenging and rewarding. I quickly discovered that I had stepped into an organization which had both touched the lives of so many women and been shaped by the contributions of those women. I am honoured to have been given the opportunity to contribute to the Centre's "transition" and growth and to continue to be a part of Working Women.

Josie Di Zio

WWCC Executive Director 1988-96



Working Women day trip, 1988



Working Women's Seniors' Conference

GROUPS, TRAINING PROGRAMS AND ESL CLASSES PHOTO ALBUM



I was hired in 1988 to teach the Bilingual (Spanish) ESL class at Bloor-Gladstone Library. I'd like to tell you a little bit about the ESL programs that Working Women offered at that time.

The class was multi-leveled and over-flowed with learners who came from all over the Spanish speaking world. The library basement classroom space was shared with the bilingual (Portuguese) class, which was also sponsored by Working Women. In January 1989, the Spanish ESL class expanded into the space previously used by the Portuguese ESL class, while the Portuguese ESL class moved to larger premises at the Wallace Emerson Centre. Elaine Parks was hired to teach the newly formed ESL class and when she left in 1990, Saeed Basiri joined the team. We both continue to teach these programs at the Bloor-Gladstone library although there have been a few changes since those early days. For example, the class is no longer a bilingual one and we also provide two hours more instruction per week.

The ESL coordinator for Working Women at that time (1988) was Anabella Cardoso, now a social worker with Children's Aide Society (CAS). The Toronto Board Supervisor for the program was Merrilee Brandt, who now is responsible for materials development with the Toronto Board's Continuing Education department. The class that I teach at College-Shaw library was opened by Anabella, and Merrilee, and myself in October 1988. The class provided daycare up until 1995, when funding was revoked.

When Anabella left the Centre she was replaced by Maria DaSilva, who now works as a union agent. Many remember Maria for her efforts in starting up the first annual Niagara Falls trip, which was originally for ESL students and their families. The Centre has become famous for this summertime excursion to the Falls.

Lisa Fiander

ESL Instructor at Bloor-Gladstone & College-Shaw Libraries



ESL class with instructors Elaine Parks and Sara Gagman visit Legislative Buildings, July 1988



ESL Instructors: (l.→ r.) Jasminka Semec - Lead Instructor, Lisa Fiander, Jorge Hurtado, Saeed Basiri, Rita Mathur, Farideh Rassolian (Absent: Mary Tomaz, Eunice O'Mahony, Michael McCordick), March 1996

GROUPS, TRAINING PROGRAMS AND ESL CLASSES PHOTO ALBUM

PROGRAM	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	1996	
Settlement Services & Supportive Counselling																						
Working Skills Centre Steering Cttee.																						
Mental Health/English as a Second Language																						
Modistas Unidas																						
Spanish Children's Dance																						
Clothes Box																						
Shirley Samaroo House Planning Committee																						
Portuguese Women's Support Group																						
International Women's Day activities																						
Annual Dinner/Dance																						
ESL/Citizenship																						
ESL (Independent of groups)																						
Christmas Party																						
Annual Picnic/Niagara																						
Young Portuguese Women's Group																						
La Colmena Spanish Seniors' Group																						
Workshops (Parenting/Employment/Health)																						
Immigrant Women Into Electronics																						
Computer Literacy/Job Search																						
Seniors Conference/Health Manual																						
Multicultural Women's Group																						
Income Tax Clinic																						
Volunteer Leadership Training/Group																						
Family Violence Workshop/Group																						
Access to Social Assistance																						
Building Maintenance Program																						
Partnership against abuse sponsorship																						
L.A.C.E.V.																						
Home Child Care Training																						
Spanish Women's Support Group																						

Charting Working Women's growth and changes by programming

FUNDING	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	1992	1993	1994	1995	
FEDERAL/NATIONAL																						
Citizenship & Immigration Canada/Human																						
Resource Development Canada																						
Ministry of Citizenship & Culture																						
Canadian Heritage																						
Health & Welfare Canada																						
Supply & Services Canada																						
Young Canada Works																						
PROVINCIAL																						
LIP Grant																						
Ontario Ministry of Citizenship																						
Provincial Secretary for Social Development																						
Ontario Ministry of Community & Social Services																						
Ontario Women's Directorate																						
Jobs Ontario Training Fund																						
Ontario Skills Development																						
MUNICIPAL/LOCAL																						
Municipality of Metropolitan Toronto																						
Municipality of the City of Toronto																						
United Way of (Greater) Metro Toronto																						
West Metro Skills Training Council																						
Toronto Board of Education																						
Metro Separate School Board																						
VARIOUS																						
CHUM / City Christmas Wish Foundation																						
United Church of Canada																						
Children's Aid Society Foundation																						
Private Donors																						

Funding granted to Working Women over the past twenty years by source



Working Women fundraising

Our Strength

Working Women has been assisted in all its endeavours by the following Board members, staff, volunteers and students:

BOARDS OF DIRECTORS

1975 Pre-incorporation Advisory Board

Lois de Shield
Brenda Duncombe,
St. Stephen's Community House
Rosemarie Harrap
Gloria Montero, Centre for Spanish Speaking People
Carolyn Chackel, George Brown College
Connie Schwenger
Carol Tremaine, Ontario Human Rights Commission

1976-77

Alice de Souza
Sandra (Spence) Kinsmen
Magali Krischke, President
Judith McCallum, Secretary
Marilda Antunes, Vice-Pres.

1977-78

Marilda (Antunes) Tselepis

1979-80

Cleyde Afonso
Barbara Jackman, Secretary/Treas.
May Ann Kainola
Alice Konstantakis, Chairperson
Paulina Maciulis
Arlene Moscovitch
Mary Ellen Nettle
Fresia Perez
Marilee Reimer, Vice-Chair

1980-81

Dulce Fernandes
Barbara Jackman, Secretary
May Ann Kainola
Paulina Maciulis, Chairperson
Arlene Moscovitch
Mary Ellen Nettle, V. Chair
Fresia Perez
Marcie Ponte
Marilee Reimer, Treasurer

1981-82

Patricia Ardiles
Ilda Furtado, Treasurer
Daina Green
Barbara Jackman, Secretary

May Ann Kainola
Alice Konstantakis, Chair
Paulina Maciulis
Arlene Moscovitch
Fresia Perez, Vice-Chair
Marcie Ponte

1982-83

Patricia Ardiles
Fatima Filippi
Daina Green, Treasurer
Barbara Jackman, Secretary
Paulina Maciulis
Dina Pereira
Fresia Perez, Vice-Chair
Marcie Ponte, Chairperson
Hazel Webb

1983-84

Patricia Ardiles, Vice-Chair
Teresa Coutinho, Secretary
Vilma Filici
Marcela Fresolone
Daina Green, Treasurer
Dina Pereira
Susanne Pringle
Rosaly Train
Hazel Webb, Chairperson

1984-85

Filomena Carvalho, Secretary
Tereza Coutinho
S. Mendes de Franca, Treas.
Leslie Parsons
Ana M. Santinoli
Joan Simalchuk
Rosaly Train, Vice-Chair
Hazel Webb, Chairperson

