

100ABCWomen spotlights and recognizes Accomplished Black Canadian Women. Please check our website for more information. www.100ABCWomen.ca

Co-founders and co-authors - Hon. Dr. Jean Augustine, Dauna Jones-Simmonds & Dr. Denise O'Neil Green!



Black Women in the Skilled Trades

Black Women in the Skilled Trades 100ABCWomen's Annual Symposium



October 3rd at 6:00PM EST
Tropicana Community Services

KEYNOTE SPEAKER:
YASMIEN FADL, AVP, ENTERPRISE REAL ESTATE, TD BANK

FREE EVENT. DINNER & ENTERTAINMENT. IN PERSON/VIRTUAL

GO TO 100ABCWOMEN.CA FOR TICKETS AND MORE INFO

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DINNER CATERED BY
EDIBLE BLISS:



100ABCWOMEN'S ANNUAL SYMPOSIUM
BLACK WOMEN IN SKILLED TRADES

FREE EVENT, DINNER & ENTERTAINMENT, VIRTUAL/IN-PERSON



Panel Discussion
Hosted By:
Marie Clarke Walker

Impact of Being in the
Skilled Trades World:
Building A Career

Friday
3 October
6:00-9:00PM

Natasha
Ferguson



Stephanie
McLean



Camille
Mitchell



Elizabeth
Moses



GO TO 100ABCWOMEN.CA TO REGISTER



September 2025



BLACK WOMEN IN SKILLED TRADES

100ABCWOMEN'S ANNUAL SYMPOSIUM

Panel Discussion

The Legal, Occupational Health and Safety & Career/Family Impact

GO TO [100ABCWOMEN.CA](https://100abcwomen.ca) TO REGISTER



Rosemarie Powell

FRIDAY
OCT 3



Lavinia Latham



LeeAnne
Lyon Bartley

FROM
6-9PM

FREE EVENT. DINNER & ENTERTAINMENT. VIRTUAL/IN-PERSON



Violence Against Black Women in Canada

Every form of violence is a crime and must be treated as such. The individual often called the “survivor,” who has endured violence in an intimate partner relationship, is never to blame for the abuse they have suffered. It is crucial to hold perpetrators accountable and support those who have been victimized. Nearly 50% of Black women have reported experiencing intimate partner violence or domestic violence since the age of 15 (Government of Canada, 2024). This staggering statistic is likely just the tip of the iceberg. Even more troubling is the fact that girls as young as 15—who are still children—are enduring intimate partner violence. The Ontario Coalition of Rape Crisis (2023) highlights a shocking reality: “TransPulse Canada found that physical violence, sexual harassment, and sexual assault are significantly more prevalent among racialized trans and gender nonbinary individuals compared to their non-racialized peers. Alarming, one in three racialized respondents reported being sexually assaulted in the past five years.” The undeniable truth is that gender-based violence against Black women and girls in Canada is widespread, and its detrimental effects continue to ravage our communities, calling for urgent action and awareness.

What are some preventative steps?

Preventing violence against Black women and girls requires a systemic approach (individual, community, societal) that specifically addresses anti-Black racism directed at them. This involves tackling gender stereotypes and breaking the cycle of violence within the Black community. We need to teach and promote healthy relationship skills, including conflict management, while empowering Black women and girls to recognize their own worth and agency. Creating safe psychological and physical environments is crucial, as is advocating for changes to social norms that tolerate any form of violence. As parents, it’s important to note that girls aged 15 to 24 are particularly at risk.

We must educate our children on self-protection and make it clear that they should never accept any form of violence. They need to understand that we, as parents, will always prioritize and support their safety. When we observe harmful behaviors, such as gender-based violence, we cannot remain bystanders. We must intervene while ensuring our own safety. Ultimately, we must hold community members who perpetrate such violence accountable for their actions. Additionally, governments and institutions must implement policies that promote gender equity, support survivors, and institutionalize prevention efforts to address these critical issues.

Where to seek help if you are experiencing intimate partner violence

I want to emphasize that all forms of violence are crimes. If you are in danger, please call 911. Other places to seek help are:

Sheltersafe.ca: Provides information and a clickable map to help connect women and their children across Canada with the nearest shelter for safety and support.

iHEAL app: A free, private and secure app to help Canadian women who have experienced abuse from a current or past partner find personalized ways to stay safe and be well.

Kids Help Phone: Offers 24/7 mental health support across Canada for kids, teens and young adults. Call 1-800-668-6868 (toll-free) or text CONNECT to 686868.

Canadian Network for the Prevention of Elder Abuse (CNPEA): CNPEA's website features information and links to resources to get help if you or someone you know is experiencing abuse or neglect as an older adult.



Nancy Simms, Ed.D.

**Political Science Speaker
Series Presents:
The Banker Ladies and the
Power of the Informal
Speaker:**

Dr. Caroline Shenaz Hossein
Canada Research Chair and Associate
Professor of Global Development and
Political Science
University of Toronto Scarborough

Monday, November 17
2:30-4:00PM
A602 Loeb

Registration: carleton.ca/polisci/events

**THE BANKER
LADIES**



Vanguards of Solidarity Economics
and Community-Based Banks



**Fireside Chat is
Coming Back!**

Get ready for powerful
conversations, fresh
insights, and inspiring
voices you won't want
to miss. Stay tuned –
details coming soon!

