

YEAR 2

MAY 2025

EVALUATION REPORT

ECONOMIC
DEVELOPMENT
GRANTS 2023 - 2027

Prepared by:



Prepared for:



ACKNOWLEDGING THE LAND

We acknowledge that our work takes place on traditional, ancestral, and unceded territory.

We want to recognize the role that the First Nations, Métis, & Inuit have played, and continue to play as guardians of the land and waters on which we work. It is with great respect for this role that we work together, knowing that our relationships still need to be improved. In our work, we strive to work against colonization, systemic racism, and ongoing violence that continue to impact Indigenous people.

ACKNOWLEDGING THE PEOPLE

The evaluation team would like to recognize the Foundation representatives, the evaluation subcommittee, and the grantees for their continued support of this evaluation. We are grateful to share knowledge, expertise, and lived experiences that help contribute to our common understandings of the importance of this work.

As noted by the Foundation representative, evaluation, and data collection is a small piece of leaving behind a meaningful legacy and recording the significant impact of work that grantees and the Foundation continue to do.



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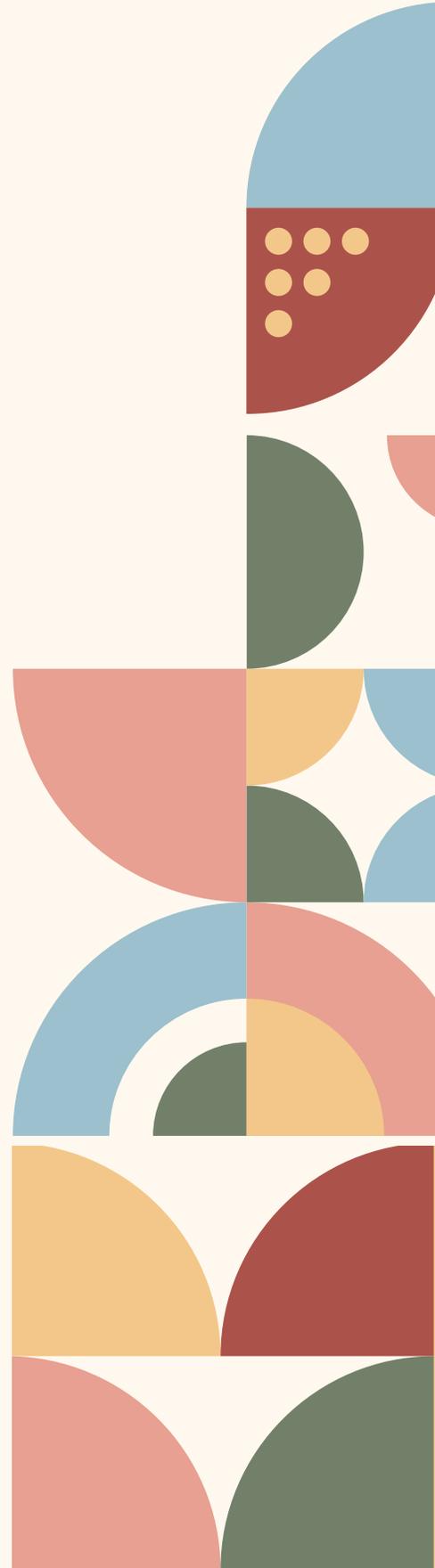
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Highlights

Highlights from the evaluation are based on the various evaluation and project data sources.

What worked well

- Cohort based model that focused on capacity building and the needs of grantees
- In person meetings and building trust between CWF and grantee representatives

Needed improvements

- Move from a stream model to a general focus on economic justice, including more trades projects and more grantee to grantee connections.
- Focus on demonstrating impact using storytelling.

Selective Grantee Impacts (CWF Power, Support, Safety, & Rights Framework)

Power: Expanded or nurtured networks, partnerships, and connections

Support and care: Grantees had what they need to work with partners and communities, identify program participants, and deliver their programming

Safety: Improved capacity to work intersectionally through more inclusive programming by hiring interpreters, offering flexible hours and venues, modifying spaces for accessibility, providing flexibility for participants with children, etc.

Rights: Increased access to partnership benefits may have empowered some grantee representatives to be more involved in leadership and decision-making



Highlights

Selective Program Participant Impacts (Sustainable Livelihoods Framework)

Basic needs

Program participation supported some participants to increase their employment leading to more financial stability, which helped them find safe and secure housing, know their tenancy rights, and overcome houselessness. Grantee programs also created safe, private, and secure spaces for participants to learn, feel like they belong, and be in community together.

Health

Some program participants saw improved mental and physical health. Peer and staff support helped them navigate their way out of an abusive situations or to overcome intimate partner violence. Others were helped to access health care; advocate for oneself in healthcare settings; and gain knowledge of safer drug use practices.

Money

Many participants were better able to make secure higher paying jobs, make ends meet, learn how to manage their money, provide for their families through their businesses, and move towards financial independence and control.

Connections

Some participants had deeper connections and networks within the program and community; built a stronger sense of purpose, cultural pride, and belonging; connected with Indigenous Elders and culturally relevant supports; and wanted to support others in their community.

Sense of self

Some participants increased their sense of self-worth; learned self-advocacy; overcame obstacles such as systemic discrimination and other forms of prejudice that affect newcomers; improved their navigation of Canadian culture as a newcomer; boosted their confidence in pursuing entrepreneurial goals; and gained an understanding of their Indigenous identity and cultural heritage.

Skills and employability

Many participants developed entrepreneurial and workplace skills, increased their hands-on experience, learned on the land and traditional Indigenous practices; and improved English skills.



Project background & intent

The Canadian Women's Foundation takes an inclusive, intersectional feminist approach to funding through a grant-making process that is equitable, accessible, and flexible. The funding is delivered to community-based organizations throughout Canada that support women and gender-diverse people to make progress on their journey towards a sustainable livelihood through Employment and Business Acceleration, Workplace Navigation and Inclusion, and Trades and Technology. Inclusion in the Foundation's Economic Development Grants Program involves participation in a Community of Practice (CoP) that encourages knowledge-sharing, relationship-building, and collaboration to build inclusive, intersectional, and feminist practice in program delivery in the community economic development ecosystem.

