

SPRING 2018

LEGACY ACTION

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MAKING IT HAPPEN

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lasting legacy with
Women Building Futures

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to reconciliation
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culture shock with
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**EDMONTON
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FOUNDATION

CEO
Martin Garber-Conrad

DIRECTOR OF COMMUNICATIONS
Carol Watson

COMMUNICATIONS ADVISOR
Andrew Paul

COMMUNICATIONS ADVISOR
Elizabeth Bonkink

EDITORIAL CONSULTANT
Phil Rivers

**EDMONTON COMMUNITY
FOUNDATION**
9910 103 St. NW
Edmonton, Alberta, Canada T5K 2V7
T 780.426.0015 F 780.425.0121

odvod
publishing inc.

PUBLISHER
Orville Chubb

EDITOR
Eliza Barlow

ART DIRECTOR
Breanne Beckie

CONTRIBUTORS
Eliza Barlow
Caitlin Crawshaw
Cooper & O'Hara
Photography
Tendisai Cromwell
Minister Faust
Breanne Kelsey
Fawnda Mithrush
David Ryning

PRINTING
Transcontinental Inc.

ODVOD PUBLISHING INC.
10221 123 St. NW
Edmonton, Alberta, Canada T5N 1N3
T 780.451.1379 F 780.482.5417
www.odvodpublishing.com

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Cover photography by Cooper & O'Hara

A MESSAGE FROM THE CEO



Martin Garber-Conrad

Martin Garber-Conrad
CEO

During grad school I not only used the library, I practically lived there. My carrel was as much home as my basement suite and the stacks provided opportunities to enjoy books that had little to do with my studies. And, growing up, the local library was a venue not only for books, but (very quiet!) conversation, learning, art and real community. I'm pleased to see that is still the case today at our very own Edmonton Public Library (EPL).

In these challenging times, EPL is at the forefront of responding to changing community needs. In recognition of their outstanding accomplishments, EPL was, in 2014, the first Canadian library to be named "Library of the Year." And the awards have continued.

A particular strength that EPL has developed in recent years is fostering public discussion of important issues. That's one of the reasons we at Edmonton Community Foundation (ECF) are supporting EPL's 2018 Forward

Thinking Speaker Series. This year's presenters are all exceptional women. Last night (at the time of writing this) we had just heard Anita Sarkeesian share her experiences responding to online harassment and the strong efforts of her organization (Feminist Frequency) to encourage various media to respond better to women, basic human rights and a variety of diversities.

At the end of February, Marie Henein will be in town for a much-anticipated presentation, "Reflections on Justice and Leadership." And, later on in the year, Jen Kish, Arlene Dickinson and Candy Palmater will be on tap. Please join us if you can.

As you can see, the topics and the format are consistent with ECF's vision for a more inclusive community — a place where complex and challenging issues are discussed and where people work together toward solutions. We are delighted to partner with EPL in this important endeavour.

– Martin Garber-Conrad

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ON THE
COVER

True grit

*A new endowment fund is
JudyLynn Archer's latest
contribution to her life's passion
– Women Building Futures*

BY: DAVID RYNING
PHOTOGRAPHY: COOPER & O'HARA

“If you want something, it’s up to you to make it happen.”

For 13 years, that philosophy shaped JudyLynn Archer’s vision as CEO and president of Women Building Futures (WBF), an organization dedicated to helping women find employment in careers where women are under-represented. It is also at the heart of the JudyLynn Archer Endowment Fund that she created at Edmonton Community Foundation (ECF) upon her retirement at the end of 2016, which will help cover tuition and housing costs in perpetuity for students in need. If women are provided with the tools to succeed, she believes, they will make it happen.

In conversation, Archer is warm, frank and passionate about WBF. There is also an inner strength that surfaces as she talks. Her grittiness was forged in the grinding poverty of her childhood.

“We were on welfare, we lived in low-rental housing...” Archer says. “I hated it. And I hated the way it made me feel.”

The desire to improve — first her own life and then the lives of others — has driven Archer forward for her entire adult life.

“JudyLynn is a force of nature,” says Kathy Kimpton, Archer’s successor at WBF.

While Archer’s career included stops in the trucking industry, library science and the public service, it was with WBF that she found her passion and a means to truly “pay it forward.”

Along the way, she has collected many accolades — the Women’s Executive Network Top 100 Most Powerful Women in Canada Award, a Global TV Woman of Vision Award, a NAIT Honorary Diploma in Construction Engineering Technology, the Alberta Apprenticeship & Industry Training Chairman’s Award of Excellence, to name only a few — and brought together women who were looking for better jobs with employers who were searching for skilled workers.



WBF, founded by a group of social workers in 1998, embraced a mission that was a mix of idealism and hard-headed reality. One aim, Archer says, was to “move the needle on poverty” — an aspiration that is easier to dream than achieve. Balancing it, though, was a clear-eyed assessment of the job market and the recognition of a void that WBF could help fill.

A shortage of qualified workers loomed in Alberta as a large segment of tradespeople neared retirement. WBF worked with a portion of the population that was under-represented in the construction industry: women. The solution was win-win — help women enter the trades, and help industry find the workers it required. >

“

When we shared our vision with our stakeholders, they began to surround us one by one, year over year, until the dream was no longer WBF’s. It had become a shared vision.

”



Archer, who began working with WBF in 2003, remembers the early years as spartan.

“We found a place on Jasper Avenue; it was just this little basement. It was actually just 4,000 square feet of concrete and one light bulb. We signed a three-year lease without having any idea how we were actually going to do anything: make the lease payments, build a training centre, anything like that. But we did.”

Through hard work, ingenuity and the generosity of supporters, the dream of WBF slowly became reality.

“We scrounged lumber, heat ducting, lights, ceiling tiles: everything,” Archer says. “We built this lovely — small — training centre with a tool crib and a classroom, just with tools and the women coming over who were interested in helping. During that three-year period, we began to really feel we were on to something.”

The small basement centre was eventually replaced, with assistance from many stakeholder partners, with the new WBF Housing Facility and Suncor Energy Training Centre on 107 Street in Edmonton that features training workshops, classrooms and 42 units of student housing, 18 of which are earmarked for mothers and their children. It was purchased in 2005, and officially opened in 2008.

Archer wasn't the only one. Buy-in from industry and government partners followed.

