



2025

ANNUAL

REPORT

BUILDING A BETTER FUTURE FOR WOMEN IN OH&S

01 ABOUT WOHSS



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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.

2025 Officers

Past Chair: Leigh-Ann Stewart

Chair: Nicola McGovern

Vice Chair: Sandra Fleming

Treasurer: Denise Howitt

Executive Director: Morgan Connell

2025 Directors

Kiran Kapoor

Dana Stamu

Bhooma Raghavan

Jennifer Ruskowski

Nicki Islic

Erin Petruska

Erin Heimbecker

Abdel Rahman-Sabriye

Jordan Law

Holly Hale

Laura Bezemer



NICOLA MCGOVERN
Chair
Newmarket, ON



LEIGH-ANN STEWART
Past Chair
Vernon, BC



SANDRA FLEMING
Director
Canmore, AB



DENISE HOWITT
Treasurer
Calgary, AB



ABDEL-RAHMEN SABRIYE
Director
Toronto, ON



KIRAN KAPOOR
Director
Mississauga, ON



BHOOMA RAGHAVAN
Director
Calgary, AB



ERIN HEIMBECKER
Director
Yorktown, SK



JORDAN LAW
Director
Vernon, BC



ERIN PETRUSKA
Director
Ottawa, ON



DANA STAMU
Director
Etobicoke, ON



HOLLY HALE
Legal Director
Calgary, AB



NICKI ISLIC
Director
Puslinch, ON



LAURA BEZEMER
Director
Calgary, AB



JENNIFER RUSKOWSKI
Director
Saskatoon, SK

02 MESSAGE FROM THE CHAIR



A Year in Reflection

In 2025, we focused our actions in support of the 2025–2030 Strategic Activities of Community, Collaboration, Communication, and Sustainability—bringing value to our membership while expanding our reach.

As Chair, I had the opportunity to facilitate a panel at the Women in Safety Summit, a panelist on the Make is Safe – Women in Safety session, and attend the HSPC Conference and the Canadian Safety Summit. At these events, I had illuminating conversations with WOHSS members and women leaders and aspiring leaders in safety across the country. One common theme emerged: connection—how women in the safety profession crave connection to support, share, grow and give back.

As WOHSS continues to grow our programs and expand our reach, that connection will deepen.

In the first year of our five-year strategic plan, WOHSS focused on building programs and partnerships based on what members have asked for.

Staying connected to our members and partners—and fostering opportunities for professional growth and development—remains a cornerstone of our work through initiatives such as the WOHSS newsletter, virtual seasonal gatherings, in-person post-conference socials, member panelists, and collaborative Safety Connects. A result of that work we created opportunities for our members to participate in conferences and strengthened collaborations with both new and existing partners.

I want to personally thank the Executive, the Board, and the committees for their continued work, dedication, and passion in making WOHSS a community of connection.

Our momentum in 2026 is exciting, including our new mentorship program, INSPIRE, and collaborations on workshops and podcast.

Stay tuned!

With appreciation,
Nicola



03 FINANCIAL STATEMENTS

Women in Occupational Health and Safety Society

Income Statement

For the Years Ending [Dec 31, 2025 and Dec 31, 2024]

Revenue		2025	2024
Membership		17,985.00	16,830.10
Sponsorship		0.00	18,210.00
Events		495.00	1,465.00
Other revenue		0.00	300.00
Total Revenues		18,480.00	36,805.10
Expenses			
Organizational Expenses		21,180.71	21,772.56
Event Expenses		0.00	6,245.30
Bank/Transaction Fees		681.94	809.50
Other			
Total Expenses		21,862.65	28,827.36
	Net Income Before Taxes	-3,382.65	7,977.74
	Income tax expense		
Income from Continuing Operations		-3,382.65	7,977.74
Net Income		-3,382.65	7,977.74

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

Reviewed by:
Paula Campkin
Laura Bezemer

Denise Howitt Digitally signed
by Denise Howitt
Date: 2026.03.23
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PPer 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 Laura Bezemer and Paula Campkin, both WOHSS members in good standing to complete the audit of the 2025 financials. On March 22, 2026 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

ERIN PETRUSKA & JORDAN LAW | 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 2025, the Committee included two directors 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 WHOSS 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 communications committee successfully managed to transition to a new social media management tool (Planable) which helped streamline communications.

WOHSS Newsletter Audience Metrics

Between March 13, 2025 - March 12, 2026:

Gained 78 new subscribers (483-561 total subscribers)

21 email campaigns sent with an average open rate of 41.25%

EVENTS COMMITTEE

JENNIFER RUSKOWSI & SANDRA FLEMING | COMMITTEE CO-CHAIRS

The mandate of the Events committee is to engage and attract members to the society through a series of social events held throughout the year.

VIRTUAL EVENTS

2025 Events – Virtual

Annual General Meeting; April 25th

Topic: Key Learnings from Women in Safety

Winter Social; December 16th

WOHSS hosted an evening of connection and fun.

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.

2025 EVENTS - In Person

In-Person Networking; Calgary, AB; March 3rd

Mathews Dinsdale & Clark LLP hosted a celebratory reception for WOHSS members

Women in Safety Summit; Calgary, AB; March 4th

WOHSS was a supporter for the Safety Summit

Edmonton WOHSS Walking to Make a Difference; Edmonton, AB; May 3rd

WOHSS created a team in Edmonton to participate in the Steps for Life Walk, in support of the Association for Workplace Tragedy Family Support, known as Threads of Life,

In-Person Networking; Winnipeg, MB; May 29th

Stacey Jacobson hosted WOHSS members for a casual social, and PPE presentation from Grainger.

In-Person Networking; Calgary, AB; June 16th

A casual social was held for WOHSS members following Glyn Jones - AI Applications to Improve Safety Performance workshop.

