

Building Paths to Inclusion.

CivicAction's
2019–2020
Annual Report

CivicAction



Letter from the Chairs.



Zabeen Hirji,
Chair, CivicAction



Tim Hockey,
Chair, CivicAction
Leadership
Foundation

This year has seen profound shifts affecting our lives and livelihoods. The Greater Toronto and Hamilton Area (GTHA) is tackling the many challenges arising from COVID-19, while having to take a serious look at how systemic racism, particularly anti-Black and anti-Indigenous racism, shapes our society and affects access to economic and leadership opportunities.

We face two pandemics that have disproportionately impacted communities that were already being left behind. This year has not created these problems, but it has cast a brighter and much needed spotlight on where and how we need to change.

We have faced complex challenges before, and we will face what lies ahead by uniting in common purpose and working together. We must collaborate across all sectors—not-for-profits, business, government, education and civil society—and co-create new solutions at scale to realize our vision of a better, more inclusive region.

Our region's diverse peoples must be at the centre of these efforts. This year, CivicAction's work focused supporting and investing in our communities. We hope you will read the stories of our network and see the impact we made together.

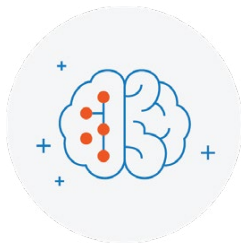
In September, we were delighted to welcome our new CEO, Leslie Woo who is a respected leader with over 25 years of experience building sustainable communities and shaping urban development in Canada's fastest-growing urban region, greater Toronto. We also express our deep gratitude to Tamara Balan, CivicAction's COO, for stepping into the interim CEO role earlier this year.

CivicAction continues to be a convenor to catalyze collaboration to build a better region. We see new opportunities and roles we can play. We will continue to bring our region's diverse risen and rising leaders and residents together to take action on the issues that matter.

[We hope more of you will join us in building a more inclusive future.](#)

Our Purpose. To boost civic engagement and build better cities.

Our Values.



Harness collective wisdom.



Be bold.



Drive action.



Integrity at our core.



Cultivate inclusion.

CivicAction continued to focus on our region and its residents in 2020. Through both longstanding programs and new, bold interventions, we sought to build trust in our region and invest in our people, particularly the young, diverse leaders who will take the GTHA forward.



Continued Collective Action.

This year the future of work accelerated. In a matter of weeks COVID-19 brought in changes that caused a number of impacts, many that disproportionately affected youth. With the youth unemployment rate hitting 30% and libraries, community centres and employment offices shuttering due to the pandemic, CivicAction stepped in.



YouthConnect.

YouthConnect programming expanded to Calgary and Halifax and focused on creating an online, flexible environment for young people to hone their knowledge on financial literacy and develop the skills needed to build resiliency and find jobs and opportunities.



300+

youth joined webinars & training sessions with partners LinkedIn Canada, RBC & MENTOR Canada.

2,500+

LinkedIn Learning licenses distributed to youth and youth workers in Canada.

1,100

youth and youth workers trained across Ontario, Calgary and Halifax.



CivicAction along with NPower Canada helped propel me to heights I honestly didn't think I could achieve. Using tools like LinkedIn Learning helped me with professional courses such as the CompTIA A+ prep courses I took, to personal development. I am able to sharpen the skills I already have, and birth new skills I didn't know I had. I will forever be grateful for the opportunities I was given to connect with such great people and events.

– Christoph Ching, NPower Participant

HireNext.

To help employers find more inclusive ways to attract, hire and keep young talent, we continued to share and promote our free HireNext toolkit.

50+

total organizations joined our coalition of HireNext Employers and committed to making their HR practices more youth-inclusive.

500

users accessed our free HireNext toolkit and assessment. [Learn more about HireNext in our minute long video here.](#)



“HireNext helped bring youth from diverse backgrounds into Fiix and opened channels for communicating and learning. Updating our job postings, diversifying our sourcing through community partners, and creating a mentorship buddy program delivered fresh innovative ideas, new meaningful roles for staff as mentors, and a 43% improvement in youth retention rates in just 3 years.”

– Dean Delpeache, Senior Manager, Talent Acquisition, Fiix Software

Our Re:Action to COVID-19.

