



Annual Report

April 2024 - March 2025

Submitted to
Women's and Gender Equality
Government of Newfoundland and Labrador

Prepared by
MWONL Staff

Presented by
Kaberi Sarma-Debnath, RSW
Executive Director

Date of Submission: April 22, 2025

Land Acknowledgement

In the spirit of truth, reconciliation, and respect, we honour and acknowledge the lands upon which we live and work as guests, including the traditional territories of the First Nations of Canada. We thank the First Peoples of this land and we seek to walk together in the spirit of truth and reconciliation to build a shared future for all in NL.

About MWONL

MWONL is a non-partisan, non-profit organization dedicated to improve the lives of immigrants and newcomer women and families of our province. The organization is committed to improve the settlement and integration of newcomers by working with ethnic organizations , community leaders and stakeholders across NL in taking initiatives that will make their life better .

MWONL is a provincial based voluntary & non- profit organisation providing professional, gender-based, culturally competent, comprehensive services to meet the diverse needs of immigrant women and their families.

For last 42 years, we have been offering programs and services to assist and support women with diverse background in the areas of social integration, economic independence, leadership quality development, violence prevention and awareness, teaching basic English language training, employment readiness, individual counselling, health, and wellness.



Table of Contents

Land Acknowledgement & About MWONL	2
Funding Information	4
Executive Summary	5
Strategic Plan 2023-2025	6
MWONL Membership Database	8
Programs & Services offered by MWONL	11
Core Program Database	12
Meetings and Public Engagements	13
New Initiatives	14
Core programming Highlights	15
TCCA Service Delivery	16
Collaboration and Partnerships	17
Project Reports Database	18
Project Reports	
• GBV 1 : Gender Based Violence (GBV) and Self-Identified Immigrant and Newcomer Women	19
• GBV 2: Promote healthy relationships by engaging Men and Boys to create a future without violence against Newcomer Women.	22
• OIM: Fostering Diversity, Anti Racism: Building Welcoming Communities Through Intercultural Education Training	23
• NLSIP: Supporting Newcomers in Employment and Strengthening Diverse Communities	26
• NHSP: Intergenerational Program of Diversity and Community Engagement	28
• Justice : Department of Justice and Public Safety NL Project	32
• Music NL	34
• CCBF: Community Capacity Building Fund for Proposal Writing and Project Management	35
Financial Report	36

FUNDING INFORMATION

APRIL 2024 - MARCH 2025

Provincial:

- Women's and Gender Equality (WGE) - Government of NL
 - Core
 - Gender based Violence
- Office of the Immigrants and Multiculturalism - Government of NL
- Immigration, population Growth and Skills – NL Settlement and Integration Program – Government of NL
- Department of Justice and Public Safety- Government of NL

Federal

- New Horizon for Seniors Project (NHSP)

Small fundings from Community Organizations:

- Music NL
- White Ribbon Campaign
- Seniors and Social Development
- Senior NL

Executive Summary

The Multicultural Women's Organization of Newfoundland and Labrador (MWONL) serves immigrant, newcomer, and visible minority women (and those who identify as women) through a wide variety of supportive and culturally appropriate programs and services that facilitate connection, belonging and participation in the community.

Throughout April 1, 2024 - March 31, 2025, MWONL continued to serve **401** individuals across St. John's and the metro region, with collaborative work in Corner Brook and Gander regions. This organization serves newcomers and multicultural residents of NL from approximately 46 different countries, directly addressing members that self-identified as of 154 visible minorities, and 379 members that identified as women.

Our reports over the last year have focused on the ways we help immigrants find their pathways to possibility through our services and programs. No matter where we're from, we all thrive when we offer supports respectfully using gender-lense to one another, through community connections, client-based support services in a culturally appropriate ways.

This past year, MWONL's has a wide range of significant achievements includes:

- A. Fostering diversity and inclusions by offering various programs, based on the real needs of our members and community.
- B. Played a vital role in facilitating newcomers social integration, building networks and helping to access services to have a better live in our society.
- C. Increased collaboration with new organizations and continuing partnership works with over 25 organization in local and outside St. John's.
- D. Improve and building capacities of staff and board by sitting in various committees that helped to improve their profession and leadership quality.

When we give our support to those who need it, and when we welcome new people into our community, it encourages growth. In the coming pages, you'll read wonderful examples of the ways MWONL strives to build a strong community through programs and support we offered past year in immigrant settlement and integration, and you'll also find reflections and stories of our members.

As we move to next fiscal year, MWONL is committed to extend our service to central and western NL, reaching out more community and members who needs our support. We are confident that with your continued support, MWONL will offer more innovative programs which will benefit more newcomers and immigrants of our province.

Strategic Plan 2023-2025

STRATEGIC DIRECTION 1

Deepen our understanding of the needs of our target population throughout the province.

1. Goal: Develop a robust data collection process and capture key.
2. Goal: Expand board to include members outside St. John's.

STRATEGIC DIRECTION 2

Ensure MWONL has a diversified and sustainable and sustainable funding strategy.

1. Goal: Continue work on responsive financial reporting.
2. Goal: Explore and develop new partnerships, potential funders and opportunities.
3. Goal: Develop a fundraising plan that supports our operating budget of a social enterprise.
4. Goal: Explore getting Charitable Status.

STRATEGIC DIRECTION 3

Articulate the added-value that MWONL brings to our members, community, and other internal and external stakeholders.

1. Goal: Introduce standardized evaluation and training in evaluation to staff.
2. Goal: Identify and assess communication strengths, gaps, and needs to support a high-performing organization.

STRATEGIC DIRECTION 4

Build Organizational Capacity

1. Goal: Board recruitment and retention
2. Goal: Staff recruitment and retention
3. Goal: Continued development and maintenance of processes developed from WAGE
4. Goal: Increased digital literacy.
5. Goal: Develop a financial reserve policy
6. Goal: Develop a risk management policy



MWONL Membership Data

Total # of MWONL members (up to March 31, 2025)= 401

The membership status of MWONL is diverse, with a significant portion of members holding different immigration statuses:

37.0% of members are on a Work Permit.

24.7% hold Permanent Resident status.

19.5% are Canadian citizens.

17.3% hold a Student Permit.

1.5% are Supervisa holders.

The way members discover and join MWONL sessions, with the following key sources of information:

47.2% of members learned about MWONL through connections or friends.

28.9% were introduced to MWONL via social media or other online platforms.

