



**CIVIC
ACT!ON**

**CIVIC
ACT!ON**
LEADERSHIP FOUNDATION

BREAK BARRIERS

2022 IMPACT REPORT

DISCLAIMER:

Some pictures taken before mask mandates and social distancing guidelines were in effect.

CivicAction | CivicAction Leadership Foundation
25 King St. West,
Suite 310, Box 123
Toronto, ON, M5L 1E2

civicaction.ca | leadership.civicaction.ca
[@CivicActionGTHA](https://www.instagram.com/CivicActionGTHA)

#BREAKBARRIERS

WHAT'S INSIDE

MESSAGE FROM THE CEO.....	05
MESSAGE FROM THE CHAIRS	07
OUR VALUES	08
CIVICACTION'S THREE YEAR STRATEGY	10
IMPACT STORY	14
TAKING ACTION	19
CivicMatch	20
Emerging Leaders Network	20
HireNext	21
DiverseCity Fellows	22
BoardShift	26
CO-CREATION	29
Toronto Foundation Social Capital Study.....	30
Accelerating Accessibility Coalition	31
Leadership is Female	31
OUR COMMUNITY	33
Board of Directors	34
CivicAction Leadership Foundation Board	35
Team Action	36
2022-2023 ELN Executive Committee	37
Our Partners	40
FINANCIALS.....	44

LAND ACKNOWLEDGEMENT

CivicAction acknowledges that the Greater Toronto and Hamilton Area is situated upon traditional and current Indigenous territories that include the Wendat, Haudenosaunee, Anishnaabeg, Mississaugas of the Credit First Nation, and Mississaugas of Scugog Island First Nation. We believe in the spirit of the “Dish with One Spoon” concept—that land can be shared to the mutual benefit of all its inhabitants.

Today, the Greater Toronto and Hamilton Area is still home to many Indigenous people from across Turtle Island (North America) and we recognize the historical oppression and inequalities that they continue to face.

We also recognize the non-settlers and the dis-planted, such as people of African descent who were brought here forcibly and enslaved and who continue to face oppression and inequality on land that is not their own.

Depending on our ancestry, we each have different relationships to the land on which we live. In our role as a civic convener, and in the spirit of reconciliation, CivicAction is committed to rebuilding and renewing respectful relationships between Indigenous and non-Indigenous people, we support Indigenous sovereignty and we support the recommendations of The Truth and Reconciliation Commission of Canada.

MESSAGE FROM THE CEO



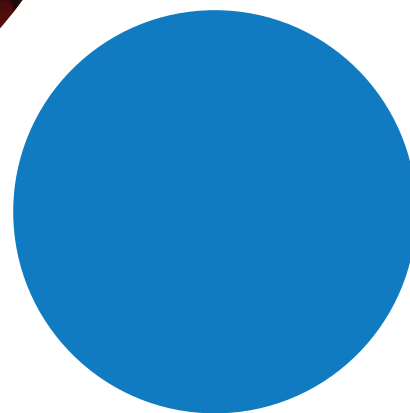
2022 was a challenging year for many of us. Our region confronted multiple crises and COVID-19 continued to exacerbate pre-existing inequities. However, the pandemic didn't stop us or slow us down. We continued to break barriers for rising leaders and deepened our connection with our network and community. In fact, we hosted our first in-person events since the arrival of the pandemic.

Now more than ever, we need to change the status quo and make space for diverse, civically minded voices and lived experiences at decision-making tables. Only then will we create bold, collaborative solutions to our region's pressing challenges.

2023 marks CivicAction's 20th anniversary. In addition to celebrating two decades of impact, we will be hosting our 6th Summit to ignite collective action and mobilize solutions to the GTHA's biggest issues. We need you and we hope you'll join us in co-creating a better and more inclusive future for our city region.

LESLIE WOO

CEO, CivicAction



MESSAGE FROM THE CHAIRS: ROB MACISAAC AND TIM HOCKEY

The last year was steeped in uncertainty and challenges, and COVID-19 continued to take a toll on our economy, our community, and our residents. In these daunting circumstances, inclusive leadership and the need for our leadership tables to reflect our region's rich diversity has never been more important. A future where everyone thrives and belongs can only be realized by diverse, passionate, and empowered city-builders.

This is CivicAction's strength. We convene, co-invest, collaborate, and co-create.

When David Pecaut founded CivicAction 20 years ago, he recognized the power of the collective. Two decades later, his vision continues to guide our work and fuel our impact.

There is nothing more important to the future of our cities than the people who will lead them. That's why we've bolstered our commitment to building the leadership capacity of the Greater Toronto and Hamilton Area. Over the last year, we continued to expand and empower our network of rising leaders, especially from underrepresented groups. We've invested in our region's leadership pipelines through award-winning programs like BoardShift (read more on page 26).

