



# CCIC | AGM 2024

PARTICIPANT PACKAGE

# Welcome

Hosted by OCIC's Board of Directors and staff, this gathering will include presentations on the governance and financial aspects of our work, including important details on our recent organizational transition to the Canada Not-for-profit Corporations Act (CNCA), presentation of new and updated organizational policies, presentation of new members, election of Board Directors, and recognition of key contributors.

We will also be sharing stories of the impact from key program activities supported by Global Affairs Canada (GAC), and opportunities to engage and collaborate in the year ahead through our new 'Advocacy Incubator Initiative', at our fall Indo-Pacific Strategy Dialogue and Annual Symposium, within our Youth Policy-Makers Hub, Leadership, Comms and Equitable Partnerships Communities of Practise, our International Development Week 2025 initiatives, as OCIC Delegates to CSW69, and more.

Special guests from Global Affairs Canada will join us to share updates and respond to questions on some of the significant changes underway within GAC that have a bearing on partners, potential partners, and Canadians.

## Land Acknowledgement

OCIC recognizes and honours the Indigenous peoples who have historically, and do presently, live and work on the traditional, both treaty and unceded territories that we operate on. These include the Huron Wendat and Petun First Nations, the Seneca, the Haudenosaunee, the Anishinaabe, the Mississaugas of the Credit River First Nation, and many others. We acknowledge that our staff, Board, volunteers, members and broader community operate on the treaty and unceded territories of these and numerous other Indigenous peoples and nations.

As we reflect on our role within a settler-colonial context, we acknowledge the importance of naming the Indigenous peoples and nations on whose lands we live, work and play, and understand the importance of framing our engagement in the international cooperation sector and beyond through the lens of reconciliation and decolonization. We recognize that we have a responsibility to stand in solidarity with Indigenous peoples who have and continue to fight for social justice on their own lands.

# Code of Conduct

OCIC is committed to creating a safe and inclusive space. We ask all participants to commit to the following Code of Conduct, inspired by those of the Inter-Council Network (ICN) and Amnesty Canada, and adapted for OCIC's content and approach to this event.

**1 RESPECT**, I COMMIT to being respectful to all participants regardless of language, race, national or ethnic origin, age, sex, gender, sexual orientation, marital status, ability, and any other identity or belief, throughout this event. I understand that any discrimination or harassment will not be tolerated.

**2 INCLUSION**, I COMMIT to creating space for all to contribute and participate, to give prominence to the voices and stories of those who might be systemically excluded, and to make space for those that are more appropriately positioned to contribute.

**3 HUMILITY**, I COMMIT to participating with a spirit of openness to learn and a recognition of the broad diversity of participants. I recognize that creating space for lived experiences to inform this space is necessary and that hearing others' stories is a privilege.

**4 SAFETY**, I COMMIT to ensuring the physical, emotional, mental, sexual and spiritual safety of all participants in the sessions, and reporting any incidents of harassment and discrimination to the organizers.

**5 SOLIDARITY**, I COMMIT to seeking common ground and inspiration to support collective action.

**6 PATIENCE**, I COMMIT to being patient with technology, organizers, and each other. I recognize that everyone is on their own journey of learning.

**7 OPENNESS**, I COMMIT to bringing an open heart and an open mind to my involvement in this event. I commit to being open to caring for others and myself, including taking space to decompress and realign my energy if needed.

# Zoom Engagement

OCIC's AGM will be held on Zoom in regular Meeting mode, allowing participants to engage with video and to interact in the chat box. For best user experience we encourage you to connect by computer rather than on a phone.

## **Zoom Meeting Link or Meeting IDs**

Join the Zoom meetings by clicking the meeting URL or entering the meeting ID into the Zoom Web Portal, your desktop app, or mobile app. The links and meeting ID will be shared with you via a Zoom reminder email prior to the events. Please sign in 10 minutes before the session is scheduled to begin so that we can start in a timely manner.

## **Video & Audio Connection**

Video connection is not required to participate. Feel free to turn your camera on or off by selecting "Stop Video" in the bottom left of your meeting screen.

Please remain on mute during the session unless prompted otherwise by the host. You can mute and unmute yourself and access other audio settings in the bottom left of your zoom meeting screen.

## **Display Name**

For security and reporting purposes please ensure that your display name matches your registration details. Once you've entered the room we encourage you to add your pronouns and organizational affiliation by clicking on the participant list to the right, selecting "more" and selecting "rename."

## **Closed Captioning**

Closed captioning will be available and can be accessed via the "Live Transcript" button, fourth from the right. Sessions will have interactive poll questions which will automatically pop up on your screen. Make sure to scroll down to ensure you are reaching all the questions in the poll before you press submit.

OCIC staff will provide tech support on Zoom, as needed. Please feel free to send a private message in Zoom to request assistance.

# Proposed Agenda

Welcome  
Land Acknowledgement

**Global Affairs Canada Presentation | Q&A  
with Leslie Norton, Assistant Deputy Minister,  
International Assistance Partnerships and Programming**

Approval of the Proposed 2024 AGM Agenda  
Approval of the 2023 AGM Minutes  
Chair's Report  
Presentation of Audited Financial Statements  
Approval of 2024-2025 Auditor  
Governance Committee Updates  
Resolution on Number of Board of Directors  
Presentation of Slate of Candidates to the Board of Directors  
Approval of Slate of Candidates to the Board of Directors  
Membership Committee Updates and Presentation of New Members  
Executive Director's Report  
Board, Volunteer and Staff Recognition  
Business Arising  
Adjournment of Business Meeting

# Global Affairs Canada Presentation and Q&A

## **Leslie E. Norton**

Assistant Deputy Minister,  
International Assistance Partnerships and Programming

Leslie E. Norton has worked for over thirty years in the areas of diplomacy, foreign policy and development. At the executive level, she has served in a number of positions at both HQ and in the field, including as Director General of the International Humanitarian Assistance Bureau from 2009 to 2015, and as Director General of the Southern and Eastern Africa Bureau from 2015 to 2016. From 2016 to 2019, she served as Assistant Deputy Minister (ADM) of the Sub-Saharan Africa Branch and was subsequently appointed Canada's Ambassador and Permanent Representative to the United Nations and Conference on Disarmament in Geneva where she served from September 2019 to August 2024. She has been in her current position since September 2024.

