



**Wisdom2Action Consulting Ltd.
(W2A)**

2024 ANNUAL REPORT

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Wisdom2Action 2024 Annual Report

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From the Leadership Team

Thank you for taking time to review W2A's 2024 Annual Report. We're thrilled to share what we've been up over the past year. As we take stock of our accomplishments, we want to acknowledge the amazing clients and partners with whom we've worked during the past 12 months. This year, W2A went global! We launched two international projects, the ACTIF-funded "Preventing and Addressing Gender-based Violence against LGBTQI+ Youth through Arts-based Activism" with the Society of Queer Momentum, the Centre for Engagement and Girls Initiative (Malawi) and LGBT+ Rights Ghana, as well as an assessment of the Children's Authority of Trinidad and Tobago. These two initiatives were very different from one another but highlighted our ongoing commitment to 'facilitate positive change and strengthen communities'. 2024 also brought a shift in our leadership team, with Dennis stepping into the role of Executive Director. Dennis has extensive experience in leadership, project management, and policy analysis, as well as a background in International Development, having lived in Asia for nearly a decade. Fae continued to provide guidance on key projects and represented W2A in training sessions and as a keynote speaker at events. Alongside them, Lisa contributed strategic advice to ensure the ongoing achievement of positive outcomes for the organization. Given the expansion of our work beyond Canada, we eagerly look forward to what lies ahead in 2025.



Dennis L. Stuebing, PhD
Executive Director



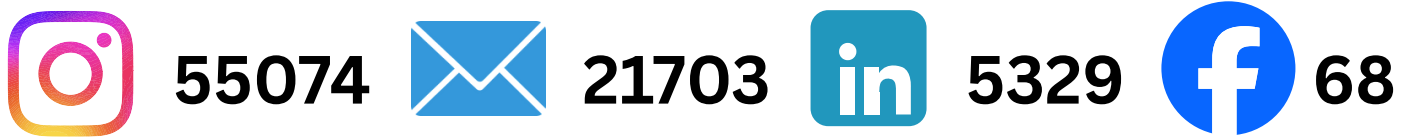
Lisa Lachance, PhD
Founder & Special Advisor



Fae Johnstone, MSW
Special Advisor

2024 By the Numbers

Total Views



Followers



Page Visits



Clicks



W2A Website

Website Hits - 32799
Unique Users - 13861
File Downloads - 1768

Highlighted Projects from the Year

Wisdom2Action (W2A) has a mandate to facilitate positive change and strengthen communities by working with government, non-profit, and other businesses. We provide a range of services in organizational development and training, facilitation and community engagement, and research and knowledge mobilization. In addition to the services that we provided to many clients and partners, there are some projects from the past year we'd like to highlight, across the themes of gender justice and 2SLGBTQIA+ inclusion, children's rights and youth engagement, mental health and substance use. They include:

- **Canadian Blood Services**

- Canadian Blood Services (CBS) continued to collaborate with us in our role facilitating the 2SLGBTQIA+ advisory committee and the guidance it provides in repairing relationships with queer and trans communities. CBS and W2A were recognized by IAP2 for the work, with two awards. In support of the new donor policy, CBS initiated the 2SLGBTQIA+ Microgrant program, managed by W2A, with funding for non-profit 2SLGBTQIA+ organizations to promote the updated behaviour-based donor criteria 'by and for' community.

- **PREVnet**

- PREVnet is a national research and knowledge mobilization hub that builds capacity and assesses youth relationship problems including bullying and dating violence. W2A continues to work with PREVnet to facilitate a National Youth Advisory Committee (NYAC) composed of young people from across Canada.

Highlighted Projects from the Year

- **Preventing and Addressing Gender-based Violence (GBV) against LGBTQI+ youth using arts-based activism**
 - This project is funded by Global Affairs Canada through the Act Together for Inclusion Fund (ACTIF) managed by Equitas. It is focused on preventing and addressing gender-based violence (GBV) against LGBTQ+ youth through arts-based activism. This is a two year project in collaboration with Society of Queer Momentum, LGBT+ Rights Ghana, and the Centre for Girls and Interaction (CEGI) in Malawi.
- **Regional Planning Table (RPT)**
 - In collaboration with Family Services Ottawa, W2A has continued to fill the role of System Planner for the RPT for Trans, Non-Binary, 2 Spirit, Intersex and Gender Diverse Health. W2A's role includes facilitating community input to the RPT through a Community Advisory Table as well as other systemic work to improve health care services in the region.
- **Gillian's Place**
 - In response to Gillian's Place's need for assistance in strengthening 2SLGBTQIA+ inclusion for its staff and clients, W2A provided multi-modal support including asynchronous (online training module), as well as synchronous (in-person and virtual training) learning with additional policy guidance.

