



**mon
corps
n'est
pas un
lépotoir**

**la prévention du
cancer du sein,
ça concerne
tout le monde**

Action Cancer du Sein de Montréal

**tiques
ques,
suis
ade!**

Action Cancer du Sein de Montréal

**my
body**

**NO
NO
ENVIRONN**

**ACS
peu
fair**

ANNUAL REPORT

2022-2023

**Breast Cancer
Action Quebec**

ABOUT BCAQ



BCAQ is a feminist health organization with a mission to prevent breast cancer, particularly focusing on environmental factors that increase the risks of this disease.

We believe that everything we do to our environment, we do to ourselves, and the work for social justice includes justice in terms of health and the environment.

We also prioritize a community-centered prevention approach, making us a unique resource with a comprehensive analysis of prevention. Our interventions are always rooted in an intersectional feminist analysis. A stance of environmental anti-racism is also strongly embedded in our vision.

We fulfill our mandates through three main activities:

Public education
Advocacy
Networking

To join us

469, Jean-Talon street West, office 430, Montreal (Quebec) H3N 1R4

Phone: (514) 483-1846 Email: info@acsqc.ca - www.acsqc.ca

TABLE OF CONTENTS



1	INTRODUCTION	
	A. VIEW FROM THE OFFICE	1
	B. REPORT OF THE BOARD OF DIRECTORS	3
	C. 2022-2023 COMMITTEES	6
2	BREAST CANCER PREVENTION, RESEARCH AND POPULAR EDUCATION	7
3	BREAST CANCER PREVENTION AND ADVOCACY	12
4	STRATEGIC REFLECTIONS	
	A. EXPLORATIONS AND IMPORTANT DIALOGUES	16
	B. STRATEGIC DEVELOPMENT	19
	C. TRANSITION AND RESTRUCTURATION	20
5	NETWORKING, PARTNERSHIPS AND AFFILIATIONS	21
6	COMMUNICATIONS	23
7	FINANCIAL DEVELOPMENT	26
8	ACKNOWLEDGEMENTS.....	27

INTRODUCTION

VIEW FROM THE OFFICE



During the 2022-2023 year, our Octopus team was fortunate to rely on its members, Board of Directors, and a dedicated but small workforce committed to our mission!

The year 2022-2023 was particularly moving and provided a wonderful opportunity to reflect on our internal organizational habits and succession planning. In doing so, we once again clarified our intentions for collaboration, analysis, and prevention through an intersectional approach.

Collaborations, Dialogues, and Important Advocacy

The year was marked by significant collaborations and a collective success in defending rights, culminating in our involvement in the fight for a substantial modernization of the Canadian Environmental Protection Act with our allies in Quebec and Canada (mobilizations, presentations, memoranda, federal political meetings). BCAQ has been advocating for the strengthening of this law, particularly its regulation of toxic substances, for years, and significant progress has certainly been made. However, we will remain vigilant regarding its implementation. Dialogues and political contacts at the provincial level have solidified the legitimacy of our organization, its recognition, and our advocacy and analyses shared with certain government bodies.

Outreach and Strengthening Our Analyses

In terms of knowledge exchange, the year was marked by renewed connections with several partners in the field, as well as new alliances. Collaborations made possible through research partnerships, reflection days, and conferences in Montreal and across Quebec have allowed us to solidify our knowledge and enhance our understanding of emerging issues. Furthermore, workshops in our communities and our participation in various collaborative forums have made us aware of the diversity of emerging health issues, especially those often excluded from conversations and analyses.

INTRODUCTION

VUE DU BUREAU



Important Internal Reflection and Discussions

In addition to these accomplishments, several moments of collective intelligence took place with our board members and some dedicated volunteers to discuss our strategic development, organizational health, and change management.

In this crossroads context, exciting explorations have also emerged, thanks to the funding from the Lucie and André Chagnon Foundation, Makeway, the Community Services Recovery Fund, the UQAM Community Service. We also thank the Community Organization Support Program (PSOC) which funds BCAQ's mission.

And because we refuse to conclude...(smile)

With pride, we present to you the summary of the past year, with transparency, sharing the projects and initiatives that represent the work of our team. We extend our heartfelt thanks to all the individuals who have introduced us to new avenues and insights, and to those who have believed in our mission and provided financial support. We cannot express enough gratitude to our Board of Directors, multidisciplinary colleagues, members, partners, and funders.

THE TEAM OF DEDICATED WORKERS:



Jennifer Beeman
Executive Director



Ama Maria Anney
Community Prevention and
Strategic Development
Coordinator



Viorica Lorcencova
Administrator



Catherine Poitras Auger
Communications Officer
(July 1st to September 28,
2022)

INTRODUCTION

REPORT OF THE BOARD OF DIRECTORS



We began the year 2022-2023 with a significant renewal within the Board of Directors: long-time members completed their mandate while new members joined BCAQ. The Board of Directors welcomed me as a brand new president. At the same time, we also nominated our new vice-president, Nikette Lorméus.

