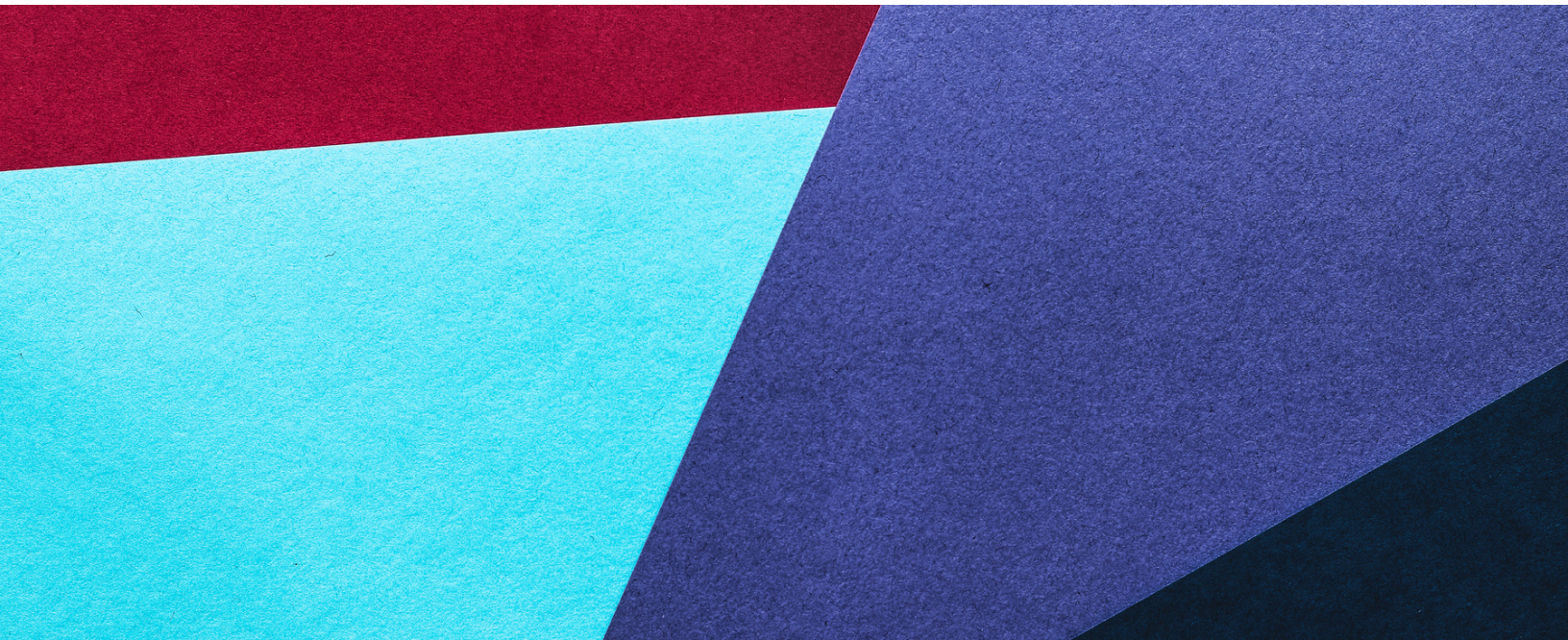




2024 ANNUAL REPORT

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.

TABLE OF CONTENTS

01

ABOUT WOHSS

02

MESSAGE FROM THE CHAIR

03

2024 FINANCIAL STATEMENTS

04

COMMITTEE REPORTS

05

2025 STRATEGIC PLAN

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.

2024 Officers

Past Chair: Shannon Bolger

Chair: Leigh-Ann Stewart

Vice Chair: Abdel-Rahman Sabriye

Treasurer: Denise Howitt

Executive Director: Morgan Connell-Hall

2024 Directors

Nicola McGovern

Dana Stamu

Sarah Frank

Sandra Fleming

Nicki Islic

Clare Foladore

Manisha Mistry

Chelsea Laporte

Janine Williams-Ward

Holly Hale

Jennifer Stratemeyer

Laura Bezemer



02 MESSAGE FROM THE CHAIR



A Year in Reflection

When I started my WOHSS journey, 5 years ago, I never imagined that I would have this opportunity. I remember being in awe of the dedication and selflessness of all the volunteers it takes to run a not-for-profit organization. Time is so precious (especially in the safety world) with so many competing objectives – family, work, professional development – how could anyone possibly stay on top of it all. Well, I continue to be amazed today. The answer I often hear when I ask others is that it is our members that continue to inspire us. The challenges that many of our members continue to face motivates each of us to continue to work towards expanding our offerings to help meet the needs of our growing membership. THANK YOU to our fabulous board members and volunteers for your continued commitment and dedication.