Reacting to the COVID-19 pandemic resulted in an all-hands-on-deck approach. We convened organizations and leaders from all sectors and backgrounds to help us connect people, elevate diverse voices, crowdsource solutions, and build back better through our ReAction initiatives: Digital Dish, the Re:Action Forum and the Re:Action Task Force.

The Re:Action Task Force of rising and risen leaders also met with Ontario Minister of Finance Rod Phillips and federal Minister of Families, Children and Social Development Ahmed Hussen, plus senior leaders at the City of Toronto.



“2020 has been an unprecedented year and it’s amplified the complex challenges that we face.

CivicAction has long played a critical role in identifying and taking action on key issues in our region. As we build a better region, their work has never been more important. It will require the leadership and support of each of us to move forward – and Team BMO is all in.”

– Cameron Fowler, Chief Strategy and Operations Officer, BMO Financial Group, CivicAction Board Member



Our Re:Actions by the Numbers.

Re:Action Forum

300+

Civic leaders from all sectors and backgrounds attended the Re:Action Forum*

650+

ideas for action submitted by participants.



The Re:Action Forum focused on three interconnected opportunities: helping young adults enter or re-enter the workforce; supporting mental wellbeing and combating loneliness; and building and maintaining trust in our communities and leaders.



Digital Dish

120+

GTHA residents registered to host their own Digital Dish a campaign that helped residents stay connected and generate ideas for COVID-19 recovery.

300

people attended a Digital Dish with regional leaders like Toronto Mayor John Tory, Mississauga Mayor Bonnie Crombie, Ajax Mayor Shawn Collier and Hamilton rising leaders.

Action on Anti-Racism.

The past year made it clear that we are facing a second pandemic: systemic racism. In June, CivicAction sharpened our focus to more acutely address anti-Black and anti-Indigenous racism in the GTHA.

We held exclusive events to convene our Emerging Leaders Network, both to create space for Black leaders and for a broader conversation on how we can practice active allyship.

We also signed the BlackNorth pledge and piloted a new program called CivicMatch to connect rising Black leaders with executive-level leaders from CivicAction's Board of Directors, with plans to further scale.

“

“Working with CivicAction has provided me a seat at the table with senior level government in identifying ways to support Black owned business owners. In this difficult time it’s important to advocate for the businesses that are less visible in our community.”

– Tennille Spencer, Founder and Owner, Deeply Dope Tees



Anti-Sex Trafficking Initiative

Work also continued in 2020 on our Anti-Sex Trafficking file. Our Champions Council of 25 committed senior leaders met to lay out a plan for collective action and raise awareness on the issue. In February 2021, this initiative will launch a “Building Healthy Relationships” digital campaign aimed at girls aged 13 to 18 years.

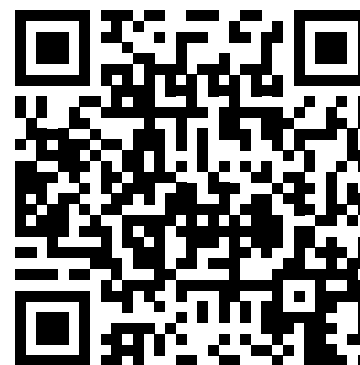
Leaders for an Inclusive Future.

If we are to build better, inclusive cities, we need to do more to recruit different voices, tap into our collective strengths and come together to do the work.

That's why we're doubling down on building our next wave of diverse leadership.



View the message from CivicAction's CEO Leslie Woo by scanning the QR code below, or visit civicaction.ca/paths-to-inclusion



Diversity Fellows and the Emerging Leaders Network.

The DiverseCity Fellows and Emerging Leaders Network (ELN) continued to grow this year. In response to the COVID-19 epidemic, the 11th cohort of DiverseCity Fellows became our first fully digital version of the program and #ELNonline was launched to deliver programming on themes important to rising leaders like mental health, resiliency, allyship and more.



“Participation in the Diversity Fellows program and the ELN have supported my leadership development by connecting and aligning the regions’ city building “movers and shakers” – coming together to stretch the positive impact on this region even further.”

– Sumeeta Kapur, Vice President, Resource Management Strategy, Infrastructure Ontario, 2017 DiverseCity Fellow

260+

people have completed the DiverseCity Fellows program to date.

56%

of Fellows alumni have moved into at least one additional senior role post-program.

2700+

people are active members of the Emerging Leaders Network to do date.

60%

believe their knowledge of community-building issues has increased since joining the Emerging Leaders Network.

Support the next generation of leaders.

