



Annual Report

April 2025 - March 2026

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 23, 2026

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 the province of Newfoundland and Labrador. As we assist newcomers in building new lives in Canada, we are grateful to be guests on this land and commit to learning about the rich history and culture of the original stewards. We acknowledge the ongoing impact of colonization and our responsibility to walk alongside Indigenous communities in creating a just future.

About MWONL

Multicultural Women's Organization of NL (MWONL) is a non-partisan organization dedicated to meet the needs of newcomer women (which include immigrants, refugees, gender-diverse, and marginalized women and their families). Our uniqueness is based on its gender-specific mandate. This last fiscal year, MWONL programming served over **452 members from 46 countries**. We take into consideration their social, economic, and cultural equality and allow them to fully participate in the community. We developed innovative programs while establishing and maintaining meaningful partnerships with various organizations. MWONL offers programs and services to assist and support women with diverse backgrounds in the areas of social integration, economic independence, leadership quality development, violence prevention and awareness, teaching basic English conversation skills, employment readiness, individual social work support, and health and wellness. Instrumental to MWONL's success is its rich partnership network that support multicultural community.

Provincial:

- Women's and Gender Equality (WGE) - Government of NL
 - Core
 - Gender Based Violence 1 and 2
- Immigration, Population Growth and Skills – NL Settlement and Integration Program – Government of NL
- NL Multiculturalism Grant Program (NLMGP)

Federal

- New Horizon for Seniors Project (NHSP), Govt. of Canada
- White Ribbon Campaign (Canadian Corporation)

Internships Oppurtunities from Community Organizations:

- Summer Internship Program: AMPLIFY, Community Sector Council
- MUN Internship Program
- YWCA Internship Program

This past fiscal year (April 2025 - March 2026) has been marked by both meaningful progress and significant challenges. We are proud to have supported a growing number of newcomers and individuals from diverse multicultural backgrounds through culturally responsive, gender-informed programs. Through strong community connections and a member-centered approach, we continue to build more inclusive and resilient communities.

Over the year, we expanded our programs, reached more individuals and families, and strengthened key partnerships that enhance our impact. These achievements reflect the dedication of our staff, volunteers, partners, and supporters, whose commitment drives our mission forward.

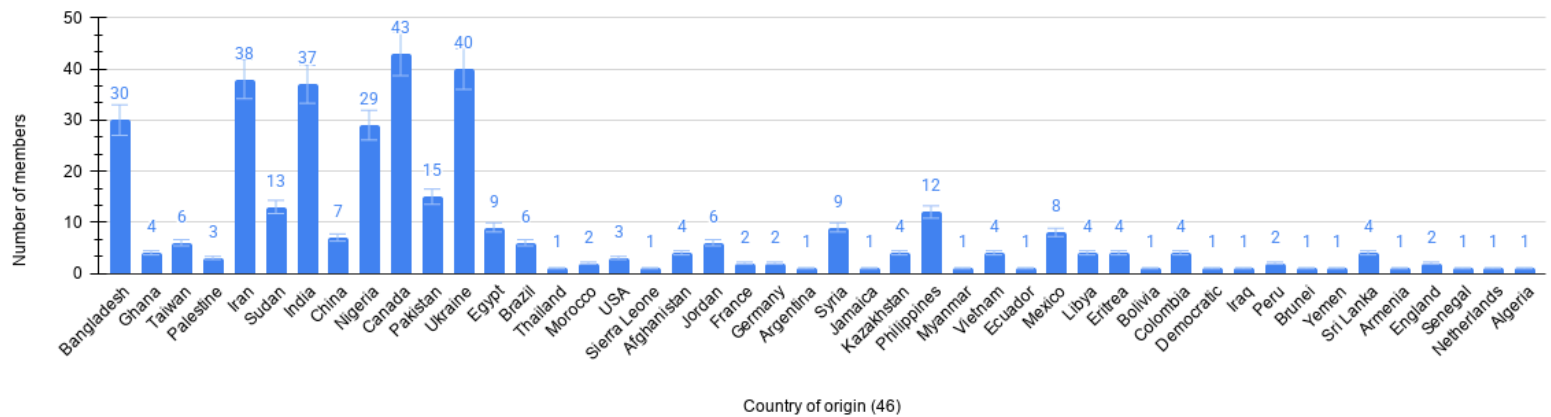
At the same time, we faced ongoing funding and resource constraints, making it challenging to meet increasing demand for services. Despite these pressures, our team remained resilient, adapting our approaches to ensure continued, effective program delivery.

