

ANNUAL REPORT 2022/23.

AN EXTRAORDINARY YEAR OF ACTION:

CIVICACTION'S IMPACT IN 2022/23.

In the face of unprecedented global challenges, 2022/23 emerged as a pivotal year for CivicAction as we continued our unwavering commitment to addressing the pressing issues that challenge our city region. From navigating the lingering aftermath of a global health crisis, to intensifying conversations around systemic racism, inequality, and growing societal divides, the need for collective action and strengthened social cohesion has never been more apparent.

Reflecting on the year gone by, the need for impactful interventions and engaged leadership became so apparent. There was no question that the Greater Toronto & Hamilton Area (GTHA) needed action.

Throughout the year, CivicAction & the CivicAction Leadership Foundation dedicated its efforts to fostering better, more inclusive cities. A key focus was placed on nurturing a diverse civic leadership pipeline, with an emphasis on supporting Indigenous, Black, and racialized rising leaders. Key highlights include:

- The induction of our 12th cohort of **DiverseCity Fellows**, complemented by a year brimming with impactful events and activities through our **Emerging Leaders Network**.
- The continued success of the **CivicMatch** program, featuring a powerhouse roster of leaders dedicating their time and expertise to mentor the next generation of leaders.
- The launch of **BoardShift**, a pioneering program designed to train and connect emerging leaders with non-profit board opportunities.
- A groundbreaking accelerator program leveraging the expansive CivicAction network

to help grow grassroots youth-facing organizations in the GTHA.

- The successful completion of our **HireNext** initiative, assisting regional employers in adopting more inclusive practices for attracting, hiring, and retaining young talent. The program has now transitioned to Charity Village, where it continues to drive positive impact.

Looking ahead, 2023 marks an important milestone as CivicAction celebrates its twentieth year of impactful service in the GTHA. While the road ahead may be daunting, history attests that civic leadership remains a defining strength of our region.

The time is NOW to unite around a shared urban agenda built on bold ideas and collective success. We implore everyone to join us in shaping a region that works for all.

Thank you for your continued support on this transformative journey.

Warm regards,



Rob MacIsaac

CHAIR
CIVICACTION



Tim Hockey

CHAIR
CIVICACTION
LEADERSHIP FOUNDATION



Leslie Woo

CEO
CIVICACTION,
CIVICACTION LEADERSHIP
FOUNDATION

A YEAR OF IMPACT.

There is nothing more important to the future of our region than preparing and empowering those who will lead it. In 2022/23, CivicAction & the CivicAction Leadership Foundation continued to connect and empower rising leaders and give them a seat at the table. Through our high-impact leadership programming, we continued to open doors, minds, and opportunities for thousands of diverse rising leaders in the Greater Toronto and Hamilton Area (GTHA).

EMERGING LEADERS NETWORK

Connects, develops, and activates 3,100+ emerging leaders from across sectors in the Greater Toronto and Hamilton Area (GTHA), and represents a wide range of backgrounds and communities.

- 3100+ members
- 83% of members would recommend the network to their peers

CIVICMATCH

CivicMatch brings Indigenous, Black, and racialized rising leaders together with established leaders in small group conversations, with a focus on accelerating leadership opportunities.

- Since 2021, more than 450 Indigenous, Black, and racialized rising leaders have connected with more than 110 executive leaders from across the GTHA
- 100% of participants shared they would recommend the program to their peers
- 99% of rising leader participants found their conversations insightful and constructive

DIVERSECITY FELLOWS

A respected leadership experience for diverse rising leaders (referred to as 'Fellows') in the GTHA who want to amplify their leadership skills, grow their network, explore social issues, and become further emboldened to drive positive change in their communities.

- Completed our 12th cohort, bringing the number of Fellows Alumni to over 300
- 90% of the 2022 Fellows agreed they strengthened or developed new leadership skills
- 90% of the 2022 Fellows agreed the program introduced them to leaders they would not have met otherwise

ACCELERATOR PILOT

CivicAction piloted an accelerator program to develop and leverage ecosystems of support to scale impactful city building organizations in the Greater Toronto and Hamilton Area. The Accelerator worked to build capacity within the social impact sector by connecting participating organizations with designated subject matter experts from our diverse cross-sectoral network.

- 3 grassroots organizations participating

BOARDSHIFT

Launched in October 2022, BoardShift addresses the under representation of Indigenous, Black, and racialized candidates on nonprofit, charitable, and public boards. Through a robust online training and matching platform, BoardShift replaces out of date and non inclusive recruiting practices and helps participating organizations bring talented candidates onto their boards.