The Economic Development Grants program goal is to provide grants and supports to community-based organizations to: a) make progress on their journey towards a sustainable livelihood and b) promote systemic change that will enable women, girls, and gender-diverse people to be leaders and gain economic independence and security.

The Economic Development Grants program objectives include:



Objective 1: Feminist Grant-Making

Fund community economic development programs serving women and gender-diverse people, focusing investments on organizations that demonstrate an intersectional approach to supporting participants who experience multiple and intersecting forms of discrimination and have the least access to services, training, etc.



Objective 2: Feminist Knowledge Development, Sharing, and Exchange

Convene grantees in a community of practice, conduct participatory research, and engage in collaborative initiatives to facilitate intersectional feminist knowledge development, sharing, and exchange.



The 11 programs include:

- Flavours of Hope – Dream Cuisines
- Blackfoot Family Lodge Society
- MakeWay Foundation – Western Arctic Youth Collective (WAYC)
- SOFIFRAN
- Woman’s Multicultural Resource & Counselling Centre of Durham
- COOK-UP
- Montréal Lake Cree Nation
- PACE Society – Sex Worker Advisory Committee (SWAC)
- Elizabeth Fry Society – The Abundance Store
- Centre d’aide sida Montréal
- NIPCA Women in Tech Working Group



External context

- Federal government austerity began in 2024 and had spin-off effects in terms of organizational funding across the country.
- There was a change in the Foundation’s leadership, organizational structure, and budget between Years 1 and 2.

“There’s already a lot of political tumultuousness that was happening in 2024 [...] the elections down south... elections here. [There is] heightened xenophobia, heightened Islamophobia, heightened racism, transphobia. All these things are external factors that play a real part in how folks are feeling with their systems changing their economies. And they’re circular economies. I think the biggest one comes from a fear of ‘is my business going to make it for entrepreneurs and for folks who are self-employment focused?’”

– Foundation staff member



COOK-UP



Project evaluation

The participatory evaluation of the process of implementation in Year 2 for the 2023-2027 grantee cohort was based on these data sources:

- Foundation representative interviews
- Grantee representative interviews and focus groups
- Grantee and participant storytelling
- Grantee year-end reports to the Foundation
- Grantee pulse survey
- Participant surveys¹
- CoP meetings
- Meetings with grantees
- Check-in meetings between the Foundation and ParriagGroup
- Site visits

Limitations to the Year 2 evaluation centred mainly on challenges in grantees using the participant survey.



Woman's Multicultural Resource & Counselling Centre of Durham

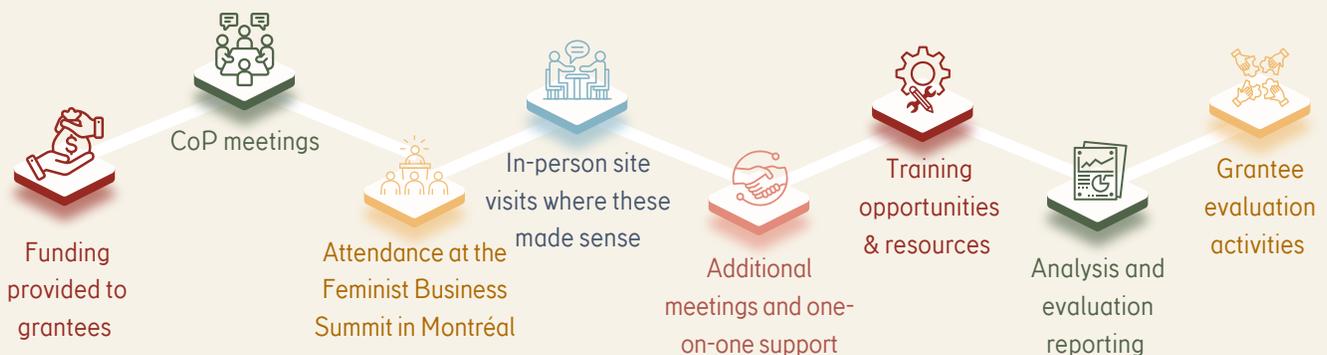
¹ Some grantees were available to work with the evaluation team on a tailored survey of program participants.



Year 2 project implementation at a glance

The following section reflects thoughts from Foundation staff on how the Economic Developments Grants Program unfolded in Year 2. Many sentiments reflect similar circumstances experienced throughout Year 1.

Foundation activities completed



What worked well



Cohort-based model aided in the capacity-building of grantees (e.g., safe spaces to share; developing relationships and partnerships between grantees)



The Foundation **asking grantees what they needed to succeed**



The **ability to connect in-person**



Building accountability and trust between the grantee and program staff relationships (e.g., open and honest communication was crucial, especially through challenges)



Challenges



Dividing programs into distinct streams was a limiting element, as all programs provide diverse and interconnected supports. The streams became an issue when funding for capacity-building events in Winnipeg (2023) and Montreal (2024) was tied to certain streams.

"Labels are just a thing to use to put on paper for an application. That's not how we actually function here. I'm hoping to use these next two years to change that around a lot."

– Foundation staff member

Improvements



Reimagine the stream model. Grantees are working collectively on economic justice,, even if they are using different tactics and means to get there.



Focus on the evaluation impact of **storytelling**.



Encourage grantees to make connections with other grantees in different streams.



Consider including more **organizations that focus on trades and technology** in the next cohort.

Lessons learned



Growth is not linear. Grantees need a space where they can share openly and honestly about their struggles without feeling judgement or fearing the loss of funding.



Flexibility with grantees and meeting them where they are at is important to support their continued growth.

