

SEPTEMBER 2024

2023-24 Annual Impact Report



Policy Wise
for Children & Families

Land Acknowledgment

PolicyWise for Children & Families acknowledges the lands on which our team gathers and resides are Treaty Six Territory, Treaty Seven Territory, Treaty Eight Territory, and the Kanien'kehá:ka Nation. Since time immemorial, these lands have been home to the nêhiyaw (Cree), Dene, Anishinaabe (Saulteaux), Nakota Isga (Nakota Sioux), Niitsitapi (Blackfoot), and Kanien'kehá:ka (Mohawk). We also acknowledge that we are on the lands of the Métis Nation of Alberta's North Saskatchewan River Territory, Battle River Territory, Peace River Territory, and Lower Athabasca River Territory.

We respect the histories, languages, and cultures of the First Nations, Métis, and Inuit, whose presence continues to enrich our communities.





In This Report

Land Acknowledgment	1
In This Report	2
About Us	3
Message From Our Board Chair and President & CEO	5
Meaningful Changes Can Lead to Big Shifts	7
Generating & Sharing Knowledge	10
Strengthening Capacity	13
Supporting Organizational Change	16
Facilitating Interconnection & Collaboration	19
Informing & Advocating for Policy Change	22
Thanks to Our Project Sponsors	25
Thanks to Our Board	26

About Us

PolicyWise for Children & Families is a registered charity dedicated to enhancing practices and policies that promote well-being.

Our commitment to broad and inclusive engagement leads to impactful collaborations with a diverse range of partners, including Indigenous communities, non-profit organizations, academia, and all levels of government. Together, we create a world where children, youth, families, and communities thrive.

Our accomplished multidisciplinary team consists of experts in evaluation, data management, framework and plan development, community capacity building, knowledge mobilization, and communications. We engage in research centred on the well-being of children, youth, and families and make the results available to policy makers, social-serving and non-profit organizations, and the public.

We are a trusted advisor and leader in supporting well-being policy and practice, by actively participating in social policy strategies and provincial and national councils and committees. Our legacy and influence continue to grow, inspiring and motivating us to pursue new opportunities in Alberta and across Canada.



41 *completed & ongoing projects in 2023-24*





Our Vision

Children, youth, and families thrive in respectful, safe, and supportive environments shaped by wise decisions.

Our Mission

To inform, identify, and promote effective social policy and practice to improve the well-being of children, youth, families, and communities.

We meet people where they are. We work with clients to clearly define the issues they need to address or opportunities they want to seize. Together, we ensure high-quality evidence that informs wise decisions.

Our Values

We learn continuously.

We are collaborative.

We are impactful.

We serve the social sector.

We commit to equity, diversity, and inclusion.

Our Core Beliefs

Work cannot be done alone or just by us.

Communities know themselves best.

Context matters.

Message From Our Board Chair and President & CEO

The past year has shown how resilient the non-profit and social-serving communities have been, tackling several simultaneous and compounding challenges. Part of what enables them to thrive is a willingness to embrace change and use it as a catalyst to seize new opportunities and revitalize themselves.

As a dedicated collaborator with these communities and as a non-profit ourselves, PolicyWise for Children & Families has directly experienced these challenges in our internal operations, work, and partnerships this past year. We have adapted by looking for opportunities that change has brought into the fabric of our organization.

One of the most significant changes at PolicyWise was in September when we bid farewell to our long-serving Board Director and Chair, Dr. Jackie Sieppert, and President & CEO, Robyn Blackadar.

At the same time, we were both warmly welcomed as the new Board Chair and President & CEO. We want to express our deep gratitude to the PolicyWise community for entrusting us with the leadership of this incredible organization. Rest assured, we are unwavering in our commitment to creating a world where children, families, and communities thrive.



As an organization with expertise in using change to build organizational capacity and resilience for others, we turned these skills towards ourselves this year. We harnessed change and searched for opportunity by renewing our Theory of Change.

Our Theory of Change reflects our shifting role and expanding scope of practice as we seek new partnerships within and beyond Alberta. It guides how we collaborate with partners to achieve our mission, better situates us in relation to the non-profit and social-serving communities, and ensures we all contribute to the positive social change we hope to see.