1985-86

Filomena Carvelho
Tereza Coutinho
S. Mendes de Franca, Treas.
Leslie Parsons
Joan Simalchik, Vice-Chair
Rosaly Train, Chairperson
Isabel Vincent
Hazel Webb, Secretary

1986-87

Leonilde Delgado, V. Chair
Winnie Dobbs
Jacqueline Greatbatch, Sec.
Mary Hart
S. Mendes de Franca, Chair
Leslie Parsons*
Maria Rodrigues
Cristina Santos

Joan Simalchik, Treasurer

1987-88

Julie Brittain
Isabella Coladillo*
Jackie Dineen
Winnie Dobbs*
Yvonne Ferrer, Secretary
Darlene Fichter, Vice-Chair
Hanna Hruska, Treasurer*
Barbara Lipowski
Thelma Mena*
Isabel Sales
Christina Santos, Chairperson
Betty Ann Taylor

1988-89

Julie Brittain, Vice-Chair
Annie Bunting, Secretary
Lenore Cabral
Yvonne Ferrer, Chairperson
Patricia Monge-Tobon
Silvia Pighin, Treasurer
Hazel Webb

1989-90

Clara Blanden, Secretary
Annie Bunting, Chairperson
Lenore Cabral
Clara Dos Santos
Elly Giannetas, Vice-Chair
Alexandra Horsky
Amilbia Marin
Patricia Monge-Tobon
Leandro Pinero
Hazel Webb, Treasurer

1990-91

Luis Aravena
Biljana Bruce
Rita Czarnecki
Marie Jose da Fonseca
Alexandra Horsky, Chair
Berta Machado, Treasurer
Mary Jo Marques
Patti Milligan, Secretary
Patricia Monge-Tobon
Mario Silva Zoila Trillo

1991-92

Tracy Brown
Biljana Bruce
Rita Czarnecki
M. Jose da Fonseca, Treas.
Gabriele Hauser, President
Lila Letona*
Mari Jo Marques
Patricia Monge Tobon

Manuel Pinto+
Theresa Reinhart, Vice-Pres.
Olga Ruiz, Secretary
Mario Silva
Dorothy Smith

1992-93
Biljana Bruce
Tracy Brown, Secretary
Connie Cavacas*
Fernanda Gaspar, Vice-Pres.
Gabriele Hauser
Mari Jo Marques
Gina Martins+
Sheila Molloy
Victor Monsivais
Manuel Pinto, Treasurer
Theresa Reinhart, President*
Olga Ruiz
Helen Silver

1993-94
Tracy Brown, Treasurer
Tony Dionisio*
Fernanda Gaspar, President
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Gabriele Hauser
Rana Khan
Sheila Molloy
Anna Maria Nochez*
Olga Ruiz, Vice-Pres.
Madalena Silva
Helen Silver
Nancy Steckley, Secretary

1994-95
Lorraine Boucher, Secretary
Karen Ferguson, Treasurer
Fernanda Gaspar, President
Celia Harte
Gabriele Hauser*
Rana Khan*
Sheila Molloy
Ana Rios
Olga Ruiz, Vice-Pres.
Madalena Silva
Nancy Steckley

1995-96
Lorraine Boucher, Vice-Pres.
Karen Ferguson, Treasurer
Fernanda Gaspar
Mindy Lopes
Gail Misra
Sheila Molloy
Alejandra Ramirez, Secretary
Ana Rios
Deidre Rowe-Brown
Madalena Silva, President
Nancy Steckley
Barbara Taylor

+joined during the year
*resigned during term

STAFF

1975 Pre-Incorporation
Anna Theresa Alvaradado
Marjorie Black
Laura Brocklebank
Cheryl Cameron
Patricia Clement
Catherine de Ruyter
Lois de Shield
Ofelia De Sousa
Amanda Diaz
Guda Evans
Gloria G.
Magali Krischke
Flor Maria Hernandez
Mary Malloy
Judith McCallum
Michella Poetz
Marilda (Antunes) Tselepis
Monica Walker
Sheila Wong

1976-77
Luz Bascunan
Marjorie Black
Patricia Clement
Lois de Shield
Amanda Diaz
Gloria G.
Magali Krischke
Margot Rash
Katie Slobodin
Marilda (Antunes) Tselepis
Maria Eupenia Valenzuelo

1977-78
Amanda Diaz
Maria Euphenia Valenzuelo

1979-80
Patricia Ardiles
Ana Bodnar
Alejandra Cumsille
Ilda Furtado
Maria Antonietta Smith
Esmeralda Sousa

1980-81
Fatima da Conceição
Alejandra Cumsille
Fatima Filippi
Antonia Firmino
Ilda Furtado
Brenda Gonzalez
Patricia Murphy
Maria Mercedes Pizarro
Maria Rodrigues
Phil Rodrigues
Maria Antonietta Smith

1981-82
Heather Chetwynd
Alejandra Cumsille
Georgette Farias
Fatima Filippi

Maria Filippi
Brenda Gonzalez
Isabel Madeira-Voss
Maria Rodrigues
Maria Antonietta Smith

1982-83
Heather Chetwynd
Olga Reis Clemente
Alejandra Cumsille
Maria Rodrigues
Claudia Saldarriaga
Maria Antonietta Smith
Valentina Vieira

1983-84
Olga Reis Clemente
Alejandra Cumsille
Fatima Filippi
Feliseina Guerra
Luzia Nunes
Maria Rodrigues
Mabel Romagnoli
Magaly San Martin
Maria Antonietta Smith
Marion Tacon
Carol Town

1984-85
Juana Carrillo
Adriana Castillo
Olga Reis Clemente
Mafalda Cruz
Maria da Silva
Ellen Davis
Nuala Doherty
Fatima Filippi
Alexandra Henriques
Lynda Karn
Luzia Nunes
Dina Pereira
Maria Pinto
Mabel Romagnoli
Ruth (Magaly) San Martin
Maria Antonietta Smith
Carol Town
Fabiana Villorroel
Maria Vittoria

1985-86
Sue Birge
Lourdes Braga
Juana Carrillo
Debby Clarke
Maria da Silva
Ellen Davis
Maria do Carmo Rosa
Nuala Doherty
Fatima Filippi
Lynda Karn
Dina Pereira
Maria Pereira
Carmen Piensos
Maria Pinto
Olga Reis
Magaly San Martin
Maria Antonietta Smith

OUR STRENGTH

Carol Town
Leontina Tusso

1986-87

Sue Birge
Lourdes Braza
Juana Carrillo
Deborah Clarke
Ellen Davis
Maria do Carmo Rosa
Nuala Doherty
Fatima Filippi
Sara Gallary
Lynda Karn
Aloma Mendoza
Ajao Modibo
Dina Pereira
Maria Pereira
Maria Pinto
Olga Reis
Francis Rodriguez
Magaly San Martin
Maria da Silva
Maria Antonietta Smith
Carol Town
Leontina Tusso
Baljana Vasilevsta