She has an undergraduate degree from the University of Western Ontario in London, Ontario, and a master's degree in international relations from Université Laval in Québec City.



# OCIC 2023 Annual General Meeting Minutes [Draft]

Held virtually on Zoom - September 26, 2023 - 10:00 a.m. to 12:30 p.m.

## Welcome & Introductions

- 1.1 Welcome from Kimberly Gibbons, OCIC Executive Director. Kim gave opening remarks and reviewed the technical details and Code of Conduct for the meeting.
- 1.2 Ruth Taylor, OCIC Board Director, offered a Land Acknowledgement.
- 1.3 Kristin Douglas, OCIC Board President, welcomed the membership to OCIC's 2023 Virtual AGM, called the business meeting to order, and explained the voting procedure.
- 1.4 Voting members did a test motion and poll using the Poll Everywhere voting platform. Moved by Tina Sweeney (Cuso International) and seconded by Marlen Mondaca (Canadian Feed the Children).
- 1.5 Quorum was met, allowing us to proceed.

## Business Meeting

### 2.1 Approval of the Proposed 2023 AGM Agenda (Kristin Douglas)

- i. *Motion to approve the proposed 2022 AGM Agenda moved by Esperanza Monsalve (YMCA GTA). Seconded by Marlen Mondaca (Canadian Feed the Children). **Motion carried.***

### 2.2 Approval of 2022 AGM Minutes (Kristin Douglas)

- i. The minutes from the 2022 AGM were presented to the membership.
  - a. It was recommended to include either the number of participants or a participant list to the board meeting minutes.
- ii. *Motion to add participation details to the AGM minutes moved by Esperanza Monsalve (YMCA GTA). Seconded by Marie Meloch (Jane Goodall Institute). **Motion carried.***
- iii. *Motion to approve the 2022 AGM minutes as presented moved by Esperanza Monsalve (YMCA GTA). Seconded by Su McLeod (PWRDF). **Motion carried.***

### 2.3 President's Report (Kristin Douglas)

- i. Kristin Douglas provided an overview of the work of the Board and its Committees this year. The staff team changed and grew at certain moments throughout the year, with new staff joining us in core positions funded by Global Affairs Canada, and short-term positions supported by Employment Social Development Canada.
- ii. Highlights included:
  - A. Executive Committee

- a. Connected on a monthly basis to support our Executive Director, discuss strategic priorities, and set meeting agendas, making this volunteer opportunity valuable and meaningful to each board member and to the Council.
- B. Finance Committee
  - a. Reviewed budgets and financial items prepared by management throughout the year, and received reports on OCIC and the ICN's three year cost extension proposals to Global Affairs Canada, which were signed in March.
  - b. Led a review of our Reserve Fund Calculations, supported our Annual Audit, and continued to think about Fund Diversification and pathways for new income generating opportunities.
- C. Membership and Nominations
  - a. Reviewed and recommended 5 new organizational members and 28 new associate members for approval.
  - b. Supported membership renewal campaign and connecting with members to find out more about how you have engaged with OCIC over the year, and how you envision future engagement in the upcoming year.
- D. Personnel Committee
  - a. Continued to support the Executive Director and Director of Operations in the recruitment, hiring and review of staff, and supported exit interviews as needed, exploring recommendations accordingly.
  - b. Is working on updating OCIC's Personnel Policy.
  - c. Helped to review OCIC's revised Anti-Oppression and Anti-Racism Policy, work led by the Governance Committee.

#### **2.4 Presentation of Audited Financial Statements and Approval of 2022-2023 Auditor (Courtney Mollenhauer)**

- i. Courtney Mollenhauer, OCIC Board Treasurer, provided highlights of the audited financial statements for the 2022-2023 fiscal year (as at March 31, 2023). OCIC had a clean unqualified audit for the year and ended the year with a surplus of \$26,000, which increases our net assets to \$145,670. This was OCIC's sixth year using Pennylegion/Chung LLP as its auditor. The auditor found no concerns during the audit and endorsed the financial health of the organization.
- ii. *Motion to approve Pennylegion/Chung LLP as auditors for the 2022-2023 financial year moved by Marlene Mondaca (Canadian Feed the Children). Seconded by Florestan Fillon (World Accord). Motion carried.*

#### **2.5 Governance Committee Report (Bella Lam)**

- i. Bella Lam, OCIC Board Director, shared that the focus of the Governance Committee this year has been to finalize a consolidated Anti-Oppression and Anti-Racism Policy, which was approved by the Board in April and is now available on OCIC's website. This Policy draws from the lived and living experience from many staff, Board and volunteer members, and was put together through the efforts of people of colour and marginalized communities who have historically shouldered the labour of this work. This policy applies to all OCIC staff, Board Directors and volunteers. It also applies to OCIC members, partners, funders, contracted parties and representatives when they are interacting with, engaged by, or working with or for OCIC. Molly Grove shared details of



the M&E framework the Committee developed, which aims to break down the policy into actionable items and measurable indicators that will inform future practice.

