

Calgary Immigrant Women's Association

Annual Report 2007-2008



IMMIGRANT WOMEN'S ASSOCIATION

Vision

Women from diverse backgrounds are
empowered to reach their goals and dreams as
equal and contributing members of Canadian society

Mission

Calgary Immigrant Women's Association delivers
professional services that facilitate the
integration and full participation of
women and their families in the community

Values

Equality

Empathy

Integrity

Inclusiveness

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Message from the President and Board Chair



President & Board Chair
Jolanta Warpechowska-Gruca

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Human Resources Chair
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Director
Khatera Haidery

Director
Cathy Page

Reserve Director
Tracy Diehl

Last year marked the 25th anniversary of CIWA; it has been a year of [unprecedented growth](#). The revised Strategic Plan and Business Plan are in place. CIWA increased its global budget by more than 33%, expanding existing programs and starting new ones. This happened because of the strong [leadership](#) of the Executive Director and the Management Team and the hard, [dedicated work](#) of CIWA Staff. The Board congratulates the organization on all of this year's achievements.

The Board itself concentrated this year on the business of a policy-governance board. The [Self-Governance](#) committee finalized the Strategic Plan, reviewed CIWA Bylaws, and improved the process of record keeping and documentation. The [Recruitment](#) committee created a Board recruitment policy and established and documented the interview and orientation process for new Board members. The [Finance](#) committee reviewed and augmented financial management policies. The [Fund Development](#) committee ensured participation of all Board members in fund development, and assisted in preparation of the 25th anniversary gala. The [Communications](#) committee kept the Board informed of current issues related to immigrant women. The [Human Resources](#) committee, in conjunction with the Executive Director, established a process for the development of a salary grid that will ensure that CIWA is competitively positioned in the market. The [Program](#) committee created a comprehensive summary of CIWA programs and services to guide the Board in the program oversight function.

We would like to extend our appreciation to all [stakeholders](#), in particular [funders](#) and [partners](#), for their continuous support of CIWA's business. We would also like to thank CIWA [volunteers](#) who donated countless hours serving CIWA's clients in multiple ways. And finally, I would like to express gratitude to all [Board members](#) for their diligence and dedication, especially those who completed their term on the CIWA Board and are stepping down.

A handwritten signature in dark ink, appearing to read 'J. Warpechowska-Gruca'.

Jolanta Warpechowska-Gruca
President and Chair of the Board

Message from the Executive Director

Over the years, Calgary has seen an increasing number of immigrants coming to our city with hopes and dreams for a better life and promising future for their children. CIWA’s specialized, [women-focused services](#) provide a healthy and supportive environment for our clients and their children and ensure their successful integration in our community.

This past year was extremely successful for CIWA. We saw huge [growth](#) and expansion of programs in the areas of enhanced language training, health, human rights, employment skills, housing support, and specialized programs for senior immigrant women. We served [11,377 clients](#) through individual counselling sessions, workshops and group presentations. The success we have achieved stems from our [dedication](#), responsiveness and ability to continuously adapt to the changing needs of our clients.

In collaboration with other immigrant serving agencies and our funders we embarked on a plan to address staff [compensation](#) and [retention](#) issues for the sector. We have already seen positive results that enhanced our staff retention rate and secured [stability](#) in clients’ services.

CIWA is extremely proud to have been recently recognized with a Quantum Leap Award for exemplary leadership and commitment to the United Way of Calgary and Area.

When I look back at the clients we served last year, and what they were able to achieve, I stand amazed at the level of [skill](#) and expertise they bring to Canada. I hope that by reading this report, you’ll catch a glimpse of the diverse strengths and [talents](#) of immigrant women in Calgary and feel proud of their [accomplishments](#) just as we all at CIWA are.



Top 5 Client Countries of Origin

China.....	18%
Colombia.....	10%
Pakistan.....	7%
Sudan.....	6%
India.....	5%

Top 5 Client Languages

Spanish.....	25%
Mandarin.....	19%
Arabic.....	9%
Urdu.....	8%
Hindi.....	6%

Clients come to us from
130 different countries

Clients speak
118 different languages

A handwritten signature in dark ink, reading 'Beba Svigir'.

Beba Svigir
Executive Director

Settlement and Integration Services

“She (the Counsellor) helped us through a hard time and helped us move into our current home. We would like to thank all the people that helped us find a permanent home.”