We have also continued to connect hundreds of Indigenous, Black and racialized leaders with our region's most senior executives. These strategic connections open doors, minds and opportunities while accelerating leadership trajectories.

Looking ahead, we remain inspired by the notion of inclusive cities that invite and value the perspectives, experiences, abilities, and aspirations of all their residents. We need your support, because as David Pecaut said: "A city that is filled with civic entrepreneurs practicing collective leadership will be able to face any challenge and do all kinds of great things."



ROB MACISAAC
Chair, CivicAction



TIM HOCKEY
Chair, CivicAction
Leadership Foundation

OUR VALUES

DRIVE ACTION

We are relentlessly driven and tenaciously curious. We set ambitious, informed goals and drive towards measurable impact.

HARNESS COLLECTIVE WISDOM

We are a multiplying force for action. We believe that collaboration leads to stronger outcomes and that when we work together, we become more than the sum of our parts.

CULTIVATE INCLUSION

We unrelentingly work towards a culture of inclusion and belonging. We embrace diversity and seek to create an environment that respects the perspectives, experiences, abilities and aspirations of all.

BE BOLD

We don't settle for the status quo. We experiment, learn and work continuously to achieve better outcomes.

INTEGRITY AT OUR CORE

We are non-partisan in all we do and believe trust and integrity are core to who we are. We build trusted relationships and strive to be principled, decent, balanced and fair.





CIVICACTION'S THREE-YEAR STRATEGY



For two decades, CivicAction has provided a non-partisan platform for collaboration and leadership focused on improving our region's social, economic and environmental future.

Now more than ever, people want to feel seen and heard, get involved in causes they care about, and create inclusive change. At CivicAction, we're turning this collective commitment into meaningful action.

Our Three-Year Strategy (2021-2023) remains focused on deepening inclusion in leadership and the economy by connecting and collaborating with leaders from all sectors, backgrounds, and lived experiences.

CivicAction, alone, cannot build a more equitable future for everyone who calls the Greater Toronto and Hamilton Area home. Our partners, sponsors, champions, alumni, and many more are the foundation of our shared success.

OUR KEY PRIORITIES:

Deepen inclusion for Indigenous, Black, and racialized rising leaders.

Push for an economic recovery that includes equity deserving communities.

Convene, collaborate, & co-create for impact.

Visit our website to learn more about the Three-Year Strategy and how you can support this important work.







Toronto's gift to the world could be this unique and powerful model of city building that comes from collective leadership.

David Pecaut,
Original founder of the Toronto City Summit Alliance,
now CivicAction





IMPACT STORY

EDWIN WHITE CHACON

“

Growing up in a working-class neighbourhood in Toronto, the scope of opportunities available to me were limited. There was so much information out there on how to enter the trades but barely any on how to enter those so-called “white-collar” industries. If I wanted to enter those industries, it was up to me to figure out how - and as a second-generation Canadian, that lack of social capital is difficult to overcome.



Fortunately, I met mentors and friends at CivicAction that helped me map my future when I joined the Emerging Leaders Network in 2014. Since then, my leadership experience has been incredible. Accessing that community had a major impact on my career journey. What I love most about CivicAction is not only their ability to connect you to the right people in the room, but also the ability to bring those people together in the room in the first place to tackle our region’s most complicated issues.



At the end of the day, decisions on how to approach those issues will be made with or without you. And what CivicAction does best is empowering people to have their perspectives, ideas, and voices heard when those decisions are being made. CivicAction is doing the important work of helping people break barriers while simultaneously connecting communities from different personal and professional backgrounds to make our region a better place.



Edwin White Chacon

Emerging Leaders Network Member since 2014,
2022 BoardShift Candidate, #BreakBarriers 2022

TAKING ACTION

The time for action is now. We can no longer ignore the systemic barriers that confront equity-deserving communities, especially Indigenous, Black, and racialized people.

At CivicAction, we're bringing ideas to life. We are harnessing our diverse and powerful network, and sharpening our focus to empower leaders and create an equitable economy as we build a better, more inclusive future — for everyone who calls the Greater Toronto and Hamilton Area home.

CivicMatch

CivicMatch leverages the power of networks to advance Indigenous, Black, and racialized rising leaders across the Greater Toronto and Hamilton Area (GTHA). Through small group conversations with established leaders, CivicMatch delivers critical strategic connections that open doors to new opportunities and new relationships to accelerate leadership trajectories. In 2022, we curated conversations with established entrepreneurs and leaders in the public sector and start-up community based on feedback from participants. In addition to core programming, CivicAction partnered with Canadian Tire for a pilot program of CivicMatch which was delivered internally to Canadian Tire employees. The program was a great success, with 100% of rising leaders describing their experience as constructive and insightful.