## 2.6 Ratification of New Members (Jacquelyn Wright)

1. Jacquelyn Wright, OCIC Board Director, introduced 5 new Organizational members and 28 new Individual Associate members to be ratified.
2. *Motion to ratify Co-operative Development Foundation of Canada (CDF Canada) as an Organizational Member, moved by Juan Suarez (Inter Pares). Seconded by Marie Meloche (JGI). **Motion carried.***
3. *Motion to ratify Plan International Canada as an Organizational Member, moved by Su McLeod (PWRDF). Seconded by Florestan Fillon (World Accord). **Motion carried.***
4. *Motion to ratify Raising the Village as an Organizational Member, moved by Tina Sweeny (Cuso International). Seconded Juan Suarez (Inter Pares). **Motion carried.***
5. *Motion to ratify WaterAid Canada as an Organizational Member, moved by Kiddy Mengesha (Beautiful World Canada). Seconded by Su McLeod (PWRDF). **Motion carried.***
6. *Motion to ratify HelpAge Canada as an Organizational Member, moved by Florestan Fillon (World Accord). Seconded by Juan Suarez (Inter Pares). **Motion carried.***
7. *Motion to ratify the full list of 28 individual associate members moved by Florestan Fillon (World Accord). Seconded by Marie Meloche( JGI). **Motion carried.***

## 2.7 Presentation & Election of Candidates to OCIC Board of Directors (Martina Coraci)

- i. Martina Coraci, OCIC Board Director, explained the OCIC Bylaws regarding the composition of the Board of Directors and presented the current Board of Directors in-term, including:

### Organizational Members:

- Martina Coraci (World Renew)
- Jacquelyn Wright (Canadian Feed The Children)
- Courtney Mollenhauer (Transforming Faces)
- Charanya Thiyanavadivel (Canadian Feed the Children)

### Associate Members:

- Christina Muia
  - Alice Ng Bouwma
  - Molly Grove
- ii. Martina Coraci presented the four nominations for four possible organizational member seats:
    - Kristin Douglas (World Accord)
    - Bella Lam (Jane Goodall Institute of Canada)
    - Soofia Mahmood (Raising The Village)
    - Hyang Cho (Good Neighbors Canada)And two nominations for one possible Associate Member seat:
    - Aysha Dawood
    - Brian Waters

Each of the candidates shared their credentials and motivation for becoming members of the OCIC Board of Directors.

- iii. Since no other nominations were received prior to the deadline and that all candidates had been endorsed by two or more OCIC members in good standing, the Board put forward a recommendation to acclaim and ratify the full slate of Organizational Members and to vote on the Associate Member candidates. Voting results were shared after the ED Reports.
- iv. *Motion to acclaim and ratify the slate of 4 candidates for the four available Organizational Members seats. Moved by Esperenza Monsalve (YMCA of Greater Toronto). Seconded by Florian Fillon (World Accord). **Motion carried.***
- v. *Motion to select 1 candidate to serve as an Associate Member. Moved by Esperenza Monsalve (YMCA of Greater Toronto). Seconded by Tina Sweeney (Cuso International). **Motion carried.***

## **2.8 Executive Director & Programs Report (Kimberly Gibbons, Pragma Tikku, Joelle Kabisoso, Vladimir Gómez, Shehara Athukorala)**

- i. Kimberly Gibbons thanked all candidates for their willingness to serve on the OCIC Board of Directors, and provided an overview of key Council efforts to strengthen capacity, increase multi-sectoral dialogue, and influence and inspire our community and the broader public over the past year. She highlighted that in OCIC's efforts to support the international cooperation sector we seek to amplify and uplift key work in strategic ways, providing space for critical reflection and learning, skills building, innovation and action. She highlighted the following initiatives undertaken this year as examples of OCIC's partnership approach and desire to leverage others' assets and to increase collaboration and impact:
  - a) This year the ICN Policy and Research Work, 'Towards a more Decolonial, Anti-racist and Feminist Public Engagement, identified five key actions that both governmental and ngo actors can take, (including: centering communities, investing resources, fostering open dialogues, building relations of trust and solidarity, and developing critical reflexivity mechanisms). OCIC offered an in-person and virtual workshop on the same themes, with a focus on moving from Research to Practice' (January in-person & February online)
  - b) With Spur Change we offered in-person and online workshops on RBM 201 (with facilitator Darren Brown), and on 'Building Equity' (a series focused on developing a diversified, ethical, and equity-centred fundraising and resource mobilization strategy, with Jo Roderigez.)
  - c) In November we supported an event focused on amplifying 'Trans Voices from Peru: and their efforts to Strengthen Leadership and Access to Human Rights', in collaboration with the YMCA of Greater Toronto and Dignity Network Canada.
  - d) Our International Development Week program in February included engagement of two Ambassadors and a number of members in our Innovation Lab Virtual Panel 'Climate Change Mitigation and Adaptation' and 'Arts-Based Engagement for Climate Action' In-Person Workshop; Virtual Career Panel; Climate, Women, Peace & Security Virtual Panel; and IDW 2023 SM reels on each of the 5 IDW 2023 sub-themes, in collaboration with 12 different member organizations.
  - e) In March we helped convene a virtual panel focused on 'Defending the right to learn: how Canada can support Afghan women and girls in collaboration with Canadian Women for Women in Afghanistan, Community World Service Asia, Presbyterian World Service & Development, and Afghan women living in Afghanistan and as refugees in Pakistan.

