



Coalition of
Muslim Women
Kitchener-Waterloo

2018

Annual Report



2018 Board of Directors

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Message from Our Board Chair

Assalam-o-Alaikum / Greetings of Peace



2018 was another remarkable year for the Coalition of Muslim Women of KW (CMW). Our board prioritized the organizational development, financial sustainability, and community service for 2018 and I am very pleased to report that CMW made significant strides in all three aforementioned areas.

With support from the City of Kitchener and the City of Waterloo, we hired our first full time staff. Uzma Bhutto started as our Operations Coordinator in June and has been a tremendous support to the board in operationalizing CMW's strategic plan while coordinating various short term projects.

A capacity building grant of 150,000 over three years (2019-2021) from the Inspirit Foundation has provided the much needed financial stability for CMW's operational needs as it continues to strengthen its Islamophobia project. This grant has helped us hire Sarah Shafiq to coordinate the Islamophobia project in a part time capacity starting January 2019.

Concerted efforts on finding new revenue sources lead us to generate a portion of 2018 revenues through third party purchased services for providing professional development trainings and art workshops. In addition, as the organization's operations and administrative functions strengthened, our capacity to plan and engage in community services grew. A grant from Kitchener-Waterloo Community Foundation enabled us to offer Be the Change! leadership training program for aspiring and emerging Muslim women leaders. "Tea and Tales with Muslim Women, initially funded by Government of Ontario, was hosted by a number of churches in 2018. Partnership with Centre for Community Research, Learning and Action instigated The Muslimah Project: Exploring Intersections of Belonging, Mental Health, and Wellbeing for Muslim Women in Waterloo Region. Finally, with funding from the Government of Ontario, CMW was able to undertake its first project about the unemployment / underemployment of Muslim Women in the Waterloo Region, an issue which is near and dear to our hearts due to its relevance to our personal lives.

On behalf of the board and membership of CMW, I would like to extend our heartfelt gratitude to all of our funders, sponsors, donors, partners, volunteers and supporters. Thank you for believing in CMW and thank you for extending your support! We are looking forward to strengthening our relationships with all of you while continuing to build bridges of understanding between Muslim women and the larger community and providing opportunities for personal and professional growth for Muslim women in KW.

Fauzia Mazhar

Who We Are



Founded by a handful of Muslim women in 2010, Coalition of Muslim Women of KW (CMW) is a federally registered not for profit organization with the mandate to empower Muslim women and girls to be leaders and change makers. CMW provides opportunities for personal and professional growth, and leadership and skills development for Muslim women while addressing issues of racism, discrimination and Islamophobia through advocacy, activism, and bridge building.

CMW facilitates Muslim women's active participation and engagement in civic and democratic life, tirelessly working towards building a society where Muslim women are valued, engaged, empowered and recognized as leaders. With over 40 members and 150 volunteers, CMW is the only organization in Waterloo Region and surrounding areas solely managed by Muslim women. CMW's membership and volunteer opportunities are open to all women irrespective of their religious affiliations.

Vision

A just and harmonious community where Muslim women are valued, engaged, empowered, and recognized as leaders.

Mission

- To enhance communication and foster understanding between Muslim women and the larger community
- To provide opportunities for personal and professional growth, and leadership development for Muslim women
- To engage and support Muslim women to actively participate as leaders in the Muslim and larger community

Strategic Directives

Organizational Development

Leadership Development & Capacity Building

Community Service

Financial Sustainability

Community Profile



Our Key Initiatives

1 Addressing Islamophobia

Empower ~ Engage ~ Encourage

Empower

Punish a Muslim Day was a response to the fear generated by an obscure threat in the UK. **40 women** came and discussed the threat and other hate incidents they face with Waterloo Regional Police Services.



Quebec Shooting Commemoration was held on January 29th to commemorate the lives lost in the 2017 mosque shooting.