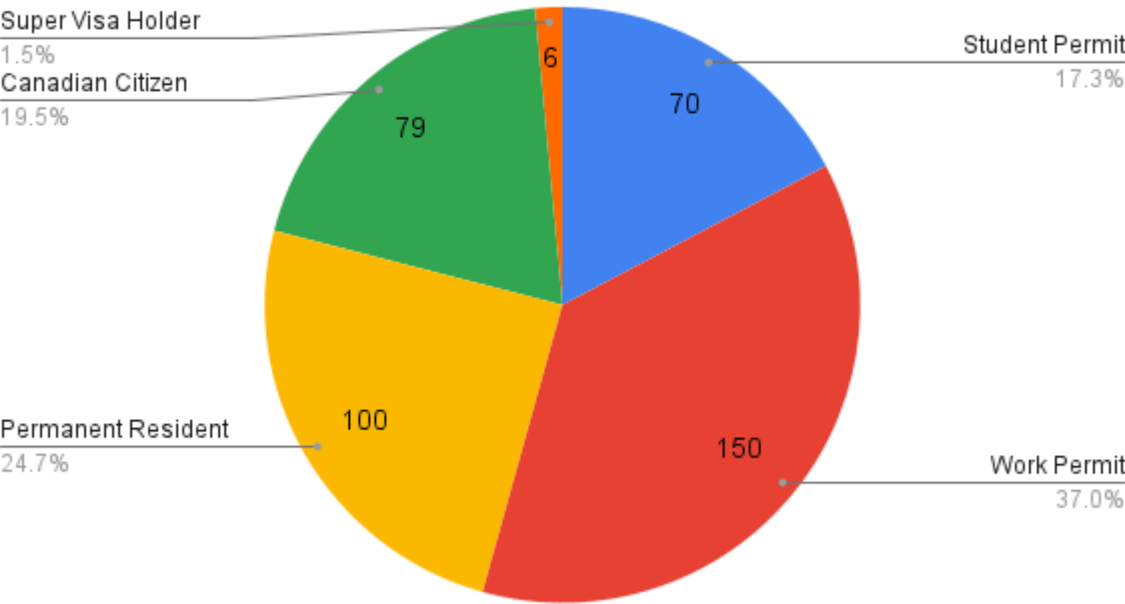
9.2% discovered MWONL directly through its own outreach or promotions.

This data reflects the diverse channels through which MWONL reaches and engages with its members, showcasing the organization's strong community ties and online presence.

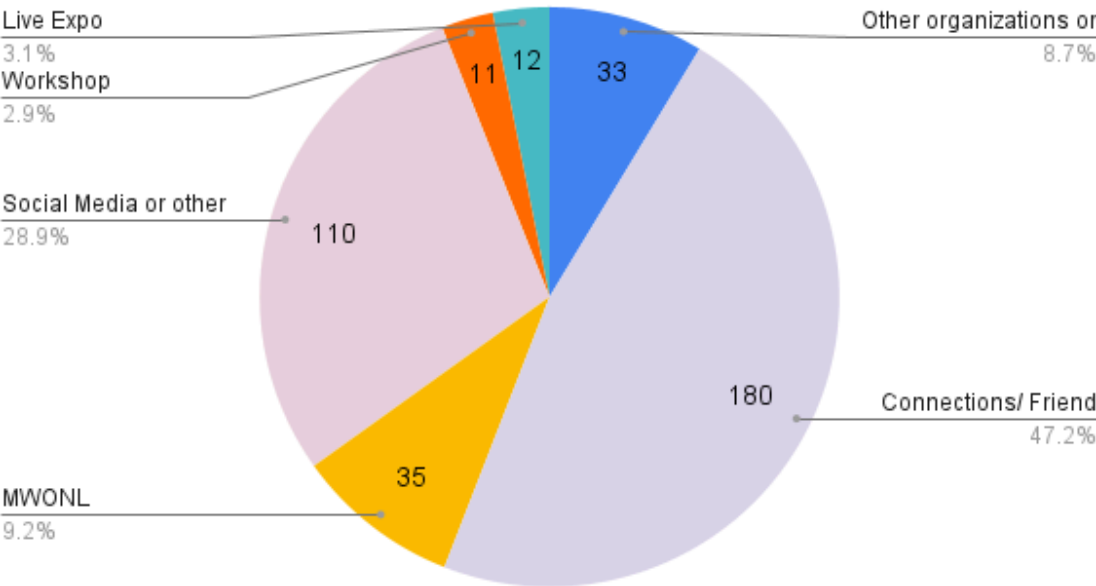
MWONL Membership Database

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MWONL Membership Status of Immigration