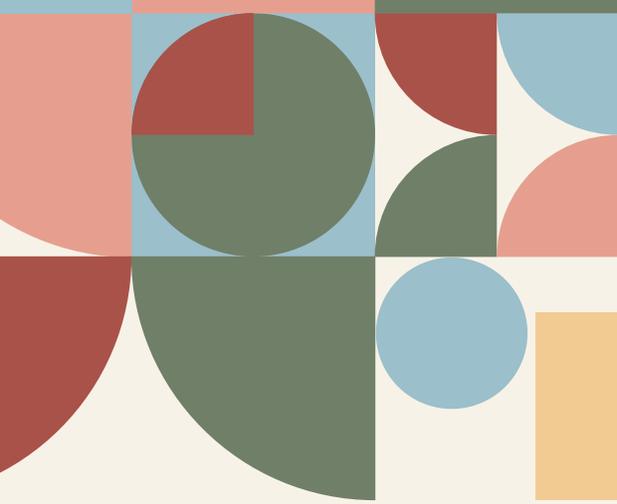


The Foundation could consider **connecting earlier** with women, girls, and gender diverse people to encourage post-secondary pathways, as well as exploring ways to connect them with successful people in their fields as mentors and supports for greater economic development.

"It's not about the numbers. It's about, 'are we actually making that change?' And change looks very different in a lot of smaller communities and a lot of different ecosystems."

– Foundation staff member





Grantee impacts

The Foundation has introduced the Power, Support, Safety, and Rights Framework as a way to measure change at organizational and systemic levels (for more detail, please refer the Logic Model in the Appendix).

Power

In similar ways to Year 1, grantees navigated ways to increase power to support their programs.

Grantees noted an increased knowledge of opportunities

Several grantees reported using their connection with the Foundation to secure additional external funders, while a few grantees found additional external funders of their own accord.

Almost all grantees noted either expanded or continually nurtured networks, partnerships, and connections (including similar organizations, external consultants, Elders, and other grantees)

Partnerships and connections provided supports such as sales venues, workspaces, workshops and training, health supports for participants, placements for participants, resource and knowledge-sharing, and CoPs.

There was increased and/or nurtured co-creation of knowledge

As all organizations are grassroots, grantees highlighted that their work is 'by community, for community.' Since many staff are a part of the communities they serve, co-creation of knowledge and incorporating feedback is instinctively rooted in community.

Grantees shared that there was increased knowledge about their program, as well as increased evaluation knowledge and capacity to leverage their programs

Grantees were continuously learning about what works and what does not work from previous years (e.g., listening to suggestions for improvements from participants, or utilizing training to shift operations and provide more tailored support).

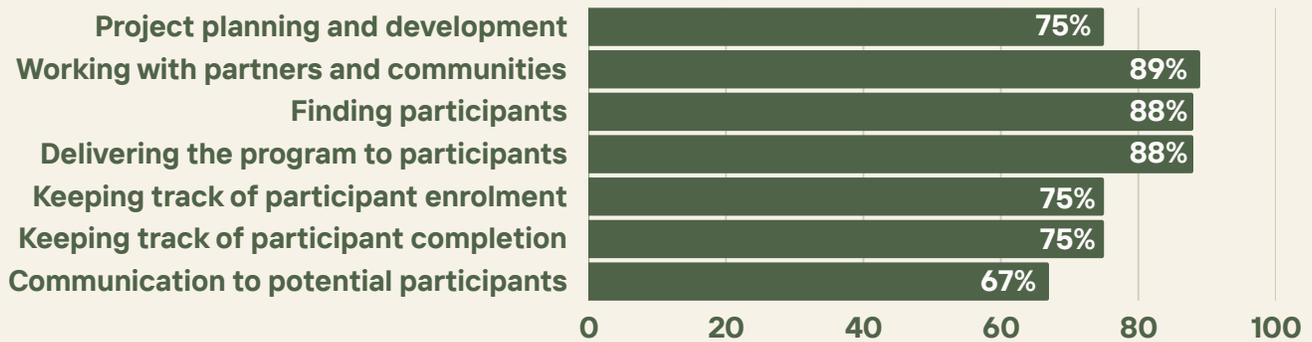
Several grantees mentioned that capacity building from external evaluators helped them to organize and disseminate data to their partners and supporters, while others noted that now their programs are collecting data to show their participants the story in the data of their own growth.



Support and care

Almost all grantees reported that, generally, their program delivery moved forward as planned to fulfill their missions and respond to community needs. However, there are still areas where support is needed to sustain and further improve program delivery.

A majority of grantees noted feeling like **they have what they need** in the following areas:



In general, grantees noted **needing help with**:

87%

Program staffing

50%

Project reporting to the Foundation

50%

Documenting program impacts

Other areas of where **help was needed** included:

Financial literacy	Mental health supports ²	Gender based analysis	Marketing and social media training
Group learning opportunities to fight stigma and imposter syndrome	Staff development and training workshops	HR development for small businesses	

² Although many grantees reported providing some health and wellness support to staff, additional resources and support were still seen as welcome.



Safety

Almost all grantees reported an improved capacity to work intersectionally through more inclusive programming. For example, grantees:

Hired interpreters to improve communications for participants who had English as an Additional Language (EAL)

Incorporated participant feedback

Offered **flexible hours and venues** for participants

Modified spaces to be more accessible

Hosted group social gatherings and support spaces

Offered **flexibility for participants with children**

Offered **help to participants with transportation**

Rights

Similarly to Year 1, many grantees spoke about increased access to partnerships and the benefits of these partnerships, yet it was unclear whether these partnerships led to decision-making tables. However, in Year 2, one grantee shared an example where they formed the first Women's Commission to empower women to step into leadership roles and have a seat at decision-making tables.