The Board of Directors met five times this year and the main points of the discussions revolved around **succession in the Board of Directors, the financial management of the organization and strategic development issues.**

Regarding our priorities adopted at the 2022 AGM, this year we benefited from several skills-building activities for the team and its board with workshops on team consolidation, membership, change management; and this within the framework of reflections surrounding our strategic development. In addition, the team and the board worked closely together to prepare for **the important transition that was taking place** for the Executive Director position and the organizational restructuring marked by the creation of a new position of Program and Advocacy Coordinator.

Between board meetings, our working committees have been active all year:

- **The Human Relations Committee – Organizational Transition**

Board members Diana Toffa and Ariane Métellus formed the Human Resources Committee with Director Jennifer Beeman. They worked actively to take over the Executive Director position; by involving the anticipated director Ama Maria Anney.

Several meetings were held to support the restructuring of positions and establish a transition plan for the organization. These changes required a redefinition of the roles and responsibilities of our decision-making bodies.

- **The Strategic Development Committee**

Nancy Guberman and Deborah Bonney participated in meetings and discussions hosted by Social impact consulting; the discussions were all related to change management and democratic life. Several members of the board and the team also took part in collective intelligence exercises.

- **The Mobilization Committee**

The contribution of this committee made up of members and workers allowed us to lead a remarkable campaign in Quebec for the modification of the Canadian Environmental Protection Act.

INTRODUCTION

REPORT OF THE BOARD OF DIRECTORS



The next page of our history is being written at the moment and it would not have been possible without my incoming and outgoing board sisters: Nikette, Elizabeth, Ariane, Jennifer and Elana. We warmly thank Elana Wright who is leaving us for personal reasons. Her involvement in our Board of Directors will not go unnoticed and we are assured that she will never be very far away.

Finally, the year 2022-2023 was a landmark year for the BCAQ team, a year filled with changes and adaptation for all BCAQ workers who were able, with agility, to adapt to all the unforeseen events that arose along the way, while working effectively to achieve BCAQ's objectives.

We warmly thank all BCAQ workers for their dedication and involvement, and we also thank the members of the Board of Directors who placed their trust in the team.

We are confident that the year 2023-2024 will be rich in new projects and new opportunities that will be stimulating for everyone.

It is therefore with great pride that we present this 2022-2023 annual report to you.

Diana Toffa
For the Board of Directors

MEMBERS OF THE BOARD OF DIRECTORS:



Diana Toffa
President



Nikette Lorméus
Vice President



Elizabeth Lallemand
Secretary-Treasurer



Ariane K. Métellus
Board member



Elana Wright
Board member



Jennifer Beeman
Executive Director

In late spring 2022, our dear colleague Patricia Kearns retired. Then during our 2022 AGM, three major pillars of BCAQ; Nancy Guberman, Lise Parent and Deborah Bonney have reached the end of their terms on the Board of Directors. We cannot express our gratitude to these remarkable women!



INTRODUCTION

2022-2023 COMMITTEES

STRATEGIC DEVELOPMENT COMMITTEE	HUMAN RESOURCES COMMITTEE*	CANADIAN ENVIRONMENTAL PROTECTION ACT (CEPA) MOBILIZATION COMMITTEE
Diana Toffa	Diana Toffa	Nancy Guberman
Nikette Lorméus	Ariane Métellus	Lise Parent
Nancy Guberman	Jennifer Beeman	Ama Maria Anney
Deborah Bonney	Ama Maria Anney	Viorica Lorcencova
Ama Maria Anney		Jennifer Beeman
Viorica Lorcencova		
Jennifer Beeman		

*This committee became an ad hoc committee for the transition in February 2023. Ama Maria Anney occasionally joined this committee for certain points.

BREAST CANCER PREVENTION, RESEARCH AND POPULAR EDUCATION



BLACK WOMEN AND BREAST CANCER: RACIALIZATION OF A DISEASE



The project which **started in May 2022 and ended in June 2023** aims to conduct a (first) state of knowledge on the situations of Black women with breast cancer and their caregivers in Quebec, by studying the socio-environmental determinants and analyzing their dynamic interrelationships at five key moments: prevention, screening/diagnosis, access to care, treatment/convalescence and aftermath (remission, aggravation, recurrence or death). Based on a large-scale literature review and interviews with the first persons concerned and their families, this exploratory research will ultimately allow the partnership team to propose avenues for reflection and specific actions in terms of prevention, support and follow-up, and to develop advocacy aimed at decision-makers, researchers and institutions, **all from a feminist, intersectional, anti-racist and environmental perspective.**

The central co-decision point in this project was the Supervisory Committee. **Composed of prof. Gina Thésée, co-investigator Tya Collins, 1 representative from our organization (Anney), Two research officer Samia Dumais and Camessarde Rosier Laforet and the development officer from the Université du Québec à Montréal (Lampron).** the SC met 10 times to oversees the collective implementation of the project, from its inception to the production of final documents. The team worked with dedication for the scientific quality of the project and the tools developed. We were fully involved in this research based on our knowledge of breast cancer, community health and the environment, and contributes fully to the definition of the research objectives, the construction of tools and the identification of specific and common courses of action. A literature review has been conducted, marking the completion of the initial phase of this project. BCAQ plans to conduct a search for opportunities and funding to develop public education tools and infographics based on the knowledge mobilized through the wonderful work of Samia and Camessarde.