- Find Me a Home client

Settlement and Integration Services continue to support new immigrant and refugee clients by facilitating their integration and access to community support. Clients are provided assistance securing food, clothing, social and legal services. Many women accessing the Integration Program are multi-barriered and/or have been the victims of domestic violence.

Our longest running program, [New Friends and Neighbourhood Groups](#), continues to provide immigrant women from diverse backgrounds with the opportunity to meet new people, make friends, and practice conversational English. In these groups, women share experiences, knowledge and information about community resources.

CIWA's [Volunteer Program](#) supports all aspects of the agency and contributes to the integration of immigrant women into Canadian society. Many of the immigrant women volunteering for CIWA are able to make connections in the community, create a support network and gain valuable Canadian work experience.

To support immigrant women fleeing domestic violence, the [Find Me a Home](#) project began in July 2007. This project helps immigrant and refugee women facing multiple barriers secure affordable housing. CIWA assists immigrant women in their housing search and advocates on their behalf.

In August 2007, CIWA initiated the [Human Rights Education](#) project. Based on a “train-the-trainer” model, women from various ethnic communities are trained and provided with the tools to educate members of their respective communities about human rights laws. We generated a comprehensive resource manual that supports trainers in their presentations. The trainers speak Mandarin, Spanish, Tagalog, Dari and Farsi, and have delivered numerous workshops in their respective ethnic communities.

“CIWA is a big family for all women from every country.”

- Settlement client



3,423
Settlement and
Integration clients

631
groups and workshops

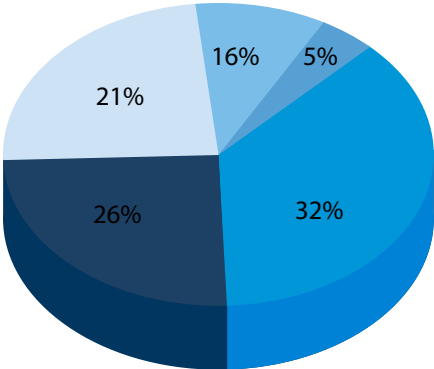
7,697
contacts with clients

In the last year CIWA promoted healthy living among immigrant women and their families. [Living Healthy: Education and Prevention of Type 2 Diabetes Among Immigrant Families](#) provides education about the prevention of type 2 diabetes, a disease increasingly affecting immigrant populations. This disease is preventable through proper eating and exercise and our project incorporates education sessions, healthy cooking classes, healthy grocery shopping, family exercise, and information about health resources.

Further supporting the health needs of immigrant women, the [Cervical Cancer Screening Project](#) provided under-served immigrant women the opportunity to learn about cervical cancer and get screened for the disease. Understanding the importance of preventative measures, like screening, will contribute to the overall health and well-being of Calgary's immigrant women.

Last year, CIWA implemented an innovative project targeting senior immigrant women. [Senior Immigrant Women Take Arts and Crafts on the Road](#) engages isolated senior immigrant women and involves them in the community. Participants share and learn craft skills as well as enhance their language skills in a group setting. They facilitate craft activities and share the skills they have learned with other groups in the community.

Immigration Category	
Independent.....	32%
Family Class.....	26%
Refugee.....	21%
Live in Caregivers/other....	16%
Refugee Claimant.....	5%



Language Training and Employment Services

“I started learning English at CIWA. I feel more confident than before. Now, I can say that I am more independent. As an immigrant I am grateful to CIWA, it helped me a lot.”

- LINC student

Language Training and Employment Services offers essential services to newcomers in their effort to integrate into Canadian society. [Language Instruction for Newcomers to Canada \(LINC\)](#) has expanded to offer 15 classes at CIWA and in the community.

The LINC program also added a [pronunciation class](#) for students in LINC levels 3 and up. The classes equip students with tools, strategies and techniques to help with accent reduction.

[Pebbles in the Sand](#), a literacy program for immigrant and refugee women with less than six years of education in their native country, now serves nearly 150 women annually. A crucial component of this program is the promotion of family literacy. This program uses a holistic approach to language acquisition and has been extremely successful over the years.

In the spring of 2007, Language Training Services embarked on a research project called [Knowing Your Literacy Students](#). The objective of this project was to create a culturally sensitive curriculum to help low literacy immigrant and refugee women transition into LINC or ESL programs. This project produced and published the “Knowing Your Literacy Students: Curriculum Guidelines and Cultural Manual” which was shared with other service providers. The manual can be downloaded from CIWA’s website.