COOK-UP



Individual participant impacts

Participant direct involvement in Year 1 and 2 Grantee programs

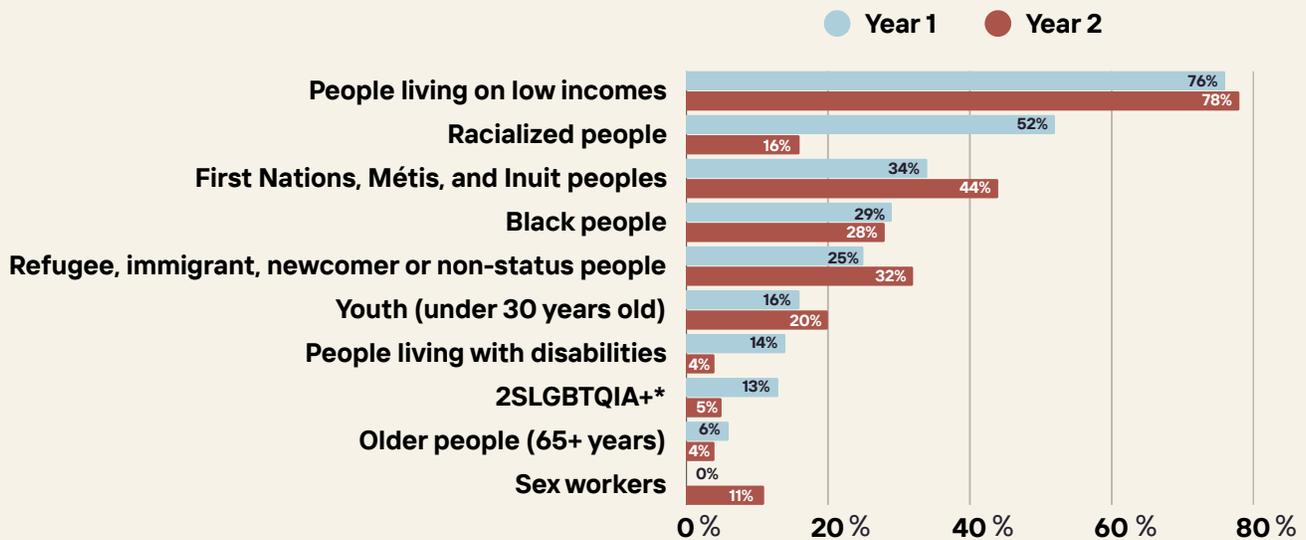
Program Year	Economic Development Program Stream			Total
	Self-Employment and Business Acceleration	Trades and Technology	Workplace Navigation and Inclusion	
Year 1: Number of participants (or clients or other direct beneficiaries) in the 11 grantee programs	305	45	104	454
Year 2: Number of participants (or clients or other direct beneficiaries) in the 11 grantee programs	353	30	104	487

Participant profile from Year 1 and 2 Grantee programs

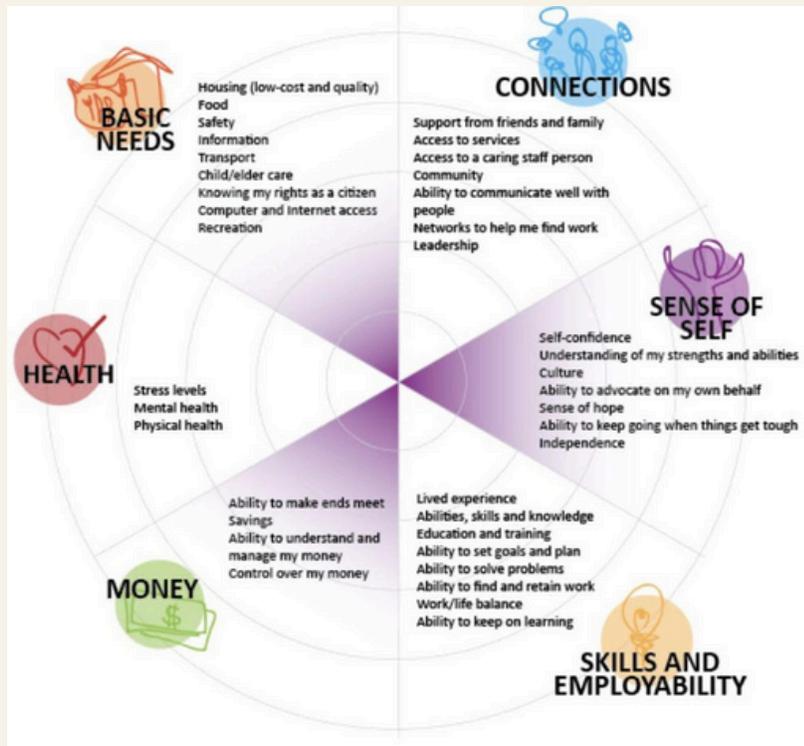
Year 1 (Jan. 1 to Dec. 31, 2023) and Year 2 (Jan 1 to Dec. 31 2024)

Note: Participants could be in multiple categories. Therefore, the total does not add to 100%

*Year 2 2SLGBTQIA+ participant numbers are anticipated to be slightly higher but cannot be confirmed due to differences in reporting from Year 1.



The Foundation has updated the Sustainable Livelihoods Model as an additional way to measure individual participant change.



Basic needs

Many participants agreed that their basic needs were being better met as a result of the Economic Development Grant programs. Some examples are given below.

Housing

- Increased employment leading to more financial stability, which helped a participant afford secure and independent housing.
- Peer and staff support to help a participant navigate renting and landlord issues to find safe and secure housing, as well as know their tenancy rights.
- A few participants were given support to overcome homelessness.

Safety

- Programs created safe, private, and secure spaces for participants to learn, feel like they belong, and be in community together. Since starting the program, **60%** of Flavours of Hope participants agreed that they felt a sense of belonging and have a community or support system that they can rely on. As well, **72%** of SWAC participants, **66%** of Abundance Store participants and **43%** of SOFIFRAN participants agreed that they felt safer (physically and/or mentally).





Childcare

- Several participants overcame barriers by learning how to cook, clean, and focus on their children.



Rights

- Some participants learned about their rights in the workplace and how to advocate for fair wages.

Since starting the program, **57%** of SWAC participants, **50%** of SOFIFRAN participants, and **67%** of Abundance Store participants agreed that they had better access to basic needs like food, clothing, shelter or transportation.