1987-88

Fatima Cabral
Maria Do Carmo Da Rosa
Anabela Cardoso
Debbie Clarke
Nuala Doherty
Lisa Fiander
Maria Jones-Imhotep
Noreen Kenny
Felicidade Macedo
Josefina Martinez
Ajao Modibo
America Palacios
Maria Pereira
Maria Pinto
Helena Pires
Maria Elizabeth Silva
Maria Antonietta Smith
Liana Suryo-Atmojo
Leontina Tusso
Rosalinda Vidal

1988-89

Shelley Butler
Fatima Cabral
Claudia Calvo
Anabela Cardoso
Debbie Clarke
Maria Do Carmo Da Rosa
Lisa Fiander*
Antonio Fresolino*
Concepcion Gonzales*
Josie Hayes
Maria Jones-Imhotep*
Galina Katz
Noreen Kenny
Felicidade Macedo
Isabel Mahoney
Marlene Mckintosh

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America Palacios
Rosalinda (Vidal) Paredes
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Maria Pinto
Helena Pires
Grace Rodrigues
Cecilia Sarmiento
Marie Elizabeth Silva
Liana Suryo-Atmojo*
Shan White*

1989-90

Rosamaria Andino
Shelley Butler
Fatima Cabral
Estela Cabrera
Anabela Cardoso
Joaquina Carranza
Mary Coelho*
Helena Correia
Eleni Darby
Maria da Silva
Maria Do Carmo Da Rosa
Lisa Fiander*
Robert Frank*
Antonio Fresolino *
Concepcion Gonzales*
Josie Hayes
Tim Hornblower*
Saphra Jones
Maria Jones-Imhotep*
Galina Katz
Elisa Leiback*
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Linda Maloney*
Marlene McKintosh
Robert Mills*
Bernice Moreau*
America Palacios
Rosalinda Paredes
Elaine Parks*
Grace Rodrigues
Olga Ruiz
Cecilia Sarmiento
Marie Elizabeth Silva
John Spence*
Liana Suryo-Atmojo*
Leontina Tusso
Shan White*

1990-91

Rosamaria Andino
Saeed Basiri*
Beatriz Bourdieu*
Estela Cabrera
Madelaine Carstens
Maria da Rosa
Maria da Silva
Maria do Carmo Barcelos
Lisa Fiander*
Robert Frank*
Antonio Fresoloni*
Nancy Fretter*
Concepcion Gonzales*
Josie Hayes
Maria Jones-Imhotep*

Galina Katz
Priya Kesavan*
Felicidade Macedo
Jane Marvy*
Rita Mathur*
Marlene McKintosh
Maria Lina Oliveira
Eunice O'Mahoney*
America Palacios
Rosalinda Paredes
Elaine Parks*
Olga Ruiz
Maria Elizabeth Silva
Liana Suryo-Atmojo*
Mary Tomaz*
Leontina Tusso

1991-92

Rosamaria Andino
Florinda Azevedo
Maria Bento
Estela Cabrera
Manuela da Luz
Maria Da Rosa
Maria da Silva
Helena de Oliveira
Rebecca Dinkha
Josie (Hayes) Di Zio
Beverley Halls
Janet Klees
Lila Letona
Felicidade Macedo
Ana Marquez
Marlene McIntosh
Marcela Ortega
America Palacios
Rosalinda Paredes
Carolina Pizzaro
Maria Elizabeth Silva
Eidemara Fadini Tavares
Leontina Tusso

1992-93

Brenda Acevedo
Solange Aldays
Rosamaria Andino
Florinda Azevedo
Marie Bento
Estela Cabrera
Carla Cavalheiro
Maria Costa
Manuela da Luz
Maria da Rosa
Maria da Silva
Josie Di Zio
Felicidade Macedo
Rita Marin
Patricia Monsivais
Rosalinda Paredes
Esmerelda Peixoto
Carolina Pizzaro
Luisa Sequeira
Cynthia Sherwood
Rhonda Sussman

1993-94

Brenda Acevedo

Solange Aldaya
 Rosamaria Andino
 Florinda Azevedo
 Saeed Basiri*
 Dorothy Burnett
 Carla Cavalheiro
 Alicia Cocco
 Laurinda da Cruz
 Manuela da Luz
 Maria da Rosa
 Maria da Silva
 Josie Di Zio
 Lisa Fiander*
 Anna Henderson
 Yvonne Hill
 Felicidade Macedo
 Roxanne MacKenzie*
 Rita Marin
 Rita Mathur*
 Michael McCordick*
 Patricia Monsivais
 Helena Monteiro
 Eunice O'Mahony*
 Evelyn Orellana
 Rosalinda Paredes
 Esmerelda Peixoto
 Farideh Rassolian*
 Michelle Reis-Amores
 Cynthia Sherwood
 Mary Tomaz*
 Leontina Tusso

1994-95

Brenda Acevedo
 Rosamaria Andino
 Florinda Azevedo
 Saeed Basiri*
 Eugenia Cappellaro
 Cristina Cusido
 Halina Czarnicka
 Laurinda da Cruz
 Manuela da Luz
 Maria da Rosa
 Lelis Diaz
 Maria Diaz
 Josie Di Zio
 Lisa Fiander*
 Anna Henderson
 Yvonne Hill
 Helen Hook
 Jorge Hurtado*
 Irene Law
 Felicidade Macedo
 Roxanne MacKenzie*
 Rita Mathur*
 Michael McCordick*
 Patricia Monsivais
 Helena Monteiro
 Odilia Ng
 Eunice O'Mahony*
 Rosalinda Paredes
 Esmerelda Peixoto
 Farideh Rassolian*
 Michelle Reis-Amores
 Cynthia Sherwood
 Anabela Teixeira
 Mary Tomaz*

Leontina Tusso

1995-96

Brenda Acevedo
 Florinda Azevedo
 Saeed Basiri*
 Laurinda da Cruz
 Maria da Rosa
 Maria Dias
 Lelis Diaz
 Josie Di Zio
 Lisa Fiander*
 Anna Henderson
 Ivonne Hill
 Helen Hook
 Jorge Hurtado*
 Mary Kainer
 Felicidade Macedo
 Rita Mathur*
 Michael McCordick*
 Nichte Fuller Medina
 Mohammed Nur
 Eunice O'Mahony*
 Esperanca Panzo
 Rosalinda Paredes
 Farideh Rassolian*
 Jasminka Semec*
 Mary Tomaz*
 Liliana Zuniga

*affiliates

**VOLUNTEERS,
 PLACEMENT
 STUDENTS & JOB
 CREATION
 PARTICIPANTS**

1980-81

Ibor Briones
 Giselle Cabessa
 Fatima Filippi
 Jorge Moraga
 Gabriella Pacheco
 Dina Pereira

1981-82

Ana Camacho
 Graciela Carillos
 Maria Angelica Cumsille
 Elena D'Angelo
 Gloria Desmoulins
 Marcela Fresilone
 Osvaldo Garcia
 Jorge Moraga
 Amelia Rubio
 Alda Da Silva
 Linda Solomon
 Hazel Webb

1982-83

Ilda Afre
 Filomena Camara
 Carmen Castro
 Roberto Cortez

Tereza Coutinho
 Elizabeth da Silva
 João Desousa
 Fernanda Ferreira
 Terri Jackman
 Tim Kilbourn
 Anne Montgomery
 Amelia Rubio
 Margaly San Martin
 Anne Marie Smith
 Marion Taçon
 Hazel Webb

