



United Way Centraide works locally to create opportunities so everyone can live a better life. This work is supported by McCarthy Tétrault through the Firm's Inclusion Now Gift. McCarthy Tétrault's Inclusion Now strategy was designed to weave equity, diversity and inclusion into every aspect of the business. Through the 5-year, \$5 million Inclusion Now Gift, McCarthy Tétrault has expanded this work well beyond the walls of the Firm, supporting programs and services for newcomers, Indigenous peoples, members of the 2SLGBTQ+ community, women and people with disabilities in five markets across Canada, providing crucial programs and services. In the next few pages, we will share impact numbers tied to specific programs that benefit from the Inclusion Now investment.

---

◀ Cover

Photo of participants from the  
Native Canada Centre of Toronto



# Thank You from United Way Centraide

Thank you, McCarthy Tétrault, for working together to improve the lives of so many and for addressing the inequities that hold so many people back.

These past five years have tested us in unimaginable ways. And you stood with us—with United Way Centraides, with community—during times of instability and in crisis. Together, we navigated uncertainty and deepening inequities. From Vancouver to Toronto, from Calgary to Montreal and Québec City, you helped newcomer children develop new skills, provided support to racialized women experiencing gender-based violence, provided employment training to young people with disabilities, and so much more.

During these unprecedented times in our history, your support was highly appreciated. We are so grateful that you stood side-by-side with us to address inequities that are decades in the making by investing in the communities most impacted by poverty and challenging the forces that create it—racism and discrimination, barriers to employment, and mental health challenges.

Our work together also served as a blueprint for how to move ahead in this moment in time to ensure that no one is left behind as we build towards an equitable future for all. There is a lot to be proud of in the work we have done together during these past few years. I hope it will serve as a reminder that nothing is impossible when we work as a collective. That working to ensure that Indigenous Peoples, women, 2SLGBTQ+ people, persons with disabilities, and newcomers are adequately supported is crucial as we look ahead to a more inclusive future.

Thank you for standing with us and with our communities these past five years as we build towards an equitable future for all.

—**Dan Clement**  
President and CEO  
United Way Centraide Canada

# Inclusion Now Cross-Country Impact

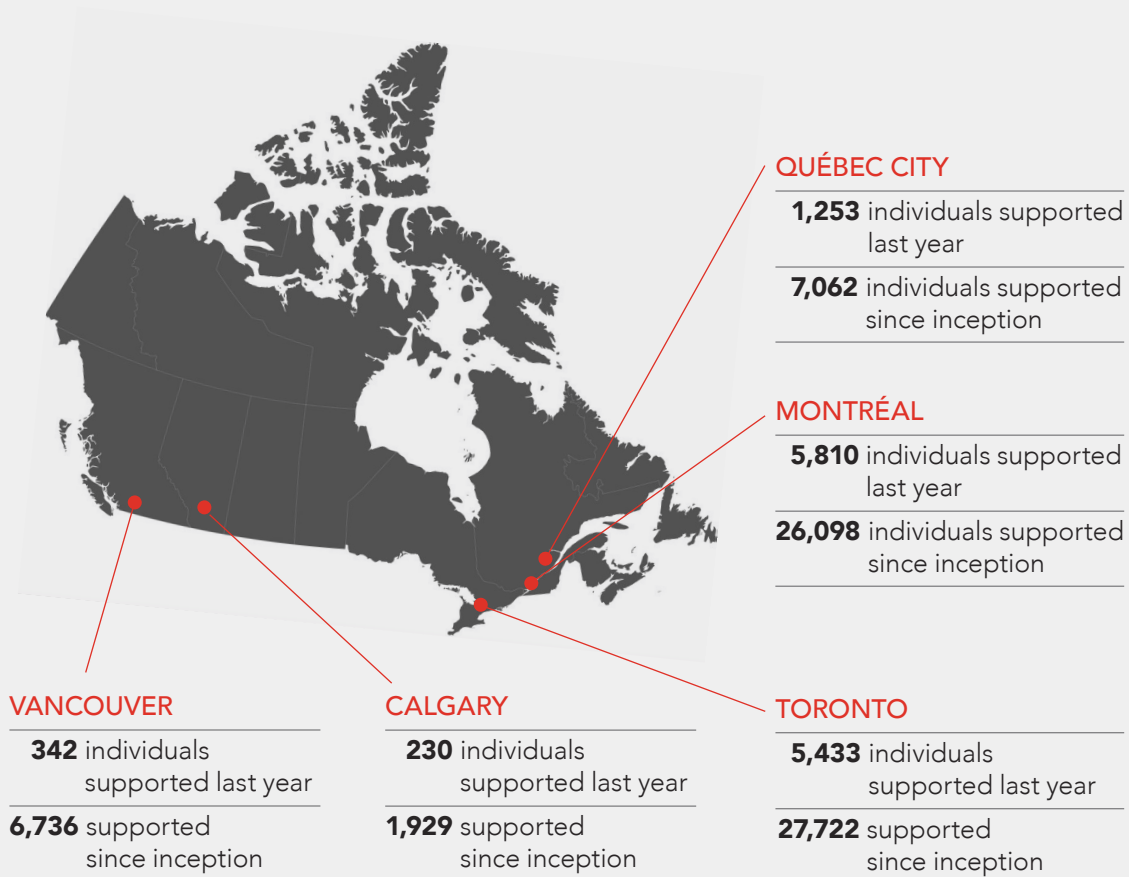
McCarthy Tétrault's Inclusion Now gift has supported thousands from equity deserving groups since 2018. The Firm's commitment to ensuring that newcomers, Indigenous Peoples, members of the 2SLGBTQ+ community, women and people with disabilities are able to thrive has resulted in support for so many. Here's how many lives you have helped change over the past five years:

**71,947**

Supported by the Inclusion Now gift since 2018\*

**13,068**

Number of newcomers, Indigenous peoples, members of 2SLGBTQ+ community, women and people with disabilities supported in 2022



\*individuals served from year-to-year may not be unique



## Community Impact Story

Potisa has been going to the Centre des femmes d'ici et d'ailleurs for almost ten years. As soon as she walked through the door, she felt at home. This community shares her deepest values. She always finds a sympathetic ear and ways to channel her activist spirit. The Centre also helps her stay balanced in her daily struggle with depression.



© Centre des femmes d'ici et d'ailleurs is supported through McCarthy Tétrault's Inclusion Now gift.

## Leaning on community

I was born in Greece and came to Montreal with my family in the 1960s when I was six years old. I grew up in Mile-End and Parc-Extension. I studied Social Sciences at CEGEP and then spent a year in Fine Arts at Concordia University.

In the early 1990s, I went back to Greece and spent 22 years there. I had a number of interesting jobs in the arts, but then the economic crisis hit. I decided to come back to Montreal to live with my father, and I took care of him until he died a few months later.

That's when I found myself in a crisis, as I was coping with depression and substance abuse issues. I needed help and started therapy at an addiction rehab centre. I needed to find ways to socialize, so my therapist suggested that I start going to a women's centre. I found the Centre des femmes d'ici et d'ailleurs and was immediately taken with it. I felt that the place was exactly for me and had values closely aligned with my own.

I now go two or three times a week, just to have a coffee and chat with other women or get involved in specific projects. Each year, I participate in the engaged art project, which consists of two weeks of workshops capped off by an event to show our work. I have served on many committees, such as the anti-racism committee. We made a YouTube video on racism and its impacts. I have also been on the centre's strategic planning committee and am currently involved with its "Aging with a smile" committee.

During the pandemic, the Centre made every effort to stay in touch with us. The staff helped us set up Zoom and called us over the phone. We could also make an appointment with a staff member for a walk and talk, which really helped us feel less isolated.

I have been going to the Centre for almost ten years. I still struggle with depression, but I feel so much more balanced. If I didn't have the Centre, I wouldn't socialize very much. I have my family of course, but I have only one friend left in Montreal outside the Centre. This place calls to me. It's my community.

“Your support of United Way has made a tremendous impact in ensuring the most vulnerable in our communities can access the help they need. Through your generosity and leadership, you continue to lead by example and inspire so many others to follow in your footsteps within the law sector and beyond. From your Inclusion Now gift and workplace campaign support to all the volunteers that lend their time and talents to United Way cabinets and committees—your actions are a show of tremendous commitment to equity and inclusion, each and every day.”