200+

RISING LEADERS PARTICIPATED IN
IMPACTFUL CONVERSATIONS
IN 2022

95%

OF PARTICIPANTS FOUND THEIR
CONVERSATION TO BE
INSIGHTFUL.

99%

WOULD
RECOMMEND CIVICMATCH
TO A PEER OR COLLEAGUES.

Emerging Leaders Network

CivicAction Leadership Foundation's Emerging Leaders Network (ELN) connects, develops, and activates rising leaders from across the Greater Toronto and Hamilton Area (GTHA). Created in 2006, the ELN is now 3,100+ rising leaders strong and represents a wide range of ethno-cultural backgrounds, communities, and sectors throughout the GTHA.

300

RISING LEADERS ATTENDED 11 EVENTS
THAT OFFERED OPPORTUNITIES TO
NETWORK AND DEVELOP LEADERSHIP AND
COMMUNITY-BUILDING SKILLS.

97%

SATISFACTION RATING
WITH ELN EVENTS IN 2022.

10

ORGANIZATIONS COLLABORATED WITH ELN
INCLUDING MUSIC CANADA, ARTSCAPE,
CITY OF TORONTO, TMU AND LIFELINE SYRIA



HireNext is a free made-in-Canada tool that helps employers better hire and retain diverse, young talent. By helping employers better recruit, screen, onboard and most importantly retain entry-level talent, HireNext takes the guesswork out of creating more open, accessible, and inclusive hiring and HR practices.

200+

EMPLOYERS HAVE ACCESS TO THE HIRENEXT
TOOLS AND RESOURCES.

100%

OF EMPLOYERS WERE SATISFIED WITH THE
QUALITY OF THE RECOMMENDATIONS.

90+

BUSINESS AND HR PROFESSIONALS HAVE BEEN TRAINED ON
YOUTH-INCLUSIVE HIRING PRACTICES
THROUGH WEBINARS AND INTERACTIVE MEETINGS.

88%

OF EMPLOYERS INDICATED USING THE
JOB POSTING ASSESSMENT
INCREASED THEIR AWARENESS AND KNOWLEDGE OF
BARRIERS THAT MAY DETER YOUNG APPLICANTS FROM
APPLYING FOR ENTRY-LEVEL JOBS.





DiverseCity Fellows

CivicAction's DiverseCity Fellows program is an award-winning leadership experience for diverse rising leaders (referred to as 'Fellows') in the Greater Toronto and Hamilton Area (GTHA) who are looking to amplify their leadership skills, grow their network, explore social issues, and discover how to make a positive change in their communities.

90%

OF SURVEY RESPONDENTS
STRENGTHENED OR DEVELOPED NEW
LEADERSHIP SKILLS
AS A RESULT OF THE PROGRAM.

80%

OF SURVEY RESPONDENTS
IMPROVED THEIR
INCLUSIVE LEADERSHIP CAPACITY
AS A RESULT OF THE PROGRAM.

90%

OF SURVEY RESPONDENTS BELIEVE
THE PROGRAM EXPANDED THEIR
NETWORK AND INTRODUCED THEM
TO LEADERS THEY WOULD NOT HAVE
INTERACTED WITH OTHERWISE.

For the first time in CivicAction's 19-year history, we brought together Fellows from all 12 cohorts for a special reunion. We announced the launch of the Alumni Committee and hosted a fireside chat with Tim Hockey, former President and CEO, TD Ameritrade and Board Chair, CivicAction Leadership Foundation; Joe Natale, former CEO, Rogers Communications; Som Seif, Founder & CEO at Purpose Financial; and Lisa Lisson, President, FedEx Express Canada.









“

Representation matters. Navigating tokenism, negotiating white spaces, and trying to understand what true allyship means were all part of my leadership journey. CivicAction provided me an opportunity to see myself in different spaces and helped me realize that I belong at any leadership table.

Alicia Rose,

DiverseCity Fellow and AVP, Social Impact, TD



BoardShift

Diversifying Voices Across the Board

Despite often being recognized as one of the most diverse nations in the world, with one in four people identifying as a member of a racialized group, Canada's leadership tables continue to have a diversity deficit.

In Toronto, racialized individuals make up 51.4% of the population but hold only 15.5% of board positions. Racialized individuals make up 17.7% of the population in Hamilton but hold only 8.8% of board positions.

Research clearly shows that representation of diverse voices results in stronger, more innovative decision-making, yet diverse voices continue to be missing from the governance landscape. Non-profits, charities, and public sector organizations face unique challenges when filling governance positions, and traditional recruitment methods often reinforce systemic barriers that hinder diverse leadership. Now more than ever, we need diverse voices at our leadership tables.

Launched in Fall 2022, BoardShift prepares and matches talented Indigenous, Black, and racialized candidates with non-profit, charitable, and public board opportunities. Leveraging a proven model, the program also provides tools and resources to support boards in welcoming, amplifying, and empowering equity-deserving voices.