1983-84

Ruth Abraham
 Maria Alonso
 Patricia Arias
 Juicy Barbosa
 Lily Casas
 Terry Dance
 Liz Da Silva
 Suzette Da Silva
 Fatima Filippi
 Rita Fisher
 Julia Goldstein
 Jolanda Hogg
 Edith Kettle
 Fernando Machado
 Maria Machado
 Rebecca Moershel
 Jose Morales
 Naldi Nomez
 Blanca Orillana
 Bessy Pino
 Grace Pucino
 Phyllis Robinson
 Magaly San Martin
 Ana Maria Santinoli
 Wendy Seale
 Cathy Sullivan
 Mary Ann Tacon

1984-85

Ruth Abraham
 Hilda Afre
 Ximena Carrasco
 Adriana Castillo
 Maria Cerqueira
 Gabriela da Costa
 Terry Dance
 Olga Dickie
 Winnie Dobbs
 Mercedes Felices
 Virginia Green
 Yolanda Hogg
 Maria Angelica Martinez
 Jose Morales
 Lira Mosso
 Grace Ponte
 Ana M. Portillo
 Gracinda Riuvo
 Gloria Rodriguez
 Judite Sousa
 Marion Tacon
 Mary Ann Tacon

OUR STRENGTH

1985-86

Adelaide Batista
 Angelina Bettencourt
 Julieta Carrasco
 Ximena Carrasco
 Elena Chang
 Cesarina da Silva
 Maria Dimov
 Alzira Esteves
 Virginia Green
 Maria Henriques
 Hana Hruska
 Celina Luna
 Albina Machado
 Teresinha Machado
 Nair de Melo
 Lourdes Montez
 Jose Moreles
 Luzia Nunes
 Fernanda Oleiro
 Claudia Oporto
 Diana Orgera
 Teresa Pacheco
 Maria Pereira
 Maria Rosa Pinedo
 Margarita Quintana
 Alexandra Ramalho
 Ana Ramalho
 Fatima Realejo
 Maria Reis
 Carlos Rodrigues
 Tony Rodrigues
 Rosita Rusty
 Erika San Martin
 Berta Senra
 Alba Sierra
 Jeannie Templeton
 Rosario Vides
 Irene Vincent
 Luz Von Rabenou

1986-87

Helen Atunes
 Patricia Carcelen
 Leonor Correa
 Terezia Crippa
 Ellen Davis
 Jackie Deneen
 Alda Gomes
 Yolanda Hogg
 Suzette Morgado
 Valerie Morris
 Aida Novo
 Luzia Nunes
 Maria Pereira
 Helena Pires
 Grace Ponte
 Alexandra Romalho
 Ana Romalho
 Ana Rubio
 Marlene Serrano
 Maria Silva
 Linda Tavares
 Jeannie Templeton

1987-88

Isabel Cardenas

Sonia Galarza
 Yolanda Hogg
 Norma Lozada
 Filomena Santos

1988-89

Olimpia Azevedo
 Nancy Claro
 Martha Orellano

1989-90

Florinda Azevedo
 Maria Julia Branco
 Joaquina Carranza
 Conceicao Cavacas
 Lore'Clark
 Alicia Coco
 Maria da Conceioa
 Maria Jose da Fonseca
 Silvana da Silva
 Luis Demestre
 Patricia Duran
 Patricia Escobar
 Helena Fernandes
 Christine Gerald
 Angela Guzman
 Sharon Hannah
 Marta Hernandez
 Matya Kotlier
 Hernane Leite
 Ana Marquez
 Eduarda Marquez
 Britta McKichen
 Claudia Medina
 Maria Montero
 Martha Orellana
 Elaine Parks
 Maria Pereira
 Noemia Pereira
 Manuel Pinto
 Ana Maria Revilla
 Olga Lara Rey
 Grace Rodriguez
 Mark Rodriguez
 Nancy Ross
 Silvia Salazar
 Arturo Sanchez
 Cesarina Silva
 Susan Galo Silva
 Amelia Sousa
 Antonio Sousa
 Leonor Sousa
 Maria Augusta Sousa
 Kathy Taylor
 Luz Von Rabanau
 Dolva Zeballos

1990-91

Florinda Azevedo
 Maria Julia Branco
 Julia Bugallo
 Maria Teresa Carillos
 Joaquina Carranza
 Conceicao Cavacas
 Lore Clark
 Alicia Coco
 Irma Cortez

Maria da Conceioa
 Marie Jose da Fonseca
 Silvana da Silva
 Patricia Duran
 Jodie Endicott
 Patricia Escobar
 Helena Fernandes
 Christina Gerald
 Sue Griggs
 Lila Letona
 Ana Marquez
 Eduarda Marquez
 Britta McKichen
 Claudia Medina
 Tim Murphy
 Elaine Parks
 Maria Pereira
 Noemi Pereira
 Manuel Pinto
 Luz von Rabanau
 Ana Maria Revilla
 Mark Rodriguez
 Arturo Sanchez
 Mary Luz Sierra
 Cesarina Silva
 Susan Galo Silva
 Amelia Sousa
 Antonio Sousa
 Leonor Sousa
 Maria Augusta Sousa
 Kathy Taylor
 Dolores Vinet
 Dolba Zeballos

1991-92

Brenda Acevedo
 Eidemara Almeida
 Fernanda Almeida
 May Anis
 Lucy Arruda
 Florinda Azevedo
 Yolanda Benitez
 Marie Bento
 Petite Briones
 Julia Bugallo
 Isabel Carlos
 Joaquina Carranza
 Ana Paula Chagas
 Iryda Chedrani
 Fryda Chedranic
 Laurie Clark
 Jackie Clavero
 Francisca Colas
 Christina de Jesus
 Isabel Diaz
 George Dolton
 Ann Donahue
 Patricia Duran
 Concepcion Gonzalez
 Linda Hammond
 Carmen Jacinto
 Matya Kotlier
 Guadalupe Laserna
 Lila Letona
 Maurizia Liendo
 Sarah Lopez
 Ana Rita Luis

Jiminez Maigualida
Sheila Malloy
Ana Marques
Maria Martinez
Nora Martinez
Raquel Martius
Agatha Maturana
Lucrecia Mejia
Patricia Monsivais
Tim Murphy
Noemia Pereira
Manuel Pinto
J.R. Ranger
Nellie Raposo
Silvia Salazar
Clotilde Santos
Luisa Sequeira
Cesarina Silva
Susan Galo Silva
Lusa Silva
Elizabeth Skudra
Antonio Souza
Leonor de Souza
Maria Augusta Souza
Luz Von Pabananan
Ardley Yonge
Dolva Zeballos