Reflecting back on this past year, there are a couple things I'd like to highlight. One of the actions our members told us was a priority for them, in the membership survey completed last year, is to have networking opportunities. This past year we were able to offer more in-person events than the past 5 years (keep in mind, COVID was part of those years), including our first BC in-person event.

We also saw a change in our mentorship program where some of our mentees and mentors wanted 'quicker' mentorship – hence the offering of speed mentorship events. These are just a couple examples of the changes made to meet the needs of our changing membership. More will be highlighted during the committee updates.

So our future... where does WOHSS go from here? I'm pleased to announce that the Board has completed our new 5-Year Strategic Plan. This plan will ensure we remain a relevant and sustainable organization for years to come. However, a plan is just a plan unless it can be implemented, and we have just the board to do this. I'd like to take this opportunity to welcome our incredible new board members and to announce our new Chair, Nicola McGovern. Nicola has been an invaluable Board Member and brings an energy and professionalism that will ensure WOHSS continues to meet and even surpass our goals. And although we have another incredibly competent Board, we do still need volunteers to help us execute on our plan. Here's my plug..... please consider joining us as a volunteer, trust me when I say this is an exceptional community to give back to.

Finally, I would like to end this message by thanking our partners, volunteers and our members. It is because of you that WOHSS continues to thrive. One day I hope we don't need this society, but until that day comes, thank you for continuing to support our mission - building a better future for women working in OH&S.

Sincerely,
Leigh-Ann

BRINGING SAFETY PROFESSIONALS

Together

03 FINANCIAL STATEMENTS

Women in Occupational Health and Safety Society

Income Statement

For the Years Ending [Dec 31, 2024 and Dec 31, 2023]

Revenue		2024	2023
	Membership	16,830.10	14,822.50
	Sponsorship	18,210.00	0.00
	Events	1,465.00	2,235.00
	Other revenue	300.00	1,500.00
Total Revenues		36,805.10	18,557.50
Expenses			
	Organizational Expenses	21,772.56	23,045.66
	Event Expenses	6,245.30	0.00
	Bank/Transaction Fees	809.50	693.36
	Other		
Total Expenses		28,827.36	23,739.02
	Net Income Before Taxes	7,977.74	(5,181.52)
	Income tax expense		
Income from Continuing Operations		7,977.74	(5,181.52)
Net Income		7,977.74	(5,181.52)

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 Nicola McGovern and Sarah Frank, both WOHSS members in good standing to complete the audit of the 2024 financials. On April 21, 2025 the WOHSS-appointed reviewers confirmed they had reviewed the WOHSS financial statements and supporting records and had no concerns with the information.

Denise Howitt

04 COMMITTEE REPORTS

COMMUNICATIONS COMMITTEE

CHELSEA LAPORTE | COMMITTEE CHAIR

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 2024, the Committee aimed to increase followers and interactions. The Communications Committee was responsible for posting three to five times a week on three 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 newsletters focused on topics of interest to WOHSS members and sharing upcoming events.

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.

CHAMPIONS ACTIVITIES

The Champions Program began in 2020 and has grown significantly.

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 2024 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.

2024 EVENTS - VIRTUAL

Laughter Yoga (French) | January 11

Following her Laughter Yoga (English) session in December 2023, Marylene Provost took members through laughter exercises with yoga breathing.

WOHSS Podcast | January 16

Podcast host Jennifer Ruskowski talked to WOHSS members about psychological health and safety.

Leveraging LinkedIn: Key Tactics | March 27

Presenters Kelly Leong and Nihal Ahmed took members through the tips and tricks to leverage LinkedIn for Safety Professionals.

Annual General Meeting Virtual | April 27

Topic: Panel Discussion on Women in OHS

Tackling Tough Conversations | May 2

This workshop with Erin Thorp focused on enhancing the interpersonal and communications skills of leaders.

Effective Conflict Management in the Workplace | July 18

Speaker Heather Burns delved into reasons behind workplace conflicts, how to effectively address gossip and rumors, and strategies to foster a positive working environment.

