



# 2023 ANNUAL REPORT

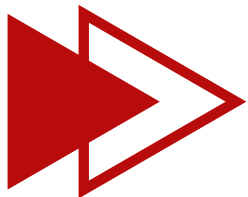
BUILDING A BETTER FUTURE FOR WOMEN IN OH&S



# 01 ABOUT WOHSS

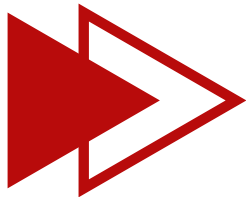
**Vision:** Building a better future for women in OH&S

**Mission:** Supporting women working in OH&S through development, education, mentoring, resources and connection



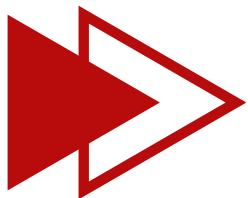
## Inclusive

We are Inclusive. We embrace diverse backgrounds and views.



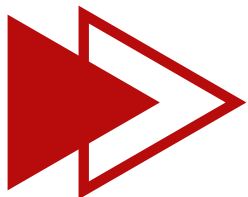
## Empowered

We are Empowered. We speak the truth and build each other up.



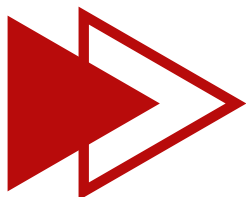
## Professional

We are Professional. We raise the bar in all that we do.



## Integrity

We have Integrity. We work with principle and are guided with honesty.



## Respectful

We are Respectful. We honour each other and appreciate differences.

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## GOVERNANCE

The WOHSS Board of Directors is comprised of professionals from across Canada representing a diverse cross-section of the occupational health and safety profession. Our Board represents leaders of different backgrounds, experiences and career paths; all dedicated to supporting women working in OH&S through education, mentoring, resources and connection.

### 2023 Officers

Past Chair: Shannon Bolger

Chair: Leigh-Ann Stewart

Vice Chair: Abdel-Rahman Sabriye

Treasurer: Denise Howitt

Executive Director: Morgan Connell-Hall

### 2023 Directors

Susan McCarthy

Dana Stamu

Sarah Frank

Sandra Fleming

Nicki Islic

Manisha Mistry

Susan McCarthy

Janine Williams-Ward

Holly Hale

Jennifer Stratemeyer



## 02 MESSAGE FROM THE CHAIR



### A year in reflection

Looking back in time isn't always a good thing, but when it comes to this year's WOHSS activities it is a thing of beauty. A look at some of the activities that took place last year:

- Boots to Boardroom – every month hosted by our West Coast Champ – Jodi Huettner.
- Laughter Yoga – a new exciting event for 2024 – hosted in French & English.
- We are unbelievably proud of our mentorship program and the many dozens of pairings we've been able to support thanks to our tireless volunteers.
- Shirley Parson Events – resume writing, mock interviews, and building your online presence (LinkedIn).
- In-person events are now back and happening in various provinces, stay tuned for an event near you, or ask us how you can volunteer to host one!
- Podcast Club – just like a book club but for great podcasts.
- Speed Mentorship – for those who cannot commit to a longer mentee/mentor commitment this is a great way for individuals to get a boost when you need it.
- Hot topics – the Jason King case dissected.
- Intro to Claims Management – Part 1 & 2.

- Coffee Connection (virtual networking) in French.
- The communications team within WOHSS has been outstanding and continues to ensure our brand and communications for all the above activities remain relevant and timely.
- We don't have enough room on paper for the Fund Development & Strategic Partnership work that occurred, but we are thrilled with our new partners and have some new and interesting relationships brewing with educational institutes.
- And then to wrap everything up with a beautiful bow, we celebrated our anniversary on March 20th, the night before the Women in Safety Summit in Calgary, AB... where it all began almost 6 years ago.

A sincere thank you to all our members, without you... we don't exist. It is our WOHSS community that drives and inspires our volunteers to continue to provide such excellent support to women and men working in safety.

And as always, we continue to strive to bring our members activities to support their needs, please share your thoughts with us for future events!