More than just a first phase of collaboration, a moment of sisterhood within the framework of this project that we will not forget.

CANADA'S UPDATED ALCOHOL DRINKING GUIDELINES

One issue that many members raised with us this year was around the Update of Canada's Low-Risk Alcohol Drinking Guidelines: Final Report for Public Consultation from the Canadian Centre on Substance Use and Addiction in August 2022. The new guidelines say that no level of drinking is without harm and recommends drinking two alcoholic drinks a week or less. A surprising number of members spoke to us regarding the guidelines, wondering why that had drastically changed and underscored the feelings of guilt it engendered particularly for those who had been through breast cancer.

BREAST CANCER PREVENTION, RESEARCH AND POPULAR EDUCATION



Few issues have raised such a reaction. Jennifer wrote a [blog post](#) to outline how we see the issue, and we still plan on organizing a discussion next year on the question.

THE PLASTIC PROJECT WITH THE CANADIAN ASSOCIATION OF PHYSICIANS FOR THE ENVIRONMENT (CAPE)

Plastics are one of the major sources of exposure to toxic substances and our colleagues at CAPE asked us to collaborate with them to make three videos showing the health and environmental harms created by plastic. The videos were released in **October 2022** and can be viewed on the **Youtube channel of BCAQ**.

OCTOBER CAMPAIGN: THE ENVIRONMENTAL INJUSTICE OF BEAUTY

In **October 2022**, we partnered with the groundbreaking Environmental Noxiousness, Racial Inequities and Community Health Project, or the Enrich Project, led by **Dr. Ingrid Waldron**, to promote a social media campaign to build awareness among BIPOC youth and others about the diverse health effects of toxic beauty and personal care products, and the role of white/Eurocentric beauty standards in influencing product use. The campaign had a range of tools in addition to influencers, lived experience experts and activists, who live-streamed sessions on the topic.



ENRICH WEBINAR ON THE HEALTH EFFECTS OF TOXIC BEAUTY AND PERSONAL CARE PRODUCTS

On **February 15, 2023**, Jennifer Beeman, Executive Director, was a panelist with an ENRICH (Environmental Noxiousness, Racial Inequities and Community Health) webinar on The Health Effects of Toxic Beauty and Personal Care Products. The webinar was effective in presenting the interplay between the social and political dynamics at work that create overexposure to toxic products for women and people from racialized communities.

BREAST CANCER PREVENTION, RESEARCH AND POPULAR EDUCATION



PARTICIPATION IN THE SUSTAINABLE HEALTH SUMMIT AT MUSEUM OF CIVILIZATION (QUEBEC)

January 23, 24, and 25, 2023

Discussions on sustainable health and disease prevention took center stage at this event, which took place at the Museum of Civilization and was organized by the **Public Health Agency of Quebec**. Ariane Métellus, a board member, and Maria Anney, prevention coordinator, attended. BCAQ had the opportunity to address issues of distributive justice in political and sustainable health discussions, the lack of ethnicity and gender-based indicators in health data collection, and the need to move away from an individualized health approach, among other topics.

Recognizing the connections between human health and ecosystem health, addressing issues and alternatives in public health also requires us not to shy away from questions of responsibility for polluting industries when it comes to the health of Quebecers. This event also allowed us to network and establish important connections with groups present in the context of the exploratory project **Mobilize-concert-act: towards an inclusive environmental health network** funded by the André and Lucie Chagnon Foundation.

INTERNATIONAL WOMEN'S RIGHTS DAY – MARCH 8, 2023

We highlighted, this **March 8 2023**, the International Women's Rights Day, and we rallied around the theme of the March 8th Collective (The March 8th Collective represents over 700,000 women in Quebec, including those from autonomous women's groups and trade unions), which had the theme this year: **Feminist Resistances!** For BCAQ, feminist resistance is rooted in the history of the feminist health movement, in our anger and critiques of the cancer establishment, and in the recognition of our expertise. All of this was mentioned in an **excellent conference** by our **Executive Director Jennifer Beeman** entitled "From Anger to Compliance: What remains of a feminist critique of breast cancer."



BREAST CANCER PREVENTION, RESEARCH AND POPULAR EDUCATION



CAMPAIGN “MY BREASTS AND UTERUS COUNT TOO!”

In **March 2023**, we were invited to join forces with Moelle épinière et motricité Québec (**MÉMO-Qc**) to bring attention to the serious health injustices faces by women with disabilities due to the inaccessibility of diagnostic machines, but also medical facilities.