Speaking of positive social change, we are proud of the work we completed this year, including collaborating with and supporting non-profits, Indigenous organizations, social-serving foundations, and different levels of government.

In this report, we share some stories from our projects and initiatives, highlighting their impact on policies and practices that support well-being.

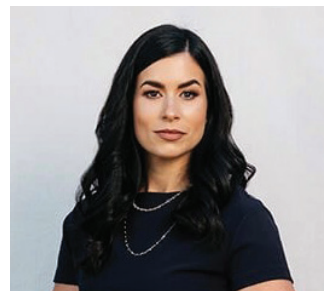


These stories reflect our five change strategies in our Theory of Change. As you read these stories, we hope you will see how we leverage change to achieve our vision and mission.

We cannot thank our PolicyWise team members and Board of Directors enough for their continued dedication, support, wisdom, and contributions. We are grateful for their time, expertise, and energy this past year. Without them, we would have only achieved a fraction of what we accomplished this year.

As PolicyWise enters its third decade of operations, we are excited by the opportunities that change has in store. We have a solid foundation from which to grow as we pursue a new strategic direction.

We are excited about what the future holds for PolicyWise and look forward to sharing our journey as it unfolds.



Michelle Okere
Board Chair



Kristine Williamson
President & CEO

Meaningful Changes Can Lead to Big Shifts

In 2003, PolicyWise for Children & Families began as an Alberta-based research and evaluation facilitator with a clear mission to improve the well-being of children, youth, families, and communities through changes in social policy and practice.

Over the past twenty years, we have continued adapting and expanding our areas of work to meet this mission, listening and responding to the needs of non-profit and social-serving communities.

This year has been no different. We have made meaningful changes within our organization, including a leadership transition and adopting a new Theory of Change. In addition, we fostered numerous partnerships, working hand in hand with other organizations on projects that we believe will lead to big shifts in policy and practice that ultimately align with our mission.

“PolicyWise is the only organization that could have helped our initiative. Their knowledge of the relevant domains of expertise we required help with is unique in Canada, and they are excellent partners and conveners.”

***—Michael Lenczner, Chief Executive Officer
DARO Dataworks***





Welcoming New Leadership

This year, we enthusiastically embraced two new **leaders** to our organization: our new Board Chair, Michelle Okere and new President & CEO, Kristine Williamson. Each has brought their unique perspectives, experiences, and skills to PolicyWise.

Michelle Okere is a dynamic leader who has spearheaded the growth of several provincial, regional, and national organizations, and previously served as our Board Vice-Chair.

Kristine Williamson is a seasoned professional with 25 years of senior executive experience in the post-secondary education, private, and non-profit sectors.

We are excited about the invaluable and diverse expertise Michelle and Kristine bring in areas such as leadership, community engagement, and business strategy. Their skills will propel our ongoing success.

- ▶ **85%** of interest holders report that working with PolicyWise has **strengthened existing relationships with other interest holders, organizations, researchers, practitioners, or policy makers.**
- ▶ **81%** of interest holders state they **better understand how to make changes related to project topic areas** after collaborating with PolicyWise.

Renewing Our Theory of Change

At PolicyWise, we firmly believe in the power of change and collaboration. We understand that a robust non-profit and social sector, informed decision making, and strong networks can foster the social and environmental conditions necessary for the well-being of children, youth, families, and communities.

In October 2023, we adopted a revised Theory of Change that describes how we affect social change and strive toward our vision. It states:

Committed to our mission using our change strategies anchored by our values, we impact meaningful changes.