Power Poker | August 21

Members were taught how to think, strategize, negotiate and take risks as an expert instructor taught them how to play poker and translate those skills to the boardroom.

Going from the Corporate World to Consulting | August 21

Brandy Sielaff and Leigh-Ann Stewart presented their top learnings in joining the consulting world.

How to Hire with Safety in Mind | September 27

Our guest speakers, Kelly Leong and Shelby Kelly, helped give us insight into best practices for hiring safety professionals.

Microaggressions and Male Dominated Workplaces | October 22

Dr. Lisa Weatherby, Dean Academic Services at the Southern Alberta Institute of Technology (SAIT) presents key findings from her doctoral research Interpreting Inclusivity in Male-dominated Apprenticeship Classrooms and how they relate to all women working in male-dominated spaces.

Seneca Polytechnic Sessions | Various

Members were invited to participate in multiple sessions as part of our partnership with Seneca Polytechnic to provide invaluable guidance to students and recent graduates entering the workforce in the health and safety sector.

Boots to Boardrooms | Various

These provided great opportunities to join monthly facilitated discussions and connect with other WOHSS members. This included presentations on Safety Software Systems, Workplace Violence, Bullying and Harassment Investigations Methodologies from Dave Rebbitt and BCRSP Certification Pathways from Tammy Levesque, Buck Page, and Anna Matheson.

2024 EVENTS - IN PERSON**In-Person Networking | Halifax, NS | February 22**

Susan McCarthy hosted WOHSS members in Halifax for a casual social and discussion on psychological health and safety.

In-Person Networking | Edmonton, AB | February 22

Sarah Frank hosted WOHSS members in Edmonton for a casual social.

WOHSS 5th Anniversary Reception | Calgary, AB | March 20

Mathews Dinsdale & Clark LLP hosted a celebratory reception for WOHSS members for our 5th anniversary. Current and past Directors were joined by WOHSS members and industry partners.

Women in Safety Summit | Calgary, AB | March 21

WOHSS was a media partner for the Safety Summit.

Canadian Safety Summit Mixer | Etobicoke, ON | June 11

WOHSS hosted a post-conference networking mixer for our members and other attendees.

In-Person Networking | Calgary, AB | October 3

Stephanie Benay and Denise Howitt hosted WOHSS members in Calgary for a casual social.

In-Person Networking | Vancouver, BC | October 24

Kim Kennedy and Leigh-Ann Stewart hosted WOHSS members in Vancouver for a casual social.

THANK YOU!

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 2025 and we hope you will join us at one of our future events, either in-person or online!

2025 EVENTS COMING UP**Steps for Life Walks**

Join us in different locations across Canada for the Steps for Life walks

Networking Events Across Canada | Various Dates

We are planning networking events in several locations this year, including Winnipeg and Toronto, based on where members are asking for an in-person social. If you are interested in helping us out to host or volunteer at one, please let us know!

GOVERNANCE AND LEGAL COMMITTEE

HOLLY HALE | COMMITTEE CHAIR

The Legal Committee has a mandate 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

In 2023 the Women in Occupational Health & Safety Society advanced from being provincially incorporated to being federally incorporated with Corporations Canada, meeting one of our top three priorities in establishing WOHSS as a respected sustainable national organization.

In 2024, the Governance and Legal Committee focused on continuing to provide advice and guidance to the WOHSS Board of Directors, as well as looking for opportunities to increase the organizations status, any efficiency improvements, and ensure compliance with being federally incorporated.



NOMINATIONS COMMITTEE

SHANNON BOLGER I 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, at minimum, 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, Leigh-Ann Stewart, Dana Stamu and Susan McCarthy.

The committee sent the call for nominations out in early January 2025 and received an enthusiastic response.

WOHSS received the highest number of applicants to date, a fantastic sign of progress toward our goal of maintaining WOHSS as a sustainable national organization. There were 18 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, geographical location, previous board experience, and time in safety.