“When we shared our vision with our stakeholders, they began to surround us one by one, year over year, until the dream was no longer WBF's. It had become a shared vision.” Archer says.

WBF has certainly grown since those early days. In addition to the housing and training centre on 107 Street, its main administrative office is on 109 Street, in the former home of an architecture firm. The main office is an open space, marked by soaring ceilings and dramatic use of brick and wood. It calls to mind possibilities and potential.

In the entranceway is a chalkboard covered in inspirational slogans and expressions of WBF's ideals.

“You are part of a legacy of trailblazers. #indigenouswomenrise,” says one.

“Together we are part of something very powerful,” says another.

In a meeting room, Kimpton, the new CEO and president of WBF, talks about the past, present and future of the organization, and of her predecessor’s contributions. Kimpton is funny and self-deprecating, but speaks quickly, with energy and purpose. When Kimpton saw the opportunity with WBF, it resonated with her.

“
JudyLynn’s real legacy
is her impact, which is
changing the face of the
construction industry.”

“I said to my husband, after reading the job description, ‘That makes my heart sing,’” Kimpton says. “And it’s because it is focused on women who are faced with barriers.”

The organization that Kimpton took on in 2017 has evolved dramatically from the one Archer came to in 2003.

The organization boasts strong relationships with stakeholder partners,

an ever-increasing array of programs for its clients, and even a new office in Fort McMurray. It is well-established as a source of safe, skilled workers and works hard to be responsive to the needs of its students and industry.

What hasn’t changed is WBF’s dedication to helping women get into the program, regardless of their means.

“We do not want lack of money to hold someone back from realizing their dreams,” Archer says.

Kimpton echoes that statement, noting that the organization serves clientele who are often disadvantaged and may lack confidence or even hope.

“They get ‘no’ all over the place,” Kimpton says. “And they say ‘no’ to themselves. It’s our job to find a way to say ‘yes.’”

A point of pride for WBF is the meaningful difference it has made in improving opportunities for Indigenous women. According to the latest figures, WBF is engaged with 48 Indigenous communities and 26 per cent of WBF graduates are Indigenous.

WBF can promote some impressive outcomes — 2,000 graduates to date; over 90 per cent employment rate for graduates and on average, depending on the trade, an increase in earnings ranging from 132 to 250 per cent.

In 2017, Archer cemented her ongoing commitment to WBF with the establishment of an endowment fund created at Edmonton Community Foundation. Archer’s \$100,000 personal donation was matched by North West Refining and Canadian Natural Resources Limited. Archer says she plans to grow the fund for the next five years to help support students with tuition and housing costs.

She says the fund “is a way of acknowledging all the individuals who share our dream and continue to walk hand-in-hand with us to achieve it.”

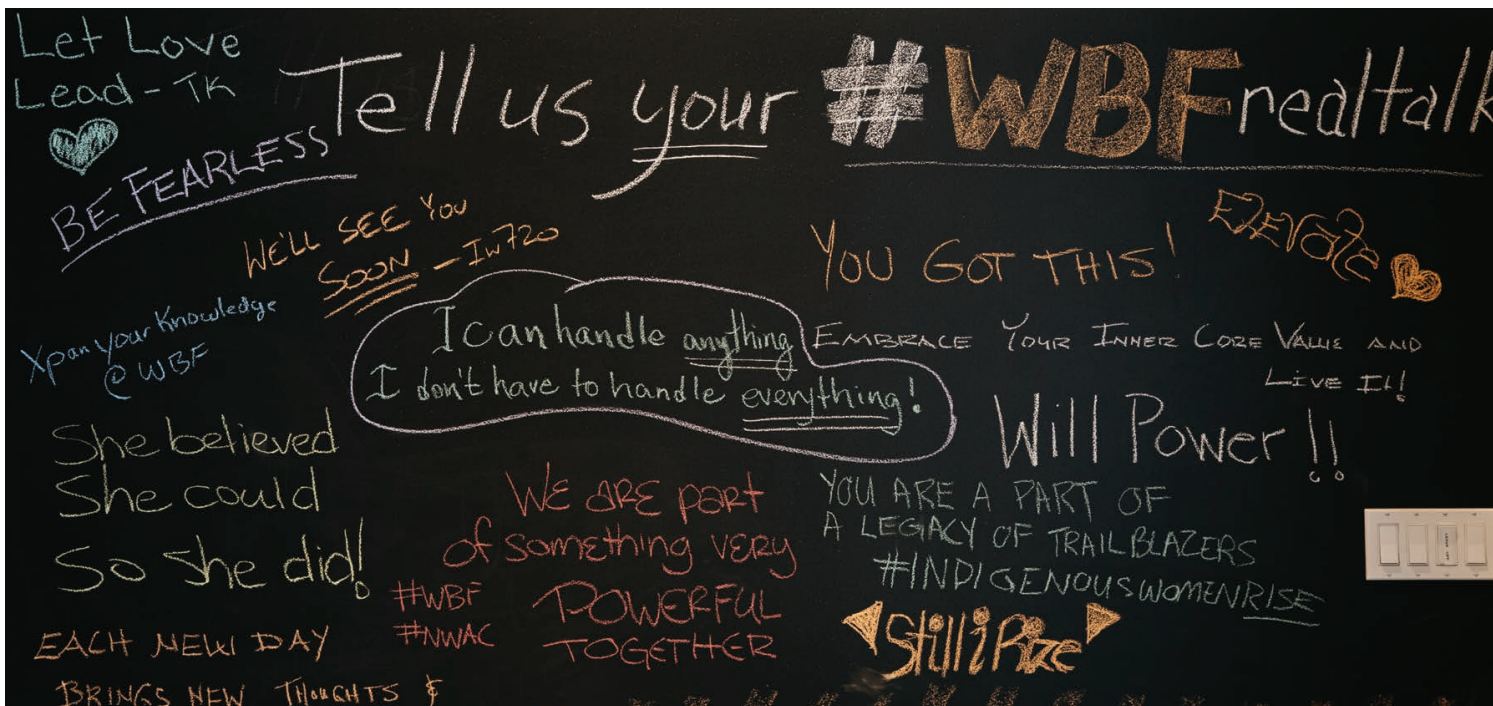
Presently, WBF continues its mission, giving women choice and opportunity for a more prosperous future. Their national awareness campaign “You Got This,” and hints at future expansion indicate that the momentum established under Archer’s leadership is being maintained.