Donate today.

www.leadership.civicaction.ca/donate



"We believe everyone deserves the best opportunities for success, and we know an equitable, sustainable, and just society requires diverse leadership. That's why we're proud supporters of the CivicAction Leadership Foundation, a catalyst empowering diverse young leaders to build the skills to tackle tomorrow's big urban issues."

— Luke Gilgan, Manager and board member,
Peter Gilgan Foundation



Board of Directors

CivicAction and the CivicAction Leadership Foundation are led by a separate-yet-connected Board of Directors made up of diverse, strategic leaders who represent all sectors and regions of the GTHA. Thank you to our Boards for their support, guidance and passion for city-building.

www.civicaction.ca/board-of-directors/

Team Action

Learn more about CivicAction's history, our unique model and our stellar staff team.

www.civicaction.ca/staff/

“

“CivicAction afforded me the opportunity to influence the future of an entire industry – the accelerated integration of my network across public, private and not-for-profit sectors continues to pay dividends.”

– Mark Sam, Business Development, PLAID



“

“CivicAction encouraged me to embrace my introverted leadership style, break out of my comfort zone, and expanded my cross-sectoral network beyond Hamilton. I support the Foundation as a way of giving back and paying forward the incredible experiences I benefit from as a Fellow and ELN member.”

– Yulena Wan, Director, Finance & Operations at the Hamilton Community Foundation



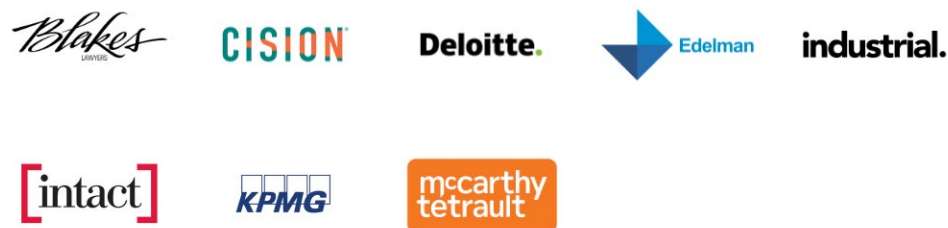
Our Partners and Donors

CivicAction

City Champions



City Builders



City Friends



CivicAction Leadership Foundation

Leadership Founders (Multi-year)

Legacy Champion (min. 5 years of \$150,000+)

BMO Financial Group
Tim and Lana Hockey

Founders Circle (\$150,000+ per year)

Ed and Fran Clark
The Peter Gilgan Foundation
Newton Glassman Charitable Foundation
Joe Natale and Melissa Martin

Founding Members (\$50,000–\$149,999 per year)

Jon and Nancy Love Fund at Toronto Foundation
Metcalf Foundation
Royal Bank of Canada
TD Bank Group

Founding Friends (\$25,000–\$49,999 per year)

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Manulife
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Rod and Lydia Phillips
Andy Pringle
Som and Kerry Seif

Founding Contributors (up to \$24,999 per year*)

Aaron Bennett and Karen Chu
Helen Burstyn & Family

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Cam Fowler
Zabeen Hirji
Jarislowsky Fraser Partners Foundation
LinkedIn For Good Fund at the Silicon Valley Community Foundation
Angela Longo
Leadership Fund at Toronto Foundation
Zada, Alyn and Sevaun Palvetzian
Salima Rawji and Michael Simone
Aaron Regent
Poonam Singh
Godyne Sibay
Spencer Stuart
TELUS

Leadership Partners

Leadership Builders (\$25,000–\$74,999)
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Accenture

Leadership Contributors (\$1,000–\$9,999)
Jill Black
Leslie Woo
Mark Boyajian
Members of the Emerging Leaders Network and DiverseCity Fellows Alumni
Mike & Martha Pedersen
Mark Sam
Rob MacIsaac
Yulena Wan
Daniele Zanotti
Salima Rawji

CivicAction and the CivicAction Leadership Foundation acknowledge the countless organizations and individuals that have helped build our leadership programs over the years.

In-Kind Supporters

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tiff

Our Financials.