—Jane Langford and Frank Vivacqua, Co-Chairs,  
United Way Greater Toronto Law Cabinet



# Newcomers

## VANCOUVER

### PROGRAM SUPPORTED:

#### United Way British Columbia School's Out Program

School's Out children—many who are newcomers to Canada—take ownership of their personal health and fitness, improve their abilities to regulate their emotions and their likelihood of graduating from high school and increase opportunities to develop and apply new skills.

### THE IMPACT:

**36%** of people who accessed services identified as a refugee or a newcomer to Canada

**81%** increased their physical activity and gained knowledge about their wellness and health at the program

**75%** felt motivated to meaningfully contribute to their community



© United Way of Vancouver

“I don't have friends at school because I am new [to Canada] and it is hard to talk [to the other students], and sometimes they are mean to me. But I like to come here [to the program] and play with everyone and my brother and sister. I feel like the adults here listen to me and care about me and are like my friends too.”

—Program participant

## TORONTO



© United Way Greater Toronto

### PROGRAM SUPPORTED:

#### Rexdale Women's Centre

The Centre supports refugee, immigrant and racialized women who are experiencing gender-based violence. It offers culturally and linguistically sensitive crisis services, supportive counselling and group intervention which enables women to give and receive support using a peer model. The program targets women experiencing or fleeing gender-based violence, as well as violence due to human trafficking, sexual assault and sexual abuse. Most of the service recipients are low income and experiencing significant barriers to accessing income supports.

### THE IMPACT:

**422** number of newcomers served

**317** individuals connected to housing, education, employment, settlement, legal and financial supports at the program

**777** number of one-on-one supportive counselling sessions that took place



# Newcomers

## MONTREAL

### PROGRAM SUPPORTED:

#### Network of Newcomer Welcome Centres

The goal of the network—consisting of 18 agencies—is to ensure that newcomer families successfully settle and begin to integrate into their new community by providing education and support with the settlement process and building community networks.

### THE IMPACT:

**3,228** newcomers supported



“I was paired with a volunteer who was really open and right away built trust. I felt comfortable asking her all of my questions: she helped me find a lawyer, make medical appointments. She was truly a great help.”

—Program participant, Welcome Collective

# Indigenous Peoples

## VANCOUVER



© United Way of Vancouver

### PROGRAM SUPPORTED:

#### United Way British Columbia School's Out Program

School's Out program ensures vulnerable school-aged Indigenous youth have access to safe spaces where they can get the mental wellness and developmental support they need.

### THE IMPACT:

**26%** of individuals supported were Indigenous by United Way's School's Out Initiative

**81%** felt motivated to meaningfully contribute to their community

“Xin is eight. He is Indigenous and lives with his mom and six of his older siblings. He became involved in the School's Out program after three of his cousins attended a previous session. One of his teenage brothers would pick him up and drop him off. Xin is a sweet boy who often asks the staff how they are doing and says how much he enjoys coming to the School's Out Program to learn about cooking. Xin also loves to colour. When program staff found out that he couldn't colour at home because he didn't have the supplies, we put together some paper, coloured pencils, and markers for him to take home.”

—Agency staff

# Indigenous Peoples

## CALGARY



© United Way of Calgary

### PROGRAM SUPPORTED:

#### Diamond Willow Youth Lodge

Diamond Willow Youth Lodge is a youth-inspired and -led gathering space for Indigenous youth. In this community setting, youth can hang out, connect with their culture, participate in a variety of programs, and learn about the various services available to them throughout Calgary and area. Diamond Willow Youth Lodge is intended to be a zero-barrier, safe space welcoming youth to stop in for a warm beverage and easy conversation. Led by Indigenous Youth coordinators, an Indigenous youth Council and youth participants with diverse Indigenous backgrounds, the Lodge provides culturally appropriate healing practices and activities, as well as access to a variety of supports.

### THE IMPACT:

**230** Indigenous youth supported at Diamond Willow Youth Lodge

**248** events and/or workshops were delivered

“Being a part of youth council has given me confidence and more opportunities to be connected to community.”