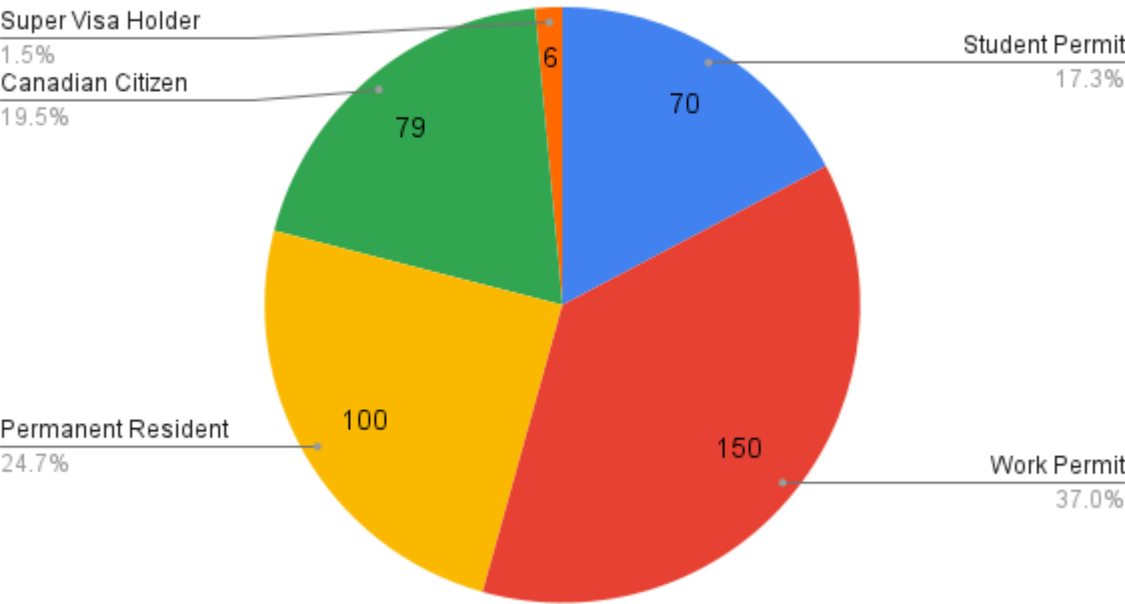
How members heard about MWONL



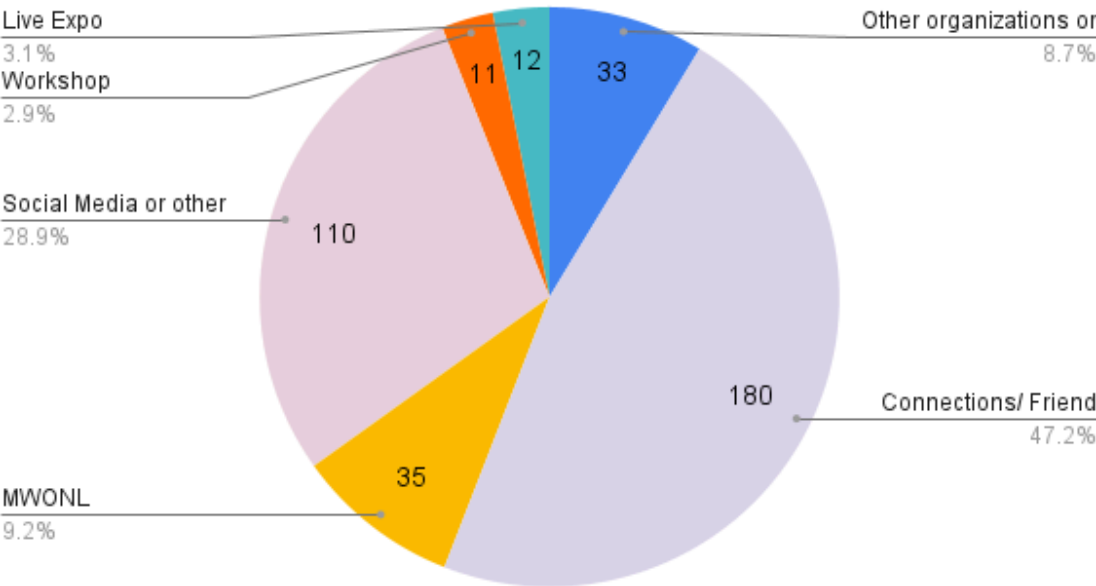
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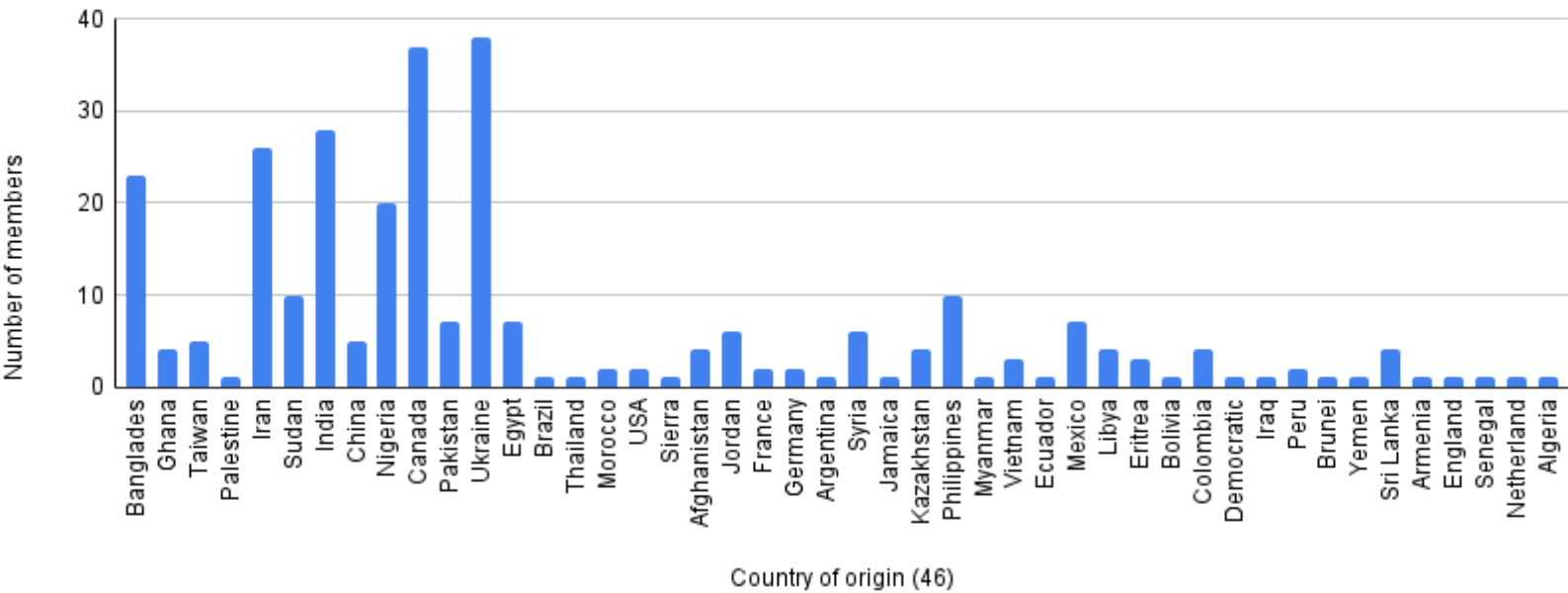
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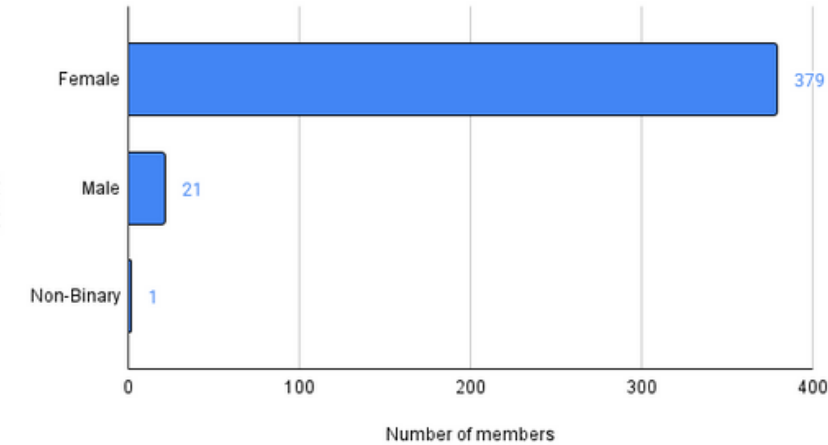
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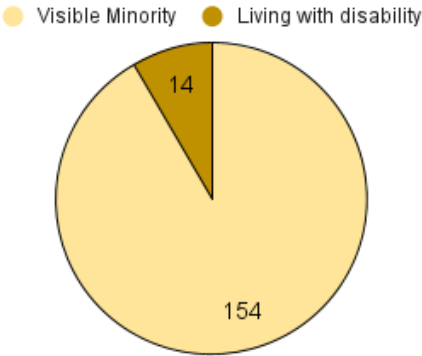
MWONL Membership Demographic (Country of Origin)