Several candidates and organizations across various sectors have already signed up for BoardShift including the City of Toronto, United Way Greater Toronto, SoulPepper Theatre, Hamilton Community Foundation and Hamilton Health Sciences.



PREPARING CANDIDATES

PARTICIPANTS ACCESS 10+ HOURS OF RELEVANT ONLINE BOARD, GOVERNANCE & INCLUSION TRAINING DEVELOPED IN CONSULTATION WITH EXPERTS.

BOARD MATCHING

BOARD-READY PARTICIPANTS ACCESS OPPORTUNITIES WITH NON-PROFIT, CHARITABLE AND PUBLIC ORGANIZATIONS SEEKING QUALIFIED CANDIDATES.

INCLUSIVITY TOOLS

ORGANIZATIONS SIGN AN INCLUSIVITY CHARTER AND ACCESS A GOVERNANCE TOOLKIT COMPLETE WITH INCLUSIVE AND ANTI-RACIST PRACTICES DESIGNED TO STRENGTHEN RECRUITMENT EFFORTS.

In partnership with the Empire Club of Canada, we hosted a panel discussion where established leaders shared their own journeys and offered perspective on how to deepen inclusion for Indigenous, Black, and racialized leaders. The panelists included the Honourable Ratna Omidvar, Senator for Ontario, The Senate of Canada; Daniele Zanotti, President & CEO, United Way Greater Toronto; Yulena Wan, Director, Finance & Operations, Hamilton Community Foundation; and Leslie Woo, CEO, CivicAction.

CO-CREATION

Bold impact requires collective action from a community of changemakers. In 2022, we were fortunate to collaborate with a number of partners to drive impact and build a better, more inclusive city region.



SOCIAL CAPITAL STUDY LAUNCH
Meet your conversation starters



Rabia Khedr
National Director
Disability Without Poverty



Leslie Woo
CEO
CivicAction



Kwame McKenzie
CEO
Wellesley Institute



Shaneeza Ally
Executive Director
For Youth Initiative




Jamison Steeve
Chief Strategy Officer
YMCA of Greater Toronto

Join us for an interactive discussion on
Tuesday, November 22nd, 2022 at 8:00 AM


REGISTER NOW

TORONTO FOUNDATION SOCIAL CAPITAL STUDY


Toronto Foundation and the Environics Institute, along with 15 partners including CivicAction, released the findings of the second Toronto Social Capital Study in 2022. The study examined Torontonians' wellbeing based on their social networks, social trust, civic engagement and neighbourhood support.



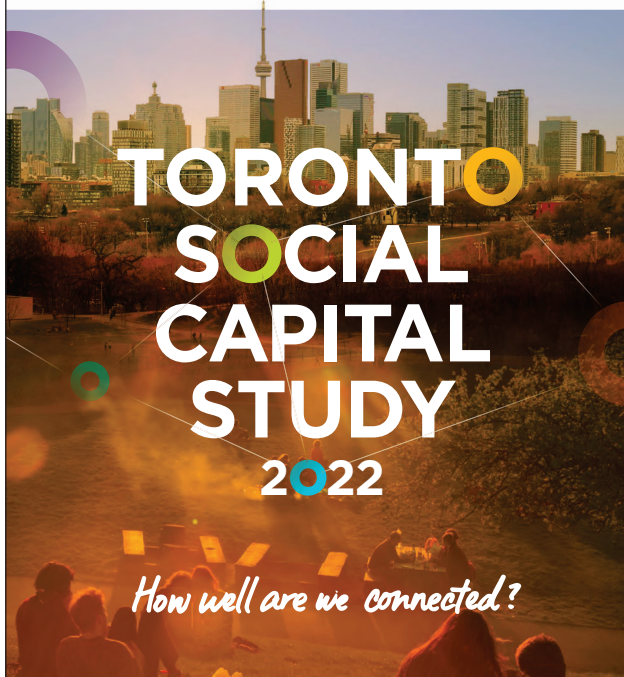
TORONTO FOUNDATION



Environics Institute
For Survey Research



An Initiative of
TORONTO'S VITAL SIGNS



**TORONTO
SOCIAL
CAPITAL
STUDY
2022**

How well are we connected?



ACCELERATING ACCESSIBILITY COALITION

CivicAction is proud to be a founding member of the Accelerating Accessibility Coalition, a first-of-its-kind coalition that challenges home builders to make physical accessibility a greater priority as they build the millions of new homes needed across Canada in the next decade. Urban Land Institute's

Toronto District Council serves as the coalition secretariat and will leverage its platform as one of the largest chapters in the global ULI network to shine a spotlight on this issue and mobilize change.

