

ANNUAL REPORT

2024 - 2025



37 TH ANNUAL GENERAL MEETING



**WOMEN'S ENTERPRISE
SKILLS TRAINING**
OF WINDSOR INC.



Our PRINCIPLES

Mission Statement

- 1 Women's Enterprise Skills Training of Windsor Inc. (WEST) exists to provide training for severely employment disadvantaged visible minority women in order to improve their employability in the workforce and/or to further their education.



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Vision

Leaders in Positioning Women for Success



Value Statement

Together at WEST:

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 - We are committed to treat everyone with dignity and respect.
 - We strive to create an environment of accountability and professionalism of the highest standard.
 - We passionately aim to foster, promote, and advocate for inclusivity and diversity of all women.
 - We are dedicated to serve the needs of the community with compassion and empathy.



Meet OUR TEAM



Rose Anguiano-Hurst

Executive Director

Rose has led WEST as Executive Director since 1995, overseeing a team of 60 staff. With a wealth of experience in non-profit management, she has been instrumental in WEST's growth to serving over 2000 women annually. Rose is dedicated to empowering women in the community through skills development and meaningful employment.



Olivia Zhao

Director of Finance

Olivia oversees all financial operations with precision and expertise. With her keen eye for detail and dedication to financial integrity, Olivia ensures that WEST's resources are managed efficiently to support our mission of empowering women in the community.



Seita Sadoo-Thomas

Programs Manager of Youth, Communication, Fund Development & Special Projects

Seita, holding an MBA in Entrepreneurship and Technology Management, has dedicated six years to WEST. Drawing from her extensive business acumen, she focuses on grant writing, fund development, and communication. Leading programs like LEAD and SEAT, Seita is committed to propelling WEST's mission forward through innovative strategies and empowering youth.



Anabella Hatami

Programs Manager of Settlement Services for Newcomer Women and Girls

Anabella brings experience and dedication to her role with her previous background as a LEAD and Settlement Coordinator. She oversees a diverse portfolio of programs, including LST, ELT, EWE, Settlement, CNC, NSP, New Horizon, and Ted Rogers. Her leadership and team of 30 staff and volunteers ensures that newcomer women and their families receive comprehensive support to integrate successfully into the community.



Stephanie Allen

Programs Manager of Skilled Trades

Stephanie, leveraging her experience as the EPA Coordinator, now oversees a diverse range of programs including EPA, CNC Millwright, CCT, and the innovative SMART for Women program, funded by UTIP. With her leadership, these initiatives continue to empower women in skilled trades, providing them with the tools and support needed to thrive in traditionally male-dominated fields.



Corina Jancev

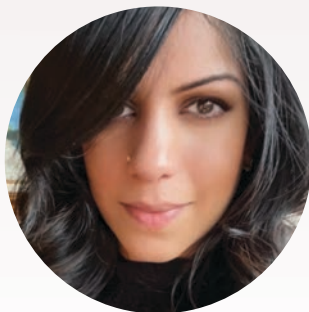
Programs Manager of Integrated Employment Services

Corina, previously the Coordinator for Employment Services, now leads the Employment Service department at WEST. Her team of 8 delivers tailored support to individuals, aiding them in conducting successful job searches and finding career opportunities aligned with their skills and goals.

Meet OUR BOARD



Nadine Manroe-Wakerell
President



Nadia Bhatti
Vice President



Ann Diab
Past President



Helena Palma-Kurek
Treasurer



Sabrina DeMarco
Secretary



Justina Nwaesei
Director



Jessica Watson
Director



Priyanka Philip
Director



Gemma Grey-Hall
Director



Dr. Felicia Lawal
Director



Rose Anguiano Hurst
Executive Director



Message from the

PRESIDENT & EXECUTIVE DIRECTOR



Greetings,

As we come together for our 2024–2025 Annual General Meeting, we reflect with pride and gratitude on another remarkable year of growth, resilience, and community impact. Our unwavering commitment to empowering women, girls, and newcomers continues to drive our work and inspire our vision for the future.

This year marked the beginning of our new five-year strategic plan, focused on strengthening governance, enhancing leadership excellence, investing in operational sustainability, and maintaining a client-centered approach. We continued to prioritize professional development, expand our outreach, and advance digital transformation to better serve the diverse needs of our community.

Our programs have continued to evolve and flourish. The LEAD program was renewed for another three years, reaffirming our commitment to building the next generation of leaders. Additionally, our Settlement programs through IRCC and the Women in Skilled Trades program have also been renewed, allowing us to continue supporting newcomers and women entering the trades.

Our Settlement Services supported over 500 newcomer women with language, employment, and settlement support.

While innovative programs like Cooking Together under the New Horizons for Seniors Program fostered community engagement, healthy living, and social connection for seniors.

The successful launch of our new Roundhouse Centre location also allowed us to extend vital services to South Windsor, filling a critical gap in service access for the community. IES has extended its employment services to Amherstburg and looks forward to expanding into LaSalle in the new fiscal year.

A highlight of the year was our 2025 International Women's Day Gala, where we proudly celebrated under the theme *#AccelerateAction*. This powerful evening was dedicated to amplifying the voices and successes of women and girls in our community, recognizing the urgent need for collective action toward equality and inclusion. The event brought together participants, partners, and community members, inspiring momentum and reaffirming our shared commitment to creating real, lasting change.

Throughout this journey, our work has been made possible through the strength of partnerships. We are deeply grateful to our Board of Directors for their visionary leadership, to our dedicated staff for their passion and excellence, and to our valued funders, partners, and employers for walking alongside us in advancing our mission.

Most importantly, we thank the women, girls, and newcomers who trust WEST to be part of their journey. Your courage fuels our purpose every day.

We are equally grateful to our Board of Directors for their strategic leadership, and to our dedicated staff whose steadfast commitment drives our mission forward each day.

While we are proud of the progress we have made, we recognize there is still much more to accomplish. As we move ahead, we do so with a deep sense of responsibility and a shared commitment to building a stronger, more inclusive future for all.

Together, we are positioned to expand our impact, strengthen our community, and continue empowering women and girls across Windsor-Essex and beyond.

Empowered women empower communities. Through collective leadership, bold vision, and shared purpose, we will continue to create lasting change for generations to come.

Sincerely,
Rose Anguiano-Hurst
Nadine Manroe-Wakerell

CONGRATULATIONS TO SHEILA BARKER

on receiving the King Charles III Coronation Medal



Education:

- Policing Services Advisor for the Province of Ontario
- Registered Nurse; Public Health Nurse, Bachelor Nursing (McGill University)
- Worked in Hospitals, Visiting Nurses and Health Units
- Negotiator RNAO and ONA Collective Agreement Contracts

Volunteer Service (Includes leadership, Fund-Raising & Committees):

- United Way Board Member (Windsor & Toronto)
- Canadian Mental Health Association (Locally, Provincially, Internationally)
- Sports Canada World Cup Umpire, Promotional and P.R Coordinator
- A.I.D.S Speaker Bureau Windsor & Toronto
- Trillium Foundation Board - Toronto
- St Clair College Founding Board Member
- Women's Enterprise Skills Training (WEST) - Past President

Sheila re-joined the board in January 2007 following a brief hiatus. She brings vast experience in governance, race relations, policing and quality assurance to the organization. Sheila's expertise has been sought throughout the community and province. Her past Board and professional affiliations have been with the United Way, CMHA, The Distress Centre, labour organizations, as well as the VON and W-E Health Unit.

She was seconded to Ontario Human Rights Commission, Ministry of Labour and Solicitor General to work on special projects focusing on racial relations and police services. Sheila Barker, a committed advocate for public health and community well-being, brings her extensive background as a Policing Services Advisor for the Province of Ontario and a Registered Nurse, educated at McGill University, to the forefront of her endeavors. Her career has spanned across hospitals and community health units and has also played a critical role in labor relations as a negotiator for RNAO and ONA collective agreement contracts.

An active volunteer, she has made her mark as a United Way Board Member across Windsor and Toronto, along with significant contributions to the Canadian Mental Health Association at local, provincial, and international levels. She has also contributed to community initiatives like the AIDS Committee, and has held leadership positions at the Trillium Foundation, St. Clair College, and WEST. Her strategic expertise was seconded to Ontario Human Rights Commission, Ministry of Labour and Solicitor General to work on special projects focusing on racial relations and police services. In 2023, Sheila was awarded the Queen Elizabeth II Platinum Jubilee pin for her lifelong dedication to enhancing equity in communities.