- f) In June we co-presented a Summer Institute in Community-based Participatory Action Research in collaboration with the Knowledge Equity Lab and the Toronto Centre for Community Learning & Development under the umbrella of the Tkaronto Knowledge for Change (K4C) Hub.
  - g) Throughout the year and behind the scenes, OCIC and ICN management worked extremely hard to secure a three-year cost extension for the Councils and ICN 'Inspiring Action for Global Citizenship' program (signed March 29, 2023 - ending July 31, 2026)
  - h) We are now focused on profiling the successes of SMOs over the past 4.5 years, and encouraging the government of Canada to renew its commitment to SMOs and other diverse actors before the FIT and Spur Change programs come to an end.
- 
- ii. Kimberly invited Pragya Tikku, OCIC's Community Engagement Specialist, to share an overview of key OCIC public engagement programs.
  - iii. Pragya shared that OCIC's Youth Policy Makers-Hub (YPH) met monthly for the YPH virtual 'Policy Matters' series focused on the SDGs; for a two-day in-person Retreat focused on relationship building and training on policy advocacy tools by Results Canada; and for ongoing 'Coffee Chats' on YPH members' policy interests, and to develop the YPH 'WriteNow Series' and Advocacy Toolkit.
  - iii. Pragya invited Joelle Kabisoso to share highlights of her experience as an YPH member, including as one of OCIC's delegates to the United Nations Commission on the Status of Women (CSW67) in March 2023, in New York.
  - iv. Joelle highlighted the value and relevance of the YPH program, including providing important opportunities for her to meet like-minded youth, to learn about policy issues, to participate in CSW67, and to be supported by OCIC staff. She noted that her experiences helped her in her work leading Sisters in Sync, a Hamilton, Ontario based non-profit organization supporting Black women and girls.
  - v. Pragya shared some of OCIC's capacity strengthening and PE activities for the year ahead, including: GE Hub meetings and Art Therapy workshops; YPH 'Policy Matters' webinars focused on the 6 FIAP Action Areas, an In-person YPH retreat, and monthly YPH 'Coffee Chats' focused on member policy interests. OCIC will also take a member delegation to CSW68 in March 2024.
  - vi. Vladimir Gomez, OCIC's Regional Retreat Coordinator, provided an overview of the four day 'Wasan 2023 Spur Sparks Regional Retreat' that OCIC will lead in partnership with AQOCI, ACIC and Spur Change, October 16-19 on Wasan Island. This Retreat will bring 22 youth and civil society actors from small and medium-sized organizations (SMOs) from across Ontario, Quebec and Atlantic Canada together, alongside our international guest Eric Mamboue, Country Director for WaterAid Burkina Faso.
  - vii. Shehara Athukorala, OCIC's Learning and Impact Specialist, presented highlights of an OCIC needs assessment including, in particular, interest in fostering more peer to peer dialogue, learning and knowledge sharing opportunities with international partners and with GAC technical experts, on various topics.
  - viii. Kimberly concluded by sharing that in the coming year OCIC will be transitioning from the Ontario (ONCA) to the Canada Not-for-Profit Corporations Act (CNCA).
  - ix. Janice Hamilton, Executive Director of the Manitoba Council for International Cooperation

(MCIC) and host of the Fund for Innovation and Transformation (FIT) Program, and Andreeanne Martel, Director of the Spur Change Program, hosted by the Alberta Council for Global Cooperation (ACGC) shared presentations about their programs.

#### **2.9 Approval & Ratification of Candidates elected to the OCIC Board of Directors (Martina Coraci)**

- i. Martina Coraci returned to share the results of the vote. The slate of candidates for the four available organizational members board positions was acclaimed and ratified. Aysha Dawood was elected for the Associate Member position.
- ii. *Motion to delete the digital tracking of election results within 30 days moved by Florestan Fillon (World Accord). Seconded by Juan Suarez Inter Pares). **Motion carried.***

#### **2.10 Volunteer/Staff/Board Recognitions (Lisa Swainston, Susan James)**

- i. Lisa Swainston, OCIC Director of Operations recognized retiring Board Directors Nabil Ali (IDRF), and Ruth Taylor (Heart-Links) for their service and contributions to the OCIC Board of Directors.
- ii. Susan James, OCIC Associate Member & Personnel Committee Member recognized staff, volunteers, members and partners for their exceptional work this year, and in this AGM.

#### **2.11 Business Arising**

- i. No issues raised.

#### **2.12 Adjournment of Business Meeting (Kristin Douglas)**

- i. *Motion to adjourn the business meeting moved by Florestan Fillon (World Accord). **Meeting adjourned.***

# Audited Financial Statements

## ONTARIO COUNCIL FOR INTERNATIONAL COOPERATION

### STATEMENT OF FINANCIAL POSITION

AS AT MARCH 31, 2024

	2024	2023
<b>ASSETS</b>		
Current assets		
Cash	\$ 167,228	\$ 123,540
Term deposits (note 3)	41,762	40,685
Amounts receivable	36,643	22,770
Prepaid expenses and deposits	<u>1,446</u>	<u>8,626</u>
	<u>\$ 247,079</u>	<u>\$ 195,621</u>
<b>LIABILITIES AND NET ASSETS</b>		
Current liabilities		
Accounts payable and accrued liabilities	\$ 45,755	\$ 36,933
Deferred contributions (note 5)	<u>40,324</u>	<u>13,018</u>
	<u>86,079</u>	<u>49,951</u>
Net assets		
Internally restricted (note 6)	100,000	57,000
Unrestricted	<u>61,000</u>	<u>88,670</u>
	<u>161,000</u>	<u>145,670</u>
	<u>\$ 247,079</u>	<u>\$ 195,621</u>

### STATEMENT OF OPERATIONS AND CHANGES IN NET ASSETS

FOR THE YEAR ENDED MARCH 31, 2024

	2024	2023
<b>REVENUE</b>		
Government grants (note 7)	\$ 702,810	\$ 594,916
Inter-Council Network (ICN) Spur Change Program	71,166	17,493
Membership fees	29,915	30,156
Donations	2,876	1,550
Investment income	1,866	816
Other	<u>2,725</u>	<u>3,933</u>
	<u>811,358</u>	<u>648,864</u>
<b>EXPENSES (note 8)</b>		
Program		
Global Affairs Canada	627,509	526,759
ICN Spur Change Program	66,360	16,888
Employment and Social Development of Canada - SDG	-	19,912
Administration	<u>102,159</u>	<u>59,291</u>
	<u>796,028</u>	<u>622,850</u>
<b>EXCESS OF REVENUE OVER EXPENSES FOR THE YEAR</b>	15,330	26,014
Net assets, beginning of year	<u>145,670</u>	<u>119,656</u>
<b>NET ASSETS, END OF YEAR</b>	<u>\$ 161,000</u>	<u>\$ 145,670</u>

# New Members to be Presented



**acted**  
Canada

## **Acted Canada**

[Acted Canada](#) is a proud part of the international Acted network, dedicated to innovative humanitarian and development initiatives.