Honouring History: Dr. Shannon Prince Joins the Order of Canada

Dr. Shannon Prince has been invested into the Order of Canada for her decades of work preserving Black history, leading the Buxton National Historic Site & Museum, and telling stories that matter. Her dedication to heritage and community has made her a vital guardian of Canada's cultural legacy.



Dr. Lynn Jones Receives One of Canada's Highest Honours

A lifelong activist and community leader, Dr. Lynn Jones has been invested into the Order of Canada, one of the nation's highest honours. Celebrated for her tireless fight for racial equity, workers' rights, and social justice, she continues to shape Canada's cultural and civic landscape with courage and conviction.

September 2025

Honouring My Grandmother, Adina Harper-Latham, During World Alzheimer's Month

September is globally recognized as World Alzheimer's Month, a time dedicated to raising awareness, challenging stigma, and advocating for better care and support for individuals and families impacted by Alzheimer's and other dementias. For me, this month holds a very personal meaning.

On June 12, 2019, I lost my beloved grandmother, Adina Harper-Latham, to this devastating disease. She was a pillar of strength, determination, and intelligence, with an unwavering devotion to her family. Like many women of her generation, she worked tirelessly to support her loved ones while pouring her heart into her craft as a gifted seamstress.

Known to many as "Muriel," my grandmother was the one people turned to when they needed perfectly tailored drapes, a beautiful dress for Sunday service, or any creation stitched with love and precision. I vividly remember sitting beside her as a child, watching in awe as she brought fabric to life with her hands and sewing machine. When

Alzheimer's began to take hold, the first thing to slip away was her sewing. It was heartbreaking to watch the art that she loved so much and that defined her spirit disappear alongside her memory and awareness.

Being recognized as one of the 100 Accomplished Black Canadian Women is not my accomplishment alone. Today, I am the co-founder of Alphonse Latham LLP, where I practice employment law for employees and employers, conduct workplace investigations, advocate for human rights, and provide corporate training to help create healthier workplaces. None of this would have been possible without the sacrifices, resilience, and unwavering love of my grandmother. Her legacy is deeply woven into my journey as a human rights lawyer, and I carry her with me in all that I do. As we close World Alzheimer's Month, I want to share resources that may help others.

Continued

Here are 10 ways to reduce your risk of Alzheimer's and dementia, courtesy of the Alzheimer Society of Canada:

- 1. Be physically active each day** – Move your body in any way that brings you joy: walk, jog, dance, swim, or even garden. Any activity is better than none.
- 2. Protect, check, and support your hearing** – Hearing loss in midlife increases dementia risk by nearly 90%. Use hearing aids if needed and protect your ears from loud noises.
- 3. Stay socially active** – Connection matters. Engage with family, friends, and community, virtually or in person.
- 4. Manage your medical conditions** – Work with your health-care team to manage conditions like diabetes and obesity, which raise dementia risk.
- 5. Quit smoking** – Reducing or quitting smoking improves brain health, even later in life.
- 6. Seek support for depression** – Addressing depression helps improve mood, brain function, and overall health.
- 7. Drink less alcohol** – More than 12 drinks per week in midlife increases dementia risk. Explore mocktails and alcohol-free options.
- 8. Protect your heart** – A healthy heart supports a healthy brain. Monitor blood pressure and heart health with your provider.
- 9. Avoid concussion and traumatic brain injury** – Stay safe in daily activities, follow traffic rules, and take precautions during work and play.
- 10. Aim for quality sleep** – 6 to 8 hours of restful sleep each night helps maintain brain health. Seek treatment if sleep issues arise.

Every step makes a difference. If one area feels out of reach right now, focus on another. In honour of World Alzheimer's Month, and the loved ones we've lost, now is the best time to remember that we can all do something to protect our health for tomorrow.



Lavinia Latham

A Spotlight on Impact: Yvette Ashiri's 2025 Recognition Award

Yvette Ashiri has been celebrated with the 2025 Orléans Leading Women & Girls Recognition Award, honoring her leadership and commitment to uplifting women in her community. Her work inspires, empowers, and paves the path for the next generation of female changemakers.



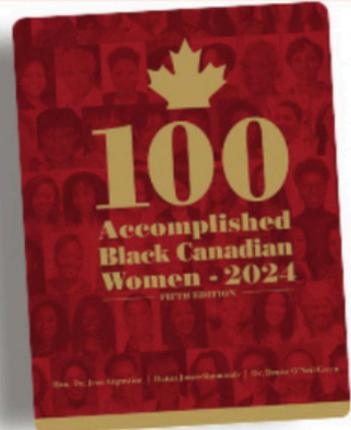
Quote of the Month

“NO ONE CAN GRANT YOU PRIDE OR DIGNITY, AND THEREFORE, NO ONE CAN TAKE THEM AWAY...” ”

Noel Richardson

(S)Hero Stories

100 Accomplished Black Canadian Women isn't just a book – it's a front-row seat to stories that move the country forward. Bold voices, game-changers, and visionaries, all in one volume. Get your copy and step into a legacy in motion



Go To 100abcwomen.ca To Purchase Yours Now!

**2nd Annual Golden Horseshoe
Diversity Award & Luncheon**

Nomination Deadline: October 3, 2025

Carmen's Banquet Centre

11:00AM-2:00PM

Learn more at

<https://form.jotform.com/242106462441245>

Thank You For Your Support!



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