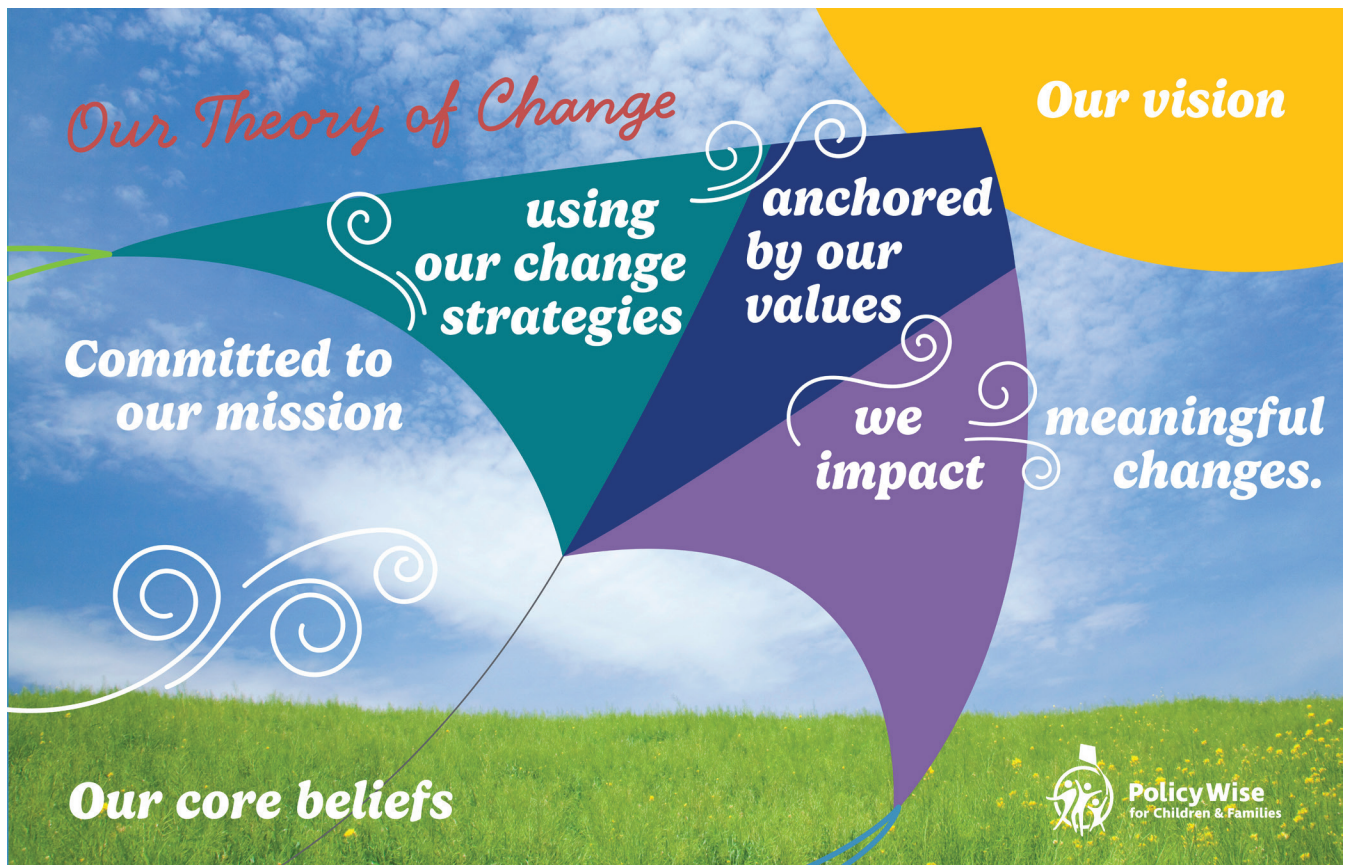
Our Theory of Change is a testament to our resilience and ability to navigate change as we continue to adapt and evolve as an organization. It reflects our shifting role and expanded scope of practice, helping us redefine ourselves, our values, and our work. It also positions us in relation to our

partners and contributors in the ever-changing social-serving sector.

While we as an organization and our sector continue to change, we remain grounded by the commitment to our charitable objectives, which are:

- Conducting and facilitating research on the development and well-being of children, youth, families, and communities.
- Making the results available to the public and policy makers.

We are rooted in our core beliefs and values, symbolized by the kite in our Theory of Change, which represents child and family well-being. Just as a kite's firm grounding enables it to soar, our commitment to our values and mission empowers us to innovate, collaborate, and achieve the positive social change we aspire to see.





Generating & Sharing Knowledge

At PolicyWise, we understand that knowledge is dynamic and constantly changing. It is laden with values, connected to power, interpreted differently, and shaped by context.