MWONL Members Gender Demographic



MWONL self-identified characteristics



Programs and Services offered by MWONL

**Language
Connections:
Conversational
English**

**Transcultural Competency
& Awareness training
(TCCA)**

**Seniors and
Intergenerational**

**Health & Wellness
programs**

**Community
Connections &
Referral Services**

**Employment
Readiness**

Drop-in services

**Gender Based
Violence Prevention
Program**

**Cultural Diversity and
Racism**

**Intergenerational
Activities**

Family Programs

Core Program Database

Categories	Number of Sessions	Total Number of Adults	Total Number of Children
Health and Wellness Sessions	21	315	35
Education, Awareness and information and Employment Readiness sessions	7	67	-
Gender Based Violence Prevention and Awareness (Core and GBV project)	7	81	-
Family and Children Programs	5	73	98
Language Connection - Conversational English	16	144	-
Senior's Program	5	14	-
Community Engagement and Neighbourhood Visit	2	23	1
Transcultural Awareness and Training (TCCA)	2	70	-
Events to Celebrating Culture and Diversity	3	125	355
Professional Social Work and Clients Supports	-	15	-
Total	68	831	489

Meetings and Public Engagements

Date	Organization Host	Event name
April 11, 2024	City of St. John's	Building Safer Communities -City of St. John's
April 16, 2024	Canda Learning Code	Code to Career: Atlantic Canada Launch!
May 10, 2024	Corner Brook Status of Women Council	Steering Committee on TFGBV Meeting
May 22, 2024	Jimmy Pratt Foundation & Dept of Education	Report on Newcomers and the Childcare Sector
May 29, 2024	NLNPEA	Seniors Steering Committee
May 31, 2024	Women & Gender Equality	PRIDE Flag Ceremony
Jun 5, 2024	City of St. John's	Building Safer Communities Steering Committee
Jun 28, 2024	White Ribbon Community Partnership	support the work about GBV with diverse populations in NL
Jul 4, 2024	Women and Gender Equality(Patricia Miah)	explore more leadership opportunities
Jul 4, 2024	Quadrangle NL	Knowledge Sharing Meeting
Jul 23, 2024	AMAL Youth and Family Center	National Connector Program Info Session
Jul 25, 2024	Women and Gender Equality(Patricia Miah)	explore more leadership opportunities
Aug 5, 2024	City of St. John's	Building Safer Communities Steering Committee Meeting
Aug 27, 2024	Amal Unite & Empower	Employment program
Aug 29, 2024	New Horizon's for Seniors Program	Seniors program information session
Sep 5, 2024	Jimmy Pratt Foundation(kim)	partnership
Sep19, 2024	The Community Sector Council NL (CSCNL)	Imagine Canada to our province.
Oct 9, 2024	City of St. John's Steering Committee	BSC Meeting
Sep 23, 2024	The Emera Centre	NL Vision for Newcomer Volunteering: Trends
Oct 10, 2024	Memorial University, Department of Geography	interview
Oct 28, 2024	Holyrood School (Dr.Tyrone Power)	promote multiculturalism and knowledge in schools
Oct 29, 2024	NextGen Benefits Powered By GroupHEALTH	Employee Benefits Presentation
Nov 4, 2024	St. John's Board of Trade	information about the Chambers Group Insurance Plan
Nov 26, 2024	St. John's Status of Women Council SJSWC	shared responsibility around gender-based violence (GBV) in
Dec 10, 2024	Jimmy Patt Foundation	
Dec 12, 2024	Office of women and Gender Equality	Meeting with the Office of women and Gender Equality
Dec 5, 2024	AMAL	Elevate Your Personal Brand Panel Discussion
Jan 20, 2025	City of St. John's	Building Safer Communities Steering Committee Meeting
Jan 23, 2025	Office of Justice and Public Safety	Announcement supporting actions to address gender-based v
Jan 30, 2025	White Ribbon	"My friend Max Hate" PSA launch
Feb 26, 2025	YWCA	Enhancing Services for LGBTQIA+ Newcomers
Feb 28, 2025	City of St. John's	Building Safer Communities (BSC) networking event
Mar 26, 2025	Canadian Mental Health Association, NL	second Newcomer Workshop in St. John's

New Initiatives

Multicultural Day with Holy Cross Elementary, Holyrood

Collaborators: Holy Cross Elementary, Office of the Child and Youth Advocate

MWONL organized performers from Bangladesh, Canada, Nigeria and India to perform for the attendees, and ED and Vice President presented on cultural diversity for the attendees

15 people attended from MWONL (staff, performers, board) and **~300** people from the elementary school attended



Presentation for the Office of Women & Gender Equality, Govt of NL Attendees: Kaberi, Jumi, Olinka

WGE Staff: 13

Presentation Overview:

- About MWONL
- Programs & Information
- MWONL Data
- Core Programming (MWONL Key Programs)
- Project: Capacity Building Initiatives to Strengthen a Provincial Women's Multicultural Organization aimed at Women's Equality through Gender-based Services.
- Project: Fostering Diversity, Anti Racism: Building Welcoming Communities Through Intercultural Education Training
- Gender Based Violence (GBV) and Self-Identified Immigrant and Newcomer
- Other Projects (Blue Drop, NHSP)



Core Programming Highlights

International Women's Day 2025



Date: March 10, 2025

Number of Participants: 23 Adults & 2 Kids

Demographic Overview:

Participants were from different countries: Ukraine, Canada, Romania, Bangladesh, France, Sudan, Nigeria, India, Lebanon, Mexico, Iran, Egypt,

Event Overview:

International Women's Day is a significant occasion to honor the achievements of women worldwide and to inspire and empower them further.