We are deeply grateful to our Board of Directors for their leadership and guidance across governance, financial stewardship, and organizational priorities. Their ongoing commitment is vital to our sustainability.

As we look ahead to 2026–2027, we remain focused on strengthening our impact and responding to emerging needs with determination. With the continued support of our funders, partners, and members, we are confident in our path forward.

Since 1982, our organization has played a vital role in supporting newcomers in building successful lives in Canada. Thank you, everyone, for your ongoing support which makes our work possible.

Number of members vs Country of origin (46)



Total # of MWONL members (up to March 31, 2026)= **452**

Who we serve

- 46%** members hold a Work Permit.
- 32%** hold Permanent Resident status.
- 23%** are Canadian citizens.
- 20%** of members are on a Student Permit.

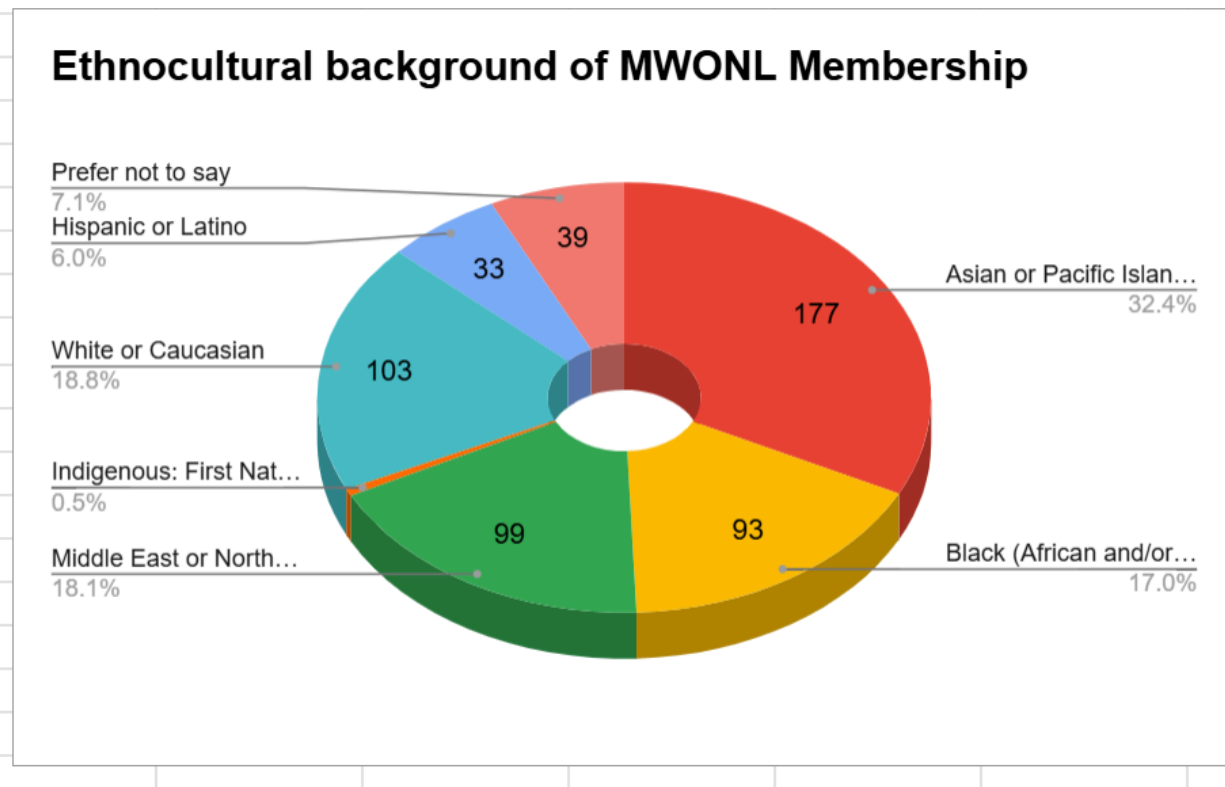
How did members hear about MWONL?