ACCELERATING ACCESSIBILITY:

THE LAUNCH OF A NEW COALITION



LEADERSHIP IS FEMALE: GREAT LEADERS BUILD GREAT CITIES

In collaboration with CivicAction's Board Members Godyne Sibay, Regional Managing Partner Ontario, McCarthy Tetrault LLP, and Poonam Singh, Managing Partner, Deloitte Canada, Leslie Woo hosted an intimate evening with senior female executives from various sectors across the GTHA. The event created opportunities to network and rally our collective power to highlight the importance of civic responsibility. The evening included a fireside chat with two DiverseCity Fellows, Emily Mills, Founder, How She Hustles, and Lana Majid, Director, Maple, where they shared their stories of how their civic-minded leadership created change and impact in our communities.

OUR COMMUNITY

A team of doers, dreamers, advocates, and allies we believe in the bold potential for our region's future, and we're committed to turning these innovative ideas into tangible solutions.

BOARD OF DIRECTORS

CIVICACTION BOARD



ANDREW GRAHAM
Co-Founder and
CEO, Borrowell



**RONALD (RON)
ALEPIAN**
Chief Communications
Officer and SVP of
Corporate and Public
Affairs, TD Bank Group



LISA KIMMEL
Former Chair and
CEO, Canada and
Latin America,
Edelman



DANIELE ZANOTTI
President and CEO,
United Way Greater
Toronto



MARK BOYAJIAN
Executive
Vice-President, Chief
Business Engineering
Officer, CGI Canada



ROB MACISAAC
President and CEO,
Hamilton Health
Sciences; Chair,
CivicAction



HON. DAVID CROMBIE
Former CEO, Canadian
Urban Institute, Former
Mayor, City of Toronto,
and CivicAction Chair
EmeritusCanada LLP



NAN DASGUPTA
Managing Director and
Senior Partner, BCG,
Toronto; Vice-Chair,
CivicAction



JENNIFER QUINN
Chief Operating
Officer, Nieuport
Aviation



JANET DE SILVA
President & CEO of
Toronto Region Board of
Trade, Chair, Finance
Audit and Risk
Committee



TSERING YANGKI
EVP, Real Estate Finance
& Development, Dream
Unlimited Corp.



WISDOM TETTEY
Vice-President,
University of Toronto;
Principal of University
of Toronto
Scarborough



TIM HOCKEY
Board Chair, CivicAction
Leadership Foundation
– Past-President & CEO,
TD Ameritrade
Corporation



WES IQBAL
2022–2023 Co-Chair;
Senior Manager,
Executive Advisor to the
Deputy Solicitor General
of Ontario, Ontario Public
Service (OPS)



ANOWA QUARCOO
2022–2023
ELN Co-Chair;
Principal Moja



Almost 10 years later, here's what stands out about my leadership journey with CivicAction:
I expanded my network.
I made an impact.
I developed my career.”

Letecia Rose,
2013 DiverseCity Fellow,
Former CivicAction Leadership
Foundation Board Member

CIVICACTION LEADERSHIP FOUNDATION BOARD



LAYTH ASHOO

Partner, Maverix Private
EquityFoundation



CAM FOWLER

CivicAction Board of
Directors, Chief
Strategy and
Operations Officer,
BMO Financial Group



TIM HOCKEY

Past-President and
CEO, TD Ameritrade;
CivicAction Board
Member, Board
Chair, CivicAction
Leadership
Foundation
Committee



CATHERINE PRINGLE

Director of
Communications and
Public Affairs, Trillium
Health PartnersELN
Co-Chair; 2010
DiverseCity Fellow



ROB MACISAAC

President and CEO,
Hamilton Health
Sciences; Chair,
CivicAction



POONAM SINGH

Managing Partner,
Risk Advisory
Deloitte



MERYAM AL-WAADH

Senior Analytical Lead
– Telecom, Tech & Public
Sector, Google;
2022–2023 ELN
Co-Chair



SALIMA RAWJI

President & CEO,
York University
Development
Corporation



GODYNE N.L. SIBAY

Managing Partner,
Ontario Region,
McCarthy Tétrault LLP,
Chair Governance,
Nominating & HR
Committee