Hate Crimes Awareness Workshop was presented to a group of **10 Muslim women** at Allison Neighbourhood Community Centre. A safe space was created to share their experiences with hate incidents and seek advice.

Community Consultation on Islamophobia was held in November. **110 people attended** to learn and give feedback on how to address Islamophobia in Waterloo Region.

Engage

At **YWCA's Being You conference**, for grade 8 students, CMW conducted 2 workshops on Islamophobia. These workshops were co-led by 3 local youth. **40 students attended the workshops**.

CMW hosted a **Teachers' Training on Islamophobia**, at which **50 teachers** were in attendance. This training was focused on learning about Muslim culture and understanding Islamophobia.

Trainings/Presentations for various Waterloo Region groups were provided for key leaders, community organizers, and staff including the Region of Waterloo, Waterloo Region District School Board, Waterloo Region Crime Prevention Council, Immigration Partnership, Anti-Racism March event, and Wellbeing of Waterloo Region meetings for diversity/equity.

Encourage

"The partnership between The Food Bank of Waterloo Region and the Coalition of Muslim Women is an excellent example of how together, we feed neighbours. We are thankful for the continued commitment and support of the Coalition of Muslim Women to help those in our community in need of food assistance."

Wendi Campbell
CEO
The Food Bank of Waterloo Region

Give30 KW, part of the national Give30 campaign that brings communities together during Ramadan to fight food insecurity, supported by The Foodbank of Waterloo Region for the second year in a row by raising **over \$17, 000** this year, taking the two year combined total to

\$30, 027.94!

Give30 KW continues to be a community collaborative including partnerships with Muslim Social Services, Waterloo Masjid, and Islamic Humanitarian Services.

"It has been fabulous to work with the Coalition of Muslim Women to help bring blood donation opportunities to those in the Muslim community of Kitchener-Waterloo. Many local lives have been saved because of the partnership between Canadian Blood Services and CMW and I hope that this partnership continues for many years to come."

Tara Gutscher
Territory Manager
Canadian Blood Services

Give Thanks by Giving Blood, is an annual Muslim community blood drive in support of Canadian Blood Services. On Thanksgiving Day 2018, CMW and Shamrose for Syrian Culture worked together to provide blood donation appointments, with Arabic translation available for those in need of it.

35

people provided life-saving blood donations. 18 needed Arabic translation services.



Without the support of Shamrose this event could not have happened.

Salaams Canada, Salaams KW team made of volunteers young and old baked cookies and gave them to guests at Kitchener City Hall on the anniversary of the Quebec Mosque shooting.

The hope continues that this simple, but heartfelt gesture, will continue to build bridges and connections with the larger community.

2 Women Who Inspire in KW Awards Ceremony

CMW's Women Who Inspire in KW Award commemorates International Women's Day by recognizing up to six Muslim women who have made outstanding contributions to the vitality and wellbeing of the KW community. This year's event was attended by **270 people, hearing the keynote address from professional basketball player, Bilquis Abdul Qadir.**

Six individuals were recognized this year:

- Inspiring Leadership – Asma Al Wahash
- Community Service – Dr. Iram Abbasi
- Advocacy/Activism – Fran Shannon Pappert
- Professional Excellence – Humera Javed
- Artistic Accomplishments – Soheila Esfahani
- Outstanding Youth – Meena Wasim



The Friend of CMW award was presented to Kitchener Masjid in recognition of the wonderful support provided to CMW over the past six years. 12 women were also the recipient of CMW Five Years' Service Award.

3 Tastes of Ramadan Iftaar Understanding & Appreciating Diversity

Tastes of Ramadan, supported by a grant by the City of Waterloo was an opportunity to bring together the larger community to experience diverse traditions of Ramadan (fasting month) from various Muslim cultures.

120
women, men, and
youth, volunteered.
Many as a family.