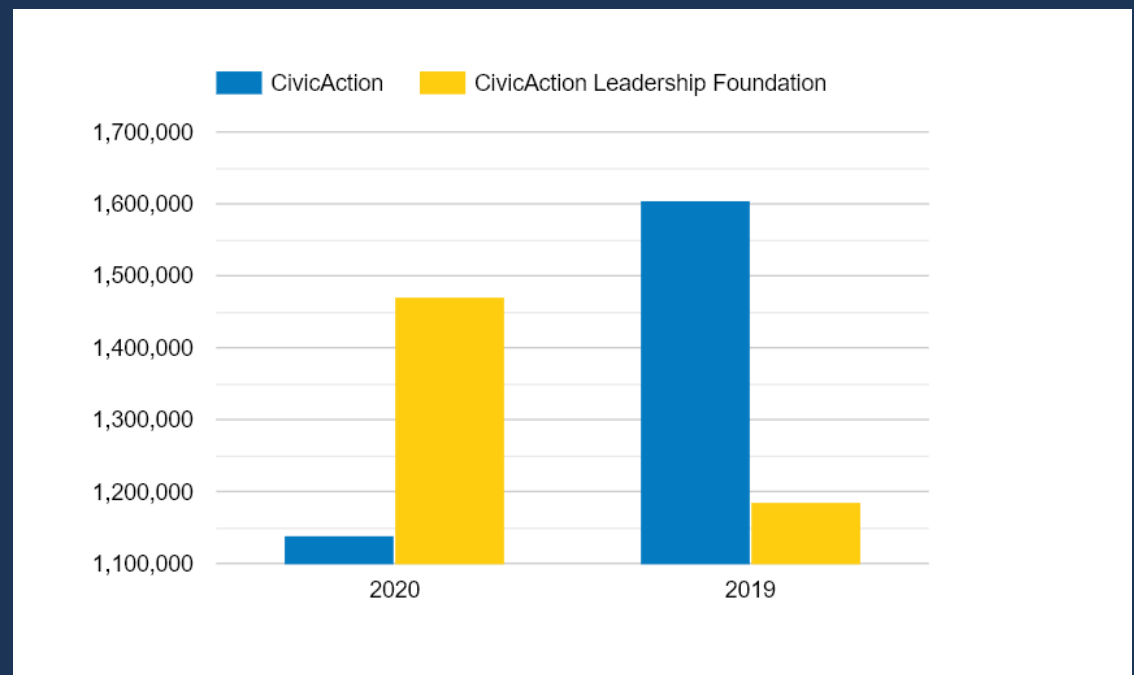
Financials as reported in this annual report capture revenue and expenses between April 1, 2019 and March 31, 2020 (our fiscal year). Program activities reported above are from the 2020 calendar year.

For a full copy of our financial statements, please contact Tamara Balan, our Chief Operating Officer at tamara.balan@civicaction.ca.

The following information is derived from the 2019–2020 financial statements of both organizations as audited by PricewaterhouseCoopers LLP.

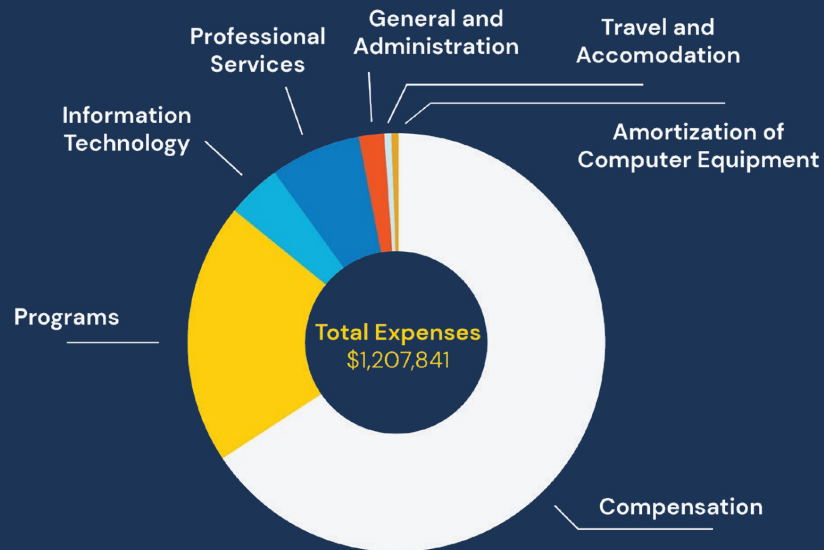
Revenues 2019–2020

Year ended March 31, 2020.



Expenses for 2020

CivicAction



CivicAction Leadership Foundation