- 52 Indigenous, Black and racialized candidates engaged in BoardShift's Governance Curriculum
- 36 organizations joined BoardShift and committed to the program's Inclusivity Charter

HIRENEXT

HireNext is a free made-in-Canada tool that helps employers better hire and retain diverse, young talent by taking the guesswork out of creating more open, accessible, and inclusive hiring and HR practices. This year saw HireNext achieve its final program deliverables and enter a new era of impact as it transferred to CharityVillage, the go-to career resource hub for charitable and non-profit organizations.

- 200+ employers have accessed the HireNext tools and resources
- 90+ business and HR professionals trained on youth-inclusive hiring practices
- 88% of employers surveyed indicated using the assessment increased their awareness/knowledge of barriers that may deter young applicants applying for entry-level job postings



PREPARING FOR SUMMIT 2023.

For nearly two decades, CivicAction has brought together senior executives and rising leaders from all sectors to tackle the biggest challenges facing the GTHA. Every four years, CivicAction holds a Summit to put our finger on the pulse of our region and create collaborative solutions to unresolved challenges.

The next CivicAction Summit will be held in Fall 2023 and planning is underway for this important quadrennial event. It will invite cross-sectoral leaders, thinkers, doers, and experts to convene around three increasingly urgent crises:

Prosperity, Affordability, & Trust.

CivicAction has already begun to set strategic priorities and planning is underway to build momentum and constituency. This includes broad stakeholder engagement in the months leading up to the event, with a goal of identifying clear champions and pathways for action.

For the most recent updates on Summit 2023, please visit: summit.civicaction.ca.



COMMITTED & PASSIONATE.

Our active and invested Board of Directors are top leaders from diverse sectors and industries, with expertise not only in the GTHA but also globally. Together with our dedicated staff team, this combined passion is driving important change in our region.



MEET OUR TEAM

civicaaction.ca/about-us/our-team/

MEET THE CIVICACTION BOARD

civicaaction.ca/about-us/our-board/

MEET THE LEADERSHIP FOUNDATION BOARD

leadership.civicaaction.ca/our-board/



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 make this important work possible.

If you are interested in partnering with us, please contact Susan Delisle, VP – Philanthropy, at susan.delisle@civicaaction.ca.

MEET OUR CIVICACTION PARTNERS

civicaaction.ca/about-us/our-partners/

MEET OUR LEADERSHIP FOUNDATION PARTNERS

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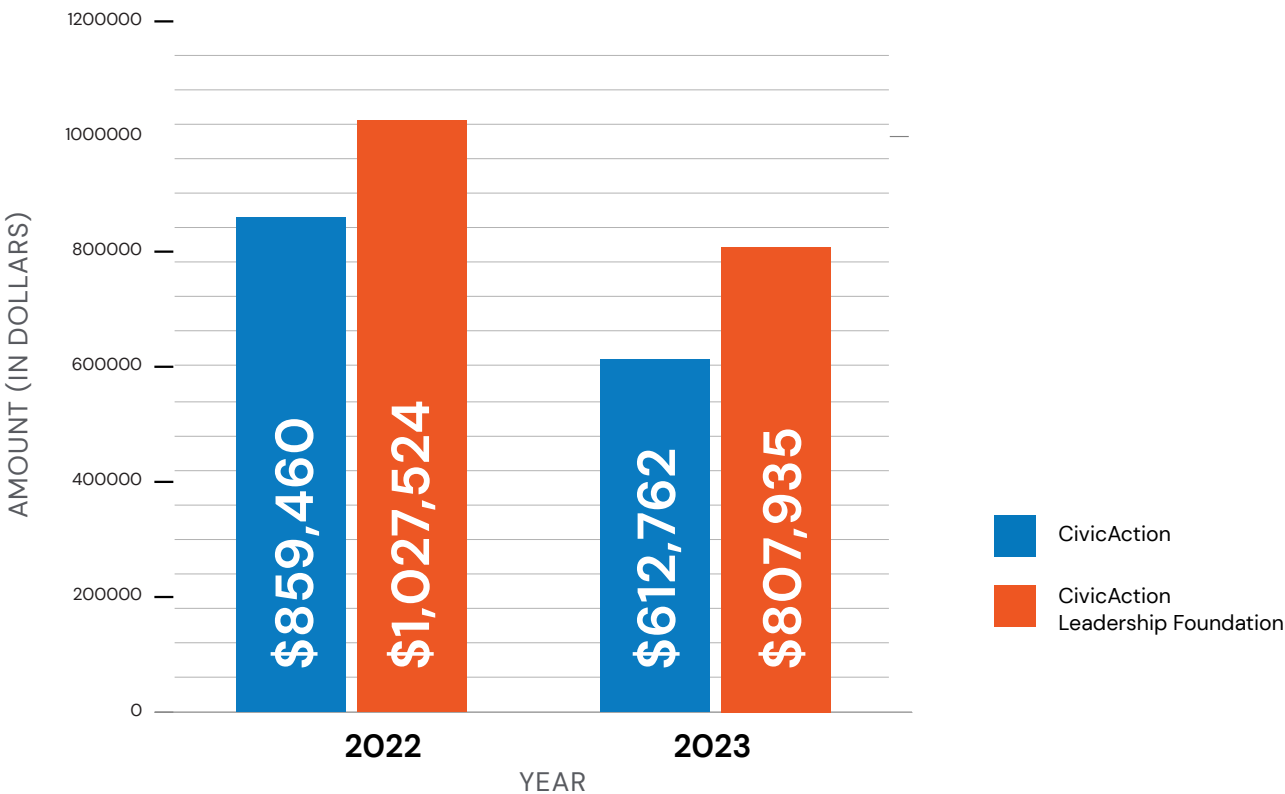
FINANCIALS.