1992-93

Daniela Amaro
May Anis
Laura Balletta
Yolanda Benitez
Marie Bento
Noemia Brazao
Raquel Cardoso
Isabel Carlos
Amelia Carregoso
Pricila Chang
Laurie Clark
Jackie Clavero
Sonia Contente
Tracy Cooper
Maria Costa
Sandra da Rosa
Irene Dieguez
Cindy Ditner
Ann Donahue
Patricia Duran
Norma Escobar
Nancy Etchevarren
Joan Fiset
Grace Foug
Suzanne Friedrich
Laura Geiger
Concepcion Gonzalez
Blanca Granda
Deb Gush
Cecilia Harte
Carmen Jacinto
Edith Kettle
Guadalupe Laserna
Luis Leal
Sarah Lopez
Sharon Lowry
Ana Rita Luis
Maria Machado

Alice Mafabi
Rita Marin
Agatha Maturana
Ian McIntosh
Juan Monge
Patricia Monsivais
Tim Murphy
Liliana Nerenberg
Ximena Pazmino
Esmeralda Peixoto
Ana Isabel Pereira
Noemia Pereira
J.R. Ranger
Nancy Rourke
Ann Schneider
Cesarina Silva
Elizabeth Skudra
Antonio Sousa
Maria Augusta Sousa
Nora Stalker
Celina Sztainbok
Edencia Tavares
Richard Tsay
Zen Uchida
Carmen Vazquez
Luz Von Pabananan
Maureen Wong

1993-94

May Anis
Marie Azevedo
Laura Balletta
Daniel Bitton
Noemia Brazao
Lori Clark
Laurie Clements
Sonia Contente
Sandra da Rosa
Carmen da Silva
Cesarena Da Silva
Ann Donahue
Norma Escobar
Nanci Etchevarren
Manuela Ferreirinha
Laura Geiger
Debra Goch
Adriana Godoy
Guadalupe Lasema
Susan Lee
Maria Machado
Alice Mafabi
Rita Marin
Luisa Materus
Ian McIntosh
Christina Menezes
Patricia Monsivais
Victor Monsivais
Karen Montano
Tim Murphy
Liliana Nerenberg
Esmeralda Peixoto
Ana Isabel Pereira
Noemia Pereira
Ann Sneider
Cheryl Anne Soares
Nora Stalker
Celina Sztainbok

Carmen Vazquez
Aida Vergara

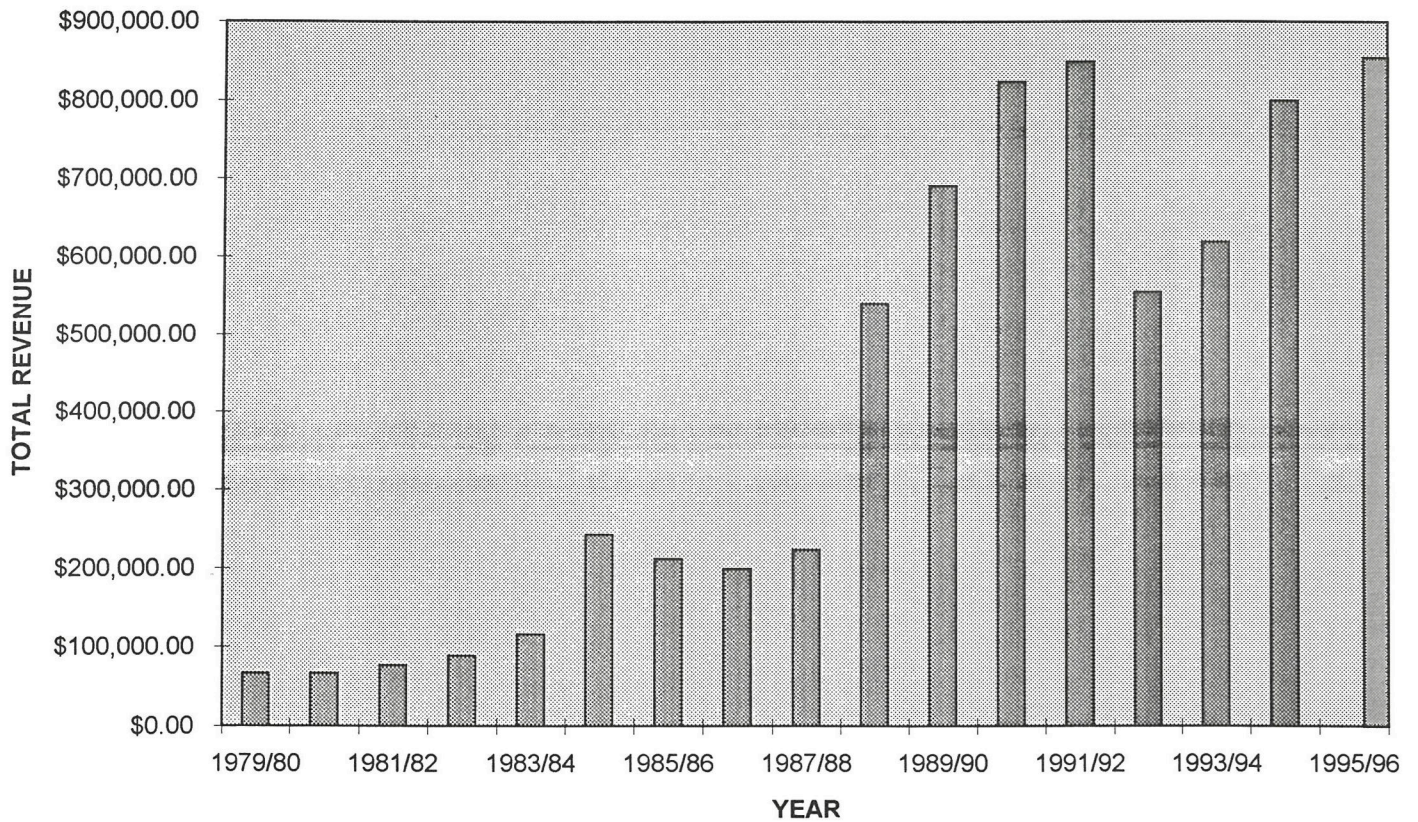
1994-95

Luis Aravena
Laura Balletta
Saeed Basiri
Noemia Brazao
Karla Calderone
Laurie Clark
Cesarina Da Silva
Carmen Davila
Christina Menezes Diaz
Ann Donahue
Manuela Ferreirinha
David Hall
Peter Kingston
Douglas Lehrer
Teresa Leon
Mindy Lopes
Mike McGee
Ian McIntosh
Patricia Monsivais
Victor Monsivais
Esmeralda Peixoto
Helen Pires
Angela Romero
Ana Julia Sanca
Cheryl Anne Soares
Nora Stalker
Barbara Taylor
Claudia Thompson
Walter Tusso

1995-96

Laura Balletta
Silvia Bautis
Karina Bravo
Monica Cajamarca
Cristina Cerqueira
Sarah Cooper
Maria Cordeiro
Maria Fernanda Corevino
Patricia Correia
Maria Isabel da Cunha
Cecilia Da Silva
Eliana Davila
Dulce dos Santos
Ranjita Ghosh
Anna Guerrero
Liliana Gutierrez
Saddeiq Holder
Nellie Hyatt
Jocelyn Innocent
Margarita Jimenez
Filomena Jordao
Susan Lee
Ana Rita Luis
Maria Oliveira
Janet Penny
Hilda Peredo
Mercedes Perez
Alejandra Ramirez
Maria Reyna
Fatima Verdasca
Lisa White
Sabah Yusuf

ANNUAL REVENUE



Twenty years of Working Women's fiscal growth charted by revenues as reported in annual reports

"I worked with the centre for 20 years. Administratively, it is well run. I really enjoyed working with the centre."
- Silvia Fernandes, WWCC accountant



Silvia Fernandes



Working Women's Annual General Meeting, 1983

CHAPTER ④

Meeting the Challenges: 1991-1995



Working Women staff at Immigrant Women into Electronics office at Humber College

The massive loss of manufacturing, textile and assembly jobs in Toronto in the early 1990s, as a result of the North American Free trade Agreement and global economic restructuring, clearly impacted on the work of Working Women and the lives of the women it has sought to serve for 20 years. Such was the impact on the employment front, that it was often discussed whether we should change the name of Working Women to more accurately reflect the growing numbers of unemployed among its clientele.

