
**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!*



KATHY MCDONALD

The Renaissance Award

Since 2014, Kathy McDonald has served as Trustee for Wards 3 and 4 in Brampton, leading transformative efforts to advance equity in education. She spearheaded the We Rise Together Action Plan, driving reforms that eliminated academic streaming, integrated Black history throughout the year, funded graduation coaches, and made anti-racism training mandatory for educators. Beyond policy, Kathy's advocacy addresses poverty's impact on students and strengthens parent engagement, food security, and mentorship programs. Her trailblazing leadership has earned national recognition, including the King Charles III Coronation Medal and now the Renaissance Award! Congratulations!!



Kathy McDonald



Quote of the Month

Be diligent at whatever it is you are doing and approach it with excellence, someone is always watching, you are someone's role model.

Elaine Bennett

October 2025

Black Women in Skilled Trades

On October 3, 2025, 100ABCWomen delivered a two-part, powerful and educational symposium.



The first segment, "Black Women in the Skilled Trades," featured a panel discussion moderated by Marie Clarke Walker and including Camille Mitchell, Natasha Ferguson, Elizabeth Moses, and Stephanie McLean. These four dynamic Black women shared their inspiring and trailblazing journeys within the Canadian skilled trades.

The conversation focused on the challenges and triumphs of working in a historically male-dominated industry. Key themes emphasized were the power of mentorship, equity-driven leadership, and inclusive hiring in transforming career opportunities.

The main takeaway was that representation creates lasting pathways for success. When women in the skilled trades are actively supported through mentorship and strong professional networks, the entire industry benefits. The event was made possible with the support of sponsors, including TD Bank, EFTO, and IBEW.

Black Women in the Skilled Trades YouTube Link :
<https://shorturl.at/Q7kid>

Thank You To Our Sponsors:

SUPPORTED BY



ETFO



FEEQ



A Heartfelt Thank You to Our Panelists, Moderators, and Speakers



Yasmien Fadl



Marie Clarke Walker



Natasha Ferguson



Stephanie McLean



Camille Mitchell



Elizabeth Moses



Dr. Amin Yazdani



Rosemarie Powell



Lavinia Latham



Lee-Anne Lyon-Bartley



Emily Mills



Dr. Joel Moody

October Is Disability Employment Awareness Month (DEAM)

What is disability?

The Ontario Human Rights Commission (OHRC) is responsible for protecting individuals from discrimination based on disability. According to the OHRC, disability encompasses a wide range of conditions, some of which are visible while others are not. A disability may be present from birth, result from an accident, or develop over time.

There are various forms of disability, including physical disabilities, mental disabilities, learning disabilities, mental disorders, hearing impairments, vision impairments, epilepsy, substance dependencies, environmental sensitivities, and more. Each of these conditions significantly shapes the unique experiences and needs of individuals.

You should know...

The following information is primarily sourced from Statistics Canada (2022; 2024). My mother often told me as a child, "Nancy, to know is everything." Over time, I learned that knowledge is power. Therefore, it is important to note that:

- More than one in four Canadians aged 15 and older has a disability.
- Women are more likely to experience more severe disabilities than men.
- Youth show the most significant increase in disability rates.
- People with disabilities are underemployed throughout Canada.
- The Accessibility for Ontarians with Disabilities Act (AODA), enacted in 2005 to enhance the lives of people with disabilities in Canada, has made little progress twenty years later.
- Black individuals with disabilities who exist at the intersection of race, age, gender, and sexuality often face substantial barriers, including difficulties in obtaining and retaining meaningful employment.
- When addressing the needs of people with disabilities, it is essential to adopt an intersectional approach.
- An ableist belief system often underlies negative attitudes, stereotypes, and stigma toward individuals with psychosocial disabilities resulting in barriers (OHRC).

October 2025

October Is Disability Employment Awareness Month (DEAM)

...continued

In Canada there is a lack of research and services addressing the intersectional needs of Black people with disabilities. Despite existing legislation, such as the Accessibility for Ontarians with Disabilities Act and the Ontario Human Rights Code, Black individuals with disabilities continue to face significant challenges in receiving the accommodations they need. In 2020, Liza Arnason founded the Ase Community Foundation for Black

Canadians with Disabilities (Ase) to address critical issues faced by the community. The Ase is a national organization led by Black individuals, dedicated to serving the Black community and focusing on Disability Justice, Black feminism, and decolonization. The organization aims to collaborate with researchers, service providers, and individuals to identify service gaps, build capacity, and enhance the overall well-being, economic engagement, and full participation of Black Canadians with disabilities.