An exciting new enhanced language training project began in September 2007. [Advanced Training for Immigrant Women Seeking Employment as ESL Assistants](#) trains immigrant women with teaching and/or human services backgrounds to become ESL assistants in Calgary. In collaboration with the Calgary Board of Education and Calgary Roman Catholic Separate School District, participants gain valuable Canadian classroom experience.



2,673

Language Training and
Employment clients

1,048

individual and group
employment sessions

8,202

hours of
language training

To prepare immigrant women for the Canadian labour market, we offer a number of employment services and workshops that help our clients find meaningful employment in Calgary. The [Receptionist Training Program](#) provides language and skills enhancement training to immigrant women seeking employment in the administration field.

The [Accounting Training Project](#), generously funded by ConocoPhillips, has helped immigrant women learn basic accounting principles through six-week sessions. Women are introduced to accounting in Canada as well as how to use Quick Books software.

[Making Changes Program](#) is a twelve-week pre-employment program that equips participants with the tools and knowledge to help them find meaningful employment.

All clients seeking employment services have the opportunity to receive [individual job search support](#) and participate in [group workshops](#). CIWA staff offer support with resumes, interviews, and career planning. Group workshops support clients by providing information about interview skills, communicating with confidence, labour standards, networking skills, International Qualifications Assessment Service (IQAS) assessments and APEGGA (Association of Professional Engineers, Geologists, and Geophysicists of Alberta) qualifications.

“I am more comfortable and confident than before because I improved my pronunciation. I was afraid to talk to Canadians but now have the confidence to express myself.”

- Enhanced Business English participant

Family Services

“The Youth Program has helped me become confident, make new friends and learn about diversity.”

- Youth Program participant

CIWA's holistic approach to supporting immigrants has resulted in a number of family oriented programs. One of CIWA's longest running programs, the [Cross-Cultural Parenting Program](#) has been bringing awareness of parenting issues, Canadian laws, community resources and positive parenting skills to immigrant families for 22 years.

Working with the Calgary Health Region, CIWA offers prenatal support for immigrant women through the [Best Beginning Program](#).

Parents are also provided post-natal services for their children through the [Healthy Families Program](#). This program assists parents with newborns by ensuring children receive the appropriate care. Parents receive information about community resources and services to meet the needs of their family.

In partnership with six other agencies, CIWA connects parents to community resources through the [Hand-in-Hand Parent Link Centre](#) at the Village Square Leisure Centre. The centre serves families in the Heart of the Northeast and aims at setting immigrant families up for success.

[Family Conflict Program](#) continues to work at increasing accessibility and decreasing barriers for immigrant women and their families, living in family conflict/violence situations. This work is done through support groups, crisis and short-term counselling, advocacy, referrals, and follow-ups.

[Crossing-the-Bridge](#) project targets specific East Asian and African communities to address family violence and bullying through cross-cultural counselling, advocacy and referral services. Extensive work is done with community and religious leaders to inform and educate communities about domestic violence.



5,865

Family Services clients

42

off-site locations

529

presentations and
workshops delivered

CIWA's [Youth Program](#) supports young immigrant, refugee and visible minority women to become active in their schools and communities through volunteering. This contributes to young immigrant women becoming confident, educated and informed, enabling them to make successful life-long decisions, and be role models to future generations.

[In-Home Support Program](#) serves families and children of diverse backgrounds facing multiple barriers and requiring early intervention from Calgary and Area Child and Family Services Authority. Twelve staff speaking a total of 21 languages offer first language support to clients. Last year, a total of 38 families with 100 children received support from CIWA's In-Home Support workers.

To meet the changing needs of our clients, CIWA initiated a pilot project offering [one-on-one counselling to senior immigrant women](#). This project has seen many successes since it began in November 2007. More than 250 participants have received information through community presentations and customized, culturally sensitive, in-home counselling services with first language support. One-on-one counselling has helped break the cycle of isolation many senior immigrant women deal with. Many of the clients involved in this program have gone on to participate in other CIWA programs and services such as Pebbles in the Sand, Senior Immigrant Women Take Arts & Crafts on the Road, and Employment Skills.

"This course was excellent for me. I liked learning about children and the process of adaptation in a new culture."