- 247** members learned about MWONL through connections or friends.
- 175** were introduced to MWONL via social media or other online platforms.
- 49** discovered MWONL directly through other organizations/agencies
- 71** members heard through internal outreach and/or expos and promotional events

How the members self-identify?

- 207** members self-identified as visible minorities
- 19** members self-identified they live with a disability

Total # of MWONL members (up to March 31, 2026)=
452



- 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 NL
- 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 St. John's
- Seniors NL
- The Quadrangle NL
- Gander Women's Centre
- We Care Foundation NL
- Internationalization Office, Memorial University of Newfoundland
- NL Women's Economic Council (WEC)
- Newfoundland and Labrador Organization of Women Entrepreneur
- White Ribbon Campaign
- AMAL
- EMPOWER NL

New Partners & Collaborators

- Planned Parenthood
- Harbour Strong/Jeffery Counselling
- The Prosperity Project
- END FGM Canada (End Female Genital Mutilation Canada)
- Global Citizen Inc
- Avalon Karate Club
- Jimmy Pratt Foundation
- Marjorie Mews Library
- Association of Early Childhood Educators of NL (AECENL)



COOKING CLASS

OF SESSIONS : 4
TOTAL # OF PARTICIPANTS: 105

OUTCOMES:

- INCREASED KNOWLEDGE OF GLOBAL CUISINES
- STRENGTHENED CULTURAL EXCHANGE



RECREATIONAL ACTIVITIES FOR SENIORS PROGRAMS, MOTHERS & CHILDREN PROGRAMS, ETC.

OF SESSIONS: 4
TOTAL # OF PARTICIPANTS: 47
ADULTS & 23 CHILDREN

OUTCOMES:

- AWARENESS AND ENGAGEMENT AMONG DIVERSE WOMEN AND FAMILIES WERE INCREASED
- PARTICIPANTS EXPERIENCED GREATER COMFORT ACCESSING SUPPORT IN INCLUSIVE SETTINGS



ARTS AND CRAFTS

OF SESSIONS: 4
TOTAL # OF PARTICIPANTS: 35 ADULTS, 60 CHILDREN

OUTCOMES:

- SUPPORTED IMPROVED FOCUS, PATIENCE, AND RESILIENCE, AND SERVED AS AN EFFECTIVE TOOL FOR STRESS REDUCTION AND MINDFULNESS
- CONFIDENCE AND SELF-ESTEEM THROUGH CREATIVE EXPRESSION AND ACHIEVEMENT



INFORMATION SESSIONS & FOCUS GROUPS

OF SESSIONS: 5
TOTAL # OF PARTICIPANTS: 56

OUTCOMES:

- INCREASED HEALTH KNOWLEDGE, CONFIDENCE, AND ADOPTION OF POSITIVE COPING STRATEGIES
- SUPPORTED HEALTHY AGING, ENHANCED DIGITAL LITERACY, AND EXPANDED SOCIAL NETWORKS



LANGUAGE CONNECTIONS: CONVERSATIONAL ENGLISH

OF SESSIONS: 9
TOTAL # OF PARTICIPANTS: 80

OUTCOMES:

- DEMONSTRATED IMPROVED CONVERSATIONAL ENGLISH SKILLS, INCREASING THEIR CONFIDENCE IN EVERYDAY COMMUNICATION AND INTERACTIONS
- CONTRIBUTED TO PERSONAL GROWTH AND INDEPENDENCE



YOGA AND RELAXATION

OF SESSIONS: 3
TOTAL # OF PARTICIPANTS: 35

OUTCOMES:

- ENHANCED THEIR ABILITY TO MANAGE STRESS AND TENSION IN DAILY INTERACTIONS
- STRENGTHENED FOCUS, PRESENCE, AND MINDFULNESS, IMPROVING COMMUNICATION SKILLS, ACTIVE LISTENING, AND THOUGHTFUL RESPONSES



GENDER BASED VIOLENCE(GBV) PREVENTION PROGRAM

OF SESSIONS: 4
TOTAL # OF PARTICIPANTS: 43

OUTCOMES:

- PARTICIPANTS, INCLUDING VICTIMS, WITNESSES, AND COMMUNITY MEMBERS, GAINED PRACTICAL KNOWLEDGE ON SAFETY PLANNING, AVAILABLE SUPPORT SERVICES, AND ACCESS TO LEGAL RESOURCES
- RECEIVED TAILORED REFERRALS TO COUNSELING AND OTHER PROFESSIONAL SUPPORT BASED ON INDIVIDUAL NEEDS

MWONL MANAGER AND BOARD DIRECTOR INTERVIEWS

 **Multicultural Women's Organization of Newfoundland & Labrador - MWONL**
Published by Mwoni NL · 27 November 2025 ·

MWONL Office Manager, Michelle D-Canning, had the wonderful opportunity to sit down with Dr Lloydetta Queico from Sharing Our Cultures for an engaging interview! Miche... See more



YOUTUBE.COM
Sharing Our Cultures - November 13, 2025

 **Jeremy Bennett** · 1st
I interview LinkedIn's top business leaders every weekday 7am EST | Featured in For...
11mo ·

Some leaders carry more than responsibility.

They carry the pain of those they serve.

Jumi Odumosu, VP
of Multicultural Women's Organization of Newfoundland and Labrador, explains:

- The weight that comes with community work
- Why holding space for others is impactful
- How to measure success beyond dollars

Watch the 4-minute episode now.

Episode brought to you by [Keyin College](#).

What does heart-led leadership mean to you?

Drop a comment below.



CBC NEWS - ON LINE MEDIA

Menu 

NEWS Top Stories Local Climate World Canada Politics Indigenous

VIDEO Channels



Turkish cooking class combines flavour and community-building
January 17 | 2:32

Turkish cooking class combines flavour and community-building

January 17 | News | 2:32

The Multicultural Women's Organization of Newfoundland and Labrador offered a free Turkish cooking class that shared more than just recipes.

ADVERTISEMENT

Printable PDF (Free)



MWONL NEWSLETTER

 **MULTICULTURAL WOMEN'S ORGANIZATION OF NL NEWSLETTER**
April-June 2025

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

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

Values

- **Women-Centred:** A diverse group of women supporting each other.
- **Empowerment:** Strengthening women's voices and choices.
- **Equity:** Enabling opportunities that elevate women.
- **Cultural Safety:** A respectful space for women free of racism and other forms of discrimination.

Program Information

- **COBE:** Core Funding with MWONL
- **NHSP:** New Horizons for Seniors Program
- **GBV 1:** Gender-Based Violence (Women)
- **GBV 2:** Gender-Based Violence (Men and Boys)
- **NLSP:** Newfoundland and Labrador Settlement and Integration Program

Contact Information

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<https://www.mwoni.org/>
<https://www.facebook.com/MWONL-WONL>



LINK:





A Year's Overview

PROJECTS



Other Project Funding Information:

April 1, 2025-March 31, 2026

2025-2026

Title of the Project	Funder	Duration
Gender Based Violence (GBV) and Self-Identified Immigrant and Newcomer Women (GBV 1)	Women & Gender Equality (WGE), Government of NL	April 01, 2025-March 31, 2026
Promote Healthy Relationships by Engaging Men and Boys to create a future without violence against Newcomer Women (GBV 2)	Women & Gender Equality (WGE), Government of NL	January 31, 2025-September 30, 2025
Supporting Newcomers in Employment and Strengthening Diverse Communities	Newfoundland and Labrador Settlement and Integration Program (NLSIP)	December 09, 2024-October 28, 2025
Promoting Healthy Aging for Seniors: Digital Literacy & Social Engagement	New Horizons Seniors Project (NHSP): Government of Canada (Minister of Employment and Social Development styled as Minister of Labour and Seniors)	April 01, 2025-March 30, 2026
Supporting Newcomers in Employment and Strengthening Diverse Communities	Newfoundland and Labrador Settlement and Integration Program (NLSIP), Government of NL	October 27, 2025-June 30, 2026
White Ribbon Campaign 150 Project	White Ribbon	October 2024-March 31 2026
NL Multiculturalism Grant Program	Newfoundland and Labrador: Immigration, Population Growth and Skills, Employment and Training Division	March 1, 2025- March 31, 2026



CHRISTMAS AND MUSICAL EVENT & MULTICULTURAL DAY WITH HOLY CROSS ELEMENTARY SCHOOL, HOLYROOD

2024-2025

Funders:

1. Women's and Gender Equality (WGE) - Government of NL,
2. New Horizons Seniors Project (NHSP): Government of Canada (Minister of Employment and Social Development styled as Minister of Labour and Seniors),
3. Newfoundland and Labrador: Immigration, Population Growth and Skills, Employment and Training Division

Duration: March 1, 2025- March 31, 2026

Activity Descriptions:

1. **The Christmas & Holiday Musical Event:** This event will feature performances from artists representing various cultural backgrounds, offering traditional, contemporary, and fusion art forms to celebrate diverse cultural expressions.
2. This year we saw (add in quantitative data and photo of each event):
3. # of children attended: 37
4. # of adults attended: 60
5. **Multicultural Day at Holy Cross Elementary:** This event will immerse students in diverse cultures through interactive activities, cultural attire displays, and dynamic performances like dance and music.
of children attended: 23
of adults attended: 22



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

Duration: April 2025 - March 2026

This year we saw:

- **112** participants were served.
- **2 Pop-Up Peer Support**
- **4 Workshops** on wellness, healthy relationships, self-care and boundaries, focused on improving Mental Health for our members.
- **1 Self-defence class.**
- **2 capacity building training** for staff.

Quotes:

"This program helped me understand what healthy relationships look like and gave me the confidence to set boundaries".

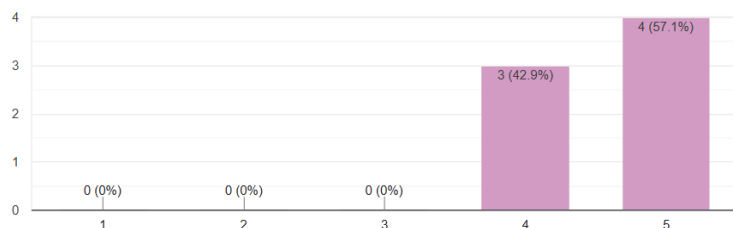
Impact:

- **Survival Support and healing:** Peer support sessions provided safe, trauma-informed spaces where participants felt heard, supported, and connected to resources.
- **Violence prevention and awareness:** Workshops and initiatives increased awareness of GBV, helping participants recognize risks and build skills for prevention.
- **Capacity Building & Service Strengthening:** Staff training strengthened the organization's ability to prevent and respond to GBV effectively and sensitively.
- **Mental Health and Wellness:** Wellness activities improved participants' mental health, resilience, and ability to practice self-care.
- **Access to Resources and Services:** Resources were developed to improve access to supports and help participants navigate services more easily.