For more information about Ase, please send an email to:

Connect@asecommunityfoundation.com



-Nancy Simms



presents

OPEN HOUSE

CELEBRATING TWENTY YEARS OF EMPOWERING VOICES

What to Expect

- » Dynamic speeches & interactive sessions
- » Networking with members & guests
- » A warm, and joyful experience

🕒 4:00 PM - 8:00 PM

📍 **WILDSEED CENTRE**
24 CECIL ST, TORONTO

📅 SATURDAY, NOVEMBER 8

Follow @EbonyToastmasters on Instagram for updates!

**CONGRATULATIONS TO NORMA ON RECEIVING
THE KEYS TO THE CITY OF MISSISSAUGA!**



The Rest of the Story to Justice

"I wanted to share an important step forward on the long road to justice for my nephew, Jesse, who was killed in May 2024. After what has felt like an endless wait, the extradition process is finally complete. The accused has been returned to Canada from the U.K., is in custody, and has been charged with first-degree murder.

This doesn't erase the pain, and we know the legal process ahead will be long. But this moment brings us one step closer to justice for Jesse, and that matters. Along this journey, I've learned that "closure" is a bit of an illusion. Grief doesn't tidy itself up. One chapter comes to an end, and somehow, we find the strength to turn the page and keep going.

Thank you to all who have held my family in prayer, thought, and kindness — it has meant more than you know".

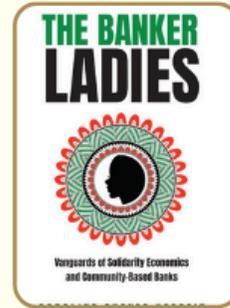
-Denise Cofe



Political Science Speaker Series Presents:

The Banker Ladies and the Power of the Informal

Monday, November 17 | 2:30 PM - 4:00 PM



Drawing on interviews with hundreds of Black women across the Caribbean, Canada, Ghana, and Ethiopia, this lecture explores how their informal financial networks challenge capitalism and promote inclusive economies. It also calls attention to the erasure of feminist scholars conducting this vital anti-capitalist research and highlights the need to recognize and value the work of the “Banker Ladies” shaping international development.



Register: carleton.ca/polisci/events



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!

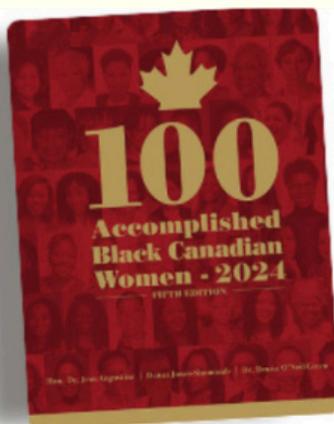
North Is Freedom

Join us for an afternoon gathering with *Yuri Doje* and *Dorothy Abbott* and our legacy descendants of the underground railroad.



Saturday Nov. 15, 2025
starts at 1pm - 4pm
BME Church - LEGACY HALL
245 11th St. Owen Sound
bmechurchofowensound@gmail.com
free event- Donations appreciated
History lives here - Everyone welcome!

41
TRA 400



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

YJW Partners & Co.

Where Purpose Meets Strategy

Helping mission-led organizations and member communities elevate their brand, engage their people, and grow with clarity.

Build the Brand Your Mission Deserves

Your organisation is more than a logo. It's a movement built on purpose, driven by people, and sustained by community. Yet even the strongest missions can lose visibility when their story or strategy no longer reflect their impact.

At YJW Partners & Co., we help mission-led and membership-driven organisations transform how they show up and grow. Through strategy, storytelling, and design, we align how you look, sound, and communicate so your brand feels as powerful as the purpose behind it. When your brand reflects your mission, your impact expands.

Our Expertise

- Brand and messaging strategy that connects purpose with performance
- Content, social media, and video production developed fully in-house
- Sustainable engagement strategies that keep audiences connected and inspired
- Comprehensive service options tailored to your goals and capacity



Yuri Wims-Rico,
Expert Brand & Growth
Strategist

With over a decade of experience shaping brands across the fashion, wellness, and social impact sectors, Yuri brings a distinctive mix of creative vision and strategic depth to align brand, mission, and impact.

Trusted by mission-led organisations and global networks, including The Rotary Club of Toronto.

Ready to grow with clarity? Contact youri@yjwpartners.com

Thank You For Your Support!



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