Her unwavering dedication to public service, equity, and community development continues to leave a lasting impact across Ontario. Sheila remains a respected leader and role model, inspiring others through her lifelong commitment to justice, health, and social change.

Reporting on the Pillars of the Strategic Plan

Equality & Inclusion for Women, Youth, Racialized & Marginalized Voices

This year, WEST has continued to advance its mission of equity, diversity, and inclusion by delivering impactful programs that support women, youth, and racialized and marginalized individuals in our community. Our approach has been rooted in empowerment, equipping participants with practical skills, leadership opportunities, and mentorship support to help them succeed both personally and professionally.

Through programs like Women in Skilled Trades including Electrical Pre-Apprenticeship, Construction and Craft Trades, CNC Mechanical Millwright and our Supporting Micro-Credentials Apprentice Retention (SMART) program, we have opened doors for women to enter and thrive in non-traditional, in-demand careers. These initiatives are not only building individual capacity but also reshaping industries to become more inclusive and equitable.

Our commitment to systemic change extends beyond programming. We have engaged in advocacy efforts, built strategic community partnerships, and contributed to policy discussions aimed at creating a more inclusive society. Youth-focused initiatives and community dialogue sessions have amplified the voices of the next generation, ensuring their perspectives are included in our work. As we reflect on our progress, we are proud of the impact WEST has made this year. Looking forward, we remain focused on expanding our reach, enhancing our programs, and continuing to be a catalyst for lasting, transformative change. This year, we also celebrated International Women's Day by embracing the 2025 theme, "Accelerate Action," reaffirming our dedication to gender equity and progress.

Here are some highlights of 2024- 2025 Equity and Inclusion initiatives:

Pathways to Progress: Empowering Career Development

WEST was thrilled to host its Pathways to Progress: Empowering Career Development Lunch and Learn Networking event on September 4, 2024, at Art Windsor-Essex. Supported by LIBRO Credit Union, this inspiring day was dedicated to career advancement, professional development, and networking. The event aimed at providing participants with essential resources and guidance to support their career growth and proved to be a transformative experience for all attendees, equipping them with the tools and knowledge to move forward in their professional journeys.

The event featured an outstanding lineup of speakers, including Sarah Regan, Community Manager at LIBRO Credit Union; Christine Mitchell, President & CEO of Chatham-Kent Health Alliance Foundation; Tashlyn Teskey, Senior Manager of Research and Innovation at Workforce Windsor Essex; Janelle Abela, CEO & Growth Strategist of Diverse Solutions Strategy Firm Inc.; and Mercy Quartey from the Womyn's Centre and Office of Human Rights, Equity, and Accessibility. These leaders shared insights on leadership, emerging labour market trends, and strategies for overcoming workplace barriers. A dedicated mental health workshop was also held to promote well-being and resilience among participants.

The event brought together over 60 participants from various WEST programs, the community, along with local employers, fostering meaningful engagement and valuable professional connections. Attendees participated in team-building exercises and interactive sessions led by industry experts; all designed to deliver practical skills and inspire continued career development. Pathways to Progress was a resounding success, leaving participants motivated, informed, and better equipped to navigate their career paths with confidence.

Bridging the Gap: Women, Governance, and the Path to Gender Equity in Boardrooms

On December 4, 2024, WEST proudly hosted Bridging the Gap: Women, Governance, and the Path to Gender Equity in Boardrooms at the Best Western Plus Waterfront Hotel in Windsor. This empowering Lunch & Learn event brought together community members, emerging leaders, and established professionals for a meaningful afternoon of learning, connection, and advocacy. Moderated by Meg Roberts from AM800 CKLW, the event featured an outstanding panel of local women leaders including representatives from St. Clair College, ENWIN Utilities Ltd., Windsor-Detroit Bridge Authority, law firms, community foundations, and advocacy centers. Together, they shared valuable insights, discussed the systemic barriers that continue to hinder women's representation in governance, and proposed practical strategies for creating more inclusive leadership spaces.

Attendees were inspired by candid discussions on the realities women face in leadership, as well as the collaborative spirit that emphasized solutions and empowerment. The event provided individuals with opportunities to network, build professional connections, and be part of a growing movement toward gender equity in decision-making roles. Bridging the Gap was made possible through the support of the Communities for Gender Equality initiative, a collaboration between the WindsorEssex Community Foundation, Community Foundations of Canada, the Equality Fund, and the Government of Canada. Through this event, WEST reaffirmed its commitment to breaking down barriers, creating opportunities, and inspiring the next generation of women leaders to step boldly into governance and leadership roles.



2024 Inclusion Scholarship

WEST proudly celebrated the outstanding achievements of Rawan Nasra, Jami Carnegie, and Putri Insyra, recipients of the 2024 Inclusion Scholarship valued at \$1,000 each. These remarkable women have shown exceptional leadership in advancing multiculturalism, inclusion, and anti-racism efforts within our community. Funded through the Canadian Heritage grant's Multiculturalism and Anti-Racism Initiatives Program: Community Capacity Building Component, this scholarship recognizes and empowers individuals who are actively creating positive change. Through their dedication, advocacy, and resilience, our recipients are helping to build a more inclusive, equitable future for all. Congratulations to these inspiring women as they continue to champion diversity, uplift their communities, and pursue their dreams!

Settlement Services for Newcomer Women and Girls

Throughout the year, the Settlement Department demonstrated unwavering dedication to supporting newcomer women and their families through a variety of impactful programs and initiatives. Our settlement team provided over 500 women with personalized support, interpretation services in over 15 languages, and needs assessments to help ease their transition into Canadian society. Through the Empowering Women for Employment (EWE) program, we enhanced the employability skills of 63 newcomer women across four intakes, offering workshops, certifications, and work placements, supported by two dedicated staff members and numerous community partners. Participants engaged in a series of networking events, speed mentoring sessions with TD Bank, and industry tours with employers such as WEtech, BASF, and St. Clair College, building crucial professional connections.

The Moms & Me program fostered strong family and community bonds, engaging over 75 mothers, 100 children, and 35 youth through over 20 community-based field trips and events such as Eid celebrations, Earth Day activities, apple picking, and family dinners. Outreach efforts extended our reach into local malls, schools, and community hubs, building awareness and connections across Windsor-Essex.

Our youth-focused EDGE program thrived, providing newcomer female youth aged 12–30 with workshops, field trips, leadership development, sports, and creative arts activities, resulting in a 90% increase in youth engagement. Notably, our program lead received the Rising Star Award at the Welcoming Community Awards for outstanding service. Meanwhile, the Driving in Canada program supported 45 participants in preparing for and achieving their G1 licenses, strengthening newcomers' independence and mobility.

Together, these initiatives reflect the Settlement Department's commitment to empowering newcomers through education, employment readiness, community engagement, and holistic family support, laying a strong foundation for their future success in Canada.

Employment & Training for Today's Workforce

WEST continues to lead in delivering impactful employment services tailored to women, girls, and youth in our community, with a strong focus on breaking down barriers and promoting access to skilled trades. Throughout the 2024–2025 fiscal year,

The Women in Skilled Trades (WIST) team engaged in extensive outreach, attending a wide range of events including Express to the Trades, Level Up!, Jill of All Trades, International Day of the Girl, Metalworking Technology Windsor Shop Expo, CAMM Fall Mingle and AGM, Her Journey Networking, the Growing Your Workforce Conference, Emerging Technologies CAMM/Automate Conference, CAWIC Conference 2024, the Canadian Apprenticeship Forum, CFUW AGM: Break Barriers – The Importance of Women Representation in Skilled Trades, and more. These efforts increased visibility and opportunities for women in trades while strengthening connections with industry partners.

This year, WEST proudly hosted several key events including program-specific job fairs for each pre-apprenticeship intake, Industry Advisory Council meetings, a roundtable discussion with Minister Ien and MP Kusmierczyk, a Service Canada Information Session for apprentices, and a recognition event celebrating the accomplishments of pre-apprenticeship program participants.

In partnership with Unifor Local 444, WEST hosted two Trades Exploration Workshop Weeks in April and November 2024. These weeklong, hands-on experiences empowered participants to explore skilled trades through interactive activities and meaningful dialogue with women already working in the field. MPP Andrew Dowie joined one of the sessions, addressing participants and participating in hands-on activities that highlighted the growing support for women in trades.