While the economy suffered massive job loss, the federal government reneged on its commitment to re-train the work-force and began to minimize and dismantle the Canadian Jobs Strategy Program, which funded community based training and bridging programs, especially those for immigrant and refugee women. What little training was left, was to be funded through the increasingly overburdened Unemployment Insurance system - a system more and more irrelevant to the majority of women walking through the doors of Working Women. Many of those women who had been employed, were no longer receiving Unemployment Insurance benefits, while most had never worked in Canada or had never qualified for Unemployment Insurance benefits. It was within this generalized climate of state abrogation of its responsibility for job training, cutbacks, and discriminatory access to the services that did exist that Working Women's Immigrant Women into Electronics training program was discontinued, despite an honourable success rate.



Tracy Brown

At the same time, an NDP government was elected in Ontario promising to cushion the impacts of greater economic trends and regressive federal policies with respect to employment training and immigrant and refugee services, generally.

As a well managed centre, with a clear mandate and vision, competent and dedicated staff, and a long track record of successfully providing a host of services to Spanish and Portuguese speaking women, Working Women was well placed to benefit from the commitments of the provincial government to women's services, immigrant services and job training. There is no doubt that Working Women was regarded as an exceptionally worthy organization. New and increased funding was obtained for both core and program costs, and the centre began to implement Language Instruction for Newcomers (LINC) classes, jobsOntario job search programs, an expanded child care program, Access to Social Services counseling, support groups for victims of domestic violence, a building maintenance training program and home daycare training program. The early to mid 1990s, indeed, was a time of great change for Working Women, but also of expansion and of consolidation.

On a more personal note, I feel very honoured to have been involved with such a dynamic, important, and impressive community women's centre. As a Board member from 1991 to 1994, during which time I served as secretary, treasurer and chaired the Programs and Skills Training committees, I was afforded many opportunities to contribute to the minor and major successes of Working Women. More importantly, however, I learned so much from these experiences, both personally and professionally. For this I am forever grateful.

I have every confidence that despite the harsher-than-harsh political and funding climate of the day, Working Women has the potential - and the obligation - to carry on for a least another 20 years! *La lucha sigue. A luta continua.*

Tracy Brown

Board Member 1991-94



Working Women child care program, 1991



Home daycare program Christmas party, 1995

I have little memory of major events and political issues from my first year in Canada. Not knowing the English language was like being blind and deaf. I could not read Canadian newspapers, listen to the radio or watch television. It was as if there was a wall in front of me preventing my understanding of what was going on around. Moving to another country was never part of my plans. It was something I had to do so unexpectedly, and I was not prepared for what it entailed. There were moments when I felt completely lost.

After studying English for a while, I started looking for a job. Guided by a pamphlet I found on the street, I went to another community centre to inquire about the English tutoring program they offered. One day, talking to the volunteers' coordinator at that place, she mentioned a vacancy at Working Women. She motivated me to apply and kindly offered to hand in my resumé.

Being able to work at Working Women was like being born again. I was hired for the job of secretary/receptionist of the centre. There was no better place to start my working life in Canada. Working Women was the light I needed desperately, to go through the tunnel my life was at that time. And I remember the feeling of seeing how other women found an answer there to their different needs. I saw myself in many of those women.

My first attempts at mastering the English language became less painful within the friendly environment of the centre. At that point I was so scared of speaking in English. Only with the kindness and patience of the staff did I start to feel comfortable with this new language. Being a single parent of a seven-year-old son, not knowing where to go, who to go to for advice, how to deal with government offices in all aspects related to my immigration status, Working Women provided me with the answer to my immediate needs and the vehicle to find the answer to other questions. And then, I started to realize that I had within reach the resources necessary to become the successful immigrant woman I am today.

Regaining my self-esteem, which had been negatively affected by the change in circumstances, has been the result of achieving goals set by the continuous challenges Working Women presented me throughout the years. Soon after my job contract expired, I joined the centre as a volunteer and, by doing so, I became a member of its Board of Directors. There were four wonderful learning years where I considered my contribution minimal compared with all the knowledge and joy the experience afforded me. I continue to be a volunteer as a Board committee member and hope I can stay for many, many years with a team I truly feel part of. Thanks Working Women!

Olga Ruiz

WWCC Staff 1989-90, Board 1991-95



Olga Ruiz



Fernanda Gaspar

1992-93 was a promising time for Ontario women. A new government, promised to deliver on their mandate to redress the inequality and violence plaguing us! And it was so, an extra million dollars shored-up women's centres, equal pay settlements started to give purchase power to large numbers of women, employment equity promised to shatter the glass ceiling, automatic custody payments started to level the love-game playing field. Working Women grew bigger and stronger in this progressive climate and its budget increased by 30 per cent from 1993 to 1994. It appeared that our dire need for a decent, single location for all our services could finally be met and we pursued it energetically. By June 1995, we had signed a nearly perfect deal, subject only to receipt of a grant from JobsOntario... which never came. Weeks before the election, the New Democratic Party, trying a last-ditch overture to the right, froze all grants and our chance was killed, perhaps for good. Back to the crumminess that is seen to befit us!

This episode exemplifies so much of our experiences as immigrant women. Concerted, informed struggle does yield real benefits, but so much of our potential is used up in the process. At its best, Working Women enables immigrant women to engage in this collective struggle and helps us cope with the inevitable burdens along the way.

As we enter the 20th year, in the current climate of regression, the need for Working Women at its best is the greatest. I salute those who created and nurtured Working Women in the first 20 years and inspire us to keep going.

Fernanda Gaspar

Current Board Member and President 1993-95



533A Gladstone Avenue, presently home to Working Women



Working Women's Annual Picnic, Niagara Falls 1995



Children at Working Women, 1991

Working Women was really an eye-opening experience for me. I had come from other situations of working with people who are vulnerable in some way, but what was really new for me was that aspect of immigrant women and all of the issues with which they were faced. Not only when they first came to Canada, but that followed them throughout the years.

I think what really impressed me with Working Women was the way in which it always dealt with the whole person. It was dealing with the woman in relation to herself and where she wanted to be personally, with employment opportunities, but also the woman within the family. So, there was counseling available through the settlement counselors and referring on to other resources as needed. And then there was the program aspect of things, for women who needed English language classes or job training of some kind, those programs were available. There was the social aspect, getting to know other women in groups, working together to do volunteer work.