TEAM ACTION



LESLIE WOO
Chief Executive
Officer



CHRIS ADAMS
Chief Financial
Officer



BRIAN JOE
Project Manager



CAMILO GARAY
Director,
Partnerships &
Development



SARAH HASHEM
Vice President,
Partnerships &
Development



DANIEL LYNN
Senior Director,
Operations



EMMA HOSEIN
Interim Program
Manager, DiverseCity
Fellows



JODIE RAWN
Vice President,
Activation



**SIVATHMIGA
KUMARASWAMY**
Project Officer



TIMOTHY CHAN
Senior Director,
Communications &
Marketing



HAMNA AWAN
Interim Senior
Manager,
Communications
& Marketing



STACEY MURIE
Event Manager



LESLIE DOMENICO
Program Director



**YASMINE
MOHAMED**
Program Director



ANAM ZAKARIA
Project Manager,
DiverseCity Fellows



**JOANNA
RODRIGUES**
Program Manager
– BoardShift



AMAN VELLANI
Project Officer



**NARGIS
KHURRAM**
Project Officer



**TAHER
MAHMOOD**
Bookkeeper



ISH ADERONMU
Senior Policy
Advisor



SHOBI SIVARAJ
Manager,
Partnerships &
Development



MASOOD QADRI
Operations Analyst



RHEA DEASE
Design & Digital
Manager



AMREEN KALSI
Executive
Coordinator



SARAH LUCA
Program Manager
– Emerging
Leaders Network

2022-2023

ELN EXECUTIVE COMMITTEE

The ELN Executive Committee is a team of volunteers who help shape the programming for the ELN. This includes launching campaigns and initiatives to increase member engagement, planning, and executing exposure opportunities for members, and deepening the overall impact the network provides to its members.



ALEEM PUNJA

ELN Programming Lead; National Operations Officer, Aga Khan Council for Canada



ALLIE SUTTON

ELN Communications Lead; Associate, Social Impact Practice, Generation Capital



ANDREA ERNESAKS

ELN Communications Lead; Associate Principal, Navigator Ltd.



ANOWA QUARCOO

ELN Co-Chair; Director, Strategy and Planning, Loblaw Companies Limited



KATELYN KOZMA

Programming Lead; PhD Candidate & (Incoming) Consultant, Bain & Company



MERYAM AL-WAADH

ELN Co-Chair; Senior Analytical Lead – Telecom, Tech & Public Sector, Google



ROSSHANE VIGNARAJAH

ELN Programming Lead; Manager, Community Reintegration, Ontario Public Service (OPS)



SARAH BALDEO

ELN Programming Lead; Director, Deloitte, Canada



UMEMA SHARAFALI

Programming Lead; Coordinator for Learning Opportunities, Centre for Connected Communities



WES IQBAL

Co-Chair; Senior Manager, Strategic Initiatives, Ontario Digital Service

“

As a co-chair of the Emerging Leaders Network, it is important to see rising professionals from different communities come together and share their thoughts and perspectives about the issues that are impacting their regions.

Meryam Al-waadh,

2022–2023 ELN Co-Chair; Senior Analytical Lead – Telecom, Tech & Public SectorGoogle







OUR PARTNERS

From funding our innovative programs, to providing services that empower our work, to offering expertise that amplifies our impact in the community, our partners and donors make this important work possible.

If you are interested in partnering with CivicAction, please contact Sarah Hashem, Vice President of Partnerships & Development at sarah.hashem@civicaction.ca.

*All partners and donors listed have contributed between April 1, 2022 and March 31, 2023 (our fiscal year).

CIVICACTION PARTNERS



CIVICACTION LEADERSHIP FOUNDATION PARTNERS





CIVICACTION LEADERSHIP FOUNDATION DONORS

LEGACY CHAMPIONS (\$100,000+)

Tim and Lana Hockey

CITY BUILDERS (\$49,999-\$25,000)

John Tory and Barb Hackett
The Joyce Family Foundation

CITY FRIENDS (\$24,999-\$5000)

Angela Clayton
Angela Longo Fund
Cameron Fowler
Crescent Investment Partners
Godyne Sibay
Jennifer Quinn
Mark Boyajian
Mavi Developments Inc.
Ontario Trillium Foundation
Poonam Singh
Tsering Yangki
Zabeen Hirji
Nan DasGupta

CITY SUPPORTERS (<\$5000)