It is hard to believe that the medical machines and facilities could be inaccessible, but the reality is that this is frequently the case. The campaign continued this fall.

WORKSHOP AT MAISON DES FEMMES DE DRUMMONDVILLE - APRIL 18, 2023

We gave a workshop with around fifteen women in a hybrid format. The topic was environmental health, women, and breast cancer: What connections and what solutions.

Through this workshop led by Jennifer Beeman and Ama Anney, we discussed toxic substances and endocrine disruptors in cosmetic products and the environmental injustices of beauty. We then suggested alternatives to identify these toxins and also discussed the essential advocacy work around amending the CEPA (Canadian Environmental Protection Act).

WORKSHOP WITH HALTE FEMMES MTL NORTH – MAY 18, 2023

The "Take Action Against Toxics" project is an education and public awareness initiative about the dangers of toxic substances in consumer products (shampoos, soaps, cosmetics, cleaning products, etc.).

Through this workshop led by Ama Maria Anney, **we brainstormed with around ten participants from the women's center on strategies to advocate for stricter government regulations and compel industries to stop using toxic substances in their products.**

We also explored how to identify suspicious chemicals in the home and provided a framework to understand the health risks. In a cheerful atmosphere, we exchanged practical tips and safer alternatives to reduce our exposure to toxic substances present in everyday products.



BREAST CANCER PREVENTION, RESEARCH AND POPULAR EDUCATION



WORKSHOP WITH THE CENTRE MULTIETHNIQUE DE QUÉBEC ON BREAST CANCER EDUCATION AND PREVENTION – JUNE 28, 2023

On June 28, 2023, we gave our workshop on Breast Cancer Education and Prevention to **34 participants** at the Centre multiethnique de Québec. This was one of the first workshops to integrate the research on breast cancer and Black women into the content and it highlighted the extent to which there are still not adequate resources and recommendations to refer Black women to regarding breast cancer risk.



BREAST CANCER PREVENTION ADVOCACY



STRENGTHENING TOXICS REGULATIONS AND BILL S-5

For BCAQ, reforming toxics regulations in a manner that centers the multiple, greater systemic harms of toxic exposures on marginalized and racialized communities, is central to breast cancer prevention. This is why we have been fighting for years for toxics regulations under the Canadian Environmental Protection Act to be strengthened. And with the introduction of Bill S-5 to the House of Commons, this fight was central to our work all year.



Our CEPA Mobilization Committee played a central role in organizing our members and partner groups to get involved to make our voices heard with our members of parliament.

Jennifer Beeman was active with the **Coalition for Action on Toxics** to work on strategy, op-eds, briefs and letters to government leaders. A major part of this work occurred between September and December 2022.

WORK OF BCAQ CITED IN THE HOUSE OF COMMONS

On Tuesday, **October 18, 2022**, Bloc Québécois environment critic, **MP Monique Pauzé**, in a detailed speech on the importance of Bill S-5, spoke about Action cancer du sein du Québec and our work to mobilize and involve women's groups in Quebec in the House of Commons.



BREAST CANCER PREVENTION ADVOCACY



MEMBERS AND PARTNERS MOBILIZATION TO “CALL YOUR MP”

Bill S-5 was introduced in the House of Commons on **September 28, 2022**, but the Bill required significant strengthening for it to be able to significantly improve the current regime regulating toxic substances. The CEPA Mobilization Committee, coordinated by Ama Maria Anney, met

several times **to establish a strategy for mobilizing our members and encourage them to contact their MPs to ask for the strengthening of Bill S-5. A series of activities were organized in November to concretize this action.**



- **MP Engagement Training Sessions**

With the **David Suzuki Foundation** and the **Coalition for Action on Toxics**, we organized training sessions on MP engagement where skilled trainers took us the the basics of talking with our federal elected officials.

- **Videos on the Effectiveness of MP Engagement**

Françoise David, Nancy Guberman, Ama Maria Anney and Julie Raby, from Relais-femmes, all created videos to demystify the process of getting in touch with your deputy. As Françoise David said, elected official are there to listen to their constituents. It's their most basic job.

- **Tools for contacting your MP**

We prepared model letters, **information sheets and tools** to find to contact your deputy to make it as easy as possible for people to engage their elected official. The tools were shared through our newsletter and social media.

BREAST CANCER PREVENTION ADVOCACY



NOVEMBER 22, 2022: WE MOBILIZE!

Nancy Guberman and Ama Maria Anney coordinate a drop-in site at the Maison-Parent Roback with computers, tools and volunteers to help people contact their deputy on the importance of strengthening bill S-5. We also had a virtual drop-in space through zoom. It was wonderful to see our members and partners committed to issue and wanting to participate in making Bill S-5 stronger. About **50 people** (representing organizations for some of them) contacted their deputy.