Health

Some program participants have seen positive changes when it comes to their mental and physical health issues. Some examples included:



Mental health

- Gaining support through peer and staff support to help navigate their way out of an emotionally and financially abusive partnership through legal advice, financial guidance, ways to handle stress, and effective communication. Now they feel stronger and better equipped to face the difficulties in other areas of their life.
- Having help to overcome barriers of intimate partner violence.
- Having support from program staff when navigating mental health issues.



Physical health

- Increasing one's ability to advocate for oneself in healthcare settings.
- Gaining knowledge of safer drug use practices and providing support for harm reduction in the face of fear and stigma around substance use.
- Gaining access to healthcare, including STI testing.

"[Participant] had a goal of connecting with healthcare support. The participant gained knowledge and resources that would better support them with improving their health outcomes. The participant was able to also receive support with housing, emotional support, and started doing some window washing work, which transferred into peer mentorship and eventually part time employment."

- Grantee



Money

Consistent with data from Year 1, many participants were increasingly able to make ends meet, and had higher understandings of how to manage their money, with examples such as:



Money

- The ability to provide for their families through their businesses.
- Securing higher-paying jobs.
- Moving forward towards financial independence and control.
- Learning financial management skills.

- **40%** of Flavours of Hope participants agreed that they were more able to manage their money.
- **60%** of Flavours of Hope participants agreed that they understood the financial aspects of running a food business in Canada. This included making a budget and cash flow.
- **43%** of SWAC participants and **33%** of Abundance Store participants agreed that they were less stressed about money. **28%** of SWAC participants and **83%** of Abundance Store participants felt more able to manage their money.



Flavours of Hope

Connections

Similarly to Year 1, after taking part in the programs, participants tended to have deeper and greater community connections, as well as connections with each other.



Community and support from friends and family

- Developing friendships in the community and building a stronger sense of purpose, cultural pride and belonging through business.
- Including family members in business models.
- Participants wanting to give back and support others in their community:





"This opportunity changed my life, and now I am committed to helping other women level up their careers just as I did."

- Participant

"Trust the community that you're in, that they will support you and be ready to give back support. The community you already have is your foundation."

- Participant



Social and professional networks

- Networks to grow business opportunities and find jobs/career advancement opportunities.
- Indigenous Sharing Circle, which supported the member in connecting with Indigenous Elders and culturally relevant support services.

"Participant 2 had a goal of connecting with the sex worker community as they felt quite isolated in their work. Participant 2 met others in the community, gained meaningful friendships and discovered resources internally and in the community where they could continue to learn more about health and safety information regarding their work and maintain social connections."

- Grantee

"This program is about sharing love and give the sense of belonging to a group of people that love you. Also, connecting with people who pass these steps that you want pass is a great pathway. Their experience and awareness about the markets and events are really helpful."

- Participant

"Food businesses are the pathway to not just connect with people, but you're sharing, you're teaching, you're learning and you're leading. You're telling a different story of [country] that might be different from the stereotypical things we hear. That's so powerful."

- Grantee

"[Program] has helped me see that I am not alone. That I am one of many like-minded individuals just trying to make a difference in this world."

- Participant

- **71%** of SOFIFRAN participants, **83%** of Abundance Store and **86%** of SWAC participants agreed that they felt more supported and accepted by their community.
- **57%** of SOFIFRAN participants, **83%** of Abundance Store participants and **100%** of SWAC participants agreed that they had more access to safe and supportive spaces in their community
- **50%** of SOFIFRAN participants and **84%** of Abundance Store participants agreed that they knew more people who could help with their employment or business



Sense of self

As in Year 1, program participants were clear on the impact of these programs on their sense of self. For the majority, this was a clearly positive impact.



Self-confidence

- Gaining self-worth and learning self-advocacy.
- Finding concrete solutions through community building to overcome obstacles such as systemic discrimination and other forms of prejudice that affect newcomer communities in Canada.

"[Program] boosted my confidence in pursuing entrepreneurial goals and clarified the steps needed to achieve them."
- Participant



Culture

- Improving understanding when navigating Canadian culture as a newcomer.
- Coming to terms with Indigenous identity and cultural heritage.



Sense of hope

- Cultivating a sense of purpose, which is essential in rebuilding lives after experiencing trauma, marginalization, or involvement with the justice system.

"I had faced discouragement in male-dominated spaces, making it hard to thrive. However, [program] offered a judgment-free, encouraging space where I could learn at my own pace."
- Participant

"[Program] has opened my eyes to my dream."
- Participant

- Since starting the program, **100%** of Flavours of Hope participants agreed that they were confident and comfortable in speaking out and sharing their thoughts, ideas and feelings. **57%** of SWAC participants, **71%** of SOFIFRAN participants and **83%** of Abundance Store participants also agreed that they were more confident.
- **100%** of Flavours of Hope participants had a good understanding of their own strengths, abilities, challenges and weaknesses.



Credit?



Skills and employability

Most program participants were supported to develop entrepreneurial and other workplace skills, similar to supports in Year 1. For example:

Finding work

- Building valuable job skills to secure better-paying jobs.

"I am most proud of the personal growth of clients. [Client who recently finished] was crying, said how much she got out of the program, how much we helped her. She's moved on to a full-time position elsewhere. Being part of that, is so wonderful."

- Grantee

Lived experience

- Learning from the similar lived experiences of staff, trainers, and mentors.
- Hands-on experiences that foster good learning environments.

Abilities, skills and knowledge

- Deepening understandings of entrepreneurial realities.
- Learning on the land and traditional practices within Indigenous communities.
- Improving English skills.
- Learning about salary negotiations, business regulations, how to navigate workplace violence, and identifying institutional red flags.

"I was motivated by the opportunity to gain entrepreneurial knowledge, connect with like-minded individuals, and access resources tailored to immigrant women starting businesses."

- Participant

"I [got] to learn how to juggle a job with having a new baby. I was able to learn communication and customer service. I have definitely gotten more confident."