In-Person Networking; Brampton, ON; June 17th

A casual social was held following the Safety Summit.

In-Person Networking; St. John's, NFLD; September 15th

A casual social was held at the Health & Safety Professionals Canada Conference.

Women in Safety Workshop; Vancouver, BC; October 9th

WOHSS partnered with the Make it Safe Conference for a fast-paced workshop with career insights and discussion tables.

WOHSS partnered with Calgary Safety Connect to promote 9 events in 2025. We also promoted 2 additional events of interest to our members.

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 2026 and we hope you will join us at one of our future events, either in-person or online!

2026 EVENTS COMING UP

Networking Events Across Canada; Various Dates

We are planning networking events in several locations this year, including Calgary, and BC, 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!

We are also continuing to plan online events to enable people across Canada to participate and connect.

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 2025, 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

LEIGH-ANN STEWART | 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. The 2026 committee was comprised of Leigh-Ann Stewart, Jordan Law, and Paula Campkin.

This year, the committee sent the call for nominations out in early January 2026 and received an enthusiastic response. WOHSS received several 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, 2026:

1. Adeeta Marie Badoo – Ontario
2. Aida Haghighi – Ontario
3. Elom Adekahlor – Ontario
4. Kaila Walton – Yellowknife, Northwest Territories
5. Roma Rana – 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, 2026:

Executive Board Member – Jordan Law – Vernon, British Columbia

MEMBERSHIP COMMITTEE

BHOOMA RAGHAVAN & NICKI ISLIC COMMITTEE CO-CHAIRS

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 2025, WOHSS saw an increase in membership, increasing from 482 to 500 active members within the calendar year.

There are 61 student members, 78 associate members, and 362 general members.

WOHSS has members from every province and territory in Canada, as well as 12 international members.

In 2025, WOHSS had an exhibitor booth at the Alberta Association for Safety Partnerships AGM (September, 2025) and the Vancouver Make in Safe Conference (October, 2025).

The Committee had recommended an increase in membership fees effective May 1, 2026, and will introduce a new Corporate Membership category at the same time.

MENTORSHIP COMMITTEE

**DANA STAMU & LAURA BEZEMER & ERIN HEIMBECKER |
COMMITTEE CO-CHAIRS**

The Mentorship Committee's mandate is to provide WOHSS members with mentorship opportunities that may not always be available in their own workplaces. The program is designed with different streams so it is accessible across the WOHSS network, and all members are welcome to participate.

In 2025, the Mentorship Committee paired 24 mentees and mentors, continuing to support professional development and knowledge sharing within our community.

On October 4, 2025, we also hosted a Speed Mentorship Session, which gave mentees the opportunity to connect with experienced safety professionals in a group setting, ask questions and discuss career development topics in occupational health and safety.



Thank you to the mentors who volunteered their time and experience for this session and the pairing sessions, including George Lovell (ON), Denise Howitt (AB), Sarah McCurdy (AB), Jordan Law (BC), Erin Petruska (ON), Raeann Lacuta (AB), Erin Heimbecker (MB), Roma Rana (ON), Averi DiGuistini (BC), Labhesh Modha (ON), Katie Reed (NS), Stewart Day (ON) and Martine Bergeron (ON). Their willingness to share their experience is what makes the mentorship program possible.

MENTORSHIP COMMITTEE - CONTINUED

We are also updating how we run the mentorship pairing process. Beginning in 2026, we will hold three designated pairing sessions each year. Applications will open approximately one month before each session, and members will receive notifications in advance. This change will make the process more predictable and sustainable while ensuring members have regular opportunities to participate.

The committee is also excited to introduce INSPIRE – Innovation, Networking, Skills, Professional Readiness & Empowerment, a new WOHSS initiative designed to support individuals at the beginning of their occupational health and safety careers in Canada. INSPIRE will help recent graduates, newcomers to Canada and professionals transitioning into safety roles build confidence, develop professional skills and better understand the Canadian OHS landscape.

The program is the inspiration of our Mentorship Safety Champions, Olga Semenchik and Roma Rana, and the first cohort will launch in 2026. As part of the program, we are bringing together a number of speakers for a speaker series that will share practical advice and experiences that resonate with our new cohort members.

Thank you to our safety champions, Olga and Roma. We are truly thrilled to be embarking on INSPIRE, which will be a new flagship mentorship program for WOHSS.

STRATEGIC PARTNERS & FUND DEVELOPMENT

KIRAN KAPPOR | COMMITTEE CHAIR

The WOHSS Fund Development and Sponsorship Committee is responsible for strengthening and expanding strategic partnerships and funding opportunities to support greater member reach and the organization's financial sustainability by. The committee provides oversight of partnership development activities, reviews the health and effectiveness of existing partnerships, and evaluates new opportunities using a structured partnership framework to ensure alignment with WOHSS's mission, capacity, and member value.

A tiered approach has been established to guide partnership engagement including streams for advancing commercial partnerships, corporate sponsorships, and not-for-profit collaborations. This was designed to create clarity on expectations, value exchange, and levels of contribution while supporting consistent governance and scalability.

Notable accomplishments included reviewing formal partnerships and developing a tiered framework to enable WOHSS to prioritize high-impact relationships and transition to a more structured and sustainable model. Strategic relationships were deepened with BCRSP, MSABC, and Calgary Safety Connects and some new pilots were formed with corporate funding channels through inclusion on Suncor's Benevity platform, enabling corporate-directed donations and volunteer support.

Collectively, these efforts strengthened partnership governance, diversified funding approaches, and reinforced WOHSS's long-term financial sustainability while enhancing value for members and partners alike.



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 2025.



Simply Safe

2025 - 2030 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 ACTIVITIES

- 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.