Sincerely,

Leigh-Ann

*Your Very Proud WOHSS Chair*

**BRINGING SAFETY PROFESSIONALS**

*Together*



**Women in Occupational Health and Safety Society**  
**Income Statement**

For the Years Ending [Dec 31, 2023 and Dec 31, 2022]

Revenue		2023	2022
	Membership	14,822.50	16,160.00
	Sponsorship	0.00	1,135.00
	Events	2,235.00	500.00
	Other revenue	1,500.00	3,550.00
<b>Total Revenues</b>		<b>18,557.50</b>	<b>21,345.00</b>
Expenses			
	Organizational Expenses	23,045.66	18,969.39
	Event Expenses	0.00	594.51
	Bank/Transaction Fees	693.36	770.32
	Other		
<b>Total Expenses</b>		<b>23,739.02</b>	<b>20,334.22</b>
	Net Income Before Taxes	-5,181.52	1,010.78
	Income tax expense		
<b>Income from Continuing Operations</b>		<b>-5,181.52</b>	<b>1,010.78</b>
<b>Net Income</b>		<b>-5,181.52</b>	<b>1,010.78</b>

Prepared by:  
 Morgan Connell, Executive Director  
 and  
 Denise Howitt, Treasurer

Reviewed by:  
 Nicki Islic  
 Janine Williams-Ward

**Denise Howitt** Digitally signed  
 by Denise Howitt  
 Date: 2024.04.05  
 10:38:14 -06'00'

Per Section 11 of the WOHSS Bylaws, the books, accounts, and records of the Secretary and Treasurer shall be audited at least once each year by a duly qualified accountant or by two members of the society elected for that purpose at the Annual General Meeting.

The Board elected Janine Williams-Ward and Nicki Islic, both WOHSS members in good standing to complete the audit of the 2023 financials. On April 5, 2024 the WOHSS-appointed reviewers confirmed they had reviewed the WOHSS financial statements and supporting records and had no concerns with the information.



# 04 COMMITTEE REPORTS

## COMMUNICATIONS COMMITTEE

### SUSAN MCCARTHY & JENN STRATEMEYER | COMMITTEE CO-CHAIRS

The mandate of the Communications Committee is connecting with members via email, newsletter, and social media channels to share events, opportunities, information, and promotion of WOHSS.

## COMMITTEE ACTIVITIES

In 2023, the Committee included two directors and a volunteer to share communications initiatives. We aimed to increase followers and interactions. The Communications Committee was responsible for posting three to five times a week on four social media channels.

Topics included WOHSS events, partner activities, and third-party information from Canadian OHS resources, and other trusted sources. The goal of this strategy was to increase awareness of WOHSS and increase our membership.

In addition to our social media presence, the committee was also responsible for developing and sending out monthly newsletters. The focus of this was on increasing WOHSS member interactions and sharing upcoming events.

Special thanks to Ashley Tingley for all her volunteer commitment, and Director Jenn Stratemeyer for the wonderful articles for the newsletter and social media posts.

# CHAMPIONS & EVENTS COMMITTEE

## SARAH FRANK & SANDRA FLEMING | COMMITTEE CO-CHAIRS

The primary responsibility of the WOHSS Champions & Events Committee is to attract & support various Champions and Events either within a specific province, industry, association or with specific OHS knowledge and connections. In 2023 WOHSS merged the power of the Champions Committee and the work they were doing with that of the Events Committee to better able a streamlined approach to event organization and execution.

As such the champions and committee directors together will help WOHSS accomplish our strategic plan while executing the WOHSS Mission of supporting women working in OH&S through development, education, mentoring, resources, and connection.

## CHAMPIONS ACTIVITIES

The Champions Program began in 2020 and has grown significantly with the amount of impact WOHSS Champions have been able to make through events in different geographical locations.

We currently have dedicated Champions participating in the following roles:

- West Coast Champion – Jodi Huettner
- Social Media Champion – Cathy Wallace
- Podcast Champion - Jennifer Ruskowski
- Speed Mentoring Champion - Melissa Casa

The dedication and support of each of the champions above have made our 2023 events so successful.

# EVENTS ACTIVITIES

This year we saw both a mixture of virtual events with some in-person networking events to help engage members from different regions across Canada. Both the virtual and in-person events were well attended and able to serve and meet members according to what their needs were.

## 2023 EVENTS - VIRTUAL

### Women in Safety Summit Virtual | March 9

WOHSS was a media partner and hosted a virtual networking event

### Annual General Meeting Virtual | April 29th

Topic: Panel Discussion with all Chairs and Directors

### Podcast Book Club

Virtual – Oct & April

### Speed Mentoring

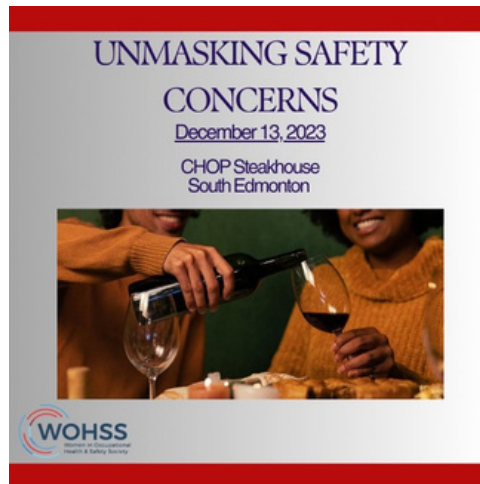
Virtual | 2 sessions held

These events connect our foundational mentorship program with events – allowing mentors and mentees with a few questions, or limited schedule, to connect and form valuable relationships

### Boots to Boardrooms

Virtual | 12 sessions held

These provided great opportunities to join monthly facilitated discussions and connect with other WOHSS members.