As we gather and synthesize information, we take a holistic approach to generating knowledge. We ensure that the knowledge we generate reflects the unique realities, priorities, and perspectives of the communities we collaborate with, while staying grounded in social justice principles of equity, diversity, inclusion, and belonging.

With this new knowledge, we are committed to then share what we have learned broadly, making it freely accessible to the non-profit and social-serving communities and the public.

- ▶ **88%** of interest holders said they **better understand barriers and opportunities for growth and change** related to the project they collaborated on with PolicyWise.
- ▶ **81%** agree that working with PolicyWise has helped them **enhance their ability to collaborate with diverse interest holders, organizations, researchers, practitioners, or policy makers.**

Launching a New Capacity Building Resource Website

An excellent example that reflects our approach to gathering and sharing generated knowledge is our new capacity building resource website, [Resources for Practice](#), launched on September 22, 2023.

Through Resources for Practice, we make finding and using practice- and policy-relevant resources easier. We know a lot of great work and innovation is happening across Alberta and beyond, and we are committed to amplifying that knowledge.

Resources for Practice is a place where we share knowledge and resources we have generated and those created by other communities that align with our mission. We provide direct links to webinars, tools, reports, and other capacity building resources.

Since its launch, the web pages on Resources for Practice have quickly become some of our most visited. With so many people visiting the website, we hope they are using the resources to support programs and policies that build a brighter future for children, youth, families, and communities in Alberta and beyond.

Since the launch of the Resources for Practice website on September 22, 2023 to March 31, 2024, there were:

- ▶ **4,924** visits to the website.
- ▶ **520** social media engagements from posts sharing Resources for Practice links.





Supporting Gender-Diverse Youth

With increasing legislative announcements across Canada about the health and well-being of gender-diverse youth, providers serving these youth are looking for accessible, evidence-based information on how best to support youth, their families, and their communities. Recognizing this need for knowledge, research, and resources, we launched [Empowering Providers Serving Gender-Diverse Youth](#).

This initiative builds on the work we are known for, providing non-profit and social-serving communities with trusted research, resources, and evidence-based information so they can make wise decisions. When this initiative launched, we immediately began sharing resources for social-serving providers whose clients include gender-diverse youth.

As we share these resources, we are also gathering research and information to support those in the social, education, and public sectors whose work focuses on the health and well-being of gender-diverse youth. This research will be used to develop Alberta-specific resources to help fill potential gaps in information and knowledge for these providers, as well as parents and other allies supporting gender-diverse youth. We will be sharing these new resources in Fall 2024.

In the first 24 days of this initiative's launch on March 7, 2024, there were:

- **848** visits to our web pages sharing evidence-based information and resources for providers serving gender-diverse youth.
- **147** social media engagements from posts sharing links to the initiative's web pages.

Strengthening Capacity

The PolicyWise team constantly seeks to build and strengthen individual and organizational capacity.

As we collaborate with partners on our projects, we embed capacity building as part of our approach to research, evaluation, and data management and analysis. By doing this, we enhance skills to identify, assess, and act on opportunities for growth, change, and innovation. Working in this way also improves our own capacity, cultural responsiveness, and understanding of the contexts in which we work.

This past year, our [Build Better Data](#) and [Alberta Nonprofit Data Strategy](#) initiative teams provided information, resources, and webinars that strengthened the data skills and capacity of non-profit and social-serving communities.

“As an evaluation partner, we have found that the PolicyWise staff really embed themselves in the work and truly take a collaborative approach. Matching the fluidity of our iterative process, the team at PolicyWise has been tremendous in advancing the objectives of our initiatives.”

***—Richard Mugford, Senior Manager
Community Information
Distress Centre Calgary***



Building Data Capacity

For years, the non-profit and social-serving communities have struggled to gather, manage, and use data effectively. [The Philanthropist Journal recently reported](#) that Canada's non-profits know their sector needs more data about itself and the people they serve. They are also aware that they require a unified approach to data collection.

This motivated us to launch our [Build Better Data](#) initiative in 2020. It provides non-profit and social-serving communities with innovative demographic tools and resources to unleash the power of data. With these tools and resources, organizations in these communities can enhance their ability to collect, manage, and use meaningful, high-quality data. By building their data capacity, they can then improve their programs and outcomes, operate more efficiently, and develop impactful policy solutions.