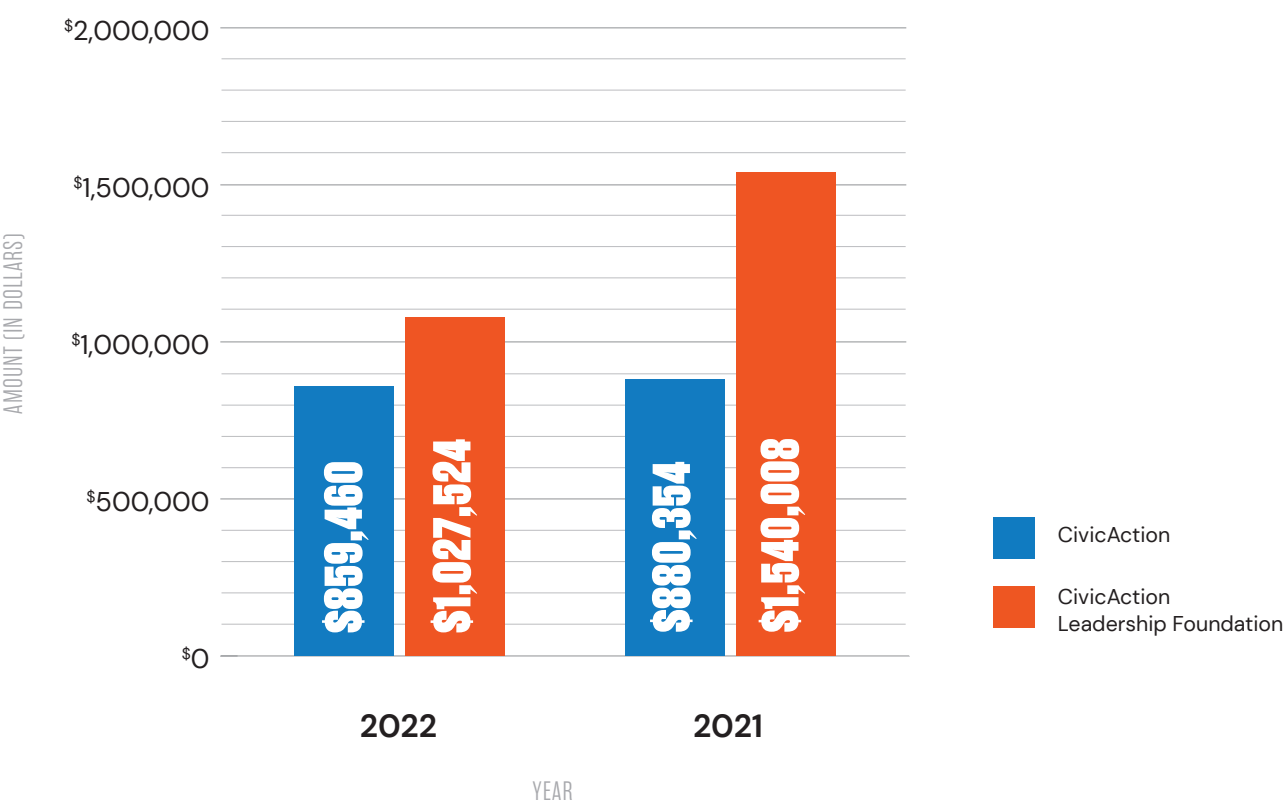
Alaina Aston	Linda Howell
Alicia Ali	Lindsay Broadhead
Alyssa Lai	Lisa Kimmel
Amy Wong	Malaika Fazal
Ana Badour	Marlaine Koehler
Andrew Graham	Mary Williams
Angela Brown	McGregor Faulkner
Anita Carroll	Michael Doucet
Beatrice Herwats	Michelle Ackerman
Belinda Schubert	Michelle Savoy
Brian Rosborough	Nargis Khurram
Catherine Pringle	Nicole Danesi
Clayton Gytoku	Ori Abara
Daniel Lynn	Peter Gill
Daniele Zanotti	Philippe Bellon
Daryl Robinson	Ralph Harding
Dennis Findlay	Renee Gomes
Dina Kamal	Rob MacIsaac
Dolf DeJong	Robert Wright
Elaine Crossland	Rohit Goenka
Farzana Rajwani	Ronald Alepian
Generation Capital	Salima Rawji
Georgie Kershaw	Salvatore Badali
Guy Burry	Sarah Harris
Ian Fung	Sarah Hashem
Janelle St. Omer	Sarah Qadeer
Janice Lao	Scott Stratten
Jeff Junke	Sharmayne Mistry
Joanna Rainbow	Sheila Botting
John See	Stacey Murie
Josie Lee	Susan Wortzman
Julie Lautens	Tahmeed Omar
Kanchan Ghadge	Tanya Sinha
Kendra Kerr	Timothy Chan
Kyle Watts	Todd Hofley
Lana Paton	University of Toronto
Laurie Payne	Wende Cartwright
Lawrence Kotseff	Yulena Wan
Layth Ashoo	Yvonne Yeung
Les Klein	Zia Abbasi
Leslie Woo	Zymewire