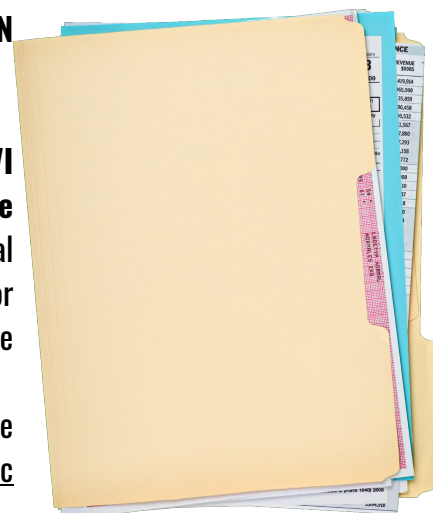
BRIEFS TO THE ENVI COMMITTEE OF THE HOUSE OF COMMONS ON STRENGTHENING BILL S-5

At the beginning of November 2022, Bill S-5 was sent to the **ENVI committee (The Standing Committee on Environment and Sustainable Development)** for study and amendments by the members. This was a critical moment for us because this is the point at which a bill can be strengthened or weakened. We contributed to three briefs that were submitted to the committee in different ways.

The Coalition for Action on Toxics submitted a detailed brief demonstrating the need for significant amendments to the bill. Breast Cancer Action Quebec wrote an intersectional feminist brief that showed the links between toxic

substances and the health of women and people with an ovarian reproductive system and the necessary amendments to the bill. Ten other major women's associations signed onto our brief.

We helped researchers from CoPEH Canada turn their research report on toxic substances in menstrual products into a brief with important recommendations for amendments that was submitted to the ENVI Committee as well.



BREAST CANCER PREVENTION ADVOCACY



APPEARANCE AT THE ENVI COMMITTEE OF THE HOUSE OF COMMONS

On **December 6, 2022**, **Jennifer Beeman and Lise Parent**, former longtime Vice President and scientific advisor appeared at the ENVI committee to present the amendments BCAQ was proposing and answer the questions of committee members.

THE KEY ROLE OF THE COALITION FOR ACTION ON TOXICS

Our participation in the Coalition for Action on Toxics was central to our advocacy work for strengthening Bill S-5. **The Coalition is made up of representatives from the Canadian Association of Physicians for the Environment, Ecojustice, Environmental Defence and Breast Cancer Action Quebec.** A representative from the David Suzuki Foundation also participates in the work. The members are highly complementary, despite major differences in area of expertise, size and funding, geographic location, organizational cultures. The members work in a highly efficient and coordinated manner, sharing expertise and allowing the group to always identify the



next best move during the legislative process to make to strengthen Bill S-5. The Coalition has the good fortune to be coordinated by Heather Harding who keeps the work in track and moving forward in addition to putting together the funding for the members.

The Coalition produced an extensive document on amendments to Bill S-5 that included proposed legislative text for each amendment as well as an important briefing note explaining the needed amendments. It also issued three press releases at key moments in the process and the joint brief submitted to the ENVI committee for study. All group members appeared before the ENVI committee.

BCAQ was responsible for the translation of documents. All documents must be available in both official languages before being distributed to members of parliament.



STRATEGIC REFLECTIONS

Explorations and Important Dialogues

EXPLORATORY PROJECT MOBILIZE – COORDINATE AND ACT: TOWARD AN INCLUSIVE ENVIRONMENTAL HEALTH NETWORK

This ongoing initiative aims to lay the groundwork for creating a collective movement with the goal of advocating for structural changes on **environmental health** issues. The objective is to reduce the risks of many diseases that disproportionately affect women and marginalized individuals in Quebec, from a community prevention perspective.

The specificity of our organization's actions, situated at the intersection of three movements (community health, environment, feminist group), required us to align the expertise of our sector to meet the needs of our communities. These collaborative efforts have always been possible due to our presence in several networks and collaborations. However, more time and funding were needed to continue our reflections on the creation of a Quebec coalition in environmental health.

BCAQ operates within a large network of community groups serving populations facing environmental health challenges. These groups have clearly expressed the need to come together to advocate more strongly, support their respective actions, and share knowledge and practices. **The challenge lies in the capacity of these organizations to transform this latent network** into a formal network that wants to work together and can dedicate time and resources to this end.

With this in mind, we initiated a **dialogue with the André and Lucie Chagnon Foundation**, allowing BCAQ to begin thinking about the steps and actions to ignite a mobilizing momentum in community and environmental health. This reflection led us to internal reflexivity, documenting ways to decentralize issues, and entering partnerships authentically, intersectionally, and decolonially. We started mapping key groups, monitoring emerging issues in community and environmental health, and establishing contacts with non-traditional partners.

Our initial intention was influenced by an intersectional lens. While we had the support of groups traditionally close to BCAQ, to move towards a more inclusive network, we needed to take the time to also change our processes and examine our networking and collaboration habits. **Through these ongoing battles, the often-forgotten individuals and advocacy groups, whose voices are marginalized and silenced**, remain the citizens concerned, isolated, and with limited resources to be heard. Social justice cannot be discussed without including health and environmental justice, and it is essential that this work be done from an intersectional perspective that considers multiple forms of oppression and centers around the voices and realities of marginalized individuals.