Then there was the political level that was being worked at as well. It might not even be the women themselves becoming directly involved in some of the committee work or political issues throughout the city, but the staff who knew the issues so well they could advocate on behalf of the women. I was aware, at the time, of different services around offering things piecemeal to women but I think what impressed me most with Working Women was the fact that a woman could go there and feel she was being dealt with as a whole person.

Janet Klees

WWCC Interim Executive Director 1991-92



Janet Klees



Spanish Women's Group Christmas party, December 1995



Concepción Gonzales

“He visto y he llevado yo muchas mujeres a que los atienden y han sido muy atendidas en toalo aspecto de relaciones con inmigración, con welfare y todas las clases de servicios que hay en Working Women.”

- Concepción Gonzales

“The centre helped me in many ways. I came here with no English at all so I took the ESL classes here and then I worked as a volunteer which helped me to be involved in the community and in Canadian society. Then I worked as a volunteer which helped me to be involved in the community and in Canadian society. Then I worked here as a secretary which gave me the opportunity to get Canadian experience. Now I have a very good position and a good salary and I feel everything I have is because of the centre.”

- Patricia Monsivais



Patricia Monsivais



Working Women staff luncheon, 1992



Home Child Care Program staff and students at Working Women's annual dinner/dance, March 1996



Working Women's Literacy and ESL information table at the Women's Fair and Conference, May 1996



Working Women's staff, Oct/96 (Absent: Acevedo B., Dias M., DaRosa M., Hill I., Macedo F., Pizarro C, Sztainbok T, Zuniga L)



A work in progress: the new exterior sign for Working Women Community Centre painted by Lorena Gajardo, October 1996



Working Women's 1995/96 Board of Directors : (l.→ r.)
F. Gaspar, N. Steckley, Z. Bastos, M. Lopes, A. Ramirez,
M. Silva, A. Rios, S. Molloy, G. Misra (Absent: L. Boucher,
K. Ferguson, D. Rowe-Brown), August 1996



Staff, volunteers and Board members at Working Women's annual dinner/dance, March 1996

CHAPTER ⑤

Part of a Movement

Today one in 50 human beings are compelled to leave their land and their culture due to persecution, human rights violations, civil strife and generalized violence. Deteriorating economic and social conditions are also making survival at “home” impossible.

Current estimates of international organizations indicate that there are 24 million recognized refugees, 30 million internally displaced people and 85 million international migrant workers. Women and their dependents comprise 80% of recognized refugees and internally displaced people are women and their dependents and nearly half of all migrant workers are female. Although the movement of people has been a permanent feature of history, the accelerated numbers is a sign of the deterioration of social, political and human rights situations world-wide.

Profoundly disturbing trends have come to characterize this large scale global movement of people:

1. War, civil conflict, human rights violations and persecution for political, religious, ethnic and social reasons are increasing worldwide. The most dramatic in the mid-1990s are being experienced in the Caucasus region, Rwanda and the former Yugoslavia. In 1994 alone there were 30 major conflicts world-wide and 4 million people fled their countries because of armed conflict and human rights violations.

Today wars are mostly fought within states rather than between states. Violence directed to persons, communities and entire peoples often involves destruction of the social fabric, the economic structure and the natural environment. Political leaders are using ethnicity and religion to uphold narrow nationalistic goals that result in dividing pluralistic societies rather than uniting them.

In war and conflict situations sexual violence against women and girls becomes a strategy of war in which rape of women and girls is used to further political agendas, to humiliate women as well as men, and to displace and destroy community life.

2. There are increasingly severe breakdown of economic, political, social and environmental situations that used to allow people to survive and remain in their traditional communities and own countries. Underlying this breakdown in conditions is the globalization of the world economy.

Burgeoning debt, coupled with structural adjustment policies and restrictive fiscal policies are making it difficult for people to survive. At the same time many governments are divesting themselves of responsibility for social programs. With inflation driving up the price of food, the increase in unemployment rates, and cuts in government social programs more and more people have no option but to leave their communities of origin in search of work and food. The major burden is placed on women - the main providers of food - who struggle to make ends meet to feed their families.

At the same time the demand for cheap labour has become an opportunity for governments to make its labour force available for markets abroad by instituting government policies to "export" labour. Remittances from international migrant labour thus becomes a source of foreign exchange for governments experiencing heavy debts.

3. Most refugee movements and most internal displacement of people is taking place in "third world" countries, countries with the least resources to assist large numbers of people.

4. Forced migration is expanding within and between all regions of the globe during a period of worldwide economic stress.

5. There is a frightening rise in racist and xenophobia hostility against refugees and immigrants. In their struggle to make a new start in life refugees and migrants are often confronted by stereotypes fed by racism and exclusive discourse that their values and culture are incompatible with those of the host society.

6. Governments worldwide, led by those in countries of the industrialized West, are imposing restrictive immigration controls and draconian deference measures against the movement of people and seeking to "harmonize" policies to control international migration.

Behind the massive dimensions of today's forced displacement of people are individual stories of pain, families being torn apart, of despair and suffering, loneliness and uncertainty. Individual human beings experience multiple losses of structures (e.g., family, friends, neighbourhood, acquaintances, religious institutions, home, world, food, language, health, education, country and legal status as citizens) that under normal circumstances sustain their identities. Women and children and the elderly are usually the most affected by the breakdown of family and community support systems. Conversely, individuals and families left behind continue to face threats to their physical, social and economic safety due to repression, war, civil strife, mal-development etc. and the breakdown of systems ensuring the security of persons.

At the same time forcibly displaced people are survivors. They need not be a burden. Their survival skills, together with the knowledge and skills they bring

PART OF A MOVEMENT

can ennoble them, remake their lives and can contribute to the host society. Contrary to common belief, given the opportunity, migrants and refugees are economically active as producers, consumers and taxpayers.

The significance of the services offered by Working Women Community Centre is invaluable in providing the opportunity for and with refugee and immigrant women to rebuild their lives and to become active members of Canadian society.

Congratulations on your 20th anniversary!

Helene Moussa

Canadian-Egyptian by origin and born in Ethiopia; educator, researcher and activist; active in Canadian and international networks for the rights of refugee women; published several articles and two books on refugee and immigrant women.

Working Women is the daughter of global forces, international crisis, national policies coupled with local action. The work of the centre has been shaped by global economic conditions, federal policies and bureaucratic decisions beyond its control.

Federal immigration policies which welcomed manual workers with limited English-language skills created a need for settlement service programs. Many of the women, brought to this country years ago under such policies, are now turning to Working Women to acquire the language and job training skills they now need to compete in our labour market. As they cope with family and life transitions, experience wife assault, or are faced with diminished family incomes, these long-time, isolated residents now seek out the support and guidance they need in the language in which they can best express themselves.

Canada's refugee policies have also had a major impact on Working Women. Throughout our 20 year history, there have been numerous wars, uprisings, and dictatorships that have brought refugees from far flung corners of the globe. Events in Chile, Angola, Guatemala, Peru, El Salvador, Somalia, have all brought people to our doors seeking training, information and advice. Refugees rejected as such by federal decisions also seek help to appeal and stay in their chosen country.