FINANCIALS

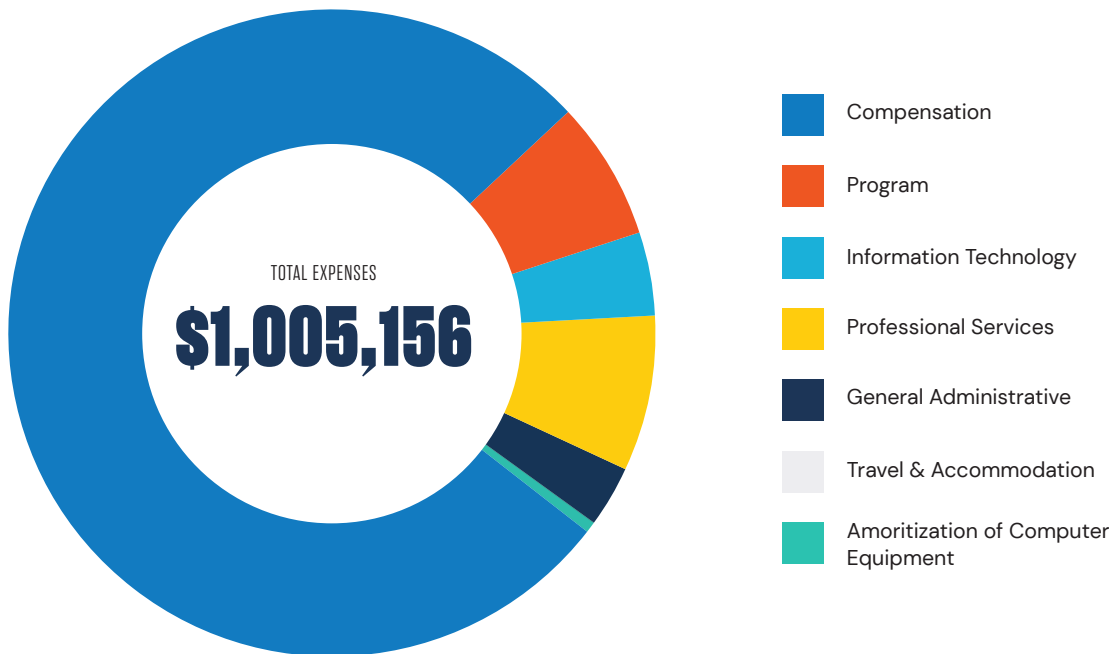
Financials as reported in this annual report capture revenue and expenses between April 1, 2021 and March 31, 2022 (our fiscal year). Program activities reported above are from the 2022 calendar year. The following information is derived from the 2021-2022 financial statements of both organizations as audited by PricewaterhouseCoopers LLP.

For more information, please contact Daniel Lynn, Senior Director of Operations at daniel.lynn@civicaction.ca

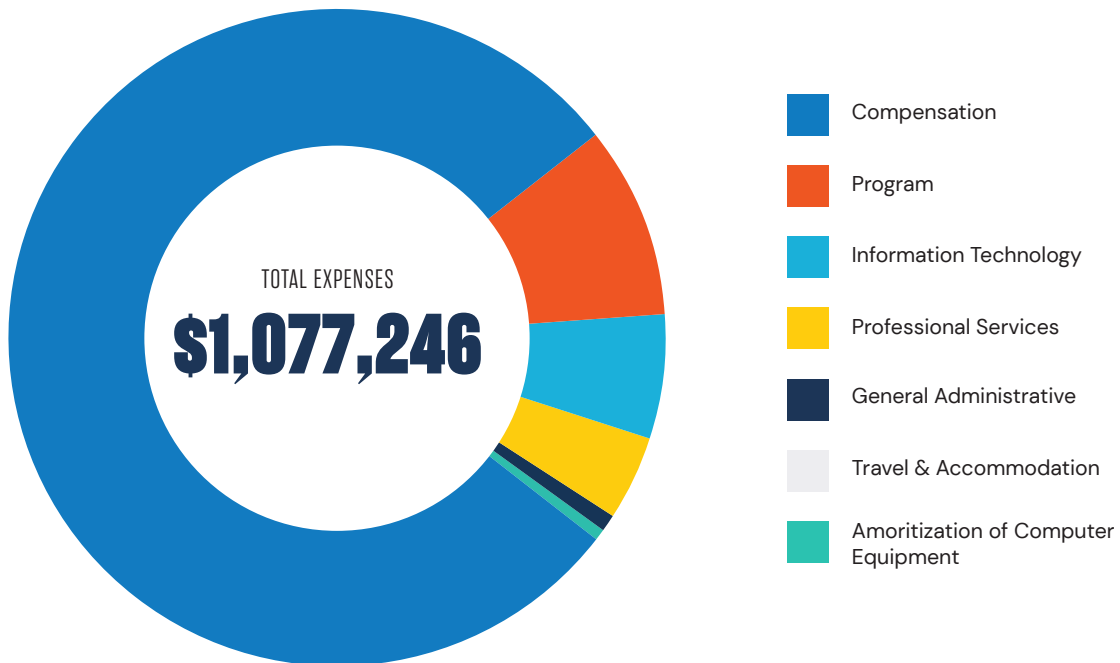
2021-2022 REVENUES



2022 CIVICACTION EXPENSES



2022 CIVICACTION LEADERSHIP FOUNDATION EXPENSES





#BREAKBARRIERS

CivicAction | CivicAction Leadership Foundation
25 King St. West,
Suite 310, Box 123
Toronto, ON, M5L 1E2

civicaction.ca | leadership.civicaction.ca
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