Board members, staff, and participants celebrate by delivering heartfelt speeches about the vital role of women in shaping and strengthening communities.

Quotes:

Women are the power of development .

We should celebrate women each day and not just one day per year.



TCCA Service Delivery

Core program: TCCA offered to the Crown Attorneys across the province (September 18, 2024)

- Trans-Cultural Competency and Awareness (TCCA) Training session was offered
- Total participants: 50 lawyers from all over the province of NL
- Details & Feedback:

MWONL had the opportunity to collaborate with 50 lawyers from the prosecution and defense, as we explored critical discussions around cultural awareness and its importance in legal proceedings.



Multicultural Women's
Organization of
Newfoundland & Labrador

Cultural Educational and Informational Session for Public Prosecutions' AGM

Facilitator: KABERI SARMA DEBNATH
&
Co-Facilitator: SHWETA MOHAN

September 19, 2024



Core program: TCCA offered in BGC and Mundy Pond Community Center, St. Johns (June 20, 2024)

- Trans-Cultural Competency and Awareness (TCCA) Training session was offered to the Boys and Girls Club (BGC) and Mundy Pond Community Center youths and service providers, in St. John's on June 20, 2024. According to the organizers, it was a really a great session.
- Total **20 participants (3 adults, 17 youth)** from BGC and Mundy Pond Community center)
- Olinka and Kaberi prepared and presented the TCCA training modules, Inaam and Samar attended to share real life scenarios.



The BGC presented staff with **\$250** for TCCA session in June, 2024 (highlighted in later slides).
This extra fund was added to MWONL reserve fund.

Collaboration & Partnerships

- City of St. John's
 - Collective Interchange
 - RNC
 - NL Sexual Assault Crisis & prevention center
 - St John's Women's Centre
 - CORNER BROOK WOMEN'S CENTER
 - Stella's Circle
 - Tombolo Multicultural Festival
 - End Sexual Violence NL
 - YMCA
 - College of North Atlantic (CNA)
 - Coalition Against Violence Avalon East (CAVAE)
 - Food First NL
 - RNC
 - Newfoundland and Labrador Network for the Prevention of Elder Abuse
 - Association for New Canadians (ANC)
 - Provincial Advisory Council on the Status of Women (PACSW)
 - Public Legal Information Association of Newfoundland (PLIAN)
 - RCMP
 - YWCA
 - Seniors NL
 - The Quadrangle NL
 - Gander Women's Centre
 - We Care Foundation
 - Internationalization Office, Memorial University of Newfoundland
 - NL Women's Economic Council (WEC)
 - Newfoundland and Labrador Organization of Women Entrepreneur
-
- **New Partners & Collaborators**
 - White Ribbon Campaign
 - AMAL
 - EMPOWER NL

Project Reports Database:
April 1, 2024-March 31, 2025

Project Number	Title of the Project	Funder	Duration
1	Gender Based Violence (GBV) and Self-Identified Immigrant and Newcomer Women (GBV 1)	Women & Gender Equality, Government of Canada	April 01, 2024-March 31, 2025
2	Promote healthy relationships by engaging Men and Boys to create a future without violence against Newcomer Women (GBV 2)	Women & Gender Equality, Government of Canada	January 31-September 30, 2025
3	Fostering Diversity, Anti Racism: Building Welcoming Communities Through Intercultural Education Training	Office of Immigration and Multiculturalism, Govt. of NL	December 11, 2023-August 30, 2024
4	Supporting Newcomers in Employment and Strengthening Diverse Communities	Newfoundland and Labrador Settlement and Integration Program	December 09, 2024-October 28, 2025
5	Intergenerational Program of Diversity and Community Engagement	New Horizons Seniors Project: Government of Canada (Minister of Employment and Social Development styled as Minister of Labour and Seniors)	April 01, 2024-March 31, 2025
6	Justice and Public Safety NL (no specific title was given)	Department of Justice and Public Safety Govt. of NL	March 01 - March 28, 2024 (Allowed to carryover)
7	Contribution to the Christmas & Holiday Musical Event	Music NL	July 02, 2024 (One-time grant)
8	Capacity Building Fund for Proposal Writing and Project Management	Community Capacity Building Fund with Dept of Industry, Energy & Tech	January 06, 2025 (One-time grant)

1.Title: Gender-Based Violence (GBV) and Self-Identified Immigrant and Newcomer Women

Funders: Office of Women & Gender Equality, Government of Newfoundland and Labrador

Duration: April 2024-March 2025

Objectives:

To increase awareness of available resources for survivors, victims, and witnesses of Gender-Based Violence (GBV), while fostering collaboration and strengthening partnerships among GBV support organizations. This collective effort aims to prevent GBV and provide essential support to the target population through coordinated action and shared resources.

Goals:

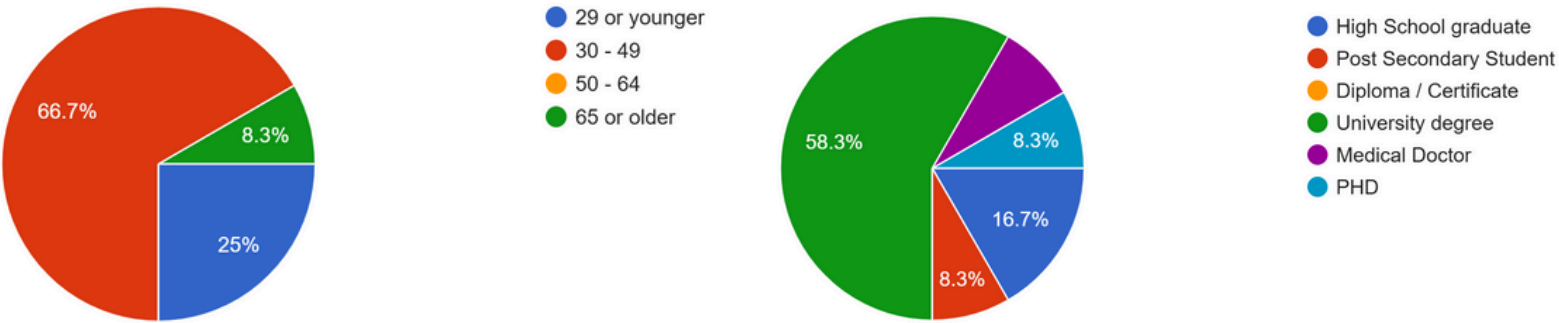
- Empower women and those who consider themselves women with the information necessary to identify the different types of violence and what to do if they require help.
- Staff trained in GBV-related issues and knowledgeable about the steps to follow if a member requests GBV counseling.