Kimpton says that Archer’s legacy to WBF runs much deeper than the endowment fund that bears her name.

“JudyLynn’s real legacy is her impact, which is changing the face of the construction industry.”

Among the slogans on the board at the entrance of the WBF office is a phrase that captures the spirit of WBF, but could just as well have been written about JudyLynn Archer personally.

“She believed she could,” it reads. “So she did.” ■



AN OPEN DOOR TO A LISTENING EAR

A new grant from Edmonton Community Foundation addresses a growing demand and increased wait times for services at the YWCA Counselling Centre, which helps survivors of violence heal and rebuild

BY: CAITLIN CRAWSHAW

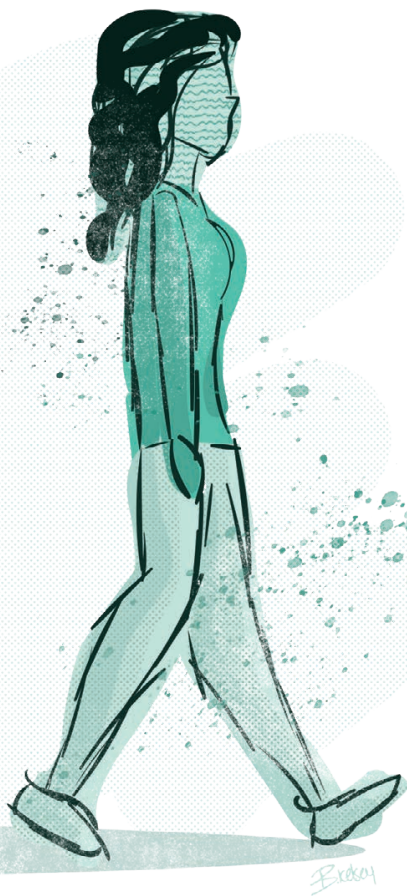
ILLUSTRATION: BREANNE KELSEY

At the turn of the hour, it's standing room only in the reception area of the YWCA Counselling Centre in downtown Edmonton as clients wait for their appointments to begin. Within minutes, the seats empty one-by-one as each client's psychologist ushers them through the maze-like office space to counselling rooms in the back. Here, they are safe to share the darkest parts of their histories, including experiences with domestic abuse, sexual assault, and even human trafficking.

"One of our areas of expertise is in domestic violence and trauma," says Ashley Lim, a registered psychologist and Director of the YWCA's counselling services. A large proportion of the centre's clients struggle with PTSD and are involved with the court system (most as victims, not perpetrators of crimes). The average client is 33 years old and female (women made up 87% of the clientele in 2017), but Lim says the YWCA's clientele is diverse and includes youth (15%), immigrants (1%), and Indigenous people (11%). A large proportion of clients are LGBTQ (14%) and many have disabilities (18%).



Lim says that most of the centre's clients have struggled not only to find counselling they can afford, but counsellors who understand trauma. Many have grown frustrated with the search and exhausted by re-telling their story again and again. "It's not uncommon that we're their last option," she says. Unlike other services in Edmonton, the YWCA offers counsellors with special training in trauma treatment for children and adults, and provides no- or low-cost therapy for as long as clients need it. "We don't put a limit on how long the healing is going to take because we don't know that and they don't know that," Lim says. "It's how the process unfolds." Most people attend eight or nine sessions, but some clients come for years. And even when a client has been discharged, they're always free to come back whenever they need support,



whether for individual counselling — the bulk of the centre's services — group therapy, educational workshops, family therapy, or play therapy for their children.

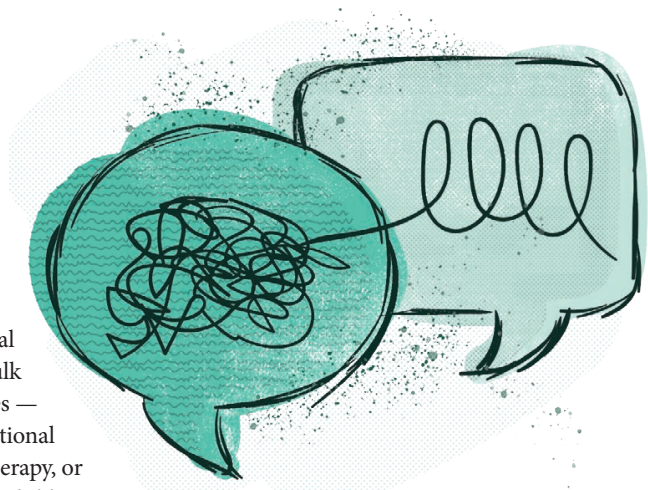
With no comparable resources in Edmonton, and rising rates of domestic abuse and sexual assault in our community, the YWCA has seen the demand for its counselling services rise steadily in recent years. In 2017, the centre saw a 23% increase in appointments and a 26% increase in the number of people accessing it. Of the 3,800 counselling sessions

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provided that year, 99% were fully or partially subsidized and the number of clients unable to pay anything at all rose 92% from the previous year.

At the moment, the wait list is at least three months for most clients, although those in the most vulnerable situations are moved up the list, and generally wait about a month. "The maximum wait should be no more than two weeks," says Lim, noting that after that time, victims of violence are more likely to have moved beyond the initial crises that motivated them to reach out, but they remain in the abusive situation.

In the past, Lim and her colleagues managed to whittle the wait list down to zero a couple of times each year, but this hasn't happened for two years despite the YWCA's best efforts.



Lim explains that frontline staff have been working frantically to shorten the wait list: "I'm concerned about how long my staff can maintain this pace."

But a new grant from Edmonton Community Foundation could change everything for the counselling centre's staff and clients. Over the next three years, the YWCA will receive \$75,000 per year to partially fund a PhD-level counselling psychologist (the full cost of the position and overhead is \$125,000) who will not only take on their own caseload, but will allow the centre, which is a teaching facility, to accept two to four additional master's students and PhD student interns who will also treat clients. All told, the new position will increase the YWCA's capacity for counselling by 150%.

"This grant is transformational for us. It's the right grant at the right time," says YWCA Edmonton CEO Jacqueline Foord. "The fact of the matter is, over the last few years, the number of calls to EPS reporting domestic violence has gone up. The number of sexual assaults has also gone up. The work we do with victims of domestic abuse and sexual assault is needed today more than ever."