The WIST department also saw continued growth in programming. We secured three-year funding through the Women's Economic Security Program for the CNC/Industrial Mechanic Millwright Pre-Apprenticeship Program and one-year funding through the Pre-Apprenticeship Grant for the Electrical Pre-Apprenticeship Program for Women. These programs provide essential training, certifications, and employment pathways for women entering the trades. Additionally, our SMART (Supporting Micro-Credential Apprenticeship Retention Training) for Women Program, now in its second year, continues to support Red Seal apprenticeship retention through micro-credential training and wrap-around supports.

Our efforts this year led to major achievements. WEST's WIST department has now introduced 376 women to careers in skilled trades over the past 11 years. We were honored to be selected as a presenter at the Canadian Apprenticeship Forum National Conference 2024 and to be invited by the Canadian Federation of University Women (CFUW) to speak at their AGM on Breaking Barriers: The Importance of Women Representation in Skilled Trades. Following this, WIST was invited back for CFUW's Provincial Speaker Series focused on women in the trades. WEST remains committed to expanding access, awareness, and opportunities in the skilled trades for women, building a more inclusive and diverse workforce across Ontario.

In the last fiscal year, the Integrated Employment Services (IES) department made significant strides in supporting clients and employers through various employment and training initiatives. A total of 743 clients accessed IES and received personalized support, essential resources, and direct connections to employers, ultimately increasing their chances of securing and retaining meaningful employment. Employment Related Financial Supports provided essential resources to 206 clients for work-related purchases, while 30 companies leveraged this financial assistance to facilitate hiring, training, and job trials for WEST clients. IES hosted a highly successful Job Fair on January 21, 2025, attracting 545 job seekers and featuring 12 hiring companies actively recruiting for diverse roles across multiple industries. The event provided attendees with valuable networking opportunities, on-the-spot interviews, and direct access to employers eager to fill positions, helping bridge the gap between job seekers and meaningful employment. Dedicated to professional growth, IES staff completed seven specialized trainings in the past year furthering their expertise in offering tailored and responsive client services.

In the last fiscal year, 9 companies utilized the Canada Ontario Job Grant to upskill employees, while 20 clients pursued career re-training through the Better Jobs Ontario program. IES successfully marked one year of satellite employment services in Amherstburg, thanks to its collaboration with Amherstburg Community Services. This partnership was featured in Amherstburg's River Town Times newspaper, showcasing the positive impact of collaboration in expanding access to employment resources and support within the community. IES has further expanded its reach by partnering with the Town of LaSalle to establish a new WEST satellite office inside the LaSalle Civic Centre. This strategic initiative, officially launched on May 1, 2025, enhances access to employment services for local job seekers as well as employers looking to hire qualified candidates. This satellite office opening marks another milestone in WEST's commitment to workforce development and community engagement.

Organizational Capacity, Governance, Capital Capacity

WEST has continued to build on the foundation established during the first year of our five-year strategic plan. This plan has served as a critical roadmap, ensuring that our activities remained aligned with our long-term goals, while enhancing organizational effectiveness and fostering adaptability in a dynamic environment. Our strategic priorities emphasized strengthening organizational capacity, advancing governance practices, and planning for sustainable capital development to better serve the WEST community.

Throughout 2024-2025, we made significant strides in several key areas. We continued to respond proactively to community needs by developing sustainable systems and securing new funding opportunities to support program growth and stability. We maintained a strong governance structure, further aligning our board composition with the demographics of the clients we serve, and continued the implementation and review of governance policies to strengthen leadership and oversight. On the capital development front, we undertook a comprehensive evaluation of our space needs, culminating in the successful opening of our Roundhouse Centre location, expanding client accessibility and reinforcing our commitment to growth and service excellence.

As we move forward, our focus remains on advancing the priorities identified for the next five years:

- Board Development: We have begun implementing the Board Skills Matrix to enhance board recruitment and ensure the diverse expertise needed to lead WEST into the future.
- Board Policy Review: A review process is underway to align board policies more closely with strategic goals and uphold best practices in governance.
- Building Project: Planning continues for a client-centered facility that fosters innovation, strengthens service delivery, and promotes staff pride.
- Revenue Strategy and Reserve Building: Efforts have commenced to establish a comprehensive revenue strategy and build an unrestricted reserve fund, ensuring WEST's financial stability and resilience to external changes.

These accomplishments and ongoing initiatives reflect WEST's steadfast commitment to adaptability, client empowerment, and long-term sustainability. By strengthening our governance, expanding our facilities, and securing financial resilience, WEST is positioning itself to maximize community impact and fulfill its mission for years to come.

WEST Roundhouse Open House

On January 30, 2025, WEST proudly hosted a successful open house to celebrate the opening of its new offices at the Roundhouse Centre. This expansion marks a significant milestone in increasing client accessibility, particularly in South Windsor where there are currently no other Employment Ontario service providers. By extending services into this new area, WEST is able to reach a broader demographic, including communities that have historically been underserved. The new location positions WEST to better support individuals in accessing employment programs, training, and resources that can lead to meaningful career opportunities. Expanding into South Windsor also strengthens WEST's role in stimulating local economic growth by helping more individuals join the workforce and contribute to the region's economic vitality. The enthusiastic turnout and positive response at the open house underscored the community's excitement and need for these essential services.



Our PROGRAMS

YOUNG WOMEN IN L.E.A.D

Funded in part by the Government of Canada's Youth Employment and Skills Strategy, LEAD assists young women (aged 15–30) facing barriers to employment by developing their knowledge and skills to successfully enter the labour market.

Participants attend eight weeks of full-time classes where they receive employability and leadership training, mentorship, and the opportunity to network with leaders within Windsor-Essex. This training is followed by a 6 week paid work placement.

To date, LEAD has supported over 500 young women in Windsor-Essex, including 31 participants this year across three intakes. These young women have successfully transitioned into sustainable employment or returned to school upon completing the program.

We are proud to share that this year, LEAD received renewed funding for another three years, allowing us to continue empowering young women and building brighter futures in our community.



LEAD Success Story

“My Journey with the LEAD Program! As a newcomer without any Canadian work experience, I initially struggled with self-doubt and faced significant communication barriers. The LEAD program played a pivotal role in transforming my journey. It not only boosted my self-confidence but also helped me improve my communication skills and expand my network with valuable new connections. Through the program's engaging workshops, I learned how to navigate the challenges of a new cultural and professional landscape. This support was instrumental in overcoming the barriers that once held me back. Currently, I am gaining hands-on experience through a placement and a part-time job at Collège Boréal. These opportunities have allowed me to put into practice the skills and insights I've acquired, further solidifying my professional growth. Looking ahead, my goals are twofold: to secure a full-time job where I can make a meaningful impact and to create a family business with my husband. The LEAD program has been a transformative experience that has set me on a path toward achieving these dreams! “

SETTLEMENT SERVICES FOR NEWCOMER WOMEN AND GIRLS

The Settlement Services Program, funded by Immigration, Refugees and Citizenship Canada (IRCC), continues to be a vital support for newcomer women in Windsor-Essex. Through personalized counseling, multilingual support in over 15 languages, employment and language training, and strategic referrals, WEST helped over 500 newcomer women this year successfully navigate their settlement journey.

WEST's outreach efforts further extended to the broader community through participation in events such as the Windsor-Essex Job Day, Open Streets Windsor, the Health and Wellness Expo, and the International Mother Language Day celebration. These outreach activities increased program visibility and strengthened community partnerships.

The Moms & Me Program also saw tremendous success, offering newcomer mothers and their children a safe space to build strong

family bonds, participate in creative activities, and connect with others. Serving 75 moms, 100 children, and 35 youth this year, Moms & Me hosted over 20 field trips and events, including visits to Eid Festivals, Earth Day Celebrations, Jackson Park, Aero Sport Trampoline Park, and community holiday dinners.

These experiences fostered cultural exchange, emotional wellness, and community belonging. Another notable achievement was the continued success of the Driving in Canada Program, where 45 newcomer clients were supported in preparing for and obtaining their G1 licenses. Through educational sessions covering traffic signs, driving terminology, and practice testing, this program helped participants gain confidence and mobility, enhancing their independence and integration.

Overall, the Settlement Services Department's dynamic and client-centered approach reflects WEST's ongoing commitment to empowering newcomer women and families, fostering community engagement, and supporting the successful settlement and long-term growth of newcomers in Windsor-Essex.



Settlement Success Story

"In this difficult time for Ukraine, the whole world is united in a desperate fight. Caring people do everything to provide help and support. I express my words of sincere gratitude to Alona for providing help with language school, transit pass, food bank, resume writing, job search and training. This is very hard and dedicated work. Thank you for your care, participation and support."