Our mission is rooted in a commitment to serve the most vulnerable populations, integrating sustainable solutions into all of our work. In the Canadian civil society sphere, we are recognized for our dynamic participation and significant contributions to discussions on climate adaptation, humanitarian relief, and triple nexus programming. By creating strategic partnerships and advocating for impactful policies, Acted Canada enhances the effectiveness of our global missions, embodying a spirit of innovation and a continuous drive for positive change.

Acted Canada is part of a global network dedicated to immediate humanitarian relief and sustainable solutions in regions facing severe challenges. From supporting 17.8 million people worldwide, engaging in 596 projects across 42 countries, to specific initiatives like AGORA and Thrive that promote sustainable community development—Acted’s work spans from emergency aid to long-term sustainability projects. Acted is deeply involved in programs through our innovative 3Zero approach (Zero Exclusion, Zero Carbon, Zero Poverty), striving for impactful change through various partnerships and programs worldwide. Acted’s commitment to transparency and accountability is evidenced by strict adherence to international conduct codes and detailed reporting on project impacts and financial oversight.



## **Nexim International Development Organization (NIDO)**

[Nexim International Development Organization \(NIDO\)](#) is a Canadian registered International development charity whose mission is to advance access to education, wildlife conservation and the fight against climate change in the developing world. We do this through our vision, which is to aid the idea that we can create a world where each child, regardless of geography, has an equal chance to a seat in school & that wildlife conservation and climate change are the greatest threats facing tomorrow's children.



## **ONE Global (Canada)**

### **more commonly known as The ONE Campaign**

[ONE Global \(Canada\)](#) fights for a more just world by demanding the investments needed to create economic opportunities and healthier lives in Africa. We envision a world where Africa is an equal player and people across Africa have access to abundant economic opportunities and lead thriving, healthy lives. We empower all people to use their voices to build a more just world, because none of us are equal until all of us are equal.

# Candidates to the Board of Directors

## **Emily Antze, Partners In Health Canada**

Emily has a bachelor's degree in Anthropology and International Development Studies from McGill University, and a Masters degree in Sociology and Equity Studies from OISE, University of Toronto. She has worked in the international co-operation sector for 18 years, beginning with a CIDA internship and going on to program and project management roles at World Literacy Canada, IDRF, the York University Centre for Refugee Studies, and now Partners In Health Canada. Emily has subject matter expertise in education, health, and gender equitable and gender-transformational approaches, and very extensive experience overseeing Global Affairs Canada-funded work. Her skill set includes strong capacity in monitoring and evaluation, financial management, and reporting. She is passionate about promoting partner-led anticolonial approaches and applying an intersectional feminist lens in our sector, and is guided in all her work by a deep commitment to the principles of social justice.

Emily found herself at her first OCIC AGM within weeks of starting her first full-time professional job at World Literacy Canada in 2007, and OCIC has played a vital role in her professional networking and development in the years since. She has been fortunate to have the opportunity to serve as an OCIC representative of three different NGOs and has participated as an associate member. She was responsible for both IDRF and PIHC joining OCIC, advocating internally and leading on their membership enrolment process. She has a deep appreciation for the value of OCIC's significant and longstanding contribution to the sector, and some understanding of the operational and funding challenges faced over the years. She has long been interested in contributing as a board member, and is hoping this may be the right moment.

Looking at the list of key expertise areas OCIC is seeking in board members, Emily would contribute most strongly around issues of intersectional, feminist approaches, MEAL, networking and membership acquisition, and partnership building and brokering. While she is not a technical expert in issues of charity law, compliance or organizational finance, she has an interest in these issues and would be glad of an opportunity to participate in board committees or initiatives in these areas.

Emily lives in Toronto's west end with her spouse and two preschool-aged children.

## **Hyang Cho, Good Neighbours Canada**

Hyang Cho is an experienced leader with over 15 years in the humanitarian and development sector, specializing in community-oriented projects in education and the social economy. As Executive Director of Good Neighbours Canada, she has driven community transformation and empowered vulnerable populations. Hyang holds a master's degree in Global Political Economy from Sussex University, where she focused on the impacts of economic colonization in sub-Saharan Africa.

Her career began at a Korean government Economic Research Institute, where she co-authored a policy paper on LNG pricing. With over a decade at Good Neighbors International, she led sustainable development projects, notably in the Dominican Republic, and provided consultancy services to the Korea International Cooperation Agency, advising on strategic partnerships in Haiti.

Transitioning to Canada's aerospace industry as a finance manager, Hyang managed budgets multiple million, showcasing her financial expertise. Her leadership has been pivotal in expanding Good Neighbors Canada, establishing offices in London and Toronto, and strengthening the organization's humanitarian mission.

An OCIC Board Director since 2023, Hyang has contributed her time and insights to the Membership Committee, as Chair, and to the Nominations Committee.