Activity Description	Data	Outcomes
GBV partnership with SJWC Info Session (June 2024)	11	By the end of the session, participants gained a comprehensive understanding of gender-based violence (GBV), including its definition, various forms, and the importance of setting personal boundaries. They were informed about the prevalence of GBV in Canada and Newfoundland, supported by relevant statistics. Additionally, participants were introduced to the services offered by St. John's Women's Centre, such as group and individual counselling, Empowering Ourselves, and Connecting and Care, equipping them with valuable resources to support those who have experienced GBV.
Building Safer Community Project Info Session (August 2024)	12	The session provided a detailed overview of the What We Heard report, highlighting key insights into residents', community members', and organizations' experiences with crime and violence. Participants gained an understanding of the underlying factors contributing to crime and violence in the community. They also explored best practices for addressing the root causes, identified gaps in current efforts, and discussed actionable solutions. The session concluded with key recommendations for effectively addressing violence and crime in the city, guiding future initiatives and policies.
Legal Rights for Newcomers with PLIAN (October 2024)	11	PLIAN (Public Legal Information Association of Newfoundland) provided valuable information to our members, particularly immigrants, including international students, refugees, temporary foreign workers, and other newcomers residing across the province. They offered guidance in various areas of law such as immigration law, family law, labor and employment law, human rights, residential tenancies, housing issues, civil litigation, and criminal law.
GBV focused on Legal Rights with PLIAN (November 2024)	13	By the end of the session, participants gained a thorough understanding of Gender-Based Violence (GBV), including its various forms across different cultures and societal standards. They were provided with real-world examples and informed about available legal options for addressing GBV. Additionally, PLIAN's free and confidential services were highlighted, emphasizing their role as a connector to lawyers and providing guidance on immigration status protection for those leaving violent environments.
Legal Support Service with The Journey Project (January 2025)	15	The Journey Project highlighted their role: Plain legal information, support throughout the legal process, and connecting them with specific resources (housing, education, income support). Also, they explained to our members the flexible service to meet up in different locations and pay for their transportation if they need it.

DEMOGRAPHIC DATA

The women who attended the sessions were primarily between the ages fo 30 and 49, with varying levels of education ranging from primary school to University degrees. They represented a diverse group from 18 different countries, including Sri Lanka, Syria, Iraq, Lebanon, Palestine, Pakistan, Bangladesh, Mexico, France, India, Congo and Chile,



PICTURE FROM SESSIONS



2. Project Title: Promote healthy relationships by engaging Men and Boys to create a future without violence against Newcomer Women.

Funders: Office of Women & Gender Equality, Government of Newfoundland and Labrador.

Duration: January 31, 2025 - September 30, 2025

Goals:

- Involving men and boys in preventing violence against women in creating a safer world for women and girls.
- Educating men and boys and teaching the skills to eliminate gender based violence.
- Develop and strengthen the skills and capabilities that staff need if a member requests GBV support.

Intended Outcomes:

- Producing a Booklet/Brochure based on the facts and information gathered from the focus group.
- Increase awareness of the importance of maintaining healthy relationships.
- Increase staff skills and knowledge in GBV issues that will help to involve men and boys in violence prevention among women and girls.

Activity Description	Data	Outcome
Men Focus Group	9	The Focus group sought to engage men and boys to promote healthy relationships and prevent violence against newcomer women in Newfoundland and Labrador.

3. Title: Fostering Diversity, Anti Racism: Building Welcoming Communities Through Intercultural Education Training

Funders: Office of Immigration and Multiculturalism, Govt. of NL

Duration: December 11, 2023-August 30, 2024

Objectives:

This project aimed to foster diversity, inclusion, and intercultural understanding through a series of culturally responsive programs, community events, and anti-racism initiatives. Activities such as the Cultural Fusion Fest, international food showcases, and intercultural competency workshops helped reduce newcomer isolation, promote cultural awareness, and strengthen community connections. The project also focused on empowering immigrant women, supporting service providers through education and dialogue, and addressing systemic barriers such as racism and discrimination.

Project Goals:

- To promote diversity, equity, and inclusion by creating opportunities for intercultural learning, dialogue, and collaboration among newcomers and the broader community.
- To empower immigrant women and their families through culturally responsive programs that build confidence, reduce social isolation, and foster a sense of belonging.
- To strengthen the capacity of service providers, educators, and community leaders through anti-racism education and intercultural competency training.
- To address systemic barriers faced by newcomers, including racism and discrimination, by creating safe spaces for sharing lived experiences and developing actionable solutions.
- To celebrate cultural richness through community events that highlight the traditions, talents, and contributions of diverse cultural group.

Activity Description	Data	Outcome
International Food Showcase	11 food vendors , representing 10 countries 130 attendees from 29 countries	Encouraged participants to interact with each other while tasting diverse cuisines, fostering conversations about food and culture.
Cooking Entrepreneurship and Culinary sessions	Cooking Entrepreneurship and Culinary session 75 total participants for all 3 sessions	3 multicultural family run culinary businesses provided sessions on how to start a food-focused business, while introducing participants to multicultural cuisine .
Needs Assessment	Facilitated Focus group consisting of 9 participants from nine countries Survey with 45 participants	Summary Report shared with networks and service providers Summary Slideshow shared with community organizations in Gander, St. John's and surrounding area
Designed 'Increasing Awareness of Intercultural Competency' session	11 participants from the Gander and surrounding region, including Central Health, Bright Start Childcare, Crossroads Family Resource Center, and Town of Gander, and MWONL Board of Directors	Discussion occurred around recommendations for how to handle discrimination and inclusivity in the workplace, education, healthcare and social environments based on real-life scenarios, from a gander region perspective.
Facilitated 'Diversity, Inclusion and Anti-racism Forum/Information Session'	20 service providers and community members from 12 organizations/institutions attended	Recommendation from session: Implement visual aids and translation workshops in healthcare; maintain lists of multilingual staff. Offer IELTS preparation and government support for language learners.