THE EMPOWERED DIVERSE GROUP FOR EDUCATION AND EMPLOYMENT (EDGE)

EDGE is a vibrant youth program under Women's Enterprise Skills Training of Windsor Inc. (WEST), dedicated to supporting newcomer female youth aged 12–30. Held weekly on Wednesdays from 4:00 PM to 6:00 PM, EDGE provides a safe and engaging space where participants build confidence, strengthen their skills, and connect with their community through workshops, field trips, and hands-on activities.

During the 2024–2025 fiscal year, EDGE offered a wide range of impactful programs.



Youth participated in sports like soccer, volleyball, swimming, basketball, and football to promote teamwork and wellness.

They attended networking events such as “The Champion Within,” featuring decorated Paralympian Danielle Campo McLeod, as well as community dinners, youth wellness sessions, and a Black History Month celebration. Skill-building workshops included leadership development, resume and cover letter writing, and mental health and wellness sessions. Creative and cultural activities such as jewelry making, yoga, Indigenous arts workshops, and button making also formed a key part of the program.

The program also featured exciting field trips including visits to Colasanti's, Point Pelee National Park, St. Clair College, Windsor Public Library, and local art galleries. Youth enjoyed experiences like apple picking, movie outings, painting by the Riverside, and 3D cardboard construction projects on sustainability. An exciting new cooking program was also introduced, blending cultural exchange and nutrition education. All activities were supported by healthy snacks and transportation assistance to ensure accessibility.

Our outreach efforts, through high school visits, social media campaigns, participation in local events organized by the University of Windsor, the City of Windsor, and other service provider organizations, led to a 100% increase in program participation. Impressively, the program has already seen a 90% growth in youth engagement in the first month of the current fiscal year. The program lead, Faith Enemaku, was honored with the Rising Star Award at the Welcoming Community Awards by the Windsor-Essex Local Immigration Partnership, recognizing her dedication and impact in the newcomer youth community.

Looking ahead to 2025–2026, EDGE remains committed to providing high-quality, inclusive programming that supports the settlement journey of newcomer female youth in Canada, empowering them to thrive, connect, and achieve their goals.

EDGE Success Story

Since joining the EDGE program, I've experienced significant personal growth and positive changes in many areas of my life. From the very beginning, EDGE gave me a sense of belonging and support. Participating in the sports program and swimming at the university last summer helped me build confidence, improve my physical health, and develop new friendships. The variety of field trips and activities allowed me to explore new places, learn through experience, and strengthen my communication and teamwork skills. Each part of the program has encouraged me to step out of my comfort zone and discover more about myself and my potential. I feel really proud of being part of EDGE program. I personally want to thank the WEST organization for providing amazing programs for youths especially newcomers. A special thanks to beautiful Ms. Faith for helping girls to come over and have fun at WEST as part of EDGE program. Thank you so much.

EMPOWERING WOMEN FOR EMPLOYMENT

Funded by Immigration, Refugees and Citizenship Canada (IRCC), the Empowering Women for Employment (EWE) Program supports eligible newcomer women in preparing for the labour market through 8 weeks of employability skills training and a 4-week work placement. The program builds participants' confidence, strengthens professional connections, and offers certifications including CPR/First Aid and financial literacy training.

This year, EWE accepted 63 eligible newcomer women across four intakes. Participants engaged in workshops on business communication, customer service, and computer skills, as well as industry tours and speed mentoring events with employers such as TD Bank, WEtech, and BASF. The program's hands-on approach and strong employer partnerships continue to help newcomer women gain valuable experience and successfully transition into the Canadian workforce.



EWE Success Story

Client arrived in Canada in 2021 to join her husband. She felt isolated and homesick. After participating in the EWE program and later taking a TESL exam she became a supply teacher at College Boreal for their LINC program.

CARE FOR NEWCOMER CHILDREN

The WEST Care for Newcomer Children (CNC) Centre provides childcare for children aged 6 months to 5 years across four rooms—three licensed (Infant, Toddler, Preschool) and one unlicensed Toddler/Preschool room. In 2024–25, the Centre served 75 children, with 10–16 graduating to Junior Kindergarten annually, celebrated through a graduation ceremony. Staffed by qualified RECEs, the Centre supports children of immigrant and refugee families in a nurturing environment that fosters trust, belonging, and cultural inclusion. The program emphasizes pretend play, building activities, music from diverse cultures, and scientific exploration to enhance creativity and social skills. The Centre is fully funded by Immigration, Refugees and Citizenship Canada (IRCC).



CNC Success Story

Client from Somalia who is a single mom of a special needs son and she is unemployed. She accessed English classes and Community Connections activities. The program helped improve her son's psychological state and provided critical support for client during a crisis with Ontario Works. Client expressed profound gratitude for the support, highlighting the program's impact on her family's well-being.

ENHANCED LANGUAGE TRAINING

The Enhanced Language Training (ELT) Program is a 12-week sector-specific training for newcomer women with backgrounds in finance, accounting, banking, administration, and business. Participants complete in-class training that includes an Accounting Concepts course from St. Clair College, MS Office, Sage Accounting, public speaking, employment skills, and ASCEND. They also attend a TD Canada Trust networking event as part of the “Financial Security through Networking, Mentoring and Training” project. After the in-class portion, participants complete a 4-week volunteer placement to gain Canadian work experience. A total of 15 women enrolled, taking part in activities such as an industrial tour of WEtech companies and networking workshops to build professional connections.



ELT Success Story

“The ELT program is a great example of how learning can be fun. I can say that every class was very interesting and informative, and I enjoyed attending every one of them. The material is taught clearly, understandably, and interestingly. If you don't understand something, they will explain it again. I also want to note the wonderful, qualified and friendly staff. I recommend this program for students of any age who want to get decent knowledge!”

LANGUAGE SKILLS DEVELOPMENT

The Language and Skills Development Program, funded by IRCC, helps newcomers improve their English through lessons in listening, speaking, reading, and writing, based on the Canadian Language Benchmarks.

In 2024–2025, 241 learners were enrolled. A learner-led Multicultural Committee organized cultural events, including a December showcase and an International Mother Language Day celebration, promoting diversity, leadership, and confidence among participants. Many participants also engaged in community field trips and guest speaker sessions that enriched their learning experience. The program continues to foster inclusion and personal growth, empowering newcomers to thrive in their new environment



LST Success Story

“All the teachers involved in this program made a great difference in our perspective of future work or studies. It was such a pleasure for me to join this group, I met wonderful friends, who will always be present in my life.

Please continue empowering women as you have done till today. These kinds of programs gave us an opportunity to prove ourselves the great things we are capable of achieving, regardless of all the barriers we have to face in our personal or family life.”

NEW HORIZONS FOR SENIORS

The New Horizons for Seniors Program (NHSP), funded by the Government of Canada, brought seniors together through the "Cooking Together" initiative, fostering social inclusion, cultural exchange, and healthy living.

Throughout 2024–2025, WEST delivered the program across three communities — Polish, Persian, and Filipino — serving 154 senior participants. Each community engaged in 12 cultural cooking sessions, where seniors took turns leading and supporting meal preparation, building teamwork, confidence, and social interaction.

In addition to cooking sessions, participants attended workshops on health and safety, food handling, financial literacy, and community resources for seniors. These activities promoted healthy eating habits, taught participants to read food labels and understand nutrition, and supported seniors in making informed, healthier food choices. The program also helped seniors expand their social networks, reducing feelings of isolation and strengthening their sense of belonging within the broader community.

By the end of the year, "Cooking Together" exceeded its objectives, enriching cultural understanding, building friendships, and creating meaningful connections that enhanced the wellbeing of all participants. The success of the program was celebrated through social media highlights and a video that captured the participants' experiences and achievements.



NEWCOMER SETTLEMENT (NSP)

The fiscal year began with WEST supporting asylum seekers housed at two Windsor hotels through group orientations and individual support. Clients received help with healthcare, employment, language classes, daycare, and more. Workshops covered employment services, health info, and social integration activities like conversation circles and family fun days.

Throughout the year, WEST served 675 unique clients through both hotel and office outreach. A partnership with the Multicultural Council of Windsor and Essex County enabled service to a broader range of newcomers, including refugee claimants and international students not eligible for other settlement programs.

NSP staff actively participated in monthly IRCC meetings and legal training to stay informed on policy changes. WEST met and exceeded all program targets and successfully engaged volunteer students in delivering front-line support and workshops.



NSP Success Story

WEST was able to assist a client to obtain employment as a Junior Architect in British Columbia. The client was staying at the Best Western and within a month of meeting with the NSP team, a plan was established with a goal set in mind. The client was able to successfully move to British Columbia and has been employed since June 2023.