—Diamond Willow Youth Lodge youth council member

**Blackfoot Elder Duane Mistaken Chief—who teaches Blackfoot language classes at Diamond Willow Youth Lodge—shares his perspective.**

“My real name is Blue Paint Coup. My registered mainstream name is Duane Mistaken Chief. I am a member of Kainai otherwise known as the Blood Band. I have spent almost my entire life learning and living our traditional ways. I am a fluent speaker of my language. Also write and read our language and I can write and read the Cree language as well. I am a Traditional Wellness Counsellor with Alberta Health Services (AHS) in Calgary. In my work I have contact with a broad range of people from youth to Elderly. Since being employed with AHS, I have been working for, and contributing to the Diamond Willow Youth Lodge and Miskanawah

initiatives for a couple of years now. I have found Diamond Willow to be a very forward-thinking program. I have been doing cultural teachings for them and teaching classes in Blackfoot Culture and Language. I do not hesitate to recommend their services to the community members. And I look forward to bringing others to Diamond Willow functions and recommending their services to my clients and staff at AHS. That is how much I value and have a confidence in their abilities. They are of great value to the entire First Nations, Inuit, and Métis communities here in Calgary.”



# Indigenous Peoples

## TORONTO

### PROGRAM SUPPORTED:

#### Native Canadian Centre of Toronto

Native Canadian Centre of Toronto’s Program N’dodemnaanik Naandwechigegamig (A Place for Healing Our Families) focuses on Indigenous mental health and addictions case management, referral and assessment service within the traditional Indigenous cultural matrix of healing including artistic expression, language, support circles, Elder knowledge and cultural programming.

### THE IMPACT:

693 people served at Native Canadian Centre’s N’dodemnaanik Naandwechigegamig program



© United Way Greater Toronto



# 2SLGBTQ+ COMMUNITY

## TORONTO

### PROGRAM SUPPORTED:

#### The 519 Church Street Community Centre's Early Learning and Community Program

The 519 EarlyON Child and Family Centre is a supportive space for families of diverse sexual orientations, gender and configurations and their children (ages 0 to 6) to meet, play, talk, learn and grow with each other. The program provides 2SLGBTQ+ affirming early learning activities, music and movement, creative experiences, and parent education. Staff assists in accessing information about parenting and child development, community resources, online programming and parent/caregiver workshops.

### THE IMPACT:

**1,482** people served at by The 519's EarlyON Child and Family Centre

**398** individuals improved their understanding and/or skills about child development and parenting



© The 519

# Women

## TORONTO

### PROGRAM SUPPORTED:

#### Barbra Schlifer Commemorative Clinic's Advocacy Program

The Clinic serves single-parent, immigrant and refugee women with mental health challenges as a result of unresolved violence, with complex intersecting legal issues in family, immigration and criminal law. The Clinic provides legal advice and representation to high-needs clients who are living in poverty but do not qualify for legal aid because of family assets or legal issues.

### THE IMPACT:

**2,143** people served at Barbra Schlifer Commemorative Clinic's Advocacy Program

**756** individuals attended sessions and workshops to increase their awareness, interrupt, and prevent gender-based, intimate partner and family violence



“The leadership that United Way provides increases feelings of pride in our sector and creates a sense of cohesiveness, social trust, and sense of belonging. Being a member of the UW family increases our reputation and facilitates participation in broader sector development work, advocacy, and community responses. Working collaboratively creates an improved sense of responsiveness to equity and diversity needs in the sector, and support for diverse leadership. This all results in improved social and economic outcomes including facilitating the creation of jobs, leadership volunteering opportunities and development, and improved understanding of freedom from violence needs in the sector.”

—Barbra Schlifer Commemorative Clinic

# Women

## MONTREAL

### Women's centres and agencies

Centraide of Greater Montreal invests in 28 agencies that provide vulnerable women crucial support in various aspects of their lives. These agencies offer a wide range of services that are specifically adapted to women's needs and to their experience. They also work with the community to develop anti-discrimination initiatives. Some of the services offered include discussion and support groups and workshops on topics like housing, violence, immigration and sexual assault. Outside of the women's centre network, Centraide of Greater Montreal provides supports to women who are seniors, newcomers, immigrants, have a disability, young mothers and women who experience intimate partner violence.