### **Aysha Dawood**

Aysha Dawood is an advocate for both local and global scale social equality, with a focus on affordable housing and sustainable finance. This ambition stems from her intersectional identities, and the transformative experiences gained while working with populations made vulnerable in the UK, Southern Africa, and Canada. She is fuelled by research, attempting to unravel the root systemic drivers of poverty. Aysha works as an operational and strategic consultant with non-profits. Her current work includes coordinating the management of the Canada Forum for Impact Investment and Development (CAFIID), and researching the nexus of human rights and financialization. Aysha's previous positions have been with Oikocredit, the Centre for Affordable Housing Finance in Africa, South Liverpool Homes and the City of Toronto. Aysha holds a master's degree in Local Economic Development, a bachelor's degree in Urban and Regional Planning, and diplomas in Architectural Technology, and GIS (Geographical Information Systems) and Urban Planning.

Aysha has been a member of the OCIC Board of Directors since 2019, serving on the Finance and Sustainability, Membership and Nominations, Governance, and Executive Committees. She has also served as Board Secretary for three years, helping to maintain OCIC's governance files.

### **Kristin Douglas, World Accord**

Kristin Douglas is a committed, enthusiastic professional with more than ten years of experience in the non-profit sector and six years of experience in international development. She is currently the Executive Director at World Accord, was the previous Executive Director at Ethiopiaid Canada, and has held management positions at Plan Canada, Cystic Fibrosis Canada, and the Welcome Centre Shelter for Women & Families. She graduated with a BA in Philosophy, Minor in Social Justice, and an MSc in Human Rights & International Politics, which has led her down a career path in which she is focused on positions that give back to the local and global communities that are supported by the organizations that she works for. Kristin specializes in fund development, fund diversification, relationship management and community engagement. An OCIC Board Director since 2019, Kristin has served on the Executive



Committee, as President of the OCIC Board of Directors, and is currently Chair of the Personnel Committee and a member of the Finance Committee.

## **Molly Grove**

Molly is passionate about building partnerships, sharing best practices, and developing tools and processes that bring projects and initiatives to life. She has engaged with OCIC for many years including as a member of the GE Hub, and is excited to bring her experience to the Board, support members and amplify OCIC's work.

Molly began her work in the international development sector by planning conferences and volunteering with Oxfam and Engineers Without Borders (EWB). Over the last decade she has gained valuable experience working with a wide variety of high-impact NGOs and governmental bodies including Aga Khan Foundation Canada, Journalists for Human Rights, Grand Challenges Canada, Global Affairs Canada, and overseas with an education project in Tanzania. With Global Affairs Canada she gained expertise with the Feminist International Assistance Policy, result-based management and GAC funding modalities. At Grand Challenges Canada (GCC) she supported multiple grant-making teams across the Global Health Innovation platform. She developed the in-house multi-stage application review process from the ground up and supported projects through all aspects of the funding life cycle. As a Gender Equality Officer at a trades college in Mwanza, Tanzania, Molly provided operational oversight, led monitoring and research initiatives, and engaged with key stakeholders.

Throughout these positions she has honed her expertise in gender equality, education, project management and MEAL. Molly is currently working with Salanga, a values-based company providing tools, training and technology services in MEAL to organizations around the world, as the Manager for Global Impact with a focus on GAC funded projects. She has served on OCIC's Board of Directors for xx years, including as co-Chair of the Governance Committee, and as a member of the ad hoc Strategic Planning Committee.

Beyond professional roles, Molly's values, approach and drive are informed by her life experiences - living on a sailboat in the Caribbean for a year at age 10, swimming at a national level, volunteering in her community, and traveling. Molly is always keen to learn, collaborate and creatively seek solutions. Molly holds a Masters focused on program management and gender from the Norman Paterson School of International Affairs at Carleton University, and a Bachelors in Peace, Conflict and Justice and International Relations, with a minor in African Studies, from the University of Toronto.

## **Bella Lam, Jane Goodall Institute of Canada**

Bella (she/her/elle) has over 20 years of experience in international cooperation and community development, amplifying the work of local partners across regions of Latin America, South Asia, and Sub-Saharan Africa. She is currently the CEO at the Jane Goodall Institute (JGI) of Canada, leading a team to address the convergence of three crises: climate change, biodiversity loss, and environmental inequity. Bella has in-depth experience with community-centered conservation focusing on ecologically

sensitive regions across Africa, promoting the “One Health” approach that recognizes the well-being of people, animals and the environment are deeply interconnected. She has helped to build a team at JGI Canada that engages youth across the country, developing young leaders to take actions on sustainability issues, and collaborating with Indigenous-led partners on reconciliation and decolonization. Supporting an anti-racist and anti-oppression framework is one of Bella’s priorities at her own organization, and she hopes to contribute to the broader dialogue in the sector. She is a strong advocate for climate and gender justice, and has been a Board member of OCIC since 2021. Bella fills her cup by connecting with nature, enjoys hiking, camping, canoeing and all things outdoors!

Bella has served on OCIC’s Board of Directors since 2021 on the Governance and Personnel Committees, and on the Executive Committee as Vice-President.

### **Soofia Mahmood, Raising The Village**

With over 20 years of service in the corporate, non-profit, and international development sectors in Pakistan and Canada, Soofia has lived many lives. Her proficiency spans a range of areas, notably strategic communications, stakeholder engagement, policy development, issues management, crisis communications, and complex project management. Her personal passions are photography and writing, and she has an unwavering commitment to lifelong personal growth.

As the Managing Director at Raising The Village (RTV), Soofia serves a team of 150+ staff in Canada and Uganda as a senior leader and oversees the Communications and Marketing, Government Funding Partnerships, and Knowledge Management portfolios in addition to providing oversight to the day-to-day operations in Toronto. She also works closely with the Programs team to advance projects of strategic significance. In this role, she is most proud of envisioning and creating the Knowledge Management unit, which centers on the creation, management, and dissemination of technical knowledge and is playing a significant role across the organization and portfolios. Prior to this role, she held the position of Chief of Staff at RTV, where she was also leading the Human Resources department.