This past year, the Build Better Data team collaborated with several non-profit and social-serving organizations to strengthen their capacity to use data. Participating organizations co-designed and received capacity building

supports related to data practices essential to effective data collaboration, focusing on three major areas:

1. Data governance in collaborative contexts
2. Data maturity
3. Data culture

These capacity building sessions engaged 19 non-profit service providers; five system partners representing health services, municipal services, philanthropic foundations, and law enforcement; and one group comprised of people with lived experience. More than 60 people at all levels of these organizations, from senior leaders to front-line staff, enhanced their data skills and practices.

The results from these sessions will impact over 300,000 Albertans across the province served by these community-based non-profit organizations. This ensures that these organizations collect, manage, use, and share personal information in safer, more ethical and effective ways, thereby enhancing the community's trust and well-being.



Championing the Power of Data

PolicyWise has been championing the power of data to enhance policy and programming decision making in the non-profit community. Since 2019, our [Alberta Nonprofit Data Strategy](#) team has provided this community with sector-level analysis, connected them to other sector-level research and resources, and offered capacity building activities to help them understand and effectively use data to enhance their services.

This year, the Data Strategy team provided Alberta non-profit organizations three free online training sessions about using Canada Census data to advance their organization. These sessions were conducted by experts from Statistics Canada and held in:

- [May and June 2023](#)
- [October 2023](#)
- [March and April 2024](#)

To further support the non-profit community, the May and June sessions were made available on our [YouTube channel](#).

Throughout the year, our team shared information about Alberta's non-profit sector and resources to support them on their data journeys. In April 2023, they provided data about the state of charitable donations in Alberta through our [social media channels](#). In June 2023, they released [recent economic data](#) about Alberta's community non-profits, offering a snapshot of the sector's health. They also shared [capacity building resources](#) from various organizations to enhance Alberta non-profits' use of data.

Finally, the Data Strategy team released the initiative's [2023-24 annual report](#) on the state of Alberta's non-profit sector. The report highlighted the sector's impact, current challenges, and priorities over the past year, combining their previous work with other recent analyses on the sector. It also provided resources to help non-profits strengthen their data capacity and skills.





Supporting Organizational Change

The COVID-19 pandemic reminded people how vital non-profit and social-serving organizations' services are to our health and well-being. But it also highlighted the precarious state of these organizations' operations.

We understand that for children, families, and communities to thrive, we need strong and resilient non-profit and social-serving organizations supporting them. This is why we collaborate with organizations to develop, evaluate, and strengthen their policies and practices, using change management processes. By assessing their processes and outcomes, we help them to grow and establish programs, policies, and initiatives to make them more resilient.

Through our close collaboration with these organizations, we tailor our approach to fit their circumstances. This adaptability ensures we identify opportunities for change that align with our collaborators' strengths, their community's needs, and the priorities within the broader non-profit and social-serving sectors.

Building Organizational Resilience

Our [Organizational Resilience](#) initiative, launched in 2021, collaborates to strengthen non-profits' ability to anticipate, respond, cope, and recover from internal and external challenges. We work hand-in-hand with participating organizations to assess, enhance, and support their ability to maintain organizational continuity during times of change and crisis.

This year, our Organizational Resilience team partnered with the Edmonton Chamber of Volunteer Organizations to provide a series of training sessions for Edmonton non-profits.

The Edmonton Chamber of Volunteer Organizations helps non-profit organizations build and sustain their volunteer programs and services through resources, networking, and skill development opportunities.

These training sessions aim to improve participating organizations' resiliency by

strengthening and developing new capabilities, improving engagement and well-being, and turning crises into opportunities. The topics we are covering include:

- Staff connection to mission and vision
- Situational awareness
- Planning and adaptability
- Distributed leadership
- Collaborative networks
- Resource availability, management, and support

These training sessions began in fall 2023 and will continue into the 2024-25 fiscal year. We hope that by supporting these non-profits with organizational change, they will continue to succeed with their missions and enable Edmonton children and families to thrive.



Enhancing Well-Being Through Collaboration and Data

When brought together, collaboration and data can tremendously impact the programs and services provided by social-serving organizations. They have the power to lead an organization to make wise decisions that can affect social change. Programs can be evaluated and then tailored to meet a group's specific needs. Organizations can also discover how to enhance their service delivery or strengthen the capacities of their staff.