STRATEGIC REFLECTIONS

Explorations and Important Dialogues

The Dialogue phase of this initiative allowed BCAQ to implement preliminary steps toward creating an inclusive network. This exploratory period involves engaging in reflective and knowledge mobilization around informed mobilization practices/processes and participatory approaches; identifying and bringing together partners around relevant and unifying issues; and collaboratively determining the form, content, and objectives of a sustainable collaboration.

This poster summarizes in 10 steps the questions we are asking ourselves and the compasses that support our exploratory year:

AT THIS POINT...10 POINTS OF REFLECTION

HISTORICAL CONTEXT
OVERVIEW OF THE HISTORICAL CONTEXT THAT JUSTIFIES DECOLONIZATION OF PARTNERSHIPS AND MOBILIZATION EFFORTS.

DEFINITION AND PRINCIPLES
COMPREHENSIVE RESEARCH ON NOTIONS OF DECOLONIZATION IN THE CONTEXT OF PARTNERSHIP AND PROCESSES FOR CENTERING MARGINALIZED VOICES.

POWER DYNAMICS
EXPLORATION OF POWER DYNAMICS IN NETWORK AND MOBILIZATION INITIATIVES. ANALYSIS OF ASYMMETRIES IN TERMS OF SPEAKING OUT, DECISION-MAKING, ORGANIZATIONAL CAPACITY, ETC.

RESPONSIBILITY AND LEADERSHIP
EMPHASIS ON THE IMPORTANCE OF DECENTERED LEADERSHIP AND A RESPECTFUL OUTREACH PLAN. AMPLIFICATION OF LITTLE-HEARD AND INVISIBLE COMMUNITY VOICES

CO-CREATION OF KNOWLEDGE
EXPLORING THE CONCEPT OF COURAGEOUS CONVERSATIONS. PARTICIPATION IN CAPACITY BUILDING WORKSHOPS

AT THIS POINT...10 POINTS OF REFLECTION

INTERSECTIONALITY
ADDRESS THE IMPORTANCE OF INTERSECTIONALITY IN SUCH AN EXPLORATORY APPROACH. EXPLORE STRATEGIES FOR INCLUSIVE REPRESENTATION AND RECOGNITION OF DIFFERENT IDENTITIES AND EXPERIENCES

ETHICS AND RECIPROCITY
EXAMINE THE ETHICAL DIMENSIONS OF PARTNERSHIP AND MOBILIZATION.

BEST PRACTICES
MEET WITH INITIATIVES AND ORGANIZATIONS WITH THESE SAME OBJECTIVES. COLLECTIONS OF PROMISING PRACTICES IN QC, CANADA OR ELSEWHERE - DECOLONIZATION, EQUITY, AND SOCIAL JUSTICE

CHALLENGES
RAISE AWARENESS OF OUR POSTURE AND OUR PRIVILEGES WHICH GENERATE JUSTIFIED DISTRUST. DISCUSS WITH TARGET GROUPS SYSTEMIC AND OPPRESSIVE ISSUES IN MOBILIZATION

REFLEXIVITY
ANALYZE OUR POTENTIAL BIASES, RESISTANCE AND AUTOMATISM IN RELATION TO PARTNERSHIP AND MOBILIZATION. BRING OUT AT THIS STAGE A RELEVANT PROJECT THAT RESPECTS THE FINDINGS MENTIONED



STRATEGIC REFLECTIONS

Explorations and Important Dialogues

We also attended these workshops or exchanges to enhance our knowledge:

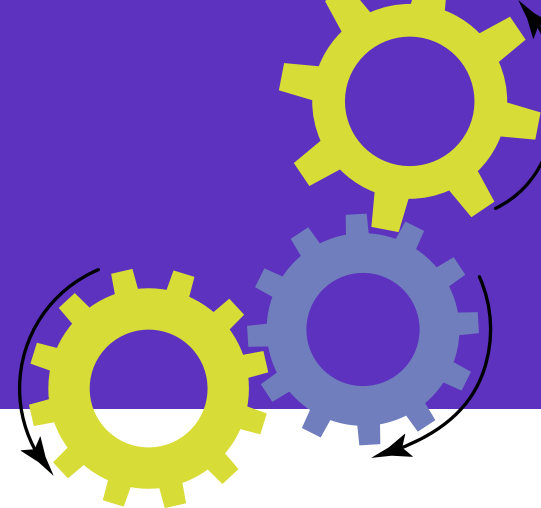
- **University of the Streets Cafe on how Racialized activists are transforming environmental struggles, March 28, 2023**
- **PARR Group Conference “Burning the fuse at both ends: exploitation of the knowledge and networks of racialized researchers.” Creation of communities of practice in partnership research”, April 13, 2023**
- **Center for community organizations (CoCO) on anti-oppression, social change in Québec, and building collective leadership, May 18 and 19, 2023**

This preliminary work should allow us to continue engaging with groups representing individuals at the intersection of oppressions, attending important workshops, questioning the nature of mobilization mediums (Hub, coalition, virtual platform, etc.), organizing an authentic conversation panel, illustrating our reflective process in vignettes; actions that will be described in next year’s annual report. We will also be able to submit a multi-year funding request to consolidate our team and materialize the mobilizing project.