Not only will the grant allow the YWCA to shorten its wait list and serve more clients, it will ease the pressure on other mental health services in the city that are also feeling the strain. And, since the YWCA is a teaching facility, hiring a PhD trauma specialist will ultimately increase the number of psychologists in the community who have the training to work with victims of violence. "It moves beyond the work of the YWCA," says Foord. "It impacts the health of our entire city." ■



'The fire that became the murals'

In Edmonton's LRT stations, Carla Rae Taylor and AJA Loudon create six massive murals for Treaty 6 to keep reconciliation on-track

BY: MINISTER FAUST



Today's planet of plugged-in people with eyes glued to screens may not visit art galleries very often, and even if they do, they might not look up from their phones. So why not bring the art directly to tens of thousands of people on their way to work?

That's the goal of Paint the Rails, a grand, multi-venue mural envisioned for six Edmonton LRT stations over the next two years. One is already complete at Churchill station, and the next will wrap itself up seven storeys of stairs inside the University station, becoming a three-dimensional painting that "frames" viewers themselves.

The project is a partnership between the John Humphrey Centre for Peace and Human Rights (JHC) and Edmonton Transit Service. Maigan van der Giessen, the Creative Lead at JHC, calls herself the "adoptive mother" of the project and in 2017 she secured \$15,000 from Edmonton Community Foundation to produce Paint the Rails.

To produce this Canada 150 legacy project in partnership with the City of Edmonton and Edmonton Transit, van der Giessen recruited Edmonton-based artist AJA Loudon, mentees Dana Belcourt and Matthew Cardinal, and lead artist Carla Rae Taylor to begin work in 2017 and finish in 2019, the 141st year of Treaty 6.

"I absolutely love art, and I love people's stories," says St. Albert-born and Yellowknife-raised Taylor. For her, the dream world and her Dene heritage have long guided her introspection, including through art studies at Penticton's En'owkin Centre, the University of Victoria, the Pacific Design Academy, and her last five years as art co-ordinator at Edmonton's iHuman Youth Society.

"A lot of my work has been the retelling of stories," she says, "whether it's from my own background, stories I've heard from around the world, or things imparted to me from elders or friends. This was a chance to dive into stories from the community." >

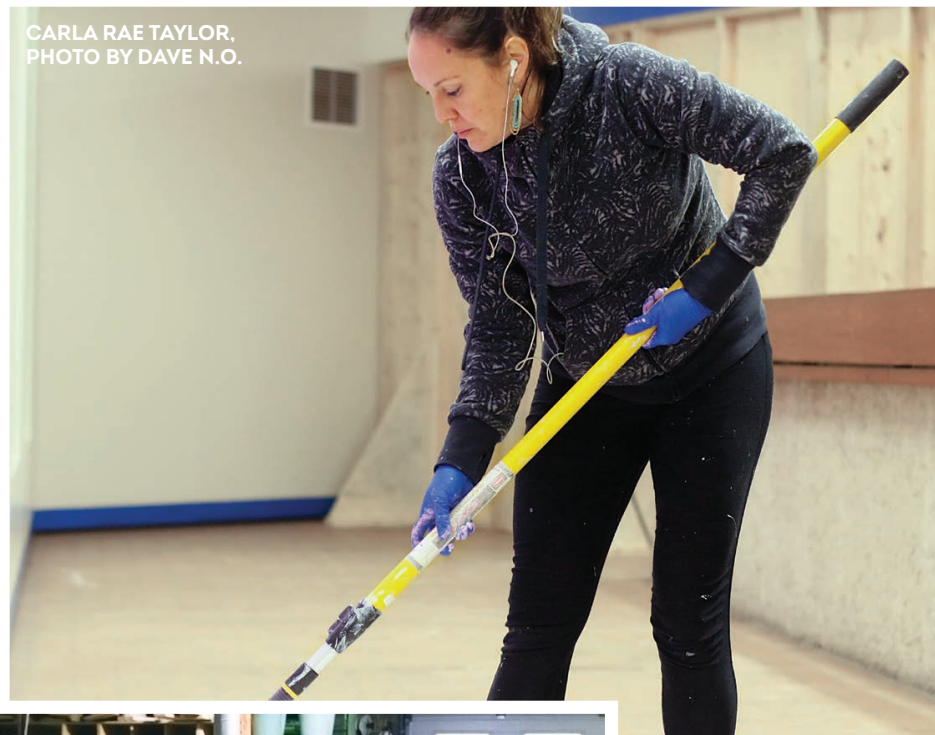
The stories arose during eight months in 2017 when van der Giessen, Taylor, and Louden, using an historical timeline of the city to help focus discussions, consulted with Edmonton community members, elders, and knowledge-keepers from a range of cultural communities.

“We had engagement sessions and got to hear the stories and gain input from people on what should be seen in the mural,” explains Taylor, adding that some people described their own pathways through the cataclysm of colonialism and residential schools.



MATTHEW CARDINAL

CARLA RAE TAYLOR,
PHOTO BY DAVE N.O.



““

Putting Indigenous voices at the centre can serve the end goal of reconciliation,

””

The painting at Churchill station, *Returning Home*, pays homage to murdered and missing Indigenous women. As Taylor says, listening to community members “was fascinating and touching and moving—at times, to tears, even—and provided a lot of [fuel] for the fire that became the murals.”

Artist AJA Louden, best known for his dynamic street art and graffiti-inspired, colour-saturated portraits, brings his own art creation (which spans from the UK and Spain to Germany and the Czech Republic) to Paint the Rails’ goal of advancing national unity. “Putting Indigenous voices at the centre can serve the end goal of reconciliation,” says Louden, and bridge the “shared heritage to open channels of communication.”