Financials as reported in this annual report capture revenue and expenses between April 1, 2022 and March 31, 2023 (our fiscal year). Program activities reported above are also as of March 31, 2022.

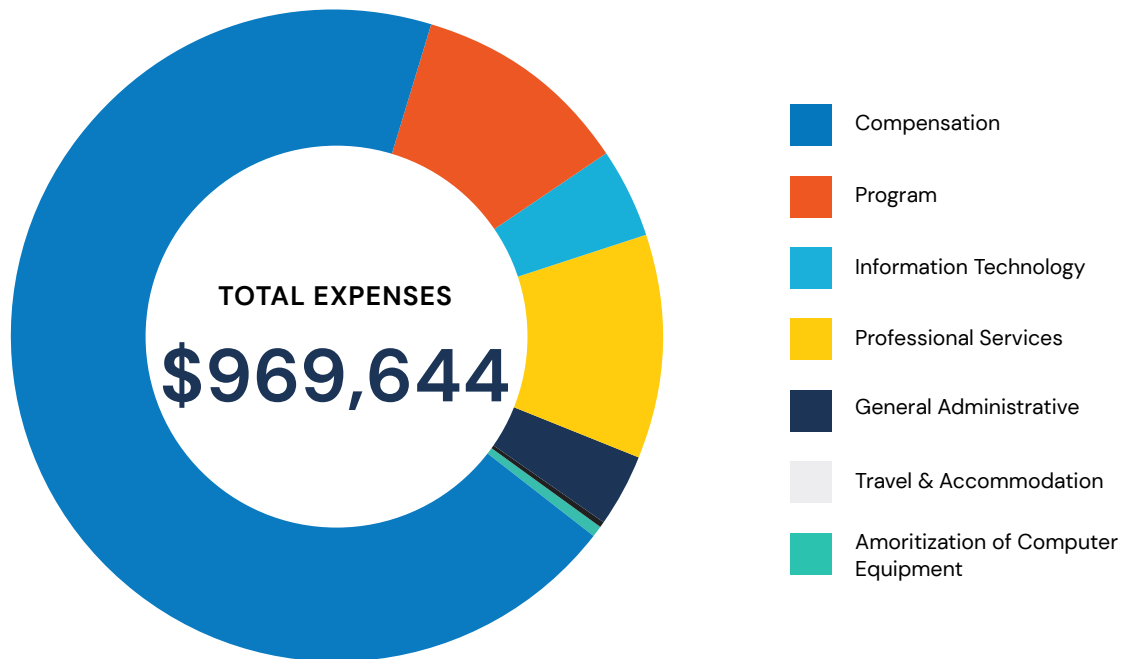
The following information is derived from the 2022/23 financial statements of both CivicAction & the CivicAction Leadership Foundation as audited by PricewaterhouseCoopers LLP.

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

2022/23 REVENUES



2023 CIVICACTION EXPENSES



2023 CIVICACTION LEADERSHIP FOUNDATION EXPENSES