- Cross-Cultural Parenting participant

Celebrating 25 Years of Service



Through Her Eyes

Calgary Immigrant Women's Association Celebrating 25 Years



In 1982, a handful of visionary women created an organization to support the needs of immigrant women in Calgary. From humble beginnings, CIWA has grown to be one of the premiere immigrant serving agencies in the city. To celebrate CIWA's 25 years of service, a gala event was held at the Calgary Chamber of Commerce.

The event brought together a diverse group of people representing our funders, corporate sponsors, community partners, CIWA clients, members, volunteers, Board members, and staff. For one evening we gathered together to celebrate and acknowledge the important contributions of immigrant women in the community.

This event successfully raised funds for our *Pebbles in the Sand* Program. The Pebbles Program offers a holistic approach of enhancing family literacy among non-literate immigrant women and their children.

We thank all of the people that made this event possible. With your continued support we will be able to serve immigrant women in Calgary for another 25 years!

The Gala was made possible through the generous support of:

ConocoPhillips
Nexen
Global Calgary
RBC Foundation
Macleod Dixon LLP
TransCanada Pipelines
Southland Transportation
Gibson Energy Ltd.
Ruellen Forsyth-Nicholson
Canadian Pacific Railways
Haworth Change by Design
Talisman Energy
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Toole Peet Insurance
Maria Neuwirth
Mary Sheridan
First Energy Capital

Nigerian-Canadian Association
Q V Investors
First Energy Capital
Dolce & Gabbana
Cathy Strand
Glenda Landsiedel
YMCA
Adrielle Soriano
Gulnar Hemani
Peruvian Rhythms
Mijail Pardo
Cherie Beninger
Shokoufeh Rahmani



Nexen's Alex Kimour and Board member Jagjit Singh present a recognition award to CFWA client Eunice Christen



Indian dance performers (from left to right): Pavul Lakshmi, Nazira Koyji, Gulnar Hemani, and Shahida Dhala



Andean performance - music by Mijail Pardo and Cherie Beninger, and dance by Peruvian Rhythms



Board member Tammy Wong and ConocoPhillips' Barbara Simic present a community partner recognition award to Mary Lynn Dorsey of Calgary Legal Guidance



Board member Janet Salopek and RBC's Sara Bateman present a community partner recognition award to Elizabeth Gauthier with the Calgary Board of Education



Shokoufeh Rahmani performing traditional Iranian dance



Board member Susan Costello and Southland Transportation's June Read presenting CFWA volunteer Louise Pajot-Phipps with a recognition award



Global Television's Nirmala Naidoo emceeing the event

Childcare Services

“We can do the alphabet and count with our children. We can talk about some of the things we learn in school. We sing and play games together.”

- Client with children in SMILES

Providing childcare services for our clients is essential for their successful integration. CIWA's programs and services are supported by **SMILES (Small Multicultural Immigrants Learning Early Strategies)**.

SMILES began in 1999 to provide free, quality child minding services to children ages six months to six years while their mothers attend CIWA programs. In the past year SMILES cared for 385 children.

The SMILES team customizes childcare services to accommodate on-site and off-site programs including: LINC, Pebbles in the Sand, New Friends and Neighbourhood Groups, Cross-Cultural Parenting, Canadian Pronunciation, Making Changes and educational workshops. SMILES benefits mothers by allowing them to attend programs and services, as well as the children by providing culturally sensitive, age-appropriate developmental activities to increase their school readiness. Children enhance their language development, social, cognitive, emotional, gross motor and fine motor skills.

In addition to daily learning activities such as crafts, singing, story time, and various play-based learning activities, the children in SMILES enjoy a variety of activities and special events to celebrate the changing of the seasons, holidays, birthdays and other celebrations. Children have the opportunity to go on field trips with their parents to the Calgary Zoo, Calgary Children's Festival, Telus World of Science, Fort Calgary and Calgary Public Library.

CIWA recently acquired additional space for child-care services on the main floor at our main office location. Preparation of the space is currently underway and once it has been properly equipped, we will significantly increase our child minding capacity. This will reduce the waiting list for clients accessing LINC classes.

“I can learn English and I can help my child learn English.”

- Client with a child in SMILES



Children came from

36 countries

385

children enrolled in
SMILES

Children served:

Infants.....22%

Toddlers.....27%

Pre-Schoolers.....51%

When Anna* first joined the childcare centre she was extremely challenging to deal with. She did not listen to the childcare staff, cried often, fought with other children and would do her own thing because she was not used to the classroom setting. She was not fond of sharing toys and doing activities with other children.