- Participant

- Since starting the program, **80%** of Flavours of Hope participants agreed that their current level of English was good enough to succeed at work and build a food business. As well, **100%** felt comfortable using technology and tools for business, such as apps on a smartphone, video conferencing (Zoom), and programs such as Google Docs and Google Sheets.
- **58%** of SWAC and SOFIFRAN participants and **83%** of Abundance Store participants learned more of the skills they needed to increase their employment or business income.



Systemic impacts

Safety

Many grantees spoke about collecting data to better show their programs' impacts. It is unclear whether this enhanced their access to sustainable funding.

Rights, support and care

Within a four-year program, Foundation staff indicated that although there is limited systems movement that can happen in a short time, there should still be a long-term goal of systems change. As they noted, *"If the expectation is not there, then what are we doing? What is the purpose, what is the goal after the four years? Programming is like beating the odds. And then the system's change is actually changing the odds, changing the rules of the game."*

Grantees mentioned that they increased awareness of the issues that program participants were facing to partners in their communities – this was echoed by Foundation staff. The Foundation staff also highlighted that the Foundation funds the organizations, not the small businesses or the entrepreneurs themselves. In this way, the grantees and their organizations are the economic development ecosystem builders that can push for policy change more broadly.

"They [grantee cohort] create all of the invisible infrastructure that make actual system transformation happen. They're the ones that do the collaboration. Across sectors, they have the networks. But I think there's an expectation that collaboration kind of just happens without a supporting infrastructure. It's one of the most frequent reasons why it fails is because we just think collaboration can just happen, or partnership can just happen, which then leads to systems change. We're [the Foundation] funding it [economic development ecosystem] in a very systemic way [...] They [the grantee cohort] actually embody the principles of adaptive leadership where they can focus people's attention and create a sense of urgency [...] They're the ones that have the expertise and competency in terms of framing the issues in a way that presents opportunities, because they're the closest to the solutions. They're localized. And then we as a national organization can uplift that."

– Foundation staff





Unintended impacts

Due to norms in traditional funding spaces, there was hesitancy to share when grantees' planned programming had shifted, for fear that it might impact the Foundation's decision to continue funding them. Similarly to Year 1, this encouraged the Foundation to be even more transparent with their communication, as it was important to reassure grantees that progress is not a linear path. Further, the Foundation has aimed to be more flexible and maintains that as long as the main mission of organizations continues to be the economic development of participants, it is okay (and expected) to take different pathways within their programming. In this way, trust-building and mitigating power dynamics between grantees and the Foundation continues to be an important factor within a funding-based relationship.



Abundance Store



SOFIFRAN



Conclusions by levels of change

Individual Level Change

Individual participants were supported to meet basic needs such as housing, being more confident in their skills and knowledge, better understanding and harnessing their own skills as an entrepreneur, and having greater community connections. For many, there was less stress around building their business. For some, there was a greater sense of safety.

Economic Development Practice Change

Grantees were able to support individuals using a variety of service delivery mechanisms; by being flexible; by supporting women and gender-diverse people in the ways that they identified. They also adjusted their programming to better integrate the knowledge that they gathered over time.

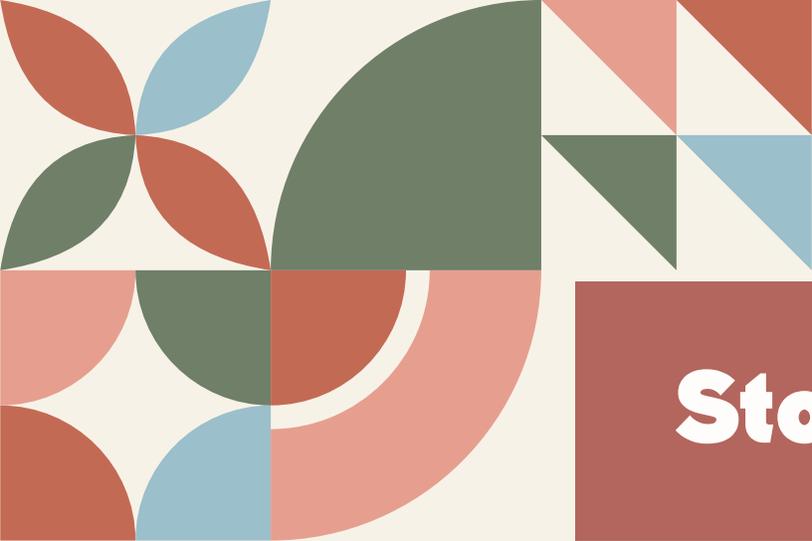
Funder Change

The Foundation spent time working to understand how funding was impacting grantees and individuals, as well as communities. They brought grantees and individuals together to create connections in several ways, through large in-person summits as well as online CoP meetings.

Sector or Policy Change

At this stage in the granting program, it is unclear how the sector is reacting to this increased understanding, with regard to building a case for the importance of feminist economic development programs and services which move women and gender diverse people out of poverty.





Stories of change

Blackfoot Family Lodge Society



"One young woman has an online presence with social media marketing. She received entrepreneurial development assistance elsewhere. However, she is in our community now and has successfully engaged our women in a professional development workshop."