If the artists secure enough funding to complete Paint the Rails, their electrifying murals will undoubtedly power conversation, inspiration, and ideally, reconciliation itself. ■



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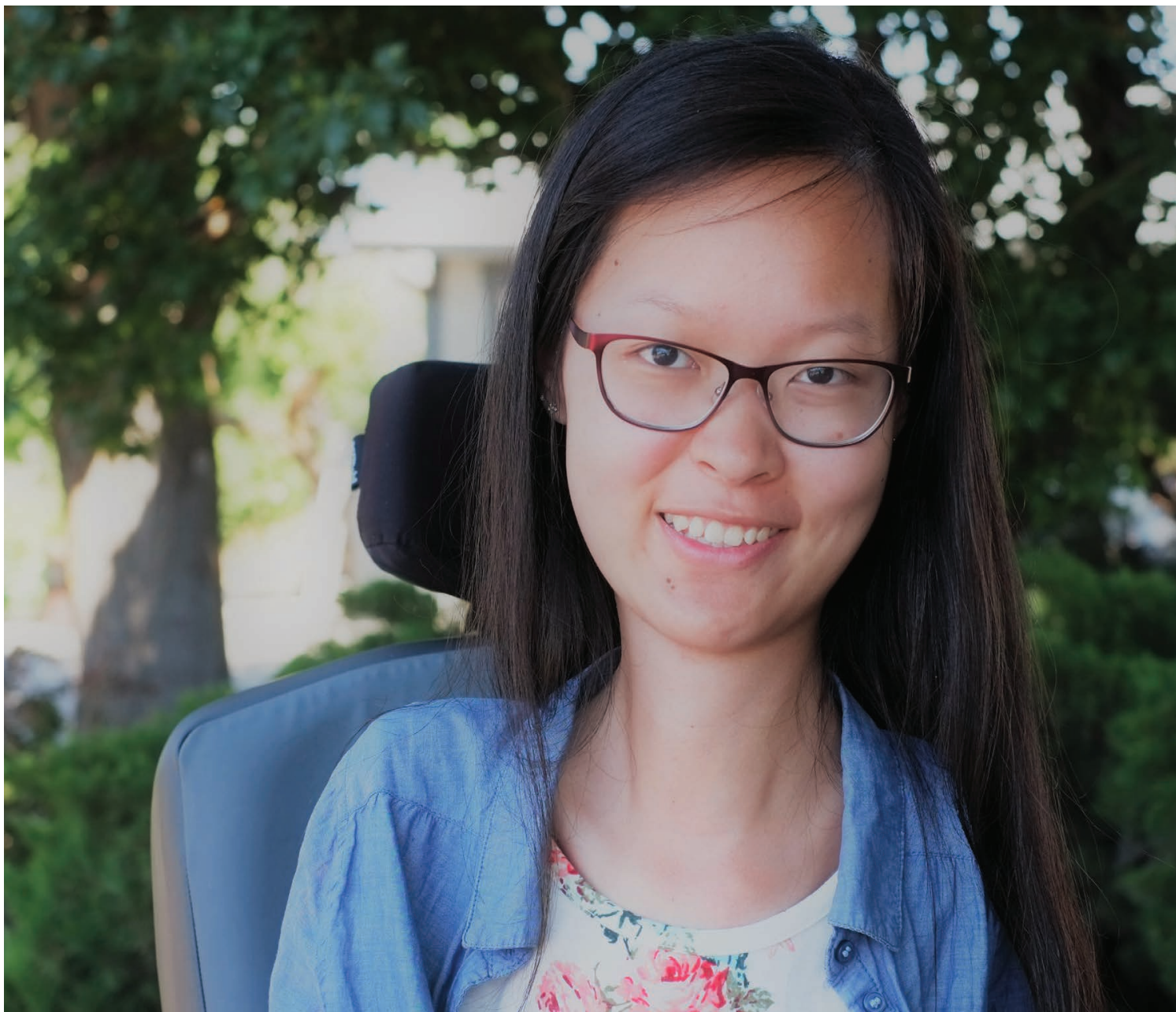
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INDEPENDENCE THROUGH ACHIEVEMENT

*Recipient of Don and Norine Lowry Award for Women of Excellence
looks forward to bright future*

BY: TENDISAI CROMWELL PHOTOGRAPHY: VICTOR MA



academic journey and, ultimately, her sense of self. Helen was one of five women selected for the Don and Norine Lowry Awards for Women of Excellence in 2017, a student award administered by Edmonton Community Foundation.

“It’s a real honour to be selected. It shows many people support me and feel like I’m worth supporting,” says Ma. “An award of this calibre targeted towards a specific group is so important.”

Ma, who uses a motorized wheelchair, has spinal muscular atrophy, a genetic disorder that affects the control of muscle movement. She articulated a desire for greater

“
INDEPENDENCE, FOR ME, IS BEING ABLE TO SUCCEED ON MY OWN TERMS. I WANT TO BE INDEPENDENT, WHICH IS, PRIMARILY FOR ME, ACHIEVED THROUGH EDUCATION.
”

independence, which the award and her educational pursuits are steps toward.

“Independence, for me, is being able to succeed on my own terms,” she says. “I want to be independent, which is, primarily for me, achieved through education.”

Ma is no stranger to scholastic achievement. She graduated from high school with an impressive average of more than 95 per cent, becoming valedictorian of her graduating class. The previous summer, when most students were eager to spend time away from school, the then 16-year-old immersed herself in scientific research through a summer STEM program offered by the University of Alberta, geared toward female high school students.

After exposure to a wide range of career options in the sciences, Ma emerged from the program considering a career as a genetic counsellor, a burgeoning field of healthcare professionals who provide information about genetic disorders and help individuals make informed decisions.

“My condition is genetic, so I think I could bring a lot to the table and give a fresh perspective,” Ma says.

Don and Norine Lowry say they established the fund for women just like her. “Helen Ma exemplifies the type of woman we want to help,” Norine Lowry says. “It’s truly a privilege to help her in a small way.”

Don Lowry echoes this sentiment. “Helen has put courage, motivation, and determination in a league of its own,” he says. “We value that drive for continual improvement.”

The Lowrys created the award in 2013 with the support of EPCOR, where Don served as president and CEO until his retirement. Applications are open to Edmonton-based women of all ages, pursuing post-secondary studies in a wide range of fields including healthcare, water, energy, accounting and beyond.

“We felt that there are still many inspiring women who don’t have the same opportunities or support and have more difficulty getting into the professional workforce,” says Norine.

Over the lifetime of the fund, 14 women have received awards, which are managed by Edmonton Community Foundation.

“They’ve got resources, people, and experience that really know how to do the best in this area,” Don explains. “They also provide us guidance, help and support.”

The Lowrys, who have two daughters working in professional environments, say the award is a legacy they hope to leave for future generations of women in the city.

For a young woman like Ma, who considers the award life-changing, she imagines what future professional success might convey to others who need the support that was provided to her.