The childcare staff observed that Anna had many talents they could work with and try to develop. In time, she started responding well to their attention and affection. She began to adjust to the classroom setting, began listening to her teachers and interacting appropriately with the other children.

Now, Anna is a very happy child. She comes to CIWA with a smile on her face and expresses affection for her teachers and classmates. Anna is eager to join the class and play with her friends.



She is a born leader and helps her teachers and fellow classmates. She helps put the toys away at the end of playtime and ensures her classmates do the same. Anna especially enjoys craft activities and manipulative toys. She is getting the feel of painting and drawing and proudly presents her work to her mother.

Since joining the SMILES program, Anna has become a wonderful role model to her fellow students. She gets along with everyone and her English language abilities have improved significantly. She expresses her thoughts in grammatically correct sentences, listens to requests made by the teachers, uses “please and thank you” and is able to recite the alphabet and repeat numbers in sequence.

*Child's name has been changed

Our Clients

Tina is a passionate and gifted teacher. For her, teaching is the most rewarding and engaging work she has ever done. After immigrating to Canada, it seemed almost impossible to Tina that she might ever return to teaching. She felt overwhelmed by the barriers she faced as a new immigrant including adjusting to new customs and a new culture, as well as an immense language barrier.

After researching the “Advanced Training for Immigrant Women Seeking Employment as ESL Assistants” project at CIWA, Tina’s passion for teaching was reignited and her dreams of re-entering her profession were renewed.



When she joined the project, Tina was impressed with the enthusiasm and professionalism of the project staff, “They taught us to believe in ourselves and others, to love learning, to work hard, to manage stress and have strong values.” Furthermore, Tina relished the opportunity to learn from her classmates and work as a team. By the end of the project Tina felt fully prepared to work as an ESL assistant and help ESL students overcome similar barriers she herself had faced.



Farzana, an MBA graduate, immigrated to Canada from Pakistan a year and a half ago. With seven years of teaching experience in her home country, Farzana hoped to be able to re-enter the teaching profession in Canada. Unfortunately, the process to attain certification as a teacher with the Alberta Teachers Association (ATA) is a lengthy process, and job prospects without certification are very limited.

When Farzana heard about CIWA’s new enhanced language training project “Advanced Training for Immigrant Women Seeking Employment as ESL Assistants” she quickly applied. The project allowed her to gain valuable work experience in a Canadian classroom while using her teaching experience to work one-on-one with children. Farzana was accepted into the project and had the pleasure to learn alongside other immigrant women who were experienced educators from diverse backgrounds.

Through the project Farzana increased her understanding of the Canadian educational system, enhanced her knowledge of teaching strategies, heightened her cultural awareness and sensitivity, and improved her presentation and communication skills. The most significant benefit Farzana experienced was her increased self confidence and the sense of community developed through her friendships with fellow classmates and project staff.