INTEGRATED EMPLOYMENT SERVICES

Employment Services (ES), funded by Employment Ontario and the Canada-Ontario Job Grant (COJG) in partnership with the federal government, officially transitioned to Integrated Employment Services (IES) in January 2024. The first three months served as a transition period for the Windsor-Essex, Chatham-Kent, and Sarnia-Lambton catchment areas. IES emphasizes job retention, the inclusion of diverse populations, and seamless collaboration among EO service providers, social assistance, and the Service System Manager (SSM).

WEST entered the implementation stage in April 2024 and currently offers satellite IES services in Amherstburg through a successful partnership with Amherstburg Community Services, as featured in the Amherstburg River Town Times. In January 2025, WEST hosted a job fair with 12 hiring employers and 545 attendees.



Over the past fiscal year:

- 743 clients were case managed through IES.
- 182 clients successfully secured employment.
- WEST achieved 95% compliance with job retention checkpoints at 1, 3, 6, and 12 months.
- 206 clients received Employment-Related Financial Supports for tools, certifications, and work clothing.
- 30 employers accessed financial supports to offset hiring and training costs.
- 9 companies utilized COJG to upskill their workforce.
- 20 clients returned to school through Better Jobs Ontario.

IES staff completed 7 professional development trainings on topics such as Indigenous cultural competency, DEI, motivational interviewing, and gender diversity inclusion. WEST staff attended 37 outreach events and hosted multiple community information booths.

Additionally, WEST is expanding its reach with the upcoming opening of a new satellite office inside the LaSalle Civic Centre on May 1, 2025. This continued growth reflects WEST's dedication to accessible, integrated employment services that empower clients and strengthen local communities.

IES Success Story

"IES has helped me connect to an employer that provided a path for me to work on a field that is related to my field of study (Engineering). This opportunity broke the cycle of working for jobs without gaining the relevant experience to move in the right direction of my career path. WEST and its supporting staff facilitated the matching process that otherwise would be unavailable to me due to the complications and obstacles of traditional hiring process. They open the door to many highly qualified individuals like me who haven't had the chance to start at the right place and prove themselves."

COMPUTER CLASSES

In our tailored computer classes designed to cater to both basic and advanced skill levels, job seekers embark on a transformative learning journey customized to their specific needs. In the foundational class, participants delve into the fundamentals of computing, mastering essential skills such as file management, internet navigation, and email correspondence.



Through hands-on exercises and engaging tutorials, learners gain the confidence to navigate the digital landscape with ease, laying a solid groundwork for their professional endeavors. In the advanced Microsoft Office classes, participants dive deeper into the intricacies of productivity tools like Word, Excel, and PowerPoint.

From advanced formatting techniques to data analysis, learners sharpen their proficiency in these applications, acquiring the expertise needed to excel in today's competitive job market. With personalized instruction and practical exercises, both classes empower job seekers to harness the full potential of technology, setting them on a path towards success in their careers. There were 31 students who successfully completed WEST computer classes in the April 2024 – March 2025 fiscal year.



ELECTRICAL PRE-APPRENTICESHIP

The Electrical Pre-Apprenticeship Program for Women, funded in part by the Government of Canada and the Government of Ontario through the Pre-Apprenticeship Grant, aims to empower diverse women and break down barriers that limit their participation in the skilled trades by providing a pathway to employment.

Designed for women in Windsor-Essex with limited to no experience or formal education in the electrical sector, the program offers opportunities to develop essential skills for pursuing sustainable careers in the trades.

Delivered in partnership with St. Clair College and UNIFOR Local 444, the program includes an 18-week in-class curriculum followed by a 12-week work placement.



The third intake of 20 women occurred during the 2024-2025 fiscal year. Participants gained knowledge in electrical trades, the Red Seal designation process, and employment opportunities while learning how to become ambassadors for change.

They also received wraparound supports such as bus passes or gas allowances, financial stipends, health care coverage, PPE, and work clothing to help remove barriers to success. Additionally, Equity, Diversity, and Inclusion (EDI) training was provided to employers and journeypersons to foster inclusive workplaces and strengthen retention strategies.

Of the 20 participants in intake 3, 19 completed the in-class training, 9 completed a work experience placement, 2 have been registered as apprentices, and 1 is in the process of being registered. Intake 4 began on April 28, 2025, and is progressing well.

EPA Success Story

“Thanks to WEST, I was able to pivot from a career I had studied for but ultimately found unfulfilling. They championed my vision, even when others thought my ambitions were unrealistic. Shortly after completing WEST training at St. Clair College, I secured a placement with one of the most reputable electrical companies in the region. Within three months, I was hired as a first-year electrical apprentice. I approached this opportunity with dedication and remain profoundly grateful to WEST for providing me with a transformative experience. It has enabled me to work reasonable hours, engage in hands-on tasks, and build a career that feels like an incredible blessing.”

“I went through and finished the WEST Pre-Apprenticeship Electrical program and I am thrilled that I did. Although this program wasn't easy, it was challenging enough to keep me engaged. I've made so many connections that I will definitely be keeping for life. I feel blessed that I was able to complete this program and move forward with next steps.”

CNC/INDUSTRIAL MECHANIC MILLWRIGHT PRE-APPRENTICESHIP

The CNC/Industrial Mechanic Millwright Pre-Apprenticeship Program, funded by the Government of Ontario – Ministry of Children, Community and Social Services, aims to provide training and skills to low-income women and increase their representation in the skilled trades sector.

Delivered by WEST in partnership with St. Clair College and UNIFOR Local 444, the program is tailored for women with little to no prior experience in the trades, helping them gain entry into careers where women are significantly underrepresented.



Since its inception, the program has supported 260 women in accessing opportunities in CNC, machining, millwright, tool and die/mold, welding, and electrical roles, thereby improving their job sustainability and standard of living. The program offers wraparound supports including transportation, healthcare coverage, and personal protective equipment to ensure participants can begin their training at St. Clair College successfully.

In the last fiscal year, 14 of the 20 women enrolled completed the program, with 10 securing employment in roles such as General Machinist, Millwright Apprentice, CNC Machinist, Senior Fixture Designer, and General Laborer. Notably, one participant was offered a Millwright Apprenticeship by her placement employer, becoming the first female Industrial Mechanic Millwright Apprentice at the company.

CNC/ Industrial Mechanic Millwright Success Story

“I am incredibly grateful for the opportunity to have participated in the CNC/Industrial Mechanic Millwright program, through a collaboration of WEST and St. Clair College. The knowledge, skills, and connections I have gained through this program have directly contributed to my success in securing a job in the industry. They offered invaluable industry tours, giving firsthand insight into the day-to-day operations. Guest speakers would talk to the class, giving practical advice. For me, this solidified my passion for entering this field, and really showed just how successful women can be in the industry. The job fair they put together for us provided an excellent platform to connect with potential employers, and I was fortunate enough to secure a position through one of the companies I met there. Not to mention, the support WEST offers you along the way, makes the world of a difference. The program truly opened doors, that would have been difficult to access otherwise. I am now employed in the field, and on a path to success. I highly recommend this program to any woman out there looking for a better future. It's truly an amazing opportunity, as it's made all the difference in my journey.”

INTRODUCTION TO CONSTRUCTION AND CRAFT TRADES FOR WOMEN

The Introduction to Construction and Craft Trades for Women (ICCTW) program, funded by Employment Ontario in partnership with the Government of Canada through the Pre-Apprenticeship Grant, is designed to support women with no prior experience in entering the Construction, Craft Worker, and Cement (Concrete) Finisher Trades.

Delivered in partnership with Labourers' International Union of North America (LiUNA!625), the program includes 8 weeks of in-class and hands-on employment readiness training, followed by a 12-week paid industry work placement.



It equips participants with the foundational skills and experience needed to pursue apprenticeships in the construction sector leading to Red Seal designation. Over the past four years, 76 women have been trained through the program. In the 2024–2025 year, 18 women began the program, and 17 successfully completed the in-class portion.

Of these, 1 participant is now pursuing an apprenticeship in Construction & Craft Work, 4 signed with unions such as UNIFOR, LiUNA, and SMWIA, and 12 found employment with companies including ABC Technologies, NextStar Energy Plant, Plantscape Windsor, Lancaster Group, AV Guage, Precision Plastics, P Fraser Construction, and Affinity Outdoor Living Products.