#### THE IMPACT:

**2,582** women supported



© Centre des femmes d'ici et d'ailleurs

“I am a retiree and a widow in my 60s. With the pandemic winding down and offices reopening, I find myself with fewer people to reach out to, and fewer people reaching out to me. The 55+ Support Group gives me a much-needed chance to break my isolation, make friends, and feel included again.”

—Outreach program participant, West Island Women's Centre



## QUÉBEC CITY

### PROGRAM SUPPORTED:

#### Collective Impact Network of Women's Services in the Greater Québec City region

The 40 community organizations in this network offer a wide range of activities and support for women, including housing, shelter, health and psychological services for families to provide parenting support. This network aims to tackle social isolation and meet basic needs.

### THE IMPACT:

1,253 women supported



### Did you know?

Newcomer women aged 25-54 have higher unemployment rates (15.2%) than Canadian-born women (8%).



# People with Disabilities

## VANCOUVER

### PROGRAM SUPPORTED:

#### United Way British Columbia School's Out Programs

School's Out program strengthens support systems for youth between the ages of 6 to 12 so they can reach their full potential. The program focuses on specific elements that improve relationships between children and their peers, family members, school, and community by providing children with opportunities and activities outside of typical school-time hours.

### THE IMPACT:

**6,178** people with disabilities supported

**81%** of people who increased their physical activity and gained knowledge about their wellness and health

“At the beginning of the year, we had a new family sign up their youth with our School's Out program. The older youth had a series of mental and physical disabilities, which often resulted in him finding it difficult to connect with his peers. Additionally, the family has been going through ongoing financial and domestic struggles due to the floods and climate emergency, which compounded the stress being experienced by the youth. During his time at program, we have seen this youth become increasingly confident and social with others. He has now met another program

participant, who quickly became his best friend both at the program and at school. Furthermore, his family has been able to connect with other staff at our organization to receive counseling services, which his mother expressed were incredibly helpful towards the stability of their family. Through ongoing thoughtful and collaborative efforts such as this, our agency strives to help families by providing a safe place for youth to make connections and make memories in our School's Out Program.”

—Agency staff

# People with Disabilities

## TORONTO

### PROGRAM SUPPORTED:

#### Community Living Toronto

The Bridging Diversity and Inclusion program at Community Living Toronto increases understanding and improves access to services for individuals with an intellectual disability who are 2SLGBTQ+ and/or newcomers to Canada. The program aims to promote safety, belonging, and social opportunities for 2SLGBTQ+ youth and adults with intellectual disabilities, and increase service and community participation for racialized newcomer families who have children with intellectual disabilities.



© Community Living Toronto

### THE IMPACT:

**330** people supported at Community Living Toronto's Bridging Diversity and Inclusion program

“The last year was filled with challenges and unique circumstances as the world changed globally from a pandemic that no one could have ever imagined or expected. However, having access to [cluster response tables and local collaboration tables] through UWGT created opportunities and enabled agencies to access additional resources and be resourceful. Interacting and sharing with other agencies really reminded us that we were not alone and in fact we are all in this together. UWGT is the first funder we have come by that invests so much more than funds to the agencies they provide funding to.”

—Community Living South

# How You Were Recognized

Thank you, McCarthy Tétrault, for dedicating your time and considerable talents to ensure that support is available to those who are disproportionately impacted by poverty. Here is how we recognized your tremendous support for tackling inequities:



## NATIONAL

McCarthy Tétrault was recognized by United Way Centraide as a Thanks a Million donor in ads in the Globe and Mail and the National Post for your exemplary support and contributing over \$1M to communities across Canada. Since the inception of Inclusion Now, in 2019, the Firm has been recognized on this annual list among Canada's leading corporations, labour organizations and public sector groups for its remarkable generosity.