Our Volunteers

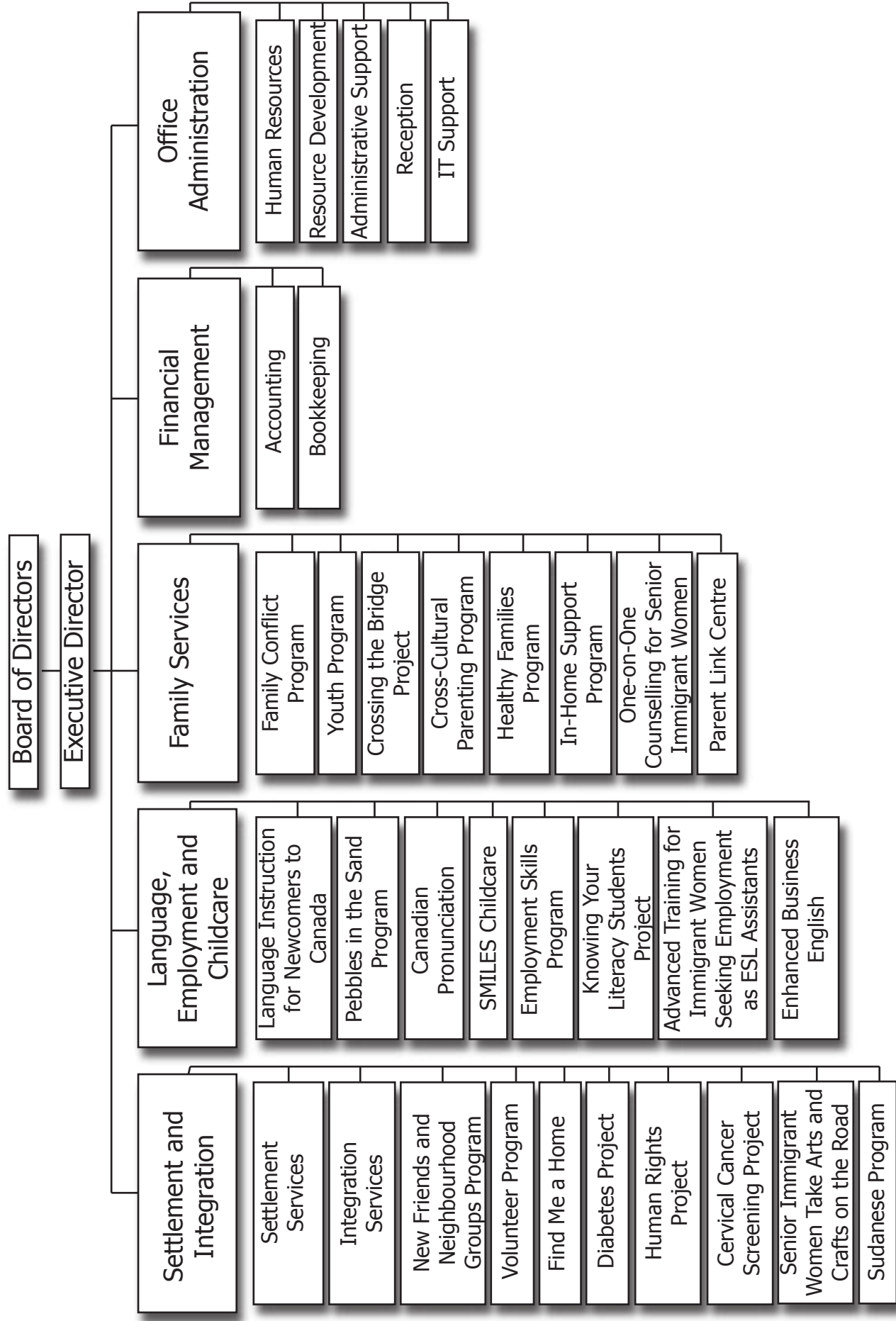
Without the tireless effort of our volunteers, CIWA would simply be unable to provide the range and quality of services we currently offer. We strive to continuously recognize the important work of these valuable members of the CIWA team by holding volunteer recognition events throughout the year. We sincerely appreciate each and every one of our dedicated volunteers.

365
CIWA volunteers

21,563
volunteer hours



CIWA's Organizational Chart 2007-2008



Our Funders



Alberta Advanced Education and Technology
 Alberta Children's Services
 Alberta Employment and Immigration
 Alberta Tourism, Parks, Recreation and Culture
 Alberta Lottery Board
 Community Initiatives Program
 Human Rights, Citizenship and Multiculturalism Education Fund
 Wild Rose Foundation



Citizenship and Immigration Canada
 New Horizons for Seniors Program
 Public Health Agency of Canada
 Status of Women Canada



Community Donor

United Way of Calgary and Area



City of Calgary
 Family & Community Support Services



Alberta Cervical Cancer Screening Program



Calgary Learns



Calgary Regional Home Visitation Collaborative



ConocoPhillips



RBC Foundation



Region 3 - Calgary and Area Child
 and Family Services Authority

Our Donors and Supporters

Burns Memorial Fund
 Catholic Charities
 Hand-in-Hand Parent Link Centre
 Canadian Pacific Railway
 CIBC World Markets Children's Foundation
 EnCana Cares Foundation
 Imperial Oil Foundation
 International Women's Forum
 Jolanta Warpechowska-Gruca

Knox United Church
 Martha G. Billes Family Foundation
 Morland Resources Ltd.
 RBC Royal Bank
 Salopek Business Management Consulting Ltd.
 Soroptimist International of Calgary Society
 The Co-operators
 Charles Guest
 Anonymous Donors