ICCTW Success Story

“It was very helpful to realize exactly what I wanted to do and WEST gave me the experience I needed to be able to start my career as a framer. Without WEST, I don't believe I would have been able to test the waters and see what I can push myself to do, and to find out if it's what I wanted to do.”

“Participating in WEST's Skilled trades: Construction and Craft, has provided me secure footing on a new path forward. I have happily met a lot of educators, supervisors, and peers that offer industry news that have all contributed to my employment goals staying active. My determination has made a great partnership with WEST's work with women's skills development.”

SUPPORTING MICRO-CREDENTIAL APPRENTICESHIP RETENTION TRAINING (SMART)

Funded by the Union Training and Innovation Program, the SMART Program is designed to support female apprentices in the construction and manufacturing industries as they work toward their Red Seal certification. The program specifically targets equity-deserving groups in the Windsor-Essex region by providing access to micro-credential training and essential wrap-around supports to promote retention and advancement in skilled trades.

By fostering a supportive and inclusive environment, the SMART Program addresses systemic barriers that often hinder women's success in trades and helps their resumes stand out in a competitive labour market.



In collaboration with educational institutions, unions, and training providers, participants receive assistance with PPE, tools, books, and materials. So far, 64 participants have attended orientation sessions led by the Intake Worker, 53 have completed needs assessments with the Training and Development Liaison Officer, and 42 have successfully completed micro-credential programs such as Working at Heights, Forklift Training, and Mechatronics Certification.

Additionally, 13 participants have accessed supports for prescription safety glasses, tools, safety boots, and other necessary resources.

SMART SUCCESS STORY

"My name is Brooklyn, and I am a first-year welding apprentice. I previously heard about WEST through a couple of trade expos and fairs I've attended. I enrolled in the program shortly after I graduated from high school during my apprenticeship. Unfortunately, about 5 months after I was signed on as an apprentice, they had to let me go due to the flow of business and there wasn't any work for me to do. That's when WEST really helped me out especially with the SMART program. The program helped me tremendously in getting certifications to upgrade my resume for my apprenticeship placement search. Not only have I received multiple valuable certifications, but I also attended a college micro credential night course. This 5-week night course trained me to take my CWB testing, and I currently hold my stick flat certification. Attending this course has taught me so much about the art of welding. The 35 hours of constant time in the booth being assessed by very talented certified welders helped me a lot. In conclusion, without WEST and their resources I wouldn't be holding so much training and certifications that will in the long run help me be the best in my career. Thank you, Brooklyn,"

INTERNATIONAL WOMEN'S DAY 2025

Together, let's #AccelerateAction for gender equality

WEST has been dedicated to supporting women in Windsor-Essex for over 35 years. We are immensely grateful for the generous support from our local businesses and community partners, whose contributions make our work possible.

On March 8th, 2025, WEST proudly hosted a sold-out International Women's Day celebration, welcoming over 530 guests from across Windsor-Essex. Centered around the theme "Together, Let's Accelerate Action for Gender Equality," the event highlighted the urgent need to take bold, immediate steps toward gender equity. The evening served as a powerful call to action, urging communities to confront and dismantle the systemic barriers and biases that continue to affect women in both their personal lives and professional journeys.

During the event, WEST recognized the outstanding participants and community partners through the Journey Towards Success awards.

These awards highlight the remarkable achievements and contributions of individuals and organizations dedicated to empowering women and advancing gender equality.

The funds raised at the gala will play a crucial role in sustaining WEST's programs and services, which are not fully funded by government grants. These resources will help us fill gaps in our existing programs.

Looking ahead, WEST is excited to announce that our next event is scheduled for Sunday, March 8, 2026. We are thrilled to welcome our partners and community members to 'Save The Date' and join us for another inspiring celebration of women's empowerment.

Thank you once again to all our supporters for your dedication and commitment to WEST's mission. Together, we can continue to make a positive impact in the lives of women in our community.



JOURNEY TOWARDS SUCCESS AWARDS 2025



Erin Gouin
Phenomenal Woman Award
Sponsored by St. Clair College



Aly El-Ganzouri
ES Consulting
New Business Partnership Award
Sponsored by TD Bank



Kaitlyn Ellsworth
Visionary Award
Sponsored by AM800 CKLW



Maria Ford Conliffe
Influencer Award
Sponsored by Caesars
Windsor



Kristi Koutros
Youth Community Leadership Award
Sponsored by WEST of Windsor



Byron Monstrey
AIS Technologies Group
Accelerate Action Award
Sponsored by Biz X Magazine



Jessica Monteith
Your Neighbourhood Credit Union
Daphne v. Clarke Trailblazer Award
Sponsored by CTV Bell Media



Herma Brown
Perseverance Award
Sponsored by Windsor Star



Mike Hicks
Diversity, Equity, & Inclusion Award
Sponsored by Attache Group Inc.



Aruna Koushik
Sisterhood Award
Sponsored by Erie Shores
HealthCare

THANKS TO OUR SPONSORS



2024

INCLUSION SCHOLARSHIP

The Inclusion Scholarship, funded by the Canadian Heritage grant's Community Support, Multiculturalism, and Anti-Racism Initiative Program, recognizes and celebrates young women who demonstrate leadership, advocacy, and a strong commitment to fostering multiculturalism, inclusion, and equity within our community.

In 2024, WEST proudly awarded three \$1,000 scholarships to **Rawan Nasra**, **Jami Carnegie**, and **Putri Insyra**. Each of these outstanding recipients has shown exceptional dedication to promoting diversity, challenging discrimination, and building bridges across cultures.

Their work reflects the core values that WEST seeks to amplify, empowering individuals, breaking down systemic barriers, and fostering communities where everyone feels a true sense of belonging.

Throughout their academic, professional, and volunteer efforts, these young women have created positive change by inspiring dialogue, advocating for marginalized groups, and demonstrating the impact that inclusion-focused leadership can have within Windsor-Essex and beyond. Their achievements highlight the vital role youth play in shaping a more just and equitable future.

The Inclusion Scholarship not only celebrates the accomplishments of these emerging leaders but also reinforces WEST's commitment to supporting initiatives that drive social change. We are proud to honour the passion, resilience, and vision of Rawan, Jami, and Putri, and we look forward to seeing the continued contributions they will make as champions of inclusion and anti-racism in our community.



ADMINISTRATION	
Rose Anguiano Hurst	Executive Director
Olivia Zhao	Director of Finance
Taslima Mahmuda	Senior Bookkeeper
Shiqi Liu	Finance & Payroll Specialist
Erlyn Lucier	Executive Assistant
Alejandro Vega	HR Generalist
Mike Zhu	Educational Technologist
SETTLEMENT	
Anabella Hatami	Programs Manager of Settlement Services for Newcomer Women and Girls
Lillian Gallant	Active Programs Manager of Settlement Services for Newcomer Women and Girls
Princess Small	Programs Coordinator of Settlement Services for Newcomer Women and Girls
Maha Majdalawi	Active Programs Coordinator of Settlement Services for Newcomer Women and Girls
Samar Khayat	Settlement Counsellor
Elham Awad	Settlement Counsellor
Sama Al-Saadi	Settlement Counsellor
Hnaa Aghil	Settlement Counsellor
Faith Enemaku	Settlement Counsellor
Eunice Muthua	Settlement Counsellor
Mursal Amin	Settlement Counsellor
Gloria Ledi	EWE Program Lead/Industry Placement Specialist
Inanna Adam	Active EWE Program Lead/Industry Placement Specialist
Alona Lievieve	EWE Job Developer/Industry Placement Specialist
Yenalia Sagastume	NSP Counsellor/Settlement Counsellor
LANGUAGE TRAINING	
Juan Wang	Program Coordinator of LST/ELT/LINC
Bushra Hanna	Language Instructor
Kamalinder Singh	Language Instructor
Olfa Seddik	Language Instructor
Shahira Aboulmagd	Language Instructor
Yvette Savereux	Language Instructor
Janna Mawa	Supply Language Instructor
Christine Campigotto	Language Instructor
Fahmo Ahmed	Participant Service Specialist
Ghazel Snounou	Participant Service Specialist
Xuan Nguyen	ELT Instructor
Eman Youhana	ELT Accounting Instructor
CHILDCARE	
Naheed Ahedmed Salman	Program Coordinator for Care for Newcomer Children
Carla Sobh	CNC Staff
Shazia Ahmed	CNC Staff
Adriana Arquette	CNC Staff
Rashda Tahir	CNC Staff
Khulood Al Haddad	CNC Staff
Kay Park	CNC Staff
Mobola Olorunfunmi	CNC Staff
Jasvir Poonia	CNC Staff
Eugenia Bota	Supply CNC Staff
Lina Sadler	Supply CNC Staff
INTEGRATED EMPLOYMENT SERVICES	
Corina Jancev	Programs Manager of Integrated Employment Services
Michelle Faulds	Program Coordinator of IES
Sara Ashour	Active Program Coordinator of IES
Lindiwe Sithole	Job Developer/Industry Placement Specialist
Ankita Sroa	Job Developer/Industry Placement Specialist
Dolor Torres	Job Developer/Industry Placement Specialist
Akanksha Dwivedi	Job Developer/Industry Placement Specialist
Jade (Yu) Yin	Job Developer/Industry Placement Specialist
Kristina Fernandez	Job Developer/Industry Placement Specialist
Amy Alkhameesi	Job Developer/Industry Placement Specialist
Rumbidzai Butu	Intake Worker
Suganya Kalyanasundaram	Intake Worker
Anjie Kabbani	Participant Service Specialist
Lyra Pham	Computer Instructor
WOMEN IN SKILLED TRADES	
Stephanie Allen	Programs Manager of Women in Skill Trades
Mary-Ann Montagano	Programs Coordinator for EPA & CCT
Fasiha Bashir	Programs Coordinator for SMART & CNC
Sergio Hernandez	Union Liaison Officer
Paul Riley Jr.	Job Developer/Industry Placement Specialist
Ryan Richardson	Job Developer/Industry Placement Specialist
Rima Maaliki	Job Developer/Industry Placement Specialist
Aneta Markovsky	Participant Service Specialist
April Anderson	Job Developer/Industry Placement Specialist
Manfat Muhsin	Intake Worker
Tajana Ristic	Intake Worker
Aya Sabra	Participant Service Specialist
YOUTH PROGRAMS AND SPECIAL PROJECTS	
Seita Sadoo-Thomas	Programs Manager of Youth, Communication, Fund Development, and Special Projects
Jasmine Captan	Program Coordinator for LEAD/Communications Specialist
Aarti Jaiswal	Program Facilitator/Job Developer/Industry Placement Specialist
Gursimran Virk	Communications Specialist