“If I were able to achieve a degree of professional success,” she says, “I think it would show other individuals who have genetic conditions or parents who have children with genetic conditions that it’s not something that takes away their ability to change the world; their ability to give back to society.” ■

Over the summer, Helen Ma enjoyed ordinary pleasures. She spent her days buried between the pages of books and in the company of friends and family. But for Ma, summer was also a time of transition and anticipation of a new chapter of life that was about to begin: the pursuit of higher education.

Before beginning her studies at the University of Alberta, the 17-year-old received a notification that would impact her

Stories OF SUCCESS

Project150 profiles the journeys and triumphs of immigrant women

BY: FAWNDA MITHRUSH



Tracy Folorunsho-Barry

The difficulties of settling in to a new country are myriad. While many immigrants join the workforce and experience discrimination or ambivalence about their previous work and education levels, others — often women — are left in social seclusion. Tracy Folorunsho-Barry was one of those women. Coming to Canada from Nigeria at age 17, she spent years feeling lost.

“When you are new to a country there are a lot of challenges. Integration, making connections, the culture shock, trying to find yourself. It was really tough,” she says. “I didn’t want to go out because I was ashamed of myself. For a decade of my life I didn’t know what I was supposed to do. I started to have babies and more babies to keep myself busy. There was a lot of missed opportunities. Coming to Canada, it turned out that opportunity was everywhere, but I didn’t know how to use it.”

Most days she was at home, caring for her young children, and the isolation began to take a toll.

“I saw a lot of immigrant women doing well. I thought, what am I doing wrong? These women are doing amazing things, becoming businesswomen, going back to school, doing things in the community, and being mothers too.”

Seeing the successes of those peers began to inspire Folorunsho-Barry, now a mother of five. She decided to turn her experience into a positive model to help immigrant women reach their career and social goals; in 2016 she founded the Gradual Rising of Women (GROW) network, which offers a fresh perspective and community engagement opportunities beyond the typical resources that cater to immigrant populations. The organization regularly holds networking and development events, plus an annual conference and awards ceremony that recognizes and celebrates the achievements of immigrant women in the community.

While working as an intern at Edmonton Immigrant Services in the spring of 2017, she began to gather stories from immigrant women in the community, knowing that just

hearing of others' triumphs and struggles helped inspire her own journey.

"I imagined, what would happen if I could get immigrant women who are successful to start talking about their stories, to talk about the women they are today? That would be awesome." Come summer, she applied for funding through Edmonton Community Foundation (ECF), and received \$10,000 for her new venture: Project150.

The goal of GROW's Project150 at first was simple: Collect 150 stories from women about their different journeys to success in Canada. Folorunsho-Barry put out a call to immigrant-focused organizations across the country asking for stories in 300 words, with the aim to eventually publish an anthology. Quickly, she realized the word count was nowhere near enough for the empowering messages the respondents were willing to divulge.

arriving here from Novosibirsk (she aptly noted that Edmonton was not so different in climate from Siberia). Pavlenko struggled to find work in the academic field she was accustomed to in Russia, and ended up working as a receptionist in a car dealership. She eventually rose to salesperson of the year at the dealership, and at the time of the conversation café, was campaigning for a seat on Edmonton's city council. General listened and felt inspired, then signed on to be part of the project.

General came to Canada from the Philippines as a teenager in 2007 after the deaths of both her parents in a vehicle crash. She had also experienced sexual assault by an older male relative, and began therapy on coping with the double trauma.

"Mental health isn't really paid attention to back home. There's so much awareness and encouragement about mental health



“ “ IT REASSURES THE AUDIENCE AND THE OTHER IMMIGRANT LADIES THAT WE ALL GO THROUGH THESE STRUGGLES, OR THAT SOMETIMES THE STRUGGLE IS DIFFERENT; HOWEVER, OUR TRANSFORMATION ALWAYS HAS SIMILAR THEMES. ” ”

"Things got emotional," she says. People wanted to share more, to go into detail. Project150 soon bore the Speak Out Women series, which is ongoing at various cafés and venues in Edmonton this year. Conversation cafés with Project150 participants have appeared in Toronto, Vancouver, Winnipeg and Calgary, and Folorunsho-Barry sees the series as an integral part of the project's overall aim: To reach out with stories of immigrant women's struggles and successes, and in turn inspire those hearing the stories to dream bigger, get connected, and embrace their experience as new Canadians.

In October, Giselle General was in the audience at one of the Edmonton cafés. She listened as Dr. Svetlana Pavlenko talked about

in Canada, which is incredible, because that's helped me heal," she says. General started by sharing her story at one of the café events, and later was invited to present at the GROW gala last October. Now settled into a full-time career as Volunteer Co-ordinator for the Edmonton Community Legal Centre, General assists many in the community in accessing legal advice.

In the next five years, General sees herself getting more politically active, and alludes to a desire, like Pavlenko's, to run for public office. She adds that with the value of acceptance here, she can be confident in her identity as an immigrant and a person of colour. "There's a lot of openness here in learning other cultures. I've learned that people navigate and learn the

values and norms of politics in Canada, and of other religions. What I've found living in Canada, for myself it's very empowering."

As for Project150's endgame, Folorunsho-Barry notes that the rest of the stories are still rolling in, and it won't be long before the collection is ready for publication. Even so, the eventual printing may be more like icing a cake that's half eaten; the effects of the story-sharing exercise are already spreading with the speakers series and the engagement the women experience after their moment onstage.

"They feel empowered," she says. "I see them coming out in *Avenue Magazine's* Top 40 Under 40; their workplaces or organizations are recognizing their achievements. The women in these stories are getting a lot of rewards."

General is keen to see Project150 grow, too, knowing the comfort and confidence it provides to many women experiencing challenges as new Canadians.

"It reassures the audience and the other immigrant ladies that we all go through these struggles, or that sometimes the struggle is different; however, our transformation always has similar themes." ■

ROOTED IN SERVICE

*Dr. Stanley Milner launches fund in memory of late wife
in support of the 'Alberta' regiment*

BY: ELIZA BARLOW

The South Alberta Light Horse regiment traces its roots in this province to 1885. It was raised as a volunteer mounted unit known as the Rocky Mountain Rangers for service in the Northwest Rebellion in the region that subsequently became Alberta.