BCAQ has initiated steps to engage with several provincial ministries, provincial government bodies, and their teams. We have also established meaningful connections with parliamentary allies from Québec Solidaire. The Strategic Development Coordinator has invested several hours in these initiatives. This effort has borne fruit, leading to meetings with a representative of the Secretariat for Women’s Issues and representatives from the Ministry of Health and Social Services this year, allowing us to share our analysis on breast cancer prevention and assert our position within the feminist community in Quebec.

STRATEGIC REFLECTIONS

Strategic Development



In addition to our educational and advocacy work, internally, we were very active in moving forward with our Strategic Develop Plan. Ama Maria Anney coordinated this important work (in september 2022) with our Strategic Development Committee and Consultant Marlo Richie Turner of **Social Impact Consulting**.

The team of workers, some activists, and the Board of Directors took part in several skill-building and reflective workshops with Social Impact Consulting. These collective moments aimed to strategize change management, membership, and internal operations.

On February 18, 2023, BCAQ had the presence of several activists, workers, and board members for the first strategic meeting of 2023 to assess the ongoing initiatives and outline the organization's next steps.



Present but absent from the photo: Ariane Métellus, member of the Board of Directors.

** In the photo from left to right: Deborah Bonney (activist), Viorica Lorcencova, (Administration), Ama Anney (Strategic Development), Diana Toffa (Board Chair), Nancy Guberman (Activis), Jennifer Beeman (Executive Director), Nikette Lormeus (Board Vice-President).

We prioritized a friendly atmosphere by starting discussions with team-building activities before addressing questions related to results-based management for our learning organization. Collectively, we celebrated all activities, collaborations, and advocacy efforts carried out with resilience despite the challenging pandemic years we have overcome. Subsequently, we engaged in discussions about future directions, the announced transition in general management in January 2023, and the needs for consolidation and restructuring.



STRATEGIC REFLECTIONS

Transition and Restructuration

BCAQ experienced a pivotal moment in its history. Indeed, Jennifer Beeman, Executive Director for 9 years, announced in February 2023 her intention to step down from her position. The role of Executive Director is a crucial one within our organization. Therefore, it was important for our organization to propose a plan that would allow us to ensure effective succession and continue our mission. Transition planning was quickly organized with the Board of Directors and, more specifically, an HR-transition committee.

A plan was developed, and the implementation steps were integrated into the organization's strategic priorities. It is important to note that BCAQ chose to proceed with an internal recruitment (Internal transition plan available upon request).

Several hours were also devoted to Phase 1 (2022-2023) of this organizational transition plan:

- Formation of an HR Committee to oversee the process
- Orientation and succession plan
- Exploration of best practices in the field
- Reflections on the issues surrounding BIPOC leadership (a board member and two workers attended a webinar on this subject)
- Considerations regarding team restructuring
- Communication plan to announce the transition



Jennifer Beeman



Ama Maria Anney

NETWORKING, PARTNERSHIP AND AFFILIATIONS



Networking and partnerships are fundamental to BCAQ's growth. We dedicate many hours to collaborations, as they represent a wide range of benefits including the development of shared projects, support for our advocacy work, the sharing of information and analysis, as well as the opportunity to offer support to essential work undertaken by other groups.

- **UQAM - RELAIS FEMMES PROTOCOL**

Ama Maria Anney represents BCAQ on the joint committee of the UQAM Relais Femmes Protocol. She was also involved in the organizing subcommittee for the 40th anniversary of the Protocol and in that of writing the special IREF notebooks on this important moment. She also began discussions within the organizing committee of a series of workshops on the issues surrounding the organizational life cycles of women's groups in Quebec. This represented several hours of meetings.



- **TABLE OF MONTREAL WOMEN GROUPS**

Ama Maria Anney represents BCAQ at the Montreal Women's Group Table. She was also involved in the health subcommittee. She took part in several discussions and analyzes surrounding the government's women's health and well-being plan and other important conversations.