We believe in the power of collaborating with organizations of all sizes, using data and evaluation to enhance practices, programs, and policies that support health and well-being. In particular, we specialize in working with small and medium-sized social-serving organizations to strengthen their data management practices, using our research, data analysis, and evaluation expertise.

A collaboration highlight from this year was our work with [OSI-CAN Alberta](#). Together, we developed an evaluation plan that enabled them to examine their programs' effectiveness more thoroughly.

OSI-CAN Alberta is a remarkable organization dedicated to providing mental health support for current and former military members, first

responders, and public safety personnel. They offer vital peer group support to these individuals who face occupational stress injuries, such as post-traumatic stress disorder.

Our shared goals for this evaluation plan were, first, to assess OSI-CAN Alberta's current evaluation process. This included reviewing their current surveys and identifying areas for improvement. Next, we developed an evaluation framework. This process involved helping OSI-CAN Alberta define their goals and the impact they hoped to have on their clients.

According to Jason Trenholm, OSI-CAN Alberta's Provincial Services Coordinator, one of the best parts of working together was that our team took the time to learn about their program before diving in and creating "something that may or may not have worked without that knowledge." Many conversations were had to ensure we firmly grasped OSI-CAN Alberta's programs and needs.

We were honoured to share our expertise and work alongside OSI-CAN Alberta. We used the power of data-driven evaluation to make a difference in their operations, which will, in turn, improve the well-being of those who serve and protect our communities.



Facilitating Interconnection & Collaboration

We are unwavering in our commitment to meeting people and organizations where they are. This commitment is the bedrock for building trust, relationships, and, ultimately, interconnection and collaboration.

By collaborating with others, we can create paths that lead to greater success for all and ensure limited resources are shared. This is why we intentionally build these connections with not just the non-profit and social-serving communities but also across diverse sectors. We seek to work with people and organizations with varied perspectives, lived experiences, and practice expertise.

We also ensure that we conduct scans across different jurisdictions, various sectors, and research areas for knowledge, practice, policies, and tools that align with our mission. Finding interconnections between our work and those of other sectors can lead to meaningful collaborations that establish shared goals and leverage further opportunities.

“It is clear that PolicyWise is committed to forging strong bonds with other agencies that will result in strong collaboration for the best results for this project. It is a pleasure to work with them and the other partner agencies.”

***—Julie McCrea, Adult Learning and Special Projects Lead
Newcomer Centre***



Sharing Insights for Supporting Indigenous Children and Families

When the federal *Act Respecting First Nations, Inuit and Métis Children, Youth and Families* became law in 2020, it recognized and affirmed the inherent Indigenous jurisdiction over child and family services. It also set national standards to protect Indigenous children's rights to their culture.

Along with many child- and family-serving agencies in Alberta, the Bent Arrow Traditional Healing Society was on a journey of understanding and implementing the Act. Bent Arrow is an Edmonton-based, Indigenous-led child- and family-serving agency whose practices are grounded in Indigenous culture and ceremony. When the Act was introduced in 2019, they were already using culturally responsive approaches to support Indigenous children and families.

As part of their journey to understand the Act and its standards, Bent Arrow's team approached us at PolicyWise to collaborate on a case study to learn,

“PolicyWise was instrumental in helping us to map a journey to a desired change state. We were able to take that to our sector to pilot an alternative way of service delivery that still works to desired outcomes through a different worldview lens. Our journey with PolicyWise was fantastic. Their staff were engaged and as passionate about the work as we were.”

***—Cheryl Whiskeyjack, Executive Director
Bent Arrow Traditional Healing Society***

document, and share Bent Arrow's experiences implementing the Act, with the shared goal of supporting Indigenous children and families.

Beginning in ceremony, the PolicyWise project team saw their role as walking alongside the Bent Arrow team. We prioritized listening, relationship building, and experiential learning. Through our collaborative and iterative approach, our two teams determined that the case study should be shared visually to resonate with Bent Arrow's approaches to knowledge sharing. This way of working led us to create a visual map inspired by Bent Arrow's Practise as Ceremony model and beadwork.