As Dr. Stanley Milner observes, “While the Rocky Mountain Rangers never fired a shot in anger during the few months of its existence, it did provide effective and highly mobile security to many settlements in the District of Alberta during a very challenging time in our nation’s history.

“This force, raised 133 years ago, is one of many Alberta units that are perpetuated, merged or have been amalgamated into the South Alberta Light Horse regiment,” says Milner.



AS YOU LOOK AT THE REQUIREMENTS OF THE SOLDIERS, BOTH YOUNG AND OLDER, EDUCATION IS ABSOLUTELY ESSENTIAL.



Its long, proud history of service to this province, from those early formative days in the west to serving in the war in Afghanistan, is in part why businessman and philanthropist Milner has long supported the regiment, including serving as its Honorary Colonel for many years. His brother, Tom Milner, served in the regiment in Europe in the Second World War.

“It’s really the Alberta regiment, because of its history and its association with the province of Alberta,” says Milner. “It’s an old, old regiment. We want to keep it alive.”

Now, Milner has created the Lorraine Ginther Milner South Alberta Light Horse Memorial Fund in memory of his late wife Lorraine Ginther Milner, who died in 2014. She was a keen supporter of the South Alberta Light Horse Regiment Foundation – a charity that supports the regiment.

“We wanted to have a fund available in perpetuity in order to assist members of the regiment, who are part of the Reserve Army, and their families while the soldiers are deployed, as well as retired soldiers who may be in need,” says Milner. “Funds will also go to education for qualified serving and retired members of the regiment.

“As you look at the requirements of the soldiers, both young and older, education is absolutely essential,” Milner adds.

The South Alberta Light Horse regiment has squadrons based in Edmonton and Medicine Hat, as well as a troop in Lethbridge, and has about 140 soldiers in its ranks.

Since 1905, its badge has been the head of the pronghorn antelope, which is native to southern Alberta and known for its swiftness and keen eyesight, two key strengths demanded of light cavalry.

Despite its name, the regiment doesn’t own any horses, though it does use horses for ceremonial purposes. “They are basically an armoured regiment – the cavalry became tankers,” says Milner.

Milner is a fervent supporter of the military. “It’s an integral part of our society,” he says. “There’s an old saying, ‘He who wants peace, prepares for war.’ You’re never going to get away from conflict. The army is also used in all sorts of civilian emergencies, from forest fires to flooding, and is, of course, deployed overseas as the government sees fit.”

He hopes awareness of the new memorial fund will spur others in the community to set up funds in support of the Canadian military. ■





1 in 3 kids can't afford the cost of organized sport - let's change that!



KidSport believes that no kid should be left on the sidelines and all should be given the opportunity to experience the positive benefits of organized sports. KidSport Edmonton provides grants to help with the cost of registration fees.



The KidSport Edmonton Fund through the Edmonton Community Foundation ensures that ALL kids can get into the game. **Call 780-426-0015 to give the gift of sport.**

Feeding hungry minds.

You can't think about learning when the only thing on your mind is how empty your stomach is. We started our fund at Edmonton Community Foundation (ECF) to ensure that children have the opportunity for a meal.

ECF is helping us with educating children one lunch at a time.

David Dickinson & Colette Mandin



Give. Grow. Transform.

Call 780-426-0015 or visit our website www.ecfoundation.org

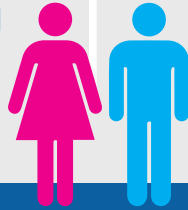


Edmonton Vital Signs is an annual check-up conducted by Edmonton Community Foundation, in partnership with Edmonton Social Planning Council, to measure how the community is doing. This year we will also be focusing on individual issues, **Vital Topics**, that are timely and important to Edmonton. Watch for these in each issue of Legacy in Action, and in the full issue of Vital Signs that will be released in October of this year.

WOMEN IN EDMONTON

POPULATION BY GENDER IN EDMONTON:

466,655 WOMEN



465,890 MEN

Unless otherwise stated, "Edmonton" refers to Census Metropolitan Area and not solely the City of Edmonton.

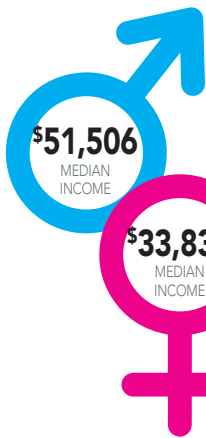
PLEASE NOTE: The research in this document does not speak to transgender or two-spirited individuals. Unless otherwise stated, this data reports on cisgender individuals.

PAY GAP

IN YEARLY EARNINGS, WOMEN WORKING FULL-TIME IN CANADA STILL EARNED **74.2¢** FOR EVERY DOLLAR THAT FULL-TIME MALE WORKERS MADE.

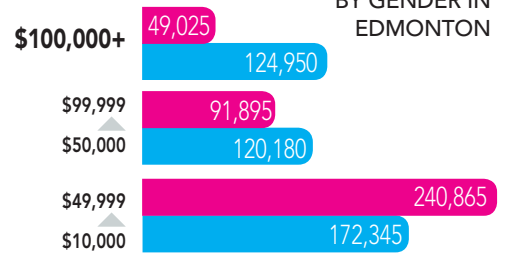


INCOME EQUITY



95.1% OF MEN AND 95% OF WOMEN HAVE INCOME IN EDMONTON.

INCOME LEVEL BY GENDER IN EDMONTON



ECF VITAL Work

EMPOWER U (made up of 10 partner agencies serving women) received \$75,000 per year for three years to assist low income women improve their financial literacy. It includes a matched savings component where savings can be used to purchase assets related to building wealth and improving quality of life, education, or job training.

EDUCATION

SLIGHTLY MORE WOMEN (**215,500**) THAN MEN (**212,860**) HOLD A **POST-SECONDARY CERTIFICATE, DIPLOMA OR DEGREE** IN EDMONTON:



50,900	77,590	109,455	29,980	6,005
13,545	52,270	95,280	27,995	3,430
APPRENTICESHIP OR TRADE CERTIFICATE	COLLEGE, CEGEP OR OTHER NON-UNIVERSITY CERTIFICATE OR DIPLOMA	UNIVERSITY DIPLOMA, CERTIFICATE OR BACHELOR'S DEGREE	BACHELOR'S DEGREE, DEGREE IN VETERINARY MEDICINE, DENTISTRY OR OPTOMETRY OR MASTER'S DEGREE	EARNED DOCTORATE



IN EDMONTON, WHERE **HIGHER PAYING JOBS** ARE IN THE ENERGY SECTOR, ENCOURAGING WOMEN TO STUDY TRADES WILL HELP TO ACCESS THESE **BETTER WAGES**.