## TORONTO

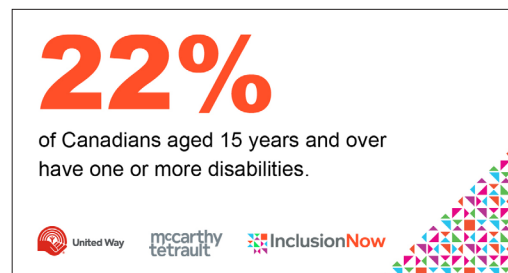
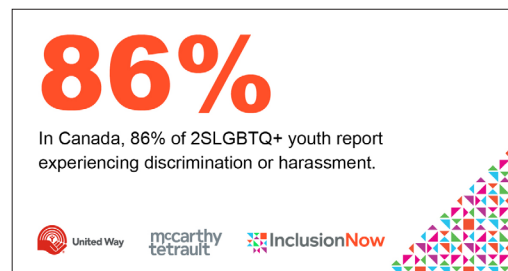
30

Major Donors  
(\$10,000+)

105

Leadership Donors  
(\$1,200+)

Your support was recognized by a series of social media posts tied to awareness days across the country:





## TORONTO

Other ways the Firm was recognized in Toronto:

- You were part of our annual Local Leaders List—recognizing excellence and workplace campaign achievement in the Greater Toronto Area, listed on our website and in the Globe and Mail and Toronto Star.



- Dave Leonard’s leadership on the Campaign Cabinet was highlighted in our Globe and Mail Campaign Cabinet Ad and through our 2022 Community Campaign Social Features Series.



- McCarthy Tétrault Partners showed their commitment to community as part of our Major Individual Giving and Campaign Cabinets, including Christine Lonsdale, Nigel Johnston and Lara Nathan, and were included in United Way Greater Toronto’s Cabinet ads in the Globe and Mail.
- All McCarthy Tétrault Major Donors (\$10K+) and Leadership Donors (\$1200+) were recognized in our annual Honour Rolls.

## MONTREAL

**16**  
Major Donors  
(\$10,000+)

**42**  
Leadership Donors  
(\$1,200+)

McCarthy Tétrault's Leader and Major donors were recognized in Centraide of Greater Montreal's Honour Rolls.

Additionally, Alain Tardif, a partner at the Firm's Montreal office was mentioned on our website among other volunteers of the Major Donors cabinet.

## QUÉBEC CITY

**3**  
Major Donors  
(\$10,000+)

The Firm was recognized for being in the top three campaigns in the law firms and advisory services category through a LinkedIn post:



McCarthy Tétrault was also featured in our annual recognition newspaper article:

LES DISTINCTIONS		
<p>Réparties en 12 catégories, les entreprises remportant un prix. Distinction se démarquant par une campagne exceptionnelle qui combine le meilleur taux de participation au don moyen le plus élevé et à une progression des dons.</p> <p><b>ASSURANCES ET SERVICES FINANCIERS (Plus de 1 000 employés)</b></p> <ul style="list-style-type: none"> <li>Beneva</li> <li>IA Groupe financier</li> <li>Mouvement Desjardins</li> </ul> <p><b>ASSURANCES ET SERVICES FINANCIERS (Moins de 1 000 employés)</b></p> <ul style="list-style-type: none"> <li>BMO Groupe financier</li> <li>EgR Stratèges en assurance</li> <li>PMT ROY Assurances et services financiers</li> </ul> <p><b>CABINETS COMPTABLES</b></p> <ul style="list-style-type: none"> <li>EY</li> <li>Mallett</li> <li>PwC</li> </ul> <p><b>CABINETS JURIDIQUES ET SERVICES CONSEILS</b></p> <ul style="list-style-type: none"> <li>Fasken</li> <li>McCarthy Tétrault</li> <li>Norton Rose Fulbright</li> </ul>	<p><b>COMMERCE DE DÉTAIL, IMMOBILIER, INDUSTRIEL ET MÉDIA (Plus de 100 employés)</b></p> <ul style="list-style-type: none"> <li>Costco Québec</li> <li>Énergie Valero</li> <li>GIL</li> </ul> <p><b>COMMERCE DE DÉTAIL, IMMOBILIER, INDUSTRIEL ET MÉDIA (Moins de 100 employés)</b></p> <ul style="list-style-type: none"> <li>LG2</li> <li>Lucas Meyer Cosmetics</li> <li>Produits Métalliques Bussières (PMB)</li> </ul> <p><b>ÉDUCATION ET SANTÉ (Plus de 1 000 employés)</b></p> <ul style="list-style-type: none"> <li>CHU de Québec-Université Laval</li> <li>CIUSSS de la Capitale-Nationale</li> <li>Université Laval</li> </ul> <p><b>ÉDUCATION ET SANTÉ (Moins de 1 000 employés)</b></p> <ul style="list-style-type: none"> <li>CEGEP Champlain St. Lawrence</li> <li>Institut national de santé publique du Québec (INSPQ)</li> <li>Réseau de l'Université du Québec</li> </ul>	<p><b>FUNCTION PUBLIQUE</b></p> <ul style="list-style-type: none"> <li>Campagne d'Entraide - Gouvernement du Québec</li> <li>Ville de Lévis</li> <li>Ville de Québec</li> </ul> <p><b>INFORMATIQUE ET TECHNOLOGIE (Plus de 100 employés)</b></p> <ul style="list-style-type: none"> <li>Coveo Solutions</li> <li>Levis</li> <li>Previa</li> </ul> <p><b>INFORMATIQUE ET TECHNOLOGIE (Moins de 100 employés)</b></p> <ul style="list-style-type: none"> <li>Gentec Electro-Optique</li> <li>Sigmund</li> <li>SYNTELL</li> </ul> <p><b>INGÉNÉRIE ET CONSTRUCTION</b></p> <ul style="list-style-type: none"> <li>ABCP architecture</li> <li>Beauce Atlas</li> <li>EBC</li> </ul>