At this year's event, CMW hosted **over 450 people** from the larger community. There were 45 tables with 90 hosts from various countries, including: Sudan, Somalia, Pakistan, India, Egypt, Syria, Jordan, Palestine, Iran, Turkey, and Afghanistan.

A number of local businesses and cultural groups donated traditional food and drinks.

4 Connections & Contexts

Art Exhibition

For the third consecutive year, CMW collaborated with THEMUSEUM to present an exhibition to showcase the artistic talents of Muslim women artists. This exhibition brought together emerging and established artists whose work explores Islamic influences and traditions.



The launch of the exhibit in October 2018 brought together about **70 artists and art lovers** to celebrate the Women's History Month and the Islamic History / Heritage Month.

5 MWESP

Muslim Women Employment Support Program



Funded by the Government of Ontario, MWESP aims to raise awareness about the high rates of unemployment / underemployment of Muslim Women in Kitchener-Waterloo. This project seeks to understand the barriers, at the societal and systemic levels, to finding meaningful employment.

120 local Muslim women have participated in MWESP through surveys and focus groups to identify barriers and to help design a job search program based on the findings. The designed program will be tested by offering it to a small group of Muslim women in Winter 2019. A community forum will be hosted on March 20th, 2019 to share project findings.

6 Muslimah Project

Community-based Research

The Muslimah Project is a collaborative effort between CMWKW and Wilfrid Laurier University, which aims to understand the health implications of discrimination experienced by Muslim women. Prior research has identified that the experience of Muslim women is unique due to the intersection of gender, race, and religious discrimination. It will also consider the impacts of discrimination on Muslim women's sense of belonging, mental health, and wellbeing.

Over
50
Muslim women
participated in the
focus groups.

The Muslimah project centres the voices of Muslim women in this conversation. Data collection is currently underway.



A series of **five focus groups** with Muslim women have been completed, which allowed women of all ages to share their experiences with others in a non-judgmental space.

Findings from the project will be shared with a variety of community organizations and will inform a local workshop to be held in **summer 2019**.



7 Tea and Tales

Interactive and Educational Show

This popular interactive and educational travelling show which employs art, entertainment, and dialogue to build bridges of understanding between Muslim women and the larger community was a great success in 2018.

In 2018, **28 Muslim women** were trained to present Tea and Tales to various audiences. These women were hosted by 6 different churches to present the show to their congregations. In addition, they hosted a culture café for the Region of Waterloo at a staff training day.

300

people attended
Tea and Tales shows
in 2018.



"I am impressed by the openness and willingness to share with us. I particularly appreciated the overview of the meaning and practice of hijab. I previously thought that hijab was only an article of clothing. I now know that it is much, much more - and not unlike the historical Mennonite practice of wearing the head covering!"

Guest

8 Be the Change

Leadership Training

CMW organized the Be the Change Leadership training in November of 2018. This training was designed for women looking to build leadership skills and gather resources to take on social profit roles in our community.

"A great training where I have learned to speak in public with confidence. Great work by CMW."

Participant

Workshops were carefully selected to provide the women with the breadth and depth of skills and experiences needed in today's leadership climate. **More than 15 local trainers, facilitators and guest speakers** shared their time and expertise with the participants. Topics included: Public Speaking; Leveraging Your Strengths; Conflict Resolution; Leadership and Personal Style; Building a Leadership Vision; and Putting Leadership into Action.

18

women completed
the training.