Our Partners

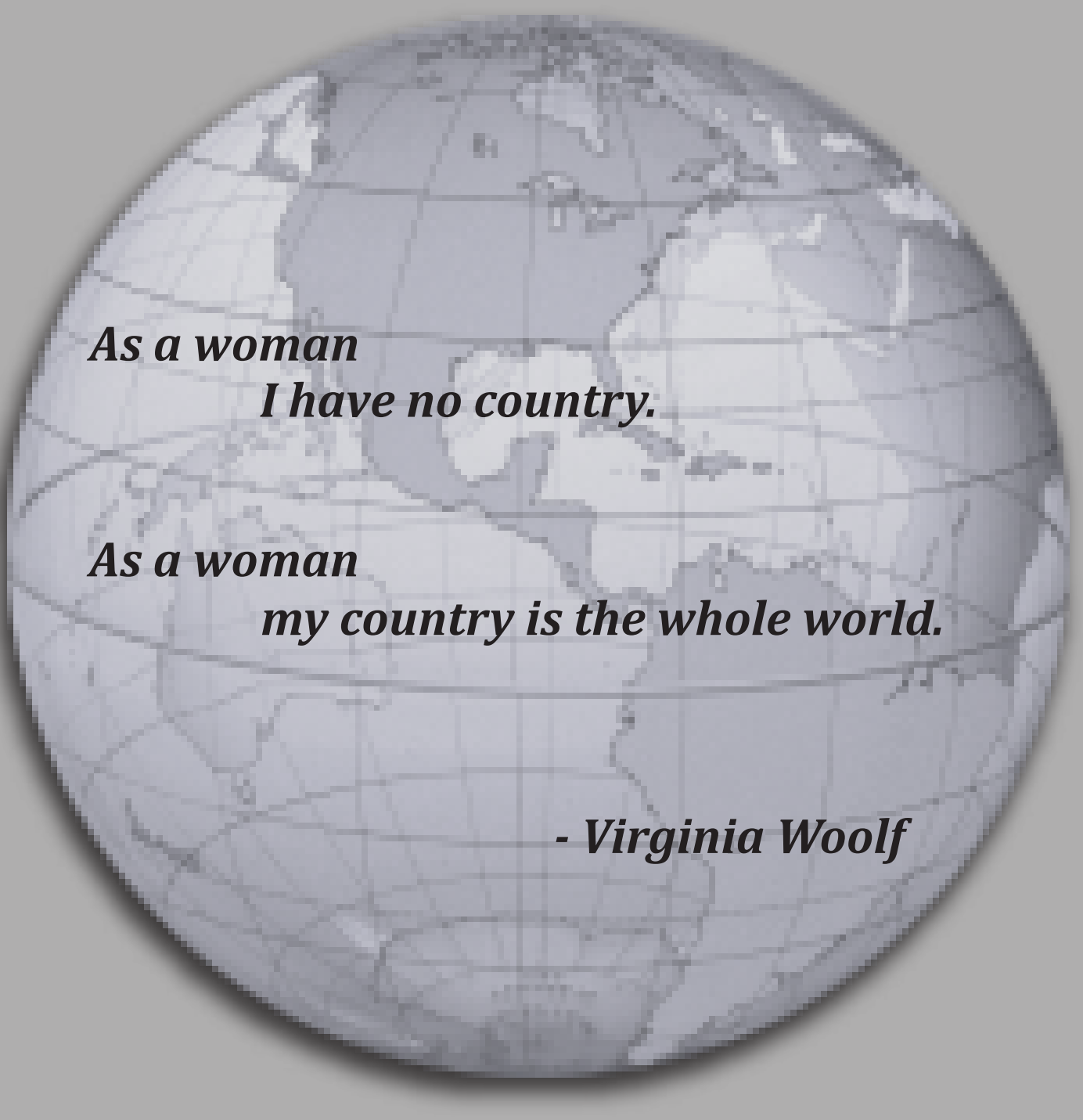
Ability Society Early Birds
About Staffing
Accountemps
Action Committee Against Bullying & Harassment
African Sudanese Association
Agape Language Centre
AIDS Calgary
Alberta Children's Hospital
Alberta Teacher's Association
Alberta Works
Alliance to End Violence
Almadina School
AltaGas
APEGGA
Aspen
Astro Oil
ATB Financial
ATCO Structures Inc.
Awo Taan Parent Link
Bangladesh Canada Association of Calgary
Bantrel Inc.
Beddington Church
Best Beginning Program
Bethel Church
Bow Valley College
Boys and Girls Club
Calgary Board of Education
Calgary Bridge Foundation for Youth
Calgary Catholic Immigration Society
Calgary Chamber of Commerce
Calgary Children's Initiative
Calgary Chinese Community Services Association
Calgary Church of Christ
Calgary Coalition on Family Violence
Calgary Communities Against Sexual Abuse
Calgary Co-op
Calgary Family Services Society
Calgary Health Region
Calgary Housing Company
Calgary Immigrant Educational Society
Calgary Interfaith Food Bank
Calgary Interfaith Furniture
Calgary Jiang Zhe Shanghai Association
Calgary Learning Centre
Calgary Learning Village Collaborative
Calgary Legal Guidance
Canadian Mental Health Association
Calgary Multicultural Centre
Calgary Police Services
Calgary Public Library
Calgary Regional Home Visitation Collaborative
Calgary Roman Catholic Separate School District
Calgary Seniors' Resource Society
Calgary Sexual Health Centre