## 2023 EVENTS - IN PERSON

### Networking Events Across Canada | Various Dates

In December 2023, WOHSS was able to hold its first in-person outings since March 2020 with a variety of networking events held across Canada in different venues. Each one focused in on a specific topic and allowed our members to network and discuss their careers.

## Events In 2024



Thank you to each of our wonderful Champs for all that they do!

A big thank you to our WOHSS members for actively participating, and providing input and feedback to continue to ensure we provide value to your membership. Please check our WOHSS events calendar for our exciting events happening in 2024 and we hope you will join us!

# GOVERNANCE AND LEGAL COMMITTEE

## HOLLY HALE | COMMITTEE CHAIR

The Legal Committee was reinstated again in 2022 with the objective to provide advice and assistance with any activities requiring legal specialities. Governance as it is related to developing sustainability for the organization was umbrellaed under this committee In 2023.

## COMMITTEE ACTIVITIES

WOHSS is extremely excited to announce that the Women in Occupational Health & Safety Society has advanced from being provincially incorporated to being federally incorporated with Corporations Canada! One of WOHSS' top three priorities is establishing WOHSS as a respected sustainable national organization. Accomplishing our goal of being federally incorporated helps WOHSS propel to achieve this priority. With the newfound status as being federally incorporated, WOHSS will benefit in numerous ways: WOHSS can expand across multiple provinces or territories, federal incorporations are recognized around the world, which is an important consideration if WOHSS ever desires to expand outside Canada, and the prestige of being federally incorporated offers additional credibility to our organization.

Heading into 2024, the Governance and Legal Committee will continue providing advice and guidance, as well as look for opportunities to increase WOHSS' status, any efficiency improvements, and ensure compliance with being federally incorporated.



# NOMINATIONS COMMITTEE

## SHANNON BOLGER | COMMITTEE CHAIR

The mandate of the Nominations Committee is the recruitment, selection and ongoing development of members of the Board of Directors.

The committee is comprised of the Past Chair, a member of the Board of Directors, and representation from the WOHSS membership. This year the committee was comprised of Shannon Bolger, Manisha Mistry, Paula Campkin, and Rebecca Chow.

This year, the committee sent the call for nominations out in early January 2024 and received an enthusiastic response.

There were 17 well-qualified applicants who exemplified the best of the WOHSS membership, bringing with them experience, passion, and professional success. The applicants displayed differences in their industry, gender, geographical location, previous board experience, and time in safety. Out of those 17, we chose 4 to interview based on their particular skill set and expertise.

As such, the Nominations Committee hereby puts forward on behalf of the Board of Directors for the Women in Occupational Health & Safety Society the following for a 3-year term starting May 1, 2024:

1. Nicola McGovern - Newmarket, Ontario
2. Laura Bezemer - Calgary, Alberta
3. Chelsea Laporte - Nisku, Alberta
4. Clare Foladore - Sudbury, Ontario



# MEMBERSHIP COMMITTEE

MANISHA MISTRY | COMMITTEE CHAIR

The Membership Committee's mandate is to effectively manage the application and registration activities related to new and current memberships while striving to continually grow the WOHSS membership base.

## COMMITTEE ACTIVITIES

In 2023, the Membership Committee focused on continued engagement of existing members whilst supporting activities to attract new members.

436 members were active with WOHSS representing 64 students, 72 associates, and 305 general members.

2024 will be a year focused on increasing WOHSS's membership value proposition through increased development & networking opportunities.



MEMBERSHIP

## MENTORSHIP COMMITTEE

### DANA STAMU | COMMITTEE CHAIR

The Mentorship Committee mandate is to provide members with mentorship opportunities that are not always available to everyone in their place of work. This formal program has been designed with different streams making it accessible to the whole WOHSS network and all members are welcome to join at no additional cost.

The Mentorship Committee paired 38 mentees with 34 mentors in 2023. Similar to the year before, we had more mentees than mentors, and in order to provide support to the mentees that were waiting for a mentor, we organized, with the help of Champions & Events Committee, two speed mentorship sessions where the mentees could interact with mentors in group settings to discuss any topic of interest for them.