The session improved my understanding of healthy relationships.
(please select a number from 1 [not at all] to 5 [very much])

7 responses





PROMOTE HEALTHY RELATIONSHIPS BY ENGAGING MEN AND BOYS TO CREATE A FUTURE WITHOUT VIOLENCE AGAINST NEWCOMER WOMEN

2025-2026

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

Duration: January 31, 2025 - September 30, 2025

This year we saw:

- **2 completed focus groups** with boys and men.
- **17 boys and men** attended the focus group.
- **71** men and boys were served.
- **1 practical, plain-language booklet** developed to help address gender-based violence (GBV) among newcomers.
- **3 Workshops** focused on engaging boys and men about building healthy relationships and the bro-culture.
- **2 workshops** provided staff and board members to better understanding of the intersections of masculinity, mental health, and GBV.

Impact:

Community Engagement: Focus groups created safe spaces for boys and men to share experiences and discuss GBV.

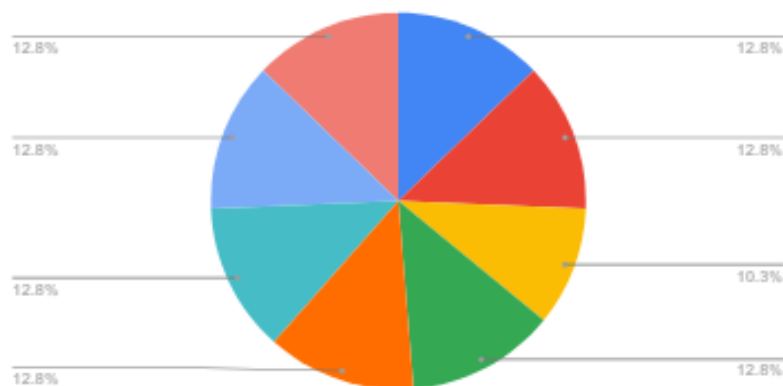
Violence Prevention and Awareness: Workshops increased awareness of healthy relationships and challenged harmful norms like “bro-culture.”

Capacity Building & Service Strengthening: Training strengthened staff and board capacity to address masculinity, mental health, and GBV.

Mental Health and Wellbeing: Activities encouraged healthy expressions of masculinity and supported participants’ mental well-being.

Access to Resources and Services: A plain-language booklet improved access to GBV information for newcomers.

Did this session help your understanding of what Healthy Family Relationships are? (please select a number from 1 [not at all] to





SUPPORTING NEWCOMERS IN EMPLOYMENT AND STRENGTHENING DIVERSE COMMUNITIES

2025-2026

Funders: Newfoundland and Labrador Settlement and Integration Program, Govt of NL

Duration: December 9, 2024-October 28, 2025

The NLSIP project successfully advanced newcomer integration by strengthening access to employment opportunities, building meaningful connections between newcomers, employers, and community organizations, and enhancing awareness of workplace, housing, healthcare, and legal rights. Through targeted employment supports, community engagement events, focus groups, and educational sessions, the project fostered inclusion, reduced barriers, and equipped newcomers with the knowledge and confidence to better navigate life and work in Newfoundland and Labrador.

This year we :

- Conducted 2 sessions for employed and unemployed newcomers; based on focus group outcomes, organized a Career & Connection Fair with 19 organizations and 78 participants.
- Conducted a survey on employment barriers; developed and delivered 8 employment support sessions by industry professionals with 120 participants.
- Organized MWONL's 2nd Cultural & Food Festival with 119 attendees, 13 vendors, and 6 performers promoting cultural diversity
- Conducted 2 focus groups on racism and barriers in workplace, healthcare, and housing; held an information session for employers and newcomers with 34 participants
- Delivered a legal rights conference session for newcomers (34 participants) and created 4 informational videos reaching 410 total views.