The final **case study** we collaboratively developed from this process offers insights to child- and family-serving agencies about how to practise differently, navigate challenges, meet the Act's national standards, and best serve Indigenous children and families.



Reducing Employment Barriers for Newcomer Young Adults

High job turnover and vacancy rates have been an ongoing challenge for Alberta's food and beverage sector. In late 2023, the job vacancy rate was 8.3%, the highest of any sector in the province.

One way Alberta's food and beverage sector could reduce its job vacancy rate is by recruiting newcomer young adults. These young adults are 18 to 29 years old and arrived in Canada within the past five years. Many of them no longer attend school or participate in other employment training, and many are unemployed. In 2020, the unemployment rate of this group was 19.8%.

With support from Alberta's Ministry of Jobs, Economy and Trade, we at PolicyWise aimed to understand the systemic labour issues within the food and beverage sector and how hiring newcomer young adults could resolve some of these challenges.

This past year, our project team began a two-year investigation on how to create solutions that work for both the sector and newcomer young adults. They are using a collaborative approach by partnering and connecting with

food and beverage sector employers, sector associations, newcomer young adults, and community support agencies.

As part of this work, our team recently released its first summary report at the end of the fiscal year, titled [**Supporting Newcomer Young Adult Employment in the Food and Beverage Sector**](#).

This report identified the barriers to employment for newcomer young adults in the food and beverage sector. It then provided five principles and actions newcomer young adults, food and beverage operators, and social and community support agencies can take to reduce these barriers. It also shares how these principles can support newcomer young adults more broadly, for example, by providing them with information on accessing health, social, and community assistance.

As the project team continues into the following year, they will be collaborating with their partners to develop and share their final case study and recommendations.





Informing & Advocating for Policy Change

Policy change is essential for PolicyWise’s vision to become a reality. We want to ensure that the information and knowledge we generate with our collaborators is not only shared but makes meaningful changes to the well-being of children, youth, families, and communities.

We have begun incorporating advocacy for policy change into some of our project plans. Within and across our research and evaluation activities, we identify policy and practice implications. We also engage with practice, community, academic, and government advisors to understand priorities for action and highlight opportunities with existing momentum.

When we meet with governments, we provide information and data from our collaborative work, but also advocate for policy changes based on recommendations supported by this work and aligned with our vision.

“PolicyWise has been an amazing partner. Their subject matter expertise, professionalism, and approachability is of the highest standard. We love working with them.”

***—Eva Szasz-Redmond, Chief Operating Officer
Calgary Immigrant Women’s Association***

Closing the Gender Gap in Alberta Employment

At PolicyWise, we know Alberta women and gender-diverse individuals demonstrate remarkable resilience and determination to pursue careers that match their skills and aspirations. However, they face many obstacles that hinder their career advancement and economic contribution to Alberta.

With support from Women and Gender Equality Canada for the past two years, we have sought local solutions to reduce the barriers women face and close the gender gap in Alberta employment and entrepreneurship. Before we could provide our recommended solutions, we conducted a wide-ranging research plan that involved:

- A thorough review of existing programs and policies.
- An in-depth analysis of data from Statistics Canada and other sources.
- Extensive engagement with diverse women and community non-profits across the province.

This multi-faceted approach ensured that our findings were grounded in real-world experiences, involved local collaborations, and reflected Alberta women's diverse needs and challenges in the workforce.

In this project's final year, our team was highly productive, providing actions and advocating for recommendations that community non-profits and governments could take to improve women's experience in the workforce.

During the Alberta provincial election in May 2023, we took a significant step forward by sharing [a brief with our preliminary recommendation](#) on improving the employment gender gap. This brief, sent to candidates with experience in government, opposition, or employment in areas that affect women in the workforce, was the first of many advocacy actions.

To better understand potential solutions to reduce the barriers for women in the workforce, our project team organized the event [Action Through Connection](#) in October 2023. This event celebrated the impactful work carried out by community non-profits while acknowledging the diverse energy women bring to Alberta's economy. It also aimed to bring different sectors together, fostering connections and collaborations so they can transform the landscape of policies and programs to ensure equitable opportunities for women. Inviting community non-profits, academics, and government officials, they spent the day discussing and workshopping solutions and hearing from several speakers and panels.