One of the committee's goals for 2023 was to collaborate with universities and colleges that offer Health and Safety Programs to provide mentorship and guidance to new safety professionals that are at the beginning of their career. We were able to sign a partnership with Seneca Polytechnic Institute in Ontario for seven mentorship sessions that included online Q&A discussions about the safety profession or first job, resume writing process, mock interviews and an in-person session at the end of the semester. We learned a lot about gaps in our sessions and how to prepare for next year. I want to thank you to all our amazing mentors that took the time to participate in these sessions and provide some of their wisdom to the new generation of safety professionals!

We are looking forward to new initiatives and accomplishments in 2024.

## Thank you to our WOHSS 2023 Mentors

Eliana Sosa, Daniela Xavier, Dave Rebbitt, Jewel Amond, Marc Maloney, Marylene Provost, Dale Shafer, Brian Riley, Janice Campbell, Ashley McKie, Erin Standen, Lesley Pyne, Kristina Dragun, Paulina Vegt, Todd Martin, Tahnee Jones, Jenn Stratemeyer, Clare foladore, Margo Huppee-Wipf, Vanessa Aguiar, Manisha Mistry, Dana Stamu, Susan Harahap, Caroline Létourneau, Jody Melissa Polson, Angela Barrese, Stewart Day, Brian Riley, Margo Huppee Wipf, Janine Williams, Denise Howitt, Kaitlin Lewis, Meriem Bessadet, Chrysti Lincoln



# STRATEGIC PARTNERS & FUND DEVELOPMENT

JANINE WILLIAMS-WARD & NICKI ISLIC | COMMITTEE CO-CHAIRS



"I am so impressed with the number and quality of WOHSS strategic partners, specifically are partnership with Seneca College in Ontario. I think it's important we support new, up-and-coming OHS professionals.

- Leigh-Ann Stewart WOHSS Chairperson

The mandate of the Strategic Partnerships Committee is to build partnerships with OH&S, gender-based and other aligned organizations to identify meaningful collaborations to advance the mission of WOHSS. Through both formal and informal relationships with other organizations, WOHSS continues to promote the organizations, the programs that are offered and grow the membership. This year WOHSS combined the powerful work of Partnerships with the Fund Development mandate to help secure the long-term sustainability of the Association by establishing, cultivating, and maintaining professional relationships with sponsors, grant agencies and other stakeholders to maximize the benefit for all parties.



Canadian Registration Board of Occupational Hygienists



## SPONSORS

WOHSS has a long relationship with two continual supporters who have sponsored us since our founding. Mathews Dinsdale & Clarke LLP and Benchmark Safety Inc. have both shown their commitment to supporting WOHSS programs and events, and their support has helped ensure our members receive value-added services.



Mathews Dinsdale & Clarke LLP is Canada's only national labour and employment law firm. They provide employers with strategic advice, practical solutions and immediate crisis management, locally and nationally.



Benchmark Safety Inc. is a safety management consulting company. They specialize in offering fit-for-purpose solutions for their clients in the development, implementation and monitoring of their health and safety management systems.

WOHSS is also pleased to recognize new sponsors, and would like to offer our thanks to Simply Safe Consulting and Dean Stanton from I Love Colour.



# STRATEGIC GOALS FOR 2024

## What's next for WOHSS

We are nearing the end of our first 5-year strategic plan (2019-2024) and are excited for our future. One of our goals was to develop a national framework to grow WOHSS across Canada. We reached a significant milestone in this journey earlier this month when The Women in Occupational Health & Safety Society became federally a registered corporation under the Canada Not-for-profit Corporations Act.

We are also really excited about our newly formed partnership with Seneca College in Ontario. Working together we are leveraging our collaborative efforts and expertise to support the development of individuals who are studying to become OHS practitioners. All Seneca students enrolled in their WSP certificate program are now WOHSS members and we have organized a series of online sessions to help prepare them for their future. Sessions include topics such as “a day in the life of a safety professional”, “what to expect in your first safety job”, resume writing, and mock interviews.

Bringing on new board members & volunteers is always an exciting time for WOHSS. My hope is we can continue to tap into our brilliant board members & volunteers' talents – there is no shortage!

To our members, a special thank you – you are the reasons we are here. Please let us know what you'd like to see from WOHSS in this coming year, and I double dare you to volunteer, it's fabulous! We are really excited to see what else we can achieve in the next 5 years with our directors, volunteers, and members all working together to build a better future for women (and our allies) working in OHS.