LEADERSHIP

According to the 2017 Scorecard on Edmonton Women's Quality of Life, the percentage of women in leadership in Edmonton CMA for 2011:

- 30% FRONT-LINE LEADERSHIP
- 37% MANAGEMENT LEADERSHIP
- 29% SENIOR MANAGEMENT

WOMEN'S ADVOCACY VOICE OF EDMONTON (WAVE), established in 2014, provides Edmonton City Council with advice to ensure women's rights, issues, and opinions are represented fairly and equally from every background including social, cultural, physical and occupational.

FEMALE POLITICAL LEADERSHIP IN EDMONTON (2018)



CITY COUNCIL (2 out of 13)



PROVINCIAL LEADERSHIP in greater Edmonton (11 out of 25)



MEMBERS OF PARLIAMENT in greater Edmonton (1 out of 11)

PERSONAL SECURITY FOR WOMEN

EPS Says...

13% spike in sexual assaults in Edmonton over 2016.
In the first seven months of 2017, around 540 victims reported being sexually assaulted to police in Edmonton, 63 more compared to this time last year.

In 2014, police chief Rod Knecht reported, **"I can tell you we have six or seven serious sexual assaults in the city every weekend, so every Friday and Saturday night."**

ECF VITAL Work

YWCA will receive \$75,000 for three years to support YWCA Edmonton's Counselling Centre to address growing demand. It will increase the number of sessions delivered each year and reduce wait times.

YWCA Edmonton has been offering counselling services since 1972, with programs that evolve to meet the needs of an evolving community.

DOMESTIC VIOLENCE

According to a report on domestic violence in Edmonton over a four-year period (2010-2014),

VICTIMS OF DOMESTIC VIOLENCE ARE MORE LIKELY TO BE:

FEMALE

20 TO 34 YEARS OF AGE
(AVERAGE AGE 33.2)

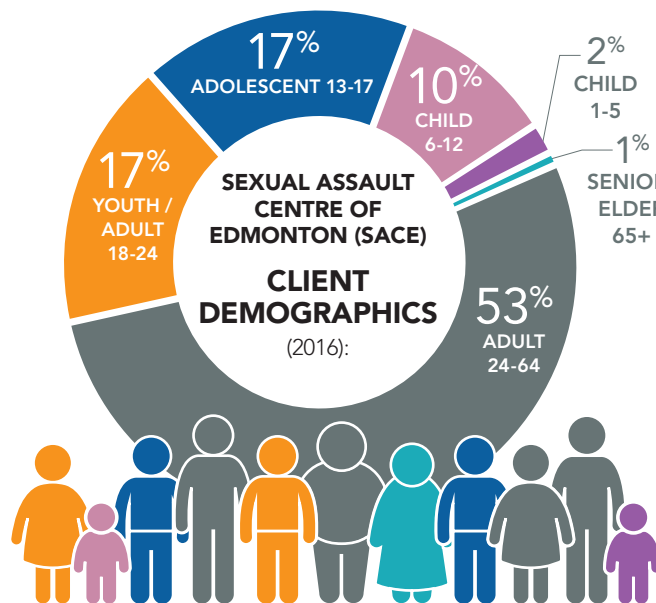
VICTIMIZED BY AN INTIMATE PARTNER

WHITE

A MOTHER

LIVING WITH (OR MARRIED TO) THEIR PARTNER.

SEXUAL ASSAULT



ECF VITAL Work

Sexual Assault Centre of Edmonton (SACE) received \$55,035 to update their marketing materials and communications, expand crisis services, and raise awareness to build a shared vision of ending sexual violence in the community. SACE exists to empower individuals affected by sexual abuse and assault and empower communities to take action against sexual violence.

SACE CLIENT FACTS

(2016):

86% FEMALE 14% MALE

1% TRANSGENDER

83% OF WOMEN WITH DISABILITIES EXPERIENCE SEXUAL ASSAULT IN THEIR LIFETIME.

57% OF ABORIGINAL WOMEN EXPERIENCE SEXUAL ASSAULT IN THEIR LIFETIME.

SEXUAL ASSAULT ACCOUNTS FOR **11%** OF VICTIMIZATION AGAINST THE ELDERLY.

SEXUAL ASSAULT RATE IN EDMONTON (2016)

The sexual assault rate per 100,000:

72

EDMONTON

58

CANADA OVERALL

Falling behind Winnipeg as the second-highest of all the major cities.

3 THINGS YOU CAN DO:

LISTEN.

Allow women to speak without interruption. Research shows that women are interrupted far more than men. It is only courteous to listen to each other. The other part of listening is hearing – so when a woman says she has been harassed, hear that she feels victimized.

SPEAK UP.

It's just a joke, right? No harm was meant. It feels differently on the receiving end. Speak up for your fellow human and make it a less caustic atmosphere. This is especially true on social media where it is easy to say harmful things anonymously.

ADVOCATE.

Publicly support universal policies that do not discriminate, either in purpose or effect, based on race, gender, sexual orientation, class, etc. And, identify situations where people are being treated unequally and speak up for equal treatment. It is the right thing to do.

There are many resources and volunteer opportunities available by connecting with 211 information.

Sources for these statistics are available at ecfoundation.org



JEN KISH



ARLENE DICKINSON



CANDY PALMATER

UPCOMING EVENTS

JEN KISH: CANADIAN GRIT ON THE PITCH

THURSDAY, JUNE 14, 2018

TICKETS ON SALE WEDNESDAY, MAY 9, 2018

ARLENE DICKINSON - LESSONS FROM THE DEN: THE JOURNEY TO SUCCESS

WEDNESDAY, SEPTEMBER 19, 2018

TICKETS ON SALE WEDNESDAY, JULY 11, 2018

THE ROAD LESS TRAVELLED BY CANDY PALMATER

WEDNESDAY, OCTOBER 24, 2018

TICKETS ON SALE WEDNESDAY, SEPTEMBER 24, 2018

For further details and ticketing information
please visit epl.ca/speakerseries.