The rise of feminism also helped form and shape the direction of Working Women. We have seen our centre as part of a larger movement to bring about women's equality and have actively participated in women's events. The celebration of International Women's Day has become an enduring and important tradition of Working Women.

Changing immigration and refugee policies continue to affect our clients and our work. Changes to family sponsorship policies and the imposition of costly citizenship fees generate increased service needs. Repeatedly, it has been necessary to devote energies to lobbying efforts to expose negative policies and bring about legislative changes.

Even the internal bureaucracies of government or the whims of individual government officials impact on the centre. Ensuring our clients receive the benefits to which they are entitled, or the information which is necessary, or the timely processing of an application, or the humane procedures of an appeal, places heavy demands on our centre.

Now more than ever, global economic changes are having an impact locally. A new group of more highly-trained immigrants is now arriving in the country only to encounter a system which does not acknowledge their training, accredit their profession, or respect their cultural diversity. They, too, turn to the support and training the centre provides.

Internally, too, Working Women has been driven by changing funding priorities and programs. We have lost valuable staff and programs and we have been able to tackle new issues from fluctuating government priorities.

Working Women recognizes that it is a small part of a larger service infrastructure and of an even larger global picture. We, therefore, have joined in coalitions with many others. We are proud and active members of the Ontario Council of Agencies Serving Immigrants (OCASI) lending our support, adding our voice to the important actions it undertakes. We support the Ontario Association of Women's Centres which works to secure funding for women's centres across the province. Locally, we serve on coalitions such as the Hispanic Development Council, Portuguese Interagency Network, and Latin American Coalition to Eradicate Violence, and ACTEW. And, to accomplish programs of wide benefit, we undertake many program partnerships. Increased demands for services coupled with staffing cuts make these broader commitments ever more difficult to maintain but we strive not to neglect these important avenues for change.

Each day at the centre people arrive because of forces and actions beyond their control. We never know when some governmental change, some canceled program, some legislative amendment is going to occur. So, Working Women has to remain flexible, dynamic and politically active to be able to meet the needs of immigrant women.

Mary Kainer

WWCC Acting Executive Director 1995-96



Mary Kainer

PART OF A MOVEMENT

Working Women acknowledges the hard work of women's centres across Ontario:

Metro Toronto Region

Aurora: Aim For Change; Sole Support Mother's Counseling
North York: North York Women's Centre
Rexdale: Rexdale Women's Centre
Scarborough: Scarborough Women's Centre
Toronto: Afghan Women's Counseling & Integration Community Support Organization
Toronto: Common Ground Women's Centre
Toronto: Native Women's Resource Centre
Toronto: Riverdale Immigrant Women's Centre
Toronto: Sistering Drop-In for Women
Toronto: South Asian Women's Centre
Toronto: Times Change: Women's Employment Service
Toronto: Women's Health in Women's Hands

Northern Region

Dryden: Dryden Aboriginal Women's Resource Centre
Kenora: Women's Place Kenora
Sudbury: Sudbury Women's Centre
Sudbury: Women Across Cultures
Thunder Bay: Northern Women's Centre

Eastern Region

Bancroft: Tamarack Women's Resource Centre
Cobourg: Women's Resource Centre
Kingston: Bronwen Wallace Centre for Women and Children
Lindsay: Victoria County Women's Resource Centre
Ottawa: Ottawa Women's Place
Ottawa: Aboriginal Women's Support Centre

South West Region

Clinton: Women Today
Hamilton: Women's Centre of Hamilton-Wentworth
London: Life Spin Women's Resource Centre
London: Women Immigrants of London Resource Service Centre
Oakville: Women's Info and Support Centre of Halton
Windsor: Windsor Women Working With Immigrant Women
Windsor: Windsor Women's Incentive Centre

Campus Based

Downsview: Women's Centre, York University
Guelph: Women's Resource Centre, University of Guelph
Kingston: Women's Centre, Queen's University
Ottawa: Centre des femmes/Women's Centre, University of Ottawa
Ottawa: Women's Centre, Carleton University
Peterborough: Women's Centre, Trent University
Scarborough: Women's Centre, Scarborough College
Sudbury: Women's Centre/Centre des Femmes, Laurentian University
Toronto: Women's Centre, Ryerson Polytechnical Institute
Toronto: Women's Centre, University of Toronto
Waterloo: Women's Centre, University of Waterloo
Windsor: Womyn's Centre, University of Windsor



Working Women's Support Group organizing a United Way Fundraiser, November 1995

A Note of Thanks

Working Women gratefully acknowledges the cooperation and support (both past and present) given to us in many different ways by:



Access Alliance Multicultural Community Health Centre
Advocates for Community Training and Education for Women
African Training and Employment Centre
Bank of Nova Scotia
Barbra Schlifer Commemorative Clinic
Bloor-Gladstone Library
Bloor Information and Legal Services
Bloor-Shaw Library
Canadian Coalition on the Canadian Jobs Strategy
Canadian Heritage (formerly Secretary of State, formerly Multiculturalism Canada)
Canadian Mothercraft Society
Carleton Village Public School
Catholic Children's Aid Society
Cecil Community Centre
Central Toronto Multilingual Literacy Centre
Centre for Spanish Speaking Peoples
Cervantes Lions Club
Children's Aid Society Foundation
CHUM/City Christmas Wish Foundation
Citizenship & Immigration Canada/
Human Resources Development Canada (formerly Employment & Immigration Canada, formerly Immigrant Services)
College-Shaw Library
Davenport Perth Neighbourhood Centre
Department of Public Health
Dixon Hall
ESL Coordinators of Metro Toronto
Family Services Association
George Brown College
Health & Welfare Canada
Hispanic Social Development Council of Metropolitan Toronto
Humber College
Institute of Chartered Accountants of Ontario
JobsOntario Training Fund

Kensington Health Clinic
Maclean-Hunter Cable TV
Metro Separate School Board
Ministry of Citizenship & Culture
Municipality of Metropolitan Toronto
Municipality of the City of Toronto
National Congress of Italian Canadians, Toronto
Ontario Association of Women's Centres
Ontario Council of Agencies Serving Immigrants
Ontario Immigrant and Visible Minority Women's Organization
Ontario Immigrant Women's Network
Ontario Ministry of Citizenship
Ontario Ministry of Community & Social Services
Ontario Public Services Employees Union
Ontario Skills Development
Ontario Women's Directorate
Portuguese Interagency Network
Private Donors
Provincial Secretary for Social Development
Ralph Thornton Community Centre
Rogers Community 10 - Toronto
Scadding Court Community Centre
St. Christopher House
St. Joseph's Health Centre
St. Mary's Catholic High School
St. Sebastian's Church
Supply & Services Canada
Toronto Board of Education
Toronto Parks & Recreation
United Church of Canada
United Way of (Greater) Metro Toronto
Wallace Emerson Community Centre
West End Creche
West Metro Skills Training Council
Women Working With Immigrant Women
Woodgreen Community Centre
Working Skills Centre
York Hispanic Centre
Young Canada Works





United States Citizenship Agency

Cover: ADS graphic