Our MEMBERSHIPS

MEMBERSHIP/COMMITTEES	STAFF
Windsor-Essex Regional Chamber of Commerce	Rose Anguiano Hurst
WEAVA	Jasmine Captan, Seita Sadoo- Thomas
Arbor	Rose Anguiano Hurst
Employment ESPAC	Corina Jancev
WREN	Corina Jancev
Orientation Advisory Committee	Anabella Hatami
WELIP Council	Anabella Hatami
SPICE	Anabella Hatami
Child and Youth Planning Committee	Naheed Ahedmed Salman
Care for Newcomer Children Advisory Committee	Naheed Ahedmed Salman
Community Language Partnership Committee	Anabella Hatami & Juan Wang
AFP	Seita Sadoo-Thomas, Rose Anguiano Hurst
OCASI Western Region	Anabella Hatami & Juan Wang
OCASI Peer Champion IRCNFF Campaign	Anabella Hatami
CIN	Settlement
FirstWork	Corina Jancev
Windsor Cares for Youth	Anabella Hatami & Elham Awad
CCWESTT Membership	WIST
CAMM	WIST
CAF WIST	WIST
LEAD Advisory Committee	Jasmine Captan, Seita Sadoo-Thomas, Aarti Jaiswal

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Our SMALL GRANTS

FUND FOR GENDER EQUALITY

PROJECT: GENDER EQUALITY AND SYSTEMS CHANGE

2024-2025

This grant is proudly supported by the Fund for Gender Equality, a collaboration between Community Foundations of Canada and the Equality Fund, with generous support from the Government of Canada. As a women-led, community-based non-profit organization, Women's Enterprise Skills Training of Windsor Inc. (WEST) delivers programs that supported women from diverse backgrounds. This project focused on sharing effective strategies for advancing gender equality while identifying the ongoing and emerging needs of participants. It also addressed capacity challenges faced by community organizations led by and serving women.

The initiative provided opportunities for women leaders to build professional networks and collaborate with peers and community leaders. These connections supported knowledge exchange, mentorship, and long-term partnerships within and beyond participating organizations.

Signature Event: Lunch & Learn – Bridging the Gap

To further strengthen public awareness and engagement, WEST hosted a successful Lunch & Learn event titled “Bridging the Gap: Women, Governance, and the Path to Gender Equity in Boardrooms.” The event featured an engaging panel discussion moderated by Meg Roberts, co-host of Mornings with Mike and Meg on AM800. Local women leaders from various sectors shared insights on gender representation in governance. Panelists addressed key barriers to leadership, emphasized the importance of diverse voices on boards, and offered practical strategies to promote equity in leadership roles.



COMMUNITY SUPPORT, MULTICULTURALISM, AND ANTI-RACISM INITIATIVES PROGRAM

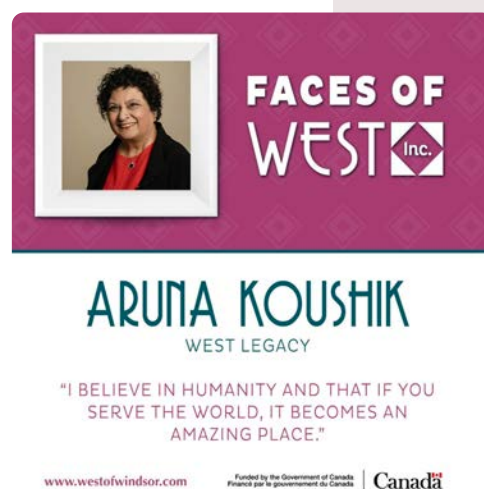
April 2023 - March 2025

This grant by Canadian Heritage provides funding for organizations to build and strengthen their internal capacity, to advance anti-racism and promote intercultural and interfaith understanding, to provide equitable opportunities, to promote dialogue on multiculturalism and anti-racism, and to build understanding of disparities.

WEST's "Promoting Inclusion Through Enhanced Strategic Communications" project focused on engaging with allies and supporters to assess and develop a communications infrastructure that delivers creative and inspiring content to promote the benefits of inclusion within the community. WEST established an overall strategic communications plan to help our organization shift from a reactive response to racism and anti-inclusion sentiments to proactive, positive, and sustained messaging about the direct benefits of inclusion that people in our community have experienced.

As part of this initiative, WEST also launched the Faces of WEST project to celebrate the diverse individuals who shape our community, and introduced the Inclusion Scholarship to recognize young women leading the way in anti-racism, equity, and multicultural advocacy.

Funded by the Government of Canada
Financé par le gouvernement du Canada



LIBRO COMMUNITY GRANTS & IMPACT PARTNERSHIPS

2023 - 2024

The funds provided by Libro Credit Union to WEST were under the “Supporting Women’s Employment and Transition into the Workforce” initiative. These funds were used to fill gaps and assist participants from various employment-based training and skills development programs with funding limitations, such as the Young Women in LEAD, Employment Service, and Women in Skilled Trades, by offering employment wrap-around supports that were integral for them when entering the workforce. These supports included professional clothing, toolboxes, safety shoes, transportation, and more. The funds were also used to provide in-person networking and mentorship with industry experts, allowing racialized women, youth, and newcomers to better integrate into the community. Employers were also able to leverage these opportunities to identify local talent, help address labour shortages, and connect with skilled professionals in need of employment.

As part of this initiative, Women’s Enterprise Skills Training of Windsor Inc. (WEST) hosted its Lunch and Learn Networking event, “Pathways to Progress: Empowering Career Development.”, the event brought together over 60 participants from various WEST programs and local employers to engage in interactive sessions designed to support career development. Featuring speakers such as Sarah Regan (LIBRO), Christine Mitchell (Chatham-Kent Health Alliance Foundation), Tashlyn Teskey (Workforce WindsorEssex), Janelle Abela (Diverse Solutions Strategy Firm Inc.), and Mercy Quartey (Womyn’s Centre), the event covered topics like leadership, labour market trends, and overcoming workplace barriers. A mental health workshop was also hosted, ensuring a holistic approach to career advancement. The event offered participants actionable insights, networking opportunities, and motivation to confidently navigate their career journeys.



TED ROGERS COMMUNITY GRANT

2024

The goal of the “Empowering Girls Through Sports” program funded by Rogers is to encourage newcomers, racialized, and minority girls between the ages of 14–29 to engage in sports and physical activities throughout the year. A total of 43 girls participated in the program, gaining access to inclusive opportunities that promoted both physical and personal development. This program created safe spaces where girls from diverse backgrounds came together, shared their experiences, and found encouragement to pursue their athletic passions.