– Grantee

Flavours of Hope – Dream Cuisines

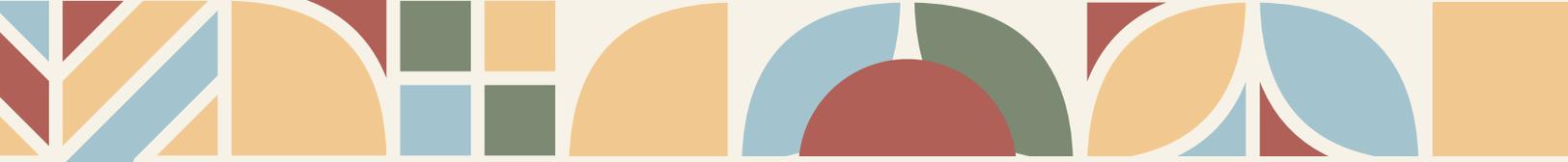


"Samira's food is like a warm embrace, where the Arabic phrase 'Dar Darak' (my house is your house) comes to life. Samira's passion for cooking was inspired by her Palestinian mother and grandmother's traditional recipes, igniting her to share her delicious creations with friends and family. Through her food business ""Dar Darak Samira Kitchen,"" Samira has developed more connections and friendships in the community and built a stronger sense of purpose, cultural pride and belonging through her business. Samira shared that in the beginning of her journey with our Dream Cuisines program her main goal was: "earn enough so I can give my family everything they want and for my kids to have a better life." Samira is now feeling empowered and joyful to be able to run her own business, especially one that has brought her family closer together."



– Grantee





Elizabeth Fry Society – Abundance Store



"We had a lot of clients overcome barriers whether it was reintegration, domestic violence, drug abuse, and or homelessness. The determination and strength from the women and gender diverse folks we serve is outstanding. Seeing them put in the effort and wanting to change. Whether it was old ways of thinking or fears of the unknown. The Abundance store kept them going and it was amazing because it kept me going as the program coordinator. Wanting better and more social change from the world for them and others that couldn't find the steps to reintegrate into society."



BASIC NEEDS



SENSE OF SELF



HEALTH

– Grantee

Cook-UP



"This is a story about an entrepreneur who, at the very first meeting with us, even before she began the incubator program a few weeks later, had said, "I have a vision that I will be a vendor at the market and there will be a lineup of people who want to try my food." This woman successfully graduated from the incubator program and launched her business. Over the next few months, as per our collaboration with the Downtown Windsor Farmers Market, she launched her business at the market. Within the next three to four months, she (and her partner), would be at the market every Saturday. One Saturday, we were at the market and as we walked up to her booth we noticed a line up of at least 20 people waiting to buy her food. The entrepreneur was so busy she hadn't noticed that one of the hopes she had, and had expressed to us in the last 8 months, had now come true. It was a special moment for us to be able to point that out to her."



SKILLS AND EMPLOYABILITY



SENSE OF SELF



CONNECTIONS

– Grantee



SOFIFRAN



"Les ateliers de formation ont joué un rôle essentiel en créant des espaces sécurisés et bienveillants où les participantes ont pu s'exprimer librement et recevoir un soutien adapté à leur réalité. Animés par des professionnelles issues de communautés immigrantes francophones, ces ateliers ont bénéficié de l'expérience vécue des formatrices, qui comprennent profondément les défis spécifiques auxquels sont confrontées les femmes immigrantes, tant sur le marché du travail que dans leur parcours entrepreneurial. Grâce à cette approche, les participantes ont pu aborder des questions pertinentes en toute confiance. La proximité culturelle et les expériences communes partagées avec les animatrices ont favorisé un dialogue ouvert et sincère, permettant aux femmes d'exprimer leurs préoccupations sans crainte de jugement. Cette dynamique a renforcé leur sentiment de légitimité et d'appartenance, tout en leur offrant des solutions concrètes pour surmonter des obstacles tels que la discrimination systémique et d'autres formes de préjugés qui touchent les communautés immigrantes au Canada."

– Grantee



SKILLS AND
EMPLOYABILITY



SENSE OF
SELF



CONNECTIONS

NIPCA Women in Tech Working Group



"Before joining the NIPCA Women in Tech LCESP Project, I faced countless barriers trying to transition into tech. I lacked access to resources, industry knowledge, and mentorship. Through this program, I learned about workplace rights, fair wages, and career advancement opportunities. With the right training and support, I broke through these barriers and secured a high paying cloud computing role. Today, I advocate for other women, ensuring they know their worth and have access to opportunities."

– Participant



MONEY



SKILLS AND
EMPLOYABILITY



SENSE OF
SELF



Women's Multicultural Resource & Counselling Centre of Durham



"The WCDP has created a safe and inclusive learning space where participants (97) were enabled to build confidence, develop peer support networks, and gain business knowledge. Many have shared how the program helped them overcome employment barriers, language difficulties, and social isolation by connecting them with like-minded women and industry mentors."



SKILLS AND EMPLOYABILITY



SENSE OF SELF



CONNECTIONS

– Grantee

Le Centre d'Action SIDA Montréal (CASM)



"Une participante qui a bénéficié ce projet et qui vivait chez sa fille, a pu se trouver un emploi qui lui a permis de se loger un appartement et devenir autonome. Une autre qui a suivi notre programme et qui a participé à l'atelier de gestion du budget a pu décroché un contrat de déneigement avec son fils. Elle a obtenu aussi un poste de cuisinière à temps partiel dans un organisme communautaire grâce à nos recommandations."



SKILLS AND EMPLOYABILITY



BASIC NEEDS



MONEY

– Grantee

Montréal Lake Cree Nation



"In an individual meeting, one blooming entrepreneur unpacked a previous, unhealthy workplace situation. With support from the coordinator and facilitator, we discussed our shared knowledge of legal rights and options in the jurisdiction; institutional red flags; the benefits of entrepreneurship for creative development in building better organizations; and means of mitigating workplace violence as a manager."



SKILLS AND EMPLOYABILITY



BASIC NEEDS

– Grantee



MakeWay Foundation – Western Arctic Youth Collective (WAYC)



"Our initiative is to meet folks where they're at. We try to work around what's already happening in community and what the community is used to [...] It's about awareness building and creating those spaces of community access for those who are missed or who don't know what's an option for them [...] Our communities navigate a lot of social issues like gender-based violence, addictions, poverty, food insecurity, access to housing. We hosted a fish-tanning workshop and brought in a couple artists and entrepreneurs to share their expertise and knowledge and show others that 'you can do this' while we get into the nitty-gritty of fish tanning [...] It's an inclusive space we made that had babies to elders because even though we're youth focused, that's what happens in our communities. We brought in youth who want to know more and were asking, 'how do I harvest horns and antlers when I'm connecting on the land while I hunt with my family, so I can contribute to my family?' or 'how do I collect clay from the island and make it into a pottery business?'"