Highlighted Projects from the Year

- **Safer Access for Everyone in the Rainbow Project (SAFER)**
 - SAFER has provided capacity-building support since 2021 on preventing and addressing gender-based violence against 2SLGBTQIA+ youth, funded by Women and Gender Equality Canada (WAGE). This year, the focus was on supporting educators (teachers and administrators) in creating safer and more welcoming classrooms in response to the rise in anti-2SLGBTQIA+ hate through policy reforms and legislative changes in educational contexts. We provided training and developed resources (tip sheets and videos), all of which remain available on the project website:
(www.saferproject.ca/www.projetsafer.ca).
- **Sex Information and Education Council of Canada (SIECCAN)**
 - W2A engaged youth with physical disabilities in focus groups to review and validate sexual health tip sheets developed by SIECCAN. The focus group data was used to revise and promote the resources for onward use by service providers (educators and healthcare providers).
- **Assessment of the Children's Authority of Trinidad & Tobago**
 - W2A was hired by the High Commission of Canada in Trinidad & Tobago to assess the Children's Authority's fulfilment of its mandate in protecting children. W2A identified gaps in the current model and made recommendations based on interview data and other findings to improve the child safety model currently in place.

Highlighted Projects from the Year

- **Digital Resilience: Addressing the Rise of Transphobic Online Hate through Community-Based Research**
 - W2A worked with ODLAN (Open Digital Literacy and Access Network) on this project that was funded by the Canadian Heritage, Digital Citizen Contribution Program (DCCP). W2A collaborated on the implementation of the project by reviewing and contributing to the ethics submission, recruiting and interviewing 12 trans participants, analyzing and compiling the findings from the interviews, co-facilitating ‘peer support’ meetings and by helping to develop resources and toolkits that debunk myths regarding trans people and address the rise in online hate against them. The project report can be found at: <https://bit.ly/4hYbkJx>.
- **Canada Council for the Arts (CCA)**
 - W2A worked with the CCA to improve its managers’ and employees’ knowledge, skills, and confidence to prevent and address conflict, harassment, and discrimination in the workplace. W2A facilitated ‘learning conversations’ in person and online with a focus on sexual orientation, gender identity and gender expression, race, ethnicity, ability and the intersection of all of these identity-based factors.

Highlighted Projects from the Year

- **Canadian Women & Sport (CWS)**
 - W2A worked with the Board of Directors for CWS to arrive at an informed decision about the vision, mission, and mandate of the organization with respect to gender diversity and specifically transgender and nonbinary inclusion. In our work on behalf of CWS, we engaged a variety of individuals in a consultation process to gain insight into a diversity of opinions for consideration.
- **Rainbow Club of South Georgian Bay**
 - W2A supported the Rainbow Club of South Georgian Bay, a non-profit that supports 2SLGBTQIA+ communities, to develop a strategic plan. W2A led an engagement process, which included an in-person workshop with board members and staff, as well as surveys and interviews with club and community members.
- ...And many more! W2A is always busy with multiple simultaneous projects that draw on our team members' wide range of knowledge and skills. Some projects are short term, others last years. If you're interested in collaborating, see page 11 for a list of what we can offer!

Social Enterprise Commitments & Community Involvement

W2A, through its leadership team, continued to demonstrate its social enterprise commitment through pro-bono work and by sitting on Boards of Directors like the **National Alliance for Children & Youth** (NACY). Executive Director, Dr. Dennis Stuebing represented W2A on the NACY Board in 2024. The role is an ongoing extension of our commitment to children's rights and youth engagement. Dr. Stuebing is also the Vice President of the **Society of Queer Momentum**, demonstrating W2A's commitment to social and gender justice for 2SLGBTQIA+ people.

Fae Johnstone, W2A's Special Advisor, serves on multiple boards of directors, including **YWCA Canada** and **Oxfam Canada**, supporting their efforts on gender justice. Fae is also the Executive Director for the **Society of Queer Momentum**.

W2A has been a member of the **Atlantic Council for International Cooperation** (ACIC) since 2023. Through ACIC, W2A provided a youth intern a four month virtual placement for the Global Affairs Canada-funded **International Youth Internship Program** (IYIP). We maintained our annual membership in the **Halifax Chamber of Commerce** for another year and became a proud member of the **CGLCC** in which we began the diversity supplier certification process.

Social Enterprise Commitments & Community Involvement

W2A remains part of the **Canadian Consortium of Child and Youth Trauma (CCCYT)** under the tutelage of Dr. Delphine Collin-Vezina at McGill University. We also continued to be involved in Dr. Gahagan's SSHRC-funded research project at Mount Saint Vincent University (Halifax) focused on support to former youth-in-care through **tuition waivers at academic institutions**.

RESOURCES

We invite you to visit our website and to access the many resources developed over the years that are freely available at: www.wisdom2action.org/resources.

We continue to share information through social media and our newsletter that relates to our work as well as that of clients and partners. If you don't already, please follow us on social media and reach out to be added to our mailing list at info@wisdom2action.org.

Services Offered

In addition to the projects that have been highlighted above, Wisdom2Action provides a range of services including:

- **Capacity building and organizational development** - we can lead strategic planning processes, facilitate justice, equity, diversity, and inclusion training, co-develop policies, and/or find other ways to improve coherence between your organization's mission, vision, values, and its performance
- **Community & stakeholder engagement** - whether you're in need of skilled facilitators for a focus group or coordination of an event, we can provide you with support
- **Research and knowledge mobilization** - with a mix of professional and academic experience, our team is competent in a variety of methods and is eager to undertake research and/or translate findings into knowledge mobilization products for dissemination

Please contact us if you're looking for these or other services especially as it pertains to gender justice, 2SLGBTQIA+ inclusion, children's rights, mental health and/or substance use. We'd be happy to discuss your needs.

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