The work from this event was fruitful, with recordings of the featured speakers and panels shared on our [YouTube channel](#). The project team also shared an [impact brief](#) in collaboration with Women Building Futures, a non-profit organization that offers free skills training and support services to women and gender-diverse individuals.

Also resulting from our event, we collaborated with the Alberta Human Rights Commission on [two webinars](#) in March 2024. These webinars explained our [new guide](#) to help non-profits with their clients requesting workplace accommodations.

In March 2024, we shared our final findings and recommendations on closing the gender gap in Alberta employment. We sent our [Policy Primer](#) to several ministers in the Government of Alberta, advocating for our recommended actions to be implemented. We also published our [final findings report](#), which presents impacts, trends, and priorities for action that the government can take to support women in the workforce.

Since the launch of this project on November 1, 2021, there have been:

- **2,728** visits to all the web pages related to this project.
- **101** downloads for documents developed for this project.
- **12,664** impressions from social media posts that provided resources, promoted events and workshops, and shared stories connected to the project.
- **771** social media engagements from posts sharing links connected to the project.

Thanks to Our Project Sponsors

At PolicyWise for Children & Families, we are known for our commitment to broad and inclusive engagement, collaborating with many partners on our projects. This past year has been no exception, collaborating with 25 partners on 41 projects. We take immense pride in our partners and team's collective efforts to impact the health and well-being of children, youth, families, and communities.

“PolicyWise stands at the intersection of innovative policy development and front-line practice, bridging the gap between those on the ground doing the work and the evidence-based research that drives real change. Their commitment to collaboration with social service organizations ensures that the voices of those directly serving communities are heard and integrated into lasting, impactful solutions.”

***—Ebony Rempel, PolicyWise Board Director
Chief Executive Officer, YWCA Banff***

Alberta Association of Immigrant Serving Agencies

The Alberta Centre for Excellence in Youth

ALIGN Association of Community Organizations

Anonymous Donor

Association for the Rehabilitation of the Brain Injured

Athabasca University

Bent Arrow Traditional Healing Society

Buckspring Foundation

Canadian Mental Health Association

Catholic Social Services

Centre for Suicide Prevention

Carleton University

Distress Centre Calgary

Edmonton Chamber of Voluntary Organizations

Edmonton Community Foundation

Edmonton Seniors Coordinating Council

Edmonton South Side Primary Care Network

Government of Alberta

- Ministry of Children and Family Services
- Ministry of Jobs, Economy and Trade
- Ministry of Public Safety and Emergency Services

Government of Canada

- Women and Gender Equality Canada

JP Morgan Chase Foundation

United Way of Calgary and Area

University of British Columbia

University of Lethbridge

Thanks to Our Board

Current Board Directors

Dr. Robbie Babins-Wagner

Sheri H. Easterbrook

James Grattan – Finance, Investment &
Audit Committee Chair

Jessica Hutton – Governance
Committee Co-Chair

Angela Logan

Zakk Morrison

Michelle Okere – Board Chair

Mark Razzolini – Board Vice-Chair

Ebony Rempel

Cheryl Whiskeyjack – Governance
Committee Co-Chair

Outgoing Board Directors

Stacey Gellatly (Appointed in 2021)

Rod Rode (Appointed in 2019)

“As the world is constantly shifting, PolicyWise uses change and collaboration as an opportunity to spur innovation in social policy and practice. They provide a clear and objective perspective to their work and widely share it with others to maximize its impact on the well-being of children, families, and communities.”

***—Mark Razzolini, PolicyWise Board Vice-Chair
Senior Vice President & Chief People Officer,
Alberta Blue Cross***



Back row from left to right:

Dr. Robbie Babins-Wagner, Jessica Hutton, Michelle Okere (Board Chair),
Kristine Williamson (President & CEO), James Grattan, Sheri H. Easterbrook

Front row from left to right:

Zakk Morrison, Mark Razzolini (Board Vice-Chair), Stacey Gellatly, Ebony Rempel

Absent:

Angela Logan, Rod Rode, Cheryl Whiskeyjack



Policy Wise
for Children & Families

policywise.com