SKILLS AND EMPLOYABILITY



SENSE OF SELF



CONNECTIONS

– Grantee

PACE Society – SWAC



"Participant 1 had a goal to gain experience in peer support to transfer into peer employment work. Participant 1 received mentorship through the program and gained valuable skills that they were able to use in finding and securing meaningful employment and work in their community. Participant 2 had a goal of connecting with the sex worker community as they felt quite isolated in their work. Participant 2 met others in the community, gained meaningful friendships and discovered resources internally and in the community where they could continue to learn more about health and safety information regarding their work and maintain social connections. Participant 3 had a goal of connecting with healthcare support. The participant gained knowledge and resources that would better support them with improving their health outcomes. The participant was able to also receive support with housing, emotional support, and started doing some window washing work, which transferred into peer mentorship and eventually parttime employment."



SKILLS AND EMPLOYABILITY



CONNECTIONS



MONEY

– Grantee





APPENDIX

Canadian Women’s Foundation Economic Development Grants Logic Model

Key Foundation Activities	Foundation outputs/ Grantee inputs	Types of Grantee Activities	Key Grantee Program Participant (Individual) Outcomes	Key Organizational Impacts (Grantees and Canadian Women’s Foundation)	Key Contributions to Systemic Impacts
<p>Canadian Women’s Foundation:</p> <ul style="list-style-type: none"> • Provides funding to grantees • Organizes community of practice meetings • Organizes an in-person grantee gathering • Provides grantees with training opportunities & resources • Provides grantees with opportunities to engage in Foundation policy advocacy initiatives • Supports grantee evaluation activities 	<p>Includes:</p> <ul style="list-style-type: none"> • Program funding • Community of practice meetings and materials • Gatherings and webinars including materials • Training sessions and resources for grantees • Eval training, materials, and supports for grantees • Foundation briefs reflecting learnings from grantees 	<p>Grantee program types:</p> <ul style="list-style-type: none"> • Self-employment and business acceleration • Trades and technology • Workplace navigation and inclusion <p>Types of grantee activities vary by program and may include:</p> <ul style="list-style-type: none"> • Identify program participants • Provide training sessions and/or resources on a variety of skills/topics • Provide individualized supports and/or referrals • Address barriers to employment and/or economic security • Provide self-employment and business acceleration supports • Provide workplace navigation and related supports • Tracking and evaluating participant outcomes 	<p>Financial Assets such as:</p> <ul style="list-style-type: none"> • Increased ability to make ends meet • Employment or business income growth • Increased duration of employment or business operation <p>Social Assets such as:</p> <ul style="list-style-type: none"> • Increased safety and supports • Increased networks <p>Personal Assets such as:</p> <ul style="list-style-type: none"> • Increased feelings of competence/skills building • Increased confidence and connectedness <p>Physical Assets such as:</p> <ul style="list-style-type: none"> • Increased health & wellbeing <p>Human Assets such as:</p> <ul style="list-style-type: none"> • Skill development <ul style="list-style-type: none"> ○ Individual skills such as communication and adaptability ○ Business skills ○ Workplace skills gained such as teamwork and problem solving ○ Technology skills to prepare them for work in IT <p>Overall:</p> <ul style="list-style-type: none"> • Participants are supported on their journey towards a sustainable livelihood • Participants have seen holistic growth across asset areas (aka “power” at individual level in the Foundation framework) 	<p>Grantee organizations have:</p> <p>Power:</p> <ul style="list-style-type: none"> • Expanded networks, partnerships, and connections nationally • Increased knowledge of opportunities • Increased co-creation of knowledge • Increased knowledge about their program including what works, for whom, why, and under what conditions • Increased evaluation knowledge and capacity to leverage evaluation findings and best practices for evidence-based programs, responsive programs, increased program sustainability, enhanced problem solving, reflective practice, etc.) • Increased support to create collective social, cultural, economic, & environmental impact • Increased sense of solidarity for gender justice and equity • Increased sense of purpose (being part of something bigger) <p>Support & Care:</p> <ul style="list-style-type: none"> • Increased ability to provide programming to fulfill their missions and respond to community needs <p>Safety:</p> <ul style="list-style-type: none"> • Improved capacity to work intersectionally (e.g. more inclusive programming) <p>Rights:</p> <ul style="list-style-type: none"> • Increased access to policy/decision-making ‘tables’ (rights) <p>The Foundation learns from overall program and grantee programs’ implementation to further its vision and goals:</p> <ul style="list-style-type: none"> • Identification of emerging/best practices in feminist community economic development programs and service delivery for moving women & gender-diverse people out of poverty • Identification of key characteristics of a supportive funder of feminist community economic development programs • Identification of systemic change needs & opportunities to advance policy and advocacy activities related to economic empowerment/justice for women & gender-diverse people 	<p>Key <u>contributions</u> to systemic impacts may include:</p> <p>Power:</p> <ul style="list-style-type: none"> • More by/for organizations serving women and gender-diverse people in the CED sector are supported and can further leverage Foundation funding • Increased number of empowered organizations and women/gender diverse people able to advocate for systemic changes • More CED organizations aware of and embrace intersectional feminist approaches <p>Support & Care:</p> <ul style="list-style-type: none"> • More, varied approaches to CED through support of smaller, grassroots organizations focused on equity deserving women and gender-diverse people • Stronger recognition among donors and gov’t funders that support for CED programming led by/for priority communities and grounded in intersectional feminist practices is needed <p>Safety:</p> <ul style="list-style-type: none"> • Grantees have evidence of program impact/effectiveness to enhance their access to sustainable funding. <p>Rights:</p> <ul style="list-style-type: none"> • Grantees, Foundation, and CED sector have increased capacity and knowledge base to support advocacy for systemic change



Parriag**Group**