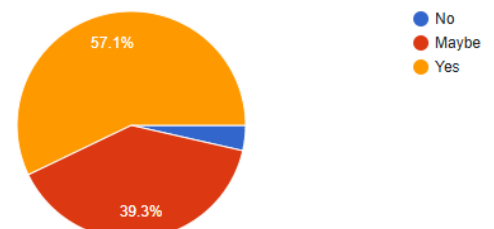
Impact:

- The NLSIP project successfully strengthened newcomer integration by enhancing employment opportunities, fostering inclusion, and building stronger, more informed and connected communities.
- Increased awareness of workplace rights, housing, healthcare, and legal supports, helping newcomers navigate essential systems more confidently



8. Do you feel more confident or informed about job opportunities after attending this event?

28 responses



Funders: Newfoundland and Labrador Settlement and Integration Program, Govt of NL

Duration: October 27, 2025-June 30, 2026

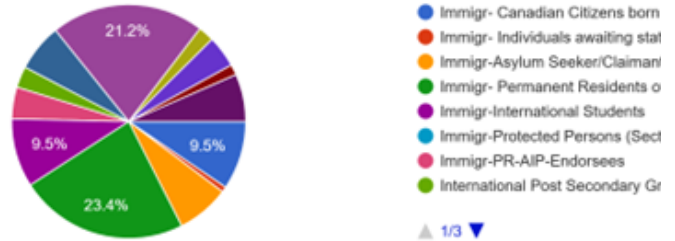
This year we saw:

- Three completed focus group discussions with mothers, fathers, and early childhood educators. We also hosted four employment sessions so far with three more to complete by the end of May.
- Predominantly newcomer groups, who are either here on work permits or as international students.
- Our mentorship program is already demonstrating strong impact as one mentee has secured employment.
- The mentorship program currently comprises 10 mentees and 10 mentors who are collaboratively working towards facilitating smooth transition into employment, they recently has a meet and greet session as part of strengthening the program.

Impact so far: The focus group sessions have demonstrated that childcare is a major barrier to newcomers' successful settlement and employment in NL.

- **Barriers to care:** Parents reported long waitlists and limited affordable options, while early childhood educators highlighted the emotional strain of supporting families without enough staff, language tools, or cultural training.
- **Community and connectedness:** Participants reported that the sessions helped them realize their challenges were shared, creating a sense of community and brainstorming together on what could best serve them in accessing childcare.
- **Practical and applicable approaches:** They recommended practical supports like school drop-off and pick-up services to ease daily pressures and protect job opportunities.
- **Future outlook:** In general, participants anticipate that these insights will drive meaningful improvements in childcare services especially among newcomer and multicultural families.

Designated Group - Immigrant (NLSIP) (Choose One)
137 responses



Mentee-mentor meet and greet event



Highlights of focus group sessions on access to
childcare



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

Duration: April 1, 2025- March 30, 2026

Goals: Promoting Healthy Aging for Seniors: Digital Literacy & Social Engagement

This year we saw (add in quantitative data and a few graphs):

- Ten Variety events and workshops were held so far
- **141** unique individuals were served
- Impact:
 - Seniors demonstrate improved ability to use digital devices (smartphones, tablets, computers).
 - Reduced anxiety and increased comfort with technology.
 - Increased participation in community groups, virtual events, and intergenerational activities.
 - The combination of wellness, educational, social and digital literacy activities made it possible for seniors from different parts of the world to connect



Funders: White Ribbon

Duration: October 2024-March 2026

Goal of the Project and Partnership:

To jointly create and promote social marketing campaigns that prevent gender-based violence, engage diverse communities, especially youth, and encourage challenging harmful gender norms across Canada.

Intended Outcomes:

1. Increase campaign visibility by tagging White Ribbon's social media accounts and using shared hashtags in coordinated posts.
2. Promote the campaign across the organization's social media channels and broader networks to boost reach and engagement.
3. Connect White Ribbon with local media partners to support promotion and future collaboration.
4. Share final campaign metrics with White Ribbon to support evaluation and future planning.