9 Award Nomination

Oktoberfest Rogers Woman of the Year Award

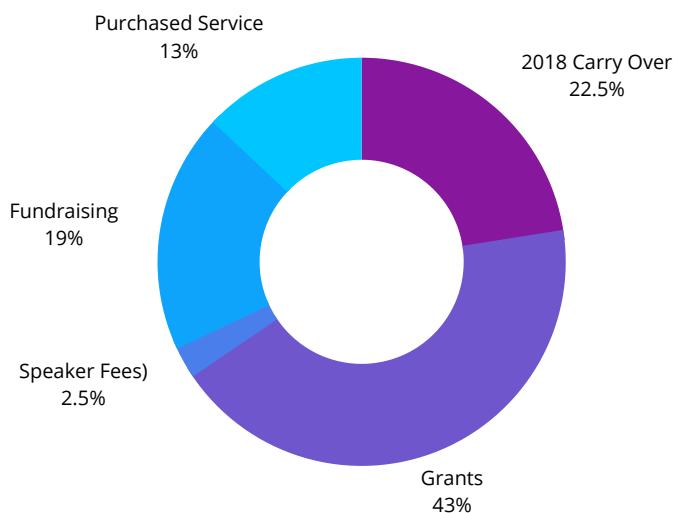
CMW was nominated for the second year in a row for the KW Oktoberfest Rogers Woman of the Year award. Thank you to Lyndsey Butcher, Executive Director of SHORE Centre, for this year's nomination.



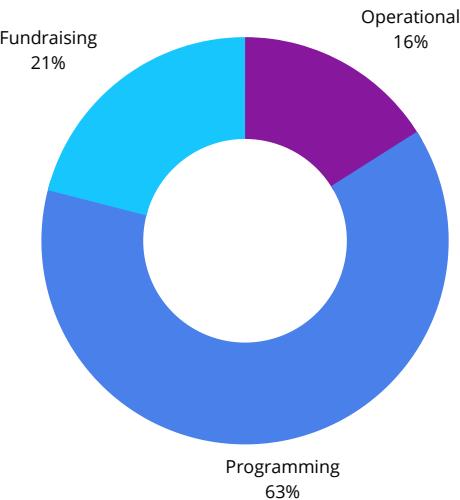
Financial Statement of Operations

Financial Statement 2018	
Description	2018 Actual
Revenue	
2018 carry over	\$15,784.83
Grants	\$30,297.00
Donations	\$825.00
Membership Fees	\$510.00
Sponsorships	\$4,390.00
Fundraising (Ticket sales)	\$8,667.63
Program Fee	\$0.00
Purchased Services	\$9,310.00
Other (Speaker fee)	\$450.00
Total Revenue	\$70,234.46
Expenses	
2018 Actual	
Operational	
Staffing (Admin)	\$3,909.01
Childcare (Board & Committees)	\$187.50
Food (Board & Committees)	\$20.71
Office Supplies	\$91.51
Marketing and Promotion / Printing	\$0.00
Professional Fees	\$553.00
Office Rental / Insurance	\$1,832.92
Banking / PayPal Expenses	\$298.12
Other	\$891.73
Total Operational Expenses	\$7,784.50
Programming	
Staffing	\$13,255.52
Childcare	\$716.50
Food	\$4,683.22
Supplies	\$1,535.43
Marketing and Promotion / Printing	\$399.38
Professional Fees / Honorarium	\$7,789.90
Rentals	\$2,195.78
Other	\$456.54
Total Programming Expenses	\$31,032.27
Fundraising	
Staffing	\$140.00
Childcare	\$60.00
Food	\$3,979.82
Supplies	\$996.49
Marketing and Promotion / Printing	\$767.97
Professional Fees / Honorarium	\$2,350.64
Rentals	\$270.00
Other	\$1,819.30
Total Fundraising Expenses	\$10,384.22
Misc. Expenses	\$200.00
Total Expenses	\$49,400.99
Balance	\$20,833.47

Revenue Breakdown



Expenses Breakdown



Our 2018 Funders and Sponsors



Thank You

CMW's Partners and Supporters

Cambridge Family Early Years Centre

Centre for Community Research, Learning and Action (WLU)

Elora Public School

Family & Children Services of the Waterloo Region

Islamic Humanitarian Services

Interfaith Grand River

Kitchener Waterloo Art Gallery

MAC Kitchener Masjid

Muslim Social Services

Region of Waterloo

Shamrose for Syrian Culture

TheMuseum

Waterloo Region Crime Prevention Council

Waterloo Region District School Board

Waterloo Region Police Services-Hate Crime

Prevention Unit



Our Volunteers

"I love to volunteer with CMW because it brings out the best in me and in my daughter and it has given us such motivation towards our community to be represented ourselves as Muslims."