Activity Description	Data	Outcome
Cultural Fusion Fest to Celebrating Holidays Season	120 participants and performers attended, with 9 performance groups, 19 countries represented at the event, with over 40 children present	Allowed newcomers to showcase the culture, display their talents and fostered connections and engagement between newcomers and long-time residents, promoting integration
International Dance and Music Workshops	4 Dance group performed, with 31 adults with 19 children attended, with representation from 12 countries	Encouraged engagement and promoted cultural appreciation and allowed celebration of different cultural backgrounds through cultural events targeted for intergenerational groups
Cultural Artefacts Event	19 countries represent their art, culture, textile, traditional attire knowledge about their country. 112 participants attended this event.	Cultivated social cohesion and a strong sense of belonging amongst individuals from diverse cultural backgrounds.



4. Title: Supporting Newcomers in Employment and Strengthening Diverse Communities

Funders: Newfoundland and Labrador Settlement and Integration Program

Duration: December 2024-October 2025

Goals:

The MWONL project aims to support newcomer integration into the Canadian labor market and broader society through targeted, inclusive, and educational programming. Key activities include two focus groups exploring employment barriers, a tailored Career + Connections Fair, workplace language training classes, a multicultural food and cultural showcase, the creation of accessible informational videos, and a comprehensive newcomer information conference. Each activity is designed to address specific challenges—such as language barriers, cultural adjustment, job readiness, and access to essential services—while fostering a sense of belonging and community engagement.

Intended Outcomes:

- 1.Improved Employment Opportunities:** Newcomers will gain access to job-ready skills, employer networks, and tailored employment support through focused activities and the Career + Connections Fair.
- 2.Enhanced Language Proficiency:** Participants will strengthen their industry-specific language and workplace communication skills, improving integration and job retention.
- 3.Stronger Cultural Understanding and Inclusion:** Through multicultural events and educational materials, both newcomers and local communities will build mutual cultural awareness and appreciation.
- 4.Empowered Navigation of Public Services:** Informative videos and the information conference will equip newcomers with essential knowledge about healthcare, legal rights, housing, and community resources.
- 5.Sustainable Community Connections:** Ongoing relationships between newcomers, service providers, and employers will be fostered, encouraging inclusive hiring, community support, and long-term integration.



Activity Description	Data	Outcome
Focus Group 1: Navigating Job Search Challenges	February 19, 2025	Participants engaged in a detailed discussion, providing insights into their job search journeys, the challenges they faced, and potential improvements to both the preparation for and the process of job hunting. The session provided valuable feedback on how the overall job search experience could be optimized.
Focus Group 2: Your Path to Employment	February 20, 2025	The discussion highlighted the vital role of volunteering, systemic employment barriers, and the mixed effectiveness of career fairs. Participants agreed that to improve employment outcomes, newcomers should focus on gaining local experience, networking, and making their qualifications more relevant to the Canadian job market.
Needs Assessment Survey for Workplace Culture and Labor Market Integration Sessions	between March 5 and March 17, 2025.	The survey revealed that newcomers most need language support in the fields of IT, healthcare, and education, as well as for effective team communication, understanding employment contracts, and adapting to Canadian workplace culture. The main challenges are related to informal communication, conflict resolution, explaining workplace rights, and understanding professional etiquette.
Survey: Help Us Shape the Perfect Career Fair: Share Your Input!	between March 24 and April 4, 2025.	Most participants said they're looking for full-time jobs, with top interests in customer service, IT, education, and healthcare. They're mainly attending the career fair to connect with employers and explore job opportunities, and suggested adding things like quick interview stations, Q&A sessions with employers, success stories, and support for career changes or upskilling.

SURVEY: HELP US SHAPE THE PERFECT CAREER FAIR: SHARE YOUR INPUT!

Number of Participants: 36
Demographic Overview: Sudan, Vietnam, Philippines, Ukraine, Iraq, Netherlands, Iran, Egypt, Canada, Palestine, Bangladesh, India, Libya, Syria, Lebanon, Kenya, Nigeria, Romania

5. Title: Intergenerational Program of Diversity and Community Engagement

Funders: New Horizons Seniors Project: Government of Canada (Minister of Employment and Social Development styled as Minister of Labour and Seniors)

Duration: April 1, 2024- March 30, 2025

Quotes:

“Zumba was very much fun and engaging.”

“ I like relaxation yoga. It helps me get rid of negative energy”.



NHSP Activity Description	Number of Participants
Creating a Fun and Interactive Family Tree with Digital Tools!	6
Bingo Day	14
Bowling	12
Yoga	11
Summer Outing to the Logy Bay Museum	18
Lester Farm Chalet	29
Relaxation Yoga	12
Relaxation Yoga	10
Relaxation Yoga	10
Cooking Class	11
Bingo	10
Zumba, feast & Fun: A Celebration of Seniors	14
Total	157

Project Objectives, Activities and Results

The New Horizons for Seniors Program (NHSP) successfully enhanced seniors' social participation, well-being, and digital literacy through a range of activities. We have achieved the project goal on reducing isolation, promoting active living, and fostering community engagement. It was overall a very successful project meeting and exceeding many of its expected outcomes. The project effectively met its objectives, leaving a lasting positive impact on participants' lives.

Key Activities and Achievements: The New Horizons for Seniors Program (NHSP) successfully enhanced seniors' social participation, well-being, and digital literacy through a range of activities. The project facilitated intergenerational and intercultural exchanges through activities such as:

Digital Literacy & Creativity:

The Family Tree Digital Workshop, where seniors learned how to create a digital record of their lineage, improving their digital literacy. This activity provides opportunities for them to develop digital skills through a Family Tree Workshop using Canva through laptops & iPad, where they learn to upload photos, add names, and organize family connections. Many participants gained confidence in using technology, with staff support ensuring accessibility.

Physical & Mental Well-being:

Yoga and Relaxation Classes improved seniors' flexibility, stress management, and mental wellness. Zumba and interactive games allowed seniors to connect over food, games, and dance, strengthening social bonds and encourage movement in a fun, social environment.

Social & Community Engagement:

Outings to Logy Bay Museum, Lesters Farm, and The Rooms provided opportunities to explore local culture and history. The Bowling event fostered camaraderie, with seniors enjoying a friendly, competitive atmosphere.

Cultural Exchange & Inclusivity:

Seniors from diverse backgrounds participated, leading to intergenerational and intercultural exchanges. Activities encouraged conversations between seniors and youth, bridging cultural gaps and fostering understanding.

Overall Impact of NHSP Project on our Senior's live:

- Reduced social isolation by creating regular opportunities for seniors to engage in group activities.
- Enhanced physical and mental well-being through structured wellness sessions.
- Improved digital skills, empowering seniors to connect with family and access online resources.
- Strengthened community ties, fostering a sense of belonging and inclusion.