Through our collaborative approach, supported by players and partners who share the same values, we amplified their potential for making a positive and enduring impact in the realm of sports in Windsor-Essex, where diversity is embraced and the talents of all girls are celebrated and nurtured.

The following activities took place throughout the year:

- Program information & icebreaker activities
- Basketball, soccer, volleyball, swimming, hiking
- Mental health workshops
- Leadership workshops
- Empowering Girls Through Sports retreat and panel discussion with local leaders in sports
- Recognition event



RBC COMMUNITIES TOGETHER FUND

Received three rounds of funding 2024-2025

1. Inclusive Support Initiative – Transportation Support for Youth Programs

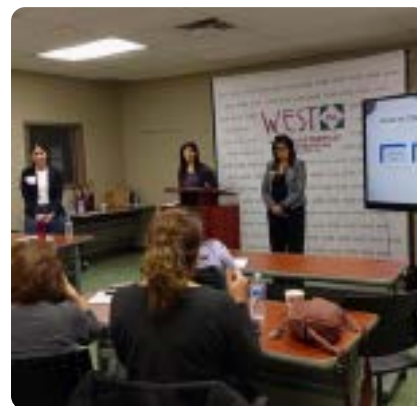
Through the Inclusive Support Initiative, WEST provided bus tickets to youth participating in various programs to ensure equitable access and consistent attendance. Several youth in the Windsor-Essex region face transportation barriers that can limit their ability to engage fully in community services and educational opportunities. By offering transit support, this initiative helped reduce those barriers and encouraged greater participation and engagement among newcomer youth.

2. LearnRide Initiative – LINC Program Support

RBC volunteers facilitated a Financial Literacy Workshop for participants in WEST's LINC (Language Instruction for Newcomers to Canada) Program. Additionally, bus tickets were provided to participants to ensure they had reliable transportation and could attend the program without barriers.

3. Season of Care: Essential Kits for Newcomer Women and Youth

The Season of Care initiative supported newcomer women and youth in Windsor-Essex by distributing essential care packages. These kits included personal hygiene items to address financial barriers faced by many newcomer women. The initiative helped ensure recipients felt supported, cared for, and dignified during a time of year that can be especially challenging.



TD's Ready Commitment Grant

2024 - 2025

The “Financial Security through Networking, Mentoring, and Training/International Women’s Day, Journey Towards Success Awards” initiative is a partnership with TD and the TD Ready Commitment to address issues of economic inclusion for WEST participants leading to increased confidence to meet goals in a changing world.

WEST sought support for its annual International Women’s Day Gala on March 8, 2025, and for programming support. WEST focused on the aligning with TD values of income stability and financial literacy via an interactive financial security course, a success networking session, and mentoring women with entrepreneurial and leadership interests with local leaders. These programming sessions resulted in building skills and confidence in WEST clients, especially newcomers to become more financially empowered. This grant was renewed for 2025-2026.



COMMUNITY SERVICE RECOVERY FUND

2023 - 2024

This is a \$400M investment from the Government of Canada to support charities and non-profits across the country to focus on how to adapt their organizations for pandemic recovery.

WEST’s “Organizational Coordinated and Modernized Communications” Project aimed at:

- Modernizing and coordinating organizational systems and processes via a communications plan
- Responding to immediate communication needs and address the long-term impact of the pandemic
- Creating, updating, and disseminating new promotional materials
- Developing compelling, consistent, and clear messaging about services offered
- Build top-of-mind awareness of WEST and its services among potential clients



EMPLOYEE HIGHLIGHT



Faith Enemaku

Position: Settlement Counselor - Youth

Department: Settlement

Years at WEST: 2 years

Why We're Highlighting Faith:

Faith has excelled in creating an innovative, educative, and engaging program which attracts newcomer youth from marginalized backgrounds.

Fun Fact:

Faith loves to read! Currently on book 43 for 2025!

Quote:

"I love to see the joy on the faces of the youth when I introduce them to new experiences in their new country. It is always a rewarding moment for me."



Aarti Jaiswal

Position: L.E.A.D Program Facilitator/Job Developer Industry Placement Specialist

Department: Young Women in L.E.A.D

Years at WEST: 2 years

Why We're Highlighting Aarti:

Aarti's exceptional dedication to the Young Women in LEAD program. As the program facilitator, she goes above and beyond to create a safe, engaging, and empowering environment for participants.

Fun Fact:

Aarti's positive energy is so contagious, even Monday mornings feel like Friday afternoons around her!

Quote:

"As an immigrant woman myself, I believe that every challenge is a stepping stone. To every young woman out there: your story matters, your voice matters, and your future is full of possibility. Keep showing up for yourself."



Erlyn Lucier

Position: Assistant to Executive Director

Department: Administration

Years at WEST: 13 years

Why We're Highlighting Erlyn:

Erlyn began her journey with WEST in 2008 as a client and joined the team in 2012. Over her 13+ years, she's held multiple roles and now supports the Executive Director. Known for her deep knowledge, calm presence, and unwavering dedication, Erlyn is always ready to help with kindness and grace, making her an irreplaceable part of the team.

Fun Fact:

Erlyn is a hardworking mom who's perfected the art of balancing snack time, deadlines, and impromptu meetings with a sprinkle of mom-level discipline. Outside of work, you'll find her baking delicious treats, bringing order to chaos, and gently reminding others (kids and coworkers alike) to tidy up. Her superpower? Doing it all with a smile and a sense of humor.

Quote:

"Life isn't about finding yourself. It's about creating yourself." – George Bernard Shaw

EMPLOYEE HIGHLIGHT



Sara Ashour

Position: Program Coordinator

Department: Integrated Employment Services

Years at WEST: 3 years

Why We're Highlighting Sara:

Over three years at WEST, Sara has grown through key roles in employment services. Now as Program Coordinator, she leads her team with reliability, mentorship, and a collaborative approach, driving strong results and program success.

Fun Fact:

Sara has mastered the graceful movements of belly dancing, an ancient art form.

Quote:

"Personal satisfaction is the most important ingredient of success."



Tajana Ristic

Position: Intake Worker

Department: Women in Skilled Trades (WIST)

Years at WEST: 1.5 years

Why We're Highlighting Jane Doe:

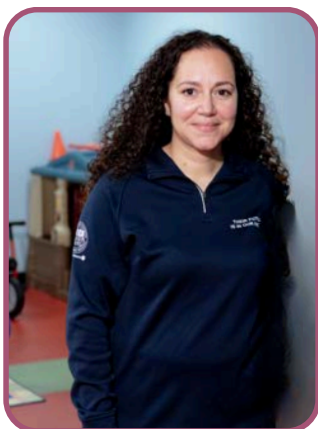
Tajana supports clients with compassion and dedication. She helped secure a SMART training partnership with the University of Windsor and creates a welcoming space with her warm approach and personal touches. She's a team player and cares for the Roundhouse plants.

Fun Fact:

I came to Canada as a child refugee, thanks to my parents' bravery. Since then, I've worked as an art teacher, grocery clerk, barista, salesperson, machinist's apprentice, fixture-builder, landscaper, tech support, and health & safety advocate - and earned a degree in psychology to deepen my work in trauma-informed care. I didn't follow a straight path, but every part of it taught me something that theory alone never could

Quote:

"I've lived many lives across many jobs - not to chase titles, but to understand people. Now, I bring that lived experience into trauma-informed work, where healing begins with being seen, heard, and respected."



Carla Sobh

Position: CNC RECE Staff

Department: Care for Newcomer Children (CNC)

Years at WEST: 18 years

Why We're Highlighting Carla:

Carla has been an integral part of WEST CNC Centre and the WEST Family for 18 years, consistently demonstrating exceptional dedication and professionalism. She has made significant contributions to the success and efficiency of the CNC Centre. Carla is always ready to support her colleagues with any help they require. She is a whiz at using Cricut and for the past few years, all children in the Centre get T-Shirts designed and created by her to start their Summers!

Fun Fact:

It's hard to imagine the CNC Centre without Carla, but it almost happened. Carla nearly missed her interview all those years ago due to a mix up with the time! Thankfully, things worked out and we have been incredibly lucky to have her ever since!

Quote:

"The most beautiful people wear their hearts on their sleeves, and their souls in their smiles." Mark Anthony

BEHIND THE SCENES

At WEST



BEHIND THE SCENES

At WEST





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