Before joining RTV, Soofia was serving The 519, LGBTQ2S community centre and City of Toronto agency as Director of Strategic Communications and Executive Planning, where she led the Marketing and Communications team with a focus on advocacy, media relations and crisis communications. She was also the Board Secretariat and Privacy Officer for the organization. Her experience at The 519 played a pivotal role in her personal and professional growth as a newcomer in Canada.

Prior to immigration, Soofia had worked in UNICEF Pakistan and several creative agencies leading behaviour change communications and advertising projects for international development clients including USAID and Oxfam. She led complex and high-risk creative and documentary projects during those times that profoundly influenced her understanding of the sector.

Soofia has served on OCIC’s Board of Directors and Membership Committee since 2023.

## **Christina Muia**

Whilst growing up in Kenya, Christina Muia witnessed a clear gap between the haves and have-nots. From those early years to her adulthood in Canada, Christina has been passionate about poverty alleviation. This has led her to work and volunteer with the United Nations and several Canadian international non-profits on women empowerment, youth employment, food security, sustainable agriculture and climate change projects. Her experiences sparked interest in how youth from marginalized and poor communities are involved in poverty reduction, which was explored in her Masters thesis and led to co-founding BiaSHEara, a multifaceted enterprise that showcased stories of Canadian women entrepreneurs of East African descent and engaged youth volunteers to support documentary production.

Christina has worked and volunteered with five Canadian international development organizations: World Renew (OCIC member), Mennonite Economic Development Associates, TakingITGlobal (OCIC member), Canadian Samaritans for Africa, and Paradigm Shift Project. She has also served as a Board advisor for the Canadian Samaritans for Africa. As a part of her Board commitment to OCIC, Christina has served as a member of the Governance and Finance Committees, as co-chair of the Membership and Nominations Committee, and on the Executive Committee as Board Secretary. Christina was also involved with the OCIC Youth Policy-Makers Hub. Christina is excited to continue serving on the Board to contribute to anti-oppression and anti-racism policies and work, and to contribute to shaping the future of international development work in Ontario.

Christina has a Masters in Strategic Foresight and Innovation from OCAD University, and a Bachelor of Arts Honors degree in Agricultural Economics and Environmental Studies from the University of Guelph. She is currently working with Skills for Change as a Manager of Social Enterprise where she manages programs to diversify non-profit funding to better serve immigrants, refugees and underrepresented communities.

## **Alice Ng Bouwma**

Alice is keen to continue serving on the OCIC Board of Directors where she contributes her 16 years of experience in financial sustainability/management and fund diversification of government and foundation/private sector funding relationships. Alice has extensive experience in cultivating government and academic relationships and partnerships with various stakeholders including the Government of Canada, private foundations/corporations, and academic institutions in Canada and internationally. Alice provides leadership in enhancing business technology systems and directing cross-functional teams in fund acquisition and project management of climate adaptation and gender equality programming. Alice's efforts to increase efficiencies to automate business processes and project management results in increase in revenue for programming from institutional donors and philanthropy. She has experience in organizational efforts, within her local community and in the international cooperation sector, in anti-racist and anti-oppressive practices that allow BIPOC groups to self advocate and self represent. Alice also has skills in gender equality and intersectionality - program approaches and analysis.

Alice is at the Canadian Red Cross as a Senior Project Manager & Appeal Lead to provide strategic guidance to the Philanthropy leadership team across Canada to determine project requirements, resources, timelines, and deliverables, and determine the optimal way to achieve desired results. Previously, for 14 years she was a Grants Program Manager at World Renew providing leadership in enhancing international cooperation programs and directing cross-functional teams in fund acquisition and project management of climate adaptation and gender equality programs. Alice has a Master of Science in Rural Planning & International Development, from the University of Guelph where she was a scholarship recipient of the Social Sciences and Humanities Research Council of Canada. Alice also holds a BA (Honours) in Environmental Studies & Development, from the University of Waterloo.

Alice is actively involved in her community leading a marketing and capital campaign to raise \$4M amongst alumni and philanthropic donors for a local school. She provides leadership and direction to the school's long-range plan, goals, and policies, while promoting team development and conflict resolution between teachers, principal, and staff. Alice facilitates learning amongst participants across Canada to build relationships with Indigenous communities and promote Diversity Inclusion Belonging Diversity, and support decolonization and localization.

Alice has served on OCIC's Board of Directors and Finance and Sustainability Committee since 2023.

### **Efemena Stephenie Ozugha, Rooftops Canada | Abri International**

Efemena is an international development expert distinguished by her proficiency and qualifications at the crossroads of law, human rights, project and human resource management, and community organizing. With 7 years of experience in the non-profit sector, she has successfully led large and mid-scale projects and programs across North America, Africa, and Europe. Her expertise is in protecting and promoting human rights, gender equality, democratic governance, social justice, and equitable human settlements. She has held mid-senior leadership roles, offered policy advisory and training, managed projects and programs, drafted legal documents and frameworks, conducted social audits, and managed strategic partnerships.

Currently, Efemena is a Senior Project Officer at Rooftops Canada where she manages Women Spaces; a 5-year Project co-funded by the Government of Canada, designed to reduce poverty and deliver meaningful change to poor and vulnerable women and girls in sub-Saharan Africa. Additionally, she is a pro bono coach and trainer at the African Coaching Network, where she frequently delivers training and strategic learning opportunities to communities and organizations.

With a profound commitment to global social justice, Efemena is eager to contribute to OCIC's multifaceted approach to addressing fundamental human rights, poverty reduction, equality, and global stability and peace. She is drawn to this position by the importance of diverse perspectives in shaping decisions, policies, and practices that impact OCIC's vision, strategic plans, and the members and communities OCIC serves. Within the Board, she aims to collaborate in enhancing innovation around the

SDGs, facilitate dialogues with Pan-Canadian networks, advance member development, foster knowledge exchange, and strengthen networks for strategic partnerships. With and beyond OCIC's membership, she intends to foster increased member engagement, strategic collaborations, transformative organizing, and public engagement.