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, 2025:

- Bhooma Raghavan – Calgary, Alberta
- Erin Heimbecker – Yorkton, Saskatchewan
- Erin Petruska – Ottawa, Ontario
- Jennifer Ruszkowski – Saskatoon, Saskatchewan
- Jordan Law – Vernon, British Columbia
- Kiran Kapoor – Mississauga, Ontario

Additionally, the Nominations Committee puts forward on behalf of the Board of Directors the following Executive positions for a 2-year term starting May 1, 2025:

Chair – Nicola McGovern – Newmarket, Ontario

Vice Chair – Sarah Frank – Edmonton, Alberta

Treasurer – Denise Howitt – Calgary, Alberta

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 2024, the Membership Committee focused on continued engagement of existing members whilst supporting activities to attract new members.

482 members were active with WOHSS representing 24 students, 57 associates, and 401 general members.

2025 will be a year focused on increasing WOHSS's membership value proposition through increased development & networking opportunities.



Membership

MENTORSHIP COMMITTEE

DANA STAMU & LAURA BEZEMER | COMMITTEE CO-CHAIRS

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 2024. Similar to the year before, we had more mentees than mentors. In order to provide support to the mentees that were waiting for a mentor, we opened up micro-mentoring opportunities for those who were looking for a single session to address any concerns they might have while they waited for a formal mentorship pairing.

One of the committee's goals 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 multiple mentorship sessions that included online Q&A discussions about the safety profession or first job, resume writing process, and mock interviews.

We are looking forward to new initiatives and accomplishments in 2025.

Thank you to our WOHSS 2024 Mentors

Carol Ann Griffin, NL, Dina Capulong, AB, Roma Rana, ON, Labhesh Modha, ON, Kaitlyn Lewis, ON, Michelle Leeper, AB, George Lovell, ON, Lara Hampson, AB, Tamara Wilbourn, AB, Jody Melissa Polson, AB, Angela Barrese, ON, Dana Stamu, ON, Stewart Day, ON, Brian Riley, ON, Margo Huppee Wipf, BC, Shay Ryan, BC, Janine Williams, AB, Denise Howitt, AB, Kaitlin Lewis, ON, Meriem Bessadet, QC

SPEED MENTOR SESSION VOLUNTEERS

Melissa Casas, Arvinder Singh, Labhesh Modha, Stewart Day, Taylor Hurd, Natalie Carscadden, Lindsey Smith, Mike Russo, Carol Ann Griffin, Kelly Heather, Abdel-Rahman Sabriye, Heather Smith, Jody Young, Taylor Hurd, Carol- Ann Griffin, Sarah Frank, Jenn Stratemeyer, Vince Fortuna, Robert Gagne, Dipali Patel, Clare Foladore, Sandra Fleming, Laura Bezemer

STRATEGIC PARTNERS & FUND DEVELOPMENT

JANINE WILLIAMS-WARD, NICOLA MCGOVERN & NICKI ISLIC | COMMITTEE CO-CHAIRS



"I am so impressed with the number and quality of WOHSS strategic partners, specifically our 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 Partners & Fund Development Committee is to build partnerships with OHS, gender-based, and other aligned organizations to identify meaningful collaborations to advance the mission of WOHSS and to ensure WOHSS remains a sustainable organization. Through collaboration, we have a profound opportunity to positively impact health and safety in Canadian workplaces.



CANADIAN INSTITUTE
**SAFETY, WELLNESS
& PERFORMANCE**

Seneca
POLYTECHNIC

 manufacturing
Safety Alliance of BC

threads[®]
OF LIFE



SPONSORS

WOHSS acknowledges and respects those organizations who support our mission to support women working in OH&S through development, education, mentoring, resources and connection, and our vision to build a better future for women working in Occupational Health & Safety. Our thanks to the following for their support in 2024.



Simply Safe

2025 STRATEGIC PLAN

The WOHSS Board of Directors has been working on the new 5-Year Strategic Plan, with direction from WOHSS members that we gained through the latest membership survey. Below is a short summary of where the society is headed in the future, and this will be expanded and communicated to members once it has been finalized.

OUR TOP 3 STRATEGIC PRIORITIES

- 1** Connecting with our members to add value to their career growth
- 2** Collaborating with our partners to provide opportunities for women in OHS
- 3** Continuing to evolve as a national society in a sustainable manner

STRATEGIC PRIORITIES

- 1 Community** - focus on providing value-added membership opportunities like events, mentorship, and networking.
- 2 Collaboration** - create and maintain strong partnerships with those who share our values in order to advance our mission.
- 3 Communication** - provide regular, proactive and responsive communication through a variety of channels.
- 4 Sustainability** - focus on continuous improvement of organizational effectiveness and efficiency.