**18 287 157 \$**  
amassés dans la campagne Centraide

## CALGARY

1

Major Donor  
(\$10,000+)

5

Leadership Donors  
((\$1,200+)

McCarthy Tétrault was one of seven organizations recognized with United Way of Calgary and Area's Workplace Excellence Award at our annual Community Impact Awards on April 5, 2022. This award celebrates noteworthy workplace campaigns that demonstrate industry excellence and have exhibited strong management support, an increase in Leadership giving and total donations, a surge in employee involvement, and/or they have taken a fresh and innovative approach to their United Way campaign.

Your generosity was also recognized through social media posts. On the National Day of Remembrance and Action on Violence Against Women, United Way of Calgary and Area tagged McCarthy Tétrault on Twitter, recognizing their investment in community programs that offer shelter, security, and a fresh start for survivors of gender-based violence.



On the International Day for the Elimination of Racial Discrimination, United Way of Calgary and Area tagged McCarthy Tétrault on LinkedIn to highlight McCarthy Tétrault's support of the Diamond Willow Youth Lodge through their Inclusion Now program.

## VANCOUVER

8

Major Donors  
(\$10,000+)

30

Leadership Donors  
(\$1,200+)

McCarthy Tétrault was tagged and featured in a LinkedIn post about how the Firm is supporting racialized newcomers.



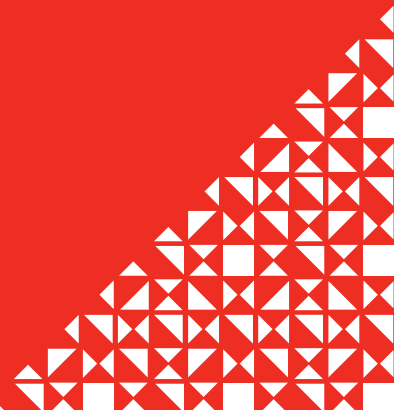
Leadership and Major Gift Donors were also featured on United Way British Columbia's 2022 Campaign Cabinet List.

# Thank You

We can't thank McCarthy Tétrault enough for the Firm's support for individuals from equity deserving groups who have been disproportionately impacted by poverty through your Inclusion Now investment.

We are grateful to continue to partner with you as we tackle inequities and ensure everyone is connected to the opportunities they need to thrive.

Thank you.







The United Way Centraide network represents the most comprehensive array of social service investments in Canada, covering 90 per cent of Canada's population and including more than 3,000 agency partners and 6,000 programs. Through deep-rooted relationships and research, United Way Centraide understands the pressing local issues facing neighbourhoods and communities across the country.

We engage individuals, community service organizations and corporate, education and labour partners in finding community-based solutions to complex issues across Canada.



**Centraide  
United Way**

---

[unitedway.ca](http://unitedway.ca)