Efemena's extensive leadership, advocacy, strategic planning, and community organizing skills, honed through competence and experience in implementing projects with a FIAP lens, position her to contribute effectively as an OCIC Board member. She considers joining the OCIC Board of Directors to be an honor and an opportunity to deepen her involvement with the international cooperation community in Ontario.

## **Helen Ray**

Helen is currently a project manager for an organization working to increase Inuktitut education and improve the preservation of Inuktitut for Inuit in Nunavut. Through this, she has worked closely on research projects and other initiatives to create relationships with local Indigenous people. She also completed a postgraduate certificate in International Development at Centennial College. Before this, she worked as an entertainment organizer where their main goal was to try and get people of colour into predominantly white spaces.

Helen would love to be a board member of OCIC and contribute to the work that OCIC does. She is very passionate about international development and believes that organizations like OCIC are vital to the strengthening of the field. She brings skills in anti-racist and anti-oppressive practice; finance and financial management; global citizenship education and public engagement; government and academic relations; human resource management; intersectional, feminist understanding, analysis and approaches; monitoring, evaluation, accountability and learning; and partnership building. She is interested in learning more about the sector and OCIC's work by contributing her time and skills to the Board of Directors and its Membership or Finance Committees.

## **Dr. Helena Shilomboleni, University of Waterloo**

Dr. Helena Shilomboleni is an Assistant Professor in the School of Environment, Resources and Sustainability and the Department of Geography and Environmental Management at the University of Waterloo. She is also a Fellow at the Balsillie School of International Affairs in Waterloo. Dr. Shilomboleni is an applied researcher with extensive experience working in international development. Her areas of expertise are agriculture and food security, climate smart agriculture, scaling innovations in smallholder farming systems, and food systems sustainability, and has worked with small-scale farmers and practitioners in East and Southern Africa. She previously held a Post-doctoral Fellowship with the formerly Consultative Group of International Agriculture Research based in Nairobi, Kenya, and a Professional Development Award with Canada's International Development Research Center in Ottawa. Her research and work also enabled her to engage different policy networks, including Global Affairs Canada and the Namibian Permanent Mission to the United Nations. Dr. Shilomboleni is keen to

continue expanding her network to Ontario-based international development focused organizations and stakeholders through the Ontario Council for International Cooperation.

She would like to contribute to OCIC's mission to create a strong network of international cooperation-focused organizations and stakeholders committed to promoting impactful people-centered development and social justice.

Dr. Shilomboleni first encountered several OCIC staff and member organizations at an event for the International Cooperation Sector with the Honorable Ahmed Hussen, Minister of International Development, in December 2023 at the University of Waterloo. She was moved by OCIC members' passion and dedication to increase the effectiveness and collective impact of Canada's advancement of the UN Sustainable Development. Dr. Shilomboleni shares these same values and seeks to make a significant impact with her work beyond the research community. She would be delighted to serve as a Board Member for OCIC to further its mission, support its members, and mobilize resources for international development efforts.

### **Jacquelyn Wright, Canadian Feed The Children**

Jacquelyn Wright, President and CEO of Canadian Feed The Children (CFTC), is really enjoying her time serving on the OCIC Board of Directors as a member of the Governance Committee, and currently as Chair of the Executive Committee and Board. She brings a depth and breadth of international development and humanitarian experience to these roles, after dedicating nearly 35 years to her career.

Jackie, as she is known to many, has been the CEO of CFTC for the past five years, where she supports a Board of Directors and manages the strategic and governance processes of the organization. She is a keen advocate for women and children throughout the world, upholding their human rights and working towards diversity, equity and inclusion. Jackie is passionate about reconciliation, anti-racism, anti-oppression and protecting and upholding Indigenous Peoples rights in Canada and globally, and supporting Indigenous communities and nations in the area of food security and food sovereignty.

As CARE Canada's Vice President, Partnerships for Global Change, Jackie built a diversified program portfolio by strengthening strategic partnerships and growing revenue through evidence-based best practices, innovation, and future-ready programming. Prior to that, as Vice President, International Programs, she led CARE Canada's development and humanitarian programming in 35 countries and strategically positioned CARE with key stakeholders, including the Government of Canada and the academic and civil society communities.

Prior to joining CARE in 2013, Jackie spent more than 25 years in humanitarian response and international development with the Canadian Red Cross and with the International Committee of the Red Cross (ICRC) and International Federation of Red Cross and Red Crescent Societies (IFRC) internationally. She served as the Canadian Red Cross country representative in Indonesia for nearly four

years, where she oversaw country operations and humanitarian and disaster risk reduction programming.

Throughout her multi-faceted career, Jackie has managed emergency relief and development programs in some of the most challenging conflict and post-conflict regions, including Sudan, Uganda, following the Rwandan genocide, Sierra Leone and Somalia. She also worked for the Red Cross in Canada in a variety of positions based in Calgary, Winnipeg and at headquarters in Ottawa. Strongly committed to the study and practice of leadership, Jackie has a Master's Degree in Leadership and Training from Royal Roads University in Victoria, BC, where she is past co-chair of the Advisory Council of the School of Humanitarian Studies.

## Thank You

OCIC's work is undertaken with support from many members and partners, particularly the Inter-Council Network of Provincial and Regional Councils for International Cooperation (ICN), the Fund for Innovation and Transformation (FIT), the Spur Change program, and the Government of Canada through Global Affairs Canada.

Many thanks for your engagement with and commitment to our collective efforts towards universal sustainable development for all.