Challenges and Adjustments:

- While the project met all major objectives, a few minor challenges arose:
- Participant turnout varied across events due to seasonal weather conditions and personal availability. However, those who attended expressed strong satisfaction, and the overall participation remained consistent and impactful.
- Some seniors needed extra support in digital activities, but staff provided one-on-one assistance, ensuring that all participants could fully engage.

Overall Evaluation:

- The project not only met but, in some areas, exceeded expectations, delivering significant benefits in social inclusion, physical well-being, cultural engagement, and skill development. Any minor challenges were successfully mitigated, leading to a highly positive impact on the senior participants and the broader community.

A Success Story: Empowering Seniors Through Digital Literacy & Social Connection

- One of the most impactful moments of the New Horizons for Seniors Program (NHSP) was the Digital Family Tree Workshop, where seniors learned how to create their own digital family trees using Canva. Among the participants was a 68-year-old newcomer from Syria who had never used a digital design tool before.
- When she first arrived at the session, she was hesitant, expressing concerns about her lack of experience with technology. She was unsure how to use a tablet and had difficulty navigating the app. However, with one-on-one support from the staff and volunteers, she gradually became more comfortable.
- As the session progressed, she was able to upload photos, add names of her family members, and design her own digital tree. By the end of the workshop, she was proudly showing her completed project to others, even helping another participant add their family details. Her excitement was visible, and she mentioned how she planned to share her new skills with her grandchildren.
- This story highlights how small, skill-building activities can create long-term personal growth and social inclusion for seniors. The NHSP not only helped seniors learn new skills but also provided them with a supportive and welcoming environment to connect, share, and thrive.

6. Title: To Support Justice and Public Safety related Gender-based Violence
Programing and Services

Funders: Department of Justice and Public Safety NL Project

Duration: March 01 - 28, 2024

Goal: To support MWONL’s Gender-based ongoing programs and services to support justice and public safety.

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Activity Description	Number of Participants
Harm Reduction in practice	8
Bollywood Movie “Mrs. Chatterjee vs Norway”	17
Kid’s Rights & Responsibilities Awareness session	10
What we do, and the rights of young people	9 Adults & 4 kids
Play a Rights Memory Game	8 Adults & 6 kids
Total	52 Adults & 10 kids



Public Education and Awareness Session:

Cultural Educational and informational sessions
for Public Prosecutions' AGM

September 19, 2024

Number of Participants - 65 lawyers all over the province of NL and Govt Official.

The session includes the following:

- About MWONL and Cultural Awareness Training
- Real-life Scenarios - 2
- Stories
- Question/discussion and recommendation
- Sharing Public Survey and Focus Group Data
- Recommendations and Best Practice

Quotes

- “My son won a lot of gifts. We enjoyed it a lot”
- It was a very interesting movie, It discusses an important issue facing most of the newcomers.
- I was not able to stop my tears in some scenes.



7. Title: Contribution to the Christmas & Holiday Musical Event

Funders: Music NL

Summary: The MWONL Christmas and Holiday Musical Event 2024 was organized to unite newcomers, immigrant families, refugee women, and community members in a joyful and inclusive celebration. The event aimed to foster cultural exchange, promote multiculturalism and strengthen social connections among individuals from diverse backgrounds.

With a **total of 140 attendees, including 87 adults and 53 children**, the event successfully engaged families, artists, and community members in a shared cultural experience. Attendees represented various backgrounds, including communities from India, Bangladesh, Mexico, the Dominican Republic, Nigeria, and more, reflecting the growing diversity of St. John's.

By bringing together local artists, volunteers, and community leaders, the MWONL Christmas and Holiday Musical Event 2024 enhanced cultural awareness, promoted social inclusion, and strengthened community relationships, further solidifying MWONL's role as a champion of multiculturalism in Newfoundland and Labrador.

Christmas & Holiday Musical Event

Total Cost: approx. \$2900

of participants: 87 Adults & 53 kids

of performers: 24

of volunteers: 8

Donations & Collaborators:

- Mamacita: snacks and food
- HeyOrca: donated gifts for 60 kids
- SJWC: provided Santa
- MusicNL: funded \$500
- Greco Pizza: 50% non-profit discount for pizza
- Mary browns: donated gift certificates

Feedback from post-event evaluation:

"Santa and presents, Performances, Staff were friendly and cooperative, Program was well organized, Food quality was good"

Request for more children-specific entertainment in future event



8. Title: Capacity Building Fund for Proposal Writing and Project Management**Funders:** Community Capacity Building Fund with Dept of Industry, Energy & Tech

Rationale for Workshops: MWONL, as a not for profit organization that is supported by funding from various sources, is seeking assistance in completing the requested module for Proposal Writing and Project Management. An organization that serves multicultural and newcomer women (and those that identify as women) requires skilled staff and volunteers who are equipped with the tools to write proposals to apply for funding. It is also crucial to manage projects effectively and succeed at running the projects. This will support in not only sustaining the organization so that it could serve our members better but continue to build professional development skills amongst MWONL volunteers and staff.

Community Capacity Building Fund with Dept of Industry, Energy & Tech
Facilitator: Pat Curran & Associates, Inc.



Session 1: Proposal Writing
Workbook and Final Report designed
(Proposal Development & Budgeting)
attended: 12 staff and board



Session 2: Project Management
Workbook and Final Report designed (Project
Planning, Controlling & Execution)
attended: 7 staff and board

Programs & Services

- Language Connections- Conversational English
- Transcultural Competency & Awareness (TCCA) Training
- Health & Wellness Programs
- Gender-based workshops
- Community Connections
- Referral Service
- Employment Readiness
- Drop-in Service
- Violence Prevention Sessions
- Intergenerational Activities

About Us

MWONL delivers programs and services to newcomer and immigrant women (and those who identify as women), their families, and long-term Canadians of diverse backgrounds, in the province of Newfoundland and Labrador. It takes into consideration their social, economic and cultural equality and allows their full participation in the community

Our organization focuses on the unique concerns and needs of newcomer, immigrant and refugee women and their families, and recognizes and responds accordingly



Multicultural Women's Organization of Newfoundland & Labrador (MWONL)



Vision

A dynamic women-led organization that empowers and supports women from diverse backgrounds

Values

Women-Centered
Empowerment
Equity
Cultural Safety



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WE ARE HERE TO MEET YOUR NEEDS