"Meeting people with the same drive and passion and dedication to serving others; working with women for women in our community; working for Muslims with Muslims in our community; serving our larger community with our identity (Muslim Women) visibly and proudly worn..."

140

people volunteered
with CMW in 2018.



"It's a great platform to communicate with other people from all over the world and learn their culture and customs as well as introduce our cultural traditions and so much more."

Thank You

Thank you to all of our event donors and sponsors.

CMW Award Recognition Dinner Table Sponsors

Carizon Family and Community Services
City of Kitchener
Coalition of Muslim Women of Cambridge
Continental Driving School
Islamic Humanitarian Services
Muslim Social Services
TheMuseum
Toyota Motor Manufacturing Canada Inc
Uzair Memon
Wilfrid Laurier University
Waterloo Region Police Services
Zonta Club of Kitchener-Waterloo

CMW Women Who Inspire in KW Award Sponsors

Heffner Lexus Toyota
Mohammed Alam
TheMuseum
Volunteer Appreciation Dinner Sponsor
Afrose Fathima



Tastes of Ramadan Iftaar Sponsors

Platinum Sponsors

Dr. Iram Abbasi & Dr. Faisal Raja

Mohammad Alam

Silver Sponsors

Sheeba Kaladgi

Uzair Memon

Bronze Sponsors

Ayesha Asim

Ekram Momani

Fauzia Baig

Sara Nawaz

Sepideh Nayaar Asif

Maliha Mahmood

Rubina Bilal

Tarek Hegazi

Tastes of Ramadan Iftaar Donors

Abiha Syed
Fatemeh Arbab
Fatemeh Keivani
Hawa Warfa
Hoodan Sheikh
Malahat Sabetghadam
Marwa Elsharkawy
Maryam Salehi
Merfat Abubakar
Najiba Soudi
Najmeh Nabavi
Nasim Paryab

Nazneen Zaidi
Osmow's, Cambridge Centre
Parisa Fazeli
Rahma Aboukhousa
Rahmah Omar
Riham Mohamed
Safia Naji
Shahla Aliakbari
Sepideh Samadari
Tahereh Saghafinia
Tahereh Saber
Zohreh Mohammadkhani



2018 Major Events / Activities

January	Annual General Meeting (AGM) Commemoration of Quebec mosque shooting Saalams Canada cookies campaign
February	CMW New Member / Volunteer Orientation Session
March	CMW Women Who Inspire in KW Award Gala Tea and Tales at St. Paul Lutheran Church, St. Mark's Lutheran Church, Erb Street Mennonite Church, and Bloomingdale Mennonite Church
April	Tea and Tales at Grand River Unitarian Church and Emmanuel United Church Community Forum on "Punish a Muslim Day"
May	Tastes of Ramadan Iftaar Iftaar and Student's panel for WRDSB leaders Give 30 Campaign CMW New Member / Volunteer Orientation Session
June	Training for Region of Waterloo staff (Part 1)
July	Training for Region of Waterloo staff (Part 2)
October	Member and Volunteer Appreciation Dinner Connections & Contexts Art Exhibition Thanksgiving Blood Drive Oktoberfest Rogers Women of Year Nomination Calligraphy workshop at KW Art gallery
November	Be the Change! Leadership Training Muslimah research project's focus groups Community Consultation on Islamophobia Calligraphy Workshop for Elora Public School
December	Muslim Women's Employment Support Project (MWESP)'s focus groups Muslimah research project's focus groups continued Tea and Tales with Muslim Women Training



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Facebook: CoalitionofMuslimWomen - KW

Twitter: CMW_KW2010