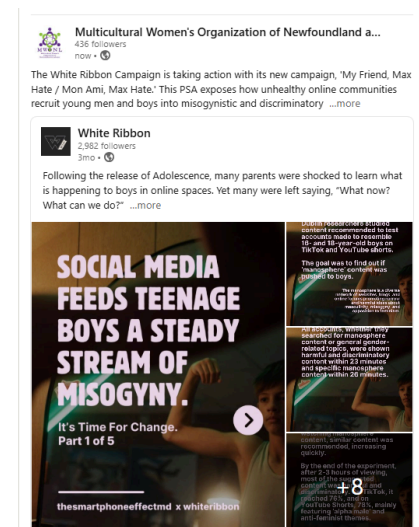
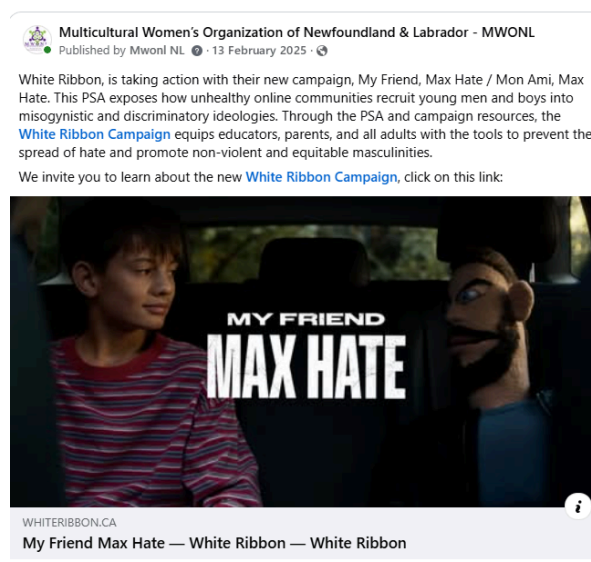
This year we saw

Facebook:

- 1.1 k viewers
- 1.1 k Impressions
- 15 Reshares
- 21 likes

LinkedIn:

- 253 Impressions
- 18 repost



Executive Directors

Yamuna Kutty (President)

Jumi Odumosu (Vice President)

Claudia Fimbres (Treasurer)

Mary Shortall (Secretary)

Members at Large

Augusta Ford

Joan Tripp

Samar Araby

Sa'adatu Usman

Amanda Michael

Tithy Dev

Current Staff

Kaberi Sarma Debnath (Executive Director)

Inaam Jardali (Office Admin-Outreach Coordinator)

Michelle D-Canning (Manager & Policy Analyst)

Akefar Islam (Coordinator & IT Officer)

Olinka Bustamante (Project Coordinator & Community
Engagement Officer)

Miranda Adedze (Assistant Project Coordinator)

Work Placements

Erin Butt (MUN, Dept of Gender Studies)

Isla Grows (AMPLIFY, CSSC)

Tea Sutherland (MUN, Dept of Gender Studies)

Yen Ying-Ho (Connexions, YWCA St. John's)

How to Stay Connected

- For general information:
 - admin@mwonl.com
 - 709-726-0321
- To join our mailing list and become a member (free of cost):
 - https://docs.google.com/forms/d/1YNjJUFh6kp1stWDkNbtCqesJoYNjy5PynH1N5o_YaXs/viewform?edit_requested=true
- Follow us on Social Media
 - **Facebook:** <https://www.facebook.com/MWONL.WOW/>
 - **LinkedIn:** [linkedin.com/company/multicultural-women-s-organization-of-nl/?originalSubdomain=ca](https://www.linkedin.com/company/multicultural-women-s-organization-of-nl/?originalSubdomain=ca)
 - **Website:** <https://www.mwonl.org/>