Calgary Women's Centre
Calgary Women's Emergency Shelter
Canada Mortgage and Housing Corporation
CBC Radio
Canadian Diabetes Association
Canadian Forces
Canadian Pacific Railway Ltd.
Canadian Red Cross
CareConnect
Catholic Family Services
Central Alberta Immigrant Women's Association
Red Deer
Centre for Newcomers
Child Welfare Diversity Working Group
City of Calgary
City of Calgary Transport Assistance Program
Columbia College
Community and Neighborhood Services
Coalition for Equal Access to Education
Connaught Community School
ConocoPhillips
Co-op Midtown Market
Credit Counselling Services of Alberta
Discovery House
Duke Energy
Ethno-Cultural Council of Calgary
Faith Link Steering Committee
Families Matter
Family Place
First Baptist Church
Foothills Alliance Church
Fort Calgary
Francophone Newcomers Centre
Glenbow Museum
Grace Baptist Church
Health Canada
Healthy U
Heart of the Northeast Community Resource Centre
HomeFront
Husky Energy
Immigrant Services Calgary
Indian Ex-Servicemen Immigrant Association
Inner City Resource Network
Interfaith Youth Group
Ismaili Muslim Community
Jewish Family Services
Kids Up Front Foundation
Knox United Church
Legal Aid Society of Alberta
Literacy Alberta
Making Changes Employment Association of Alberta
Manpower International
McDougall United Church
McMan Youth, Family and Community Services

Momentum
Mount Royal College
Muslim Association of Calgary
Nazarene University College
Neighbour Link
New Life Evangelical Free Church
Nexen
New Sudanese Community Association
North of McKnight Community Resource Centre
Northeast Calgary Women's Clinic
Nova Chemicals
Office Team
Parent Link Centre
Petro-Canada Oil and Gas
RBC Royal Bank
RESOLVE Alberta
Robert McClure United Church
SAIT
Samaritan Club of Calgary
Shell Canada
Shepell-fgi
Sheriff King Home
Sleep Country Canada
Southeast Rockyview Community Anti-Bullying Project
Southland Transportation Ltd.
Southwest Community Resource Centre
St. Andrews United Church
St. Michael's Church
Suncor
Superstore
Talisman Energy
TeenZone
Telus World of Science
The Brenda Strafford Centre
The Community Adolescent Needs Network
The Dunvegan Group
The Salvation Army
Toastmasters of Alberta and Saskatchewan
University of Calgary
University of Calgary Women's Resource Centre
Varsity Acres Presbyterian Church
Village Square Leisure Centre
Volunteer Calgary
Walk-In Closet
Wellness Centre at Ernest Manning
Wellness Centre at Forest Lawn High School
West Area Youth Sub-Committee
West Central Community Resource Centre
Women in Need Society
Women's Health Resource Centre
YMAP
YMCA Calgary
Youth HIV/AIDS Working Group
YWCA Mary Dover House for Women
YWCA Family Violence Prevention Centre
YWCA Parent Corridor

*It is with the help of our partners
that CIWA is able to deliver
services to immigrant women
throughout Calgary. They provide
venues, services and referrals
that enable us to continue the
work that we do. We would like
to acknowledge the support and
commitment of each and every
one of our partners.*

THANK YOU!



*As a woman
I have no country.*

*As a woman
my country is the whole world.*

- Virginia Woolf



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