NETWORKING, PARTNERSHIP AND AFFILIATIONS



BREAST CANCER ACTION QUEBEC IS A MEMBER OF THE FOLLOWING ORGANIZATIONS, COALITIONS OR PARTNERSHIPS:

- Centre de documentation sur l'éducation des adultes et la condition féminine (CDEACF)
- Coalition for action on toxics
- Collectif Genre, Santé, Environnement, UQAM
- Comité aviseur scientifique et communautaire du projet de recherche <<La racialisation d'une maladie: le cancer du sein et les femmes noires au Québec>>
- Comité RAGU du RAFSSS
- Protocole UQAM Relais-Femmes
- Réseau d'action des femmes en santé et services sociaux (RAFSSS)
- Regroupement des organisations communautaires en oncologie (ROCO)
- Relais-femmes
- Réseau québécois d'action pour la santé des femmes (RQASF)
- Table des groupes de femmes de Montréal (TGFM)
- The Canadian Coalition for Environmental and Climate Justice (CCECJ)
- The Coalition for Environmental Rights
- La coalition « Victimes des pesticides du Québec »

WE ALSO THANK THE FOLLOWING ORGANIZATIONS FOR THEIR SUPPORT AND COLLABORATION:

- Canadian Environmental Law Association
- Canadian Association of Physicians for the Environment (CAPE)
- Centre de documentation sur l'éducation des adultes et la condition féminine (CDEACF)
- Centre de recherche interdisciplinaire sur le bien-être, la santé, la société et l'environnement - UQAM
- CINBIOSE
- DAWN DisAbled Women's Network of Canada
- Environmental Defence Canada
- David Suzuki Foundation
- L'R des centres de femmes du Québec
- Le Regroupement Naissance Renaissance (RNR)
- Relais-femmes
- Le Protocole UQAM-Relais Femmes
- Women's Healthy Environments Network (WHEN)
- Le Réseau des femmes en environnement (RFE)
- Le centre des femmes Halte-Femmes
- Le centre des femmes Femmes du Monde CDN
- Le Centre des femmes de Longueuil
- La maison des femmes de Drummondville
- Le centre multiethnique de Québec



COMMUNICATIONS

OUR ONGOING MONITORING AND DOCUMENTING OF BREAST CANCER RESEARCH AND TRENDS

BCAQ monitors new breast cancer research and prevention policy that allows us to see emerging trends. The quantity of important research on carcinogens and endocrine disrupting chemicals continues to grow. As does the research on the quantity of toxic substances in personal care products, particularly those aimed at racialized women. Research that indicates that breast cancer test and therapies are less effective on racialized women is a very disturbing trend that we have our eye on.

INFORMATION AND REFERRAL

We had a significant decrease in the number of requests for information or referrals compared to the previous year. We never get a large number of requests, but this past year only saw 24 requests for information via email and 11 phone calls. We hypothesize that the previous year saw a particularly high number as we were coming out the pandemic and people were looking to access services that were still overwhelmed. During our workshops, we were also able to guide several participants.

OUR WEBSITE

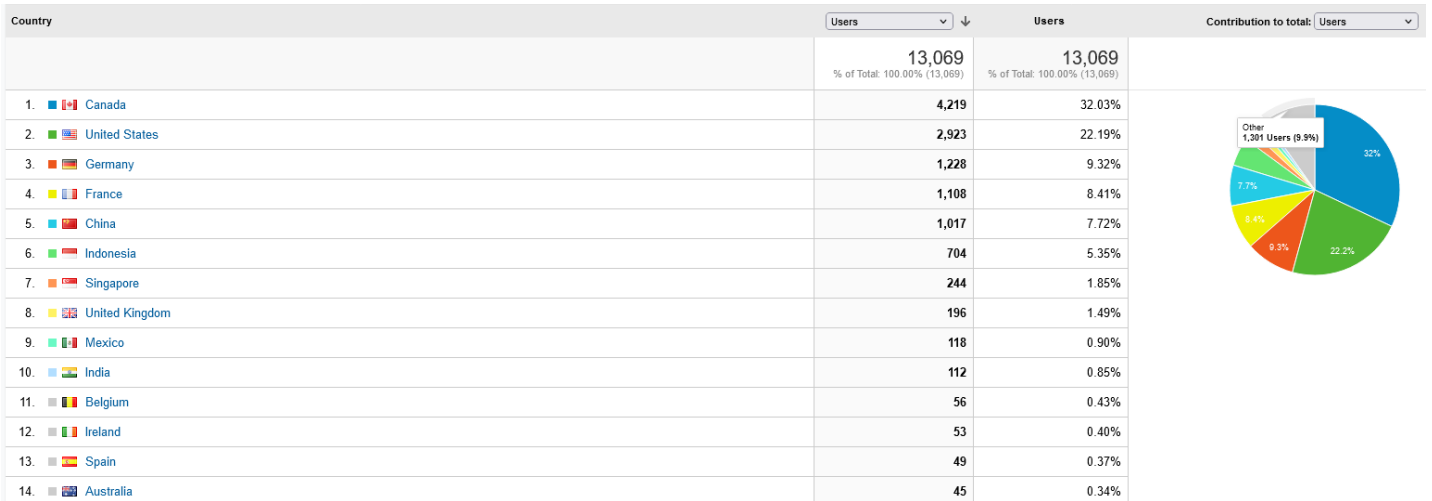
Our website is updated regularly in English and French.

- Number of users: **13 069**
- Percentage of visitors who have never visited the site before: **92%**
- Number of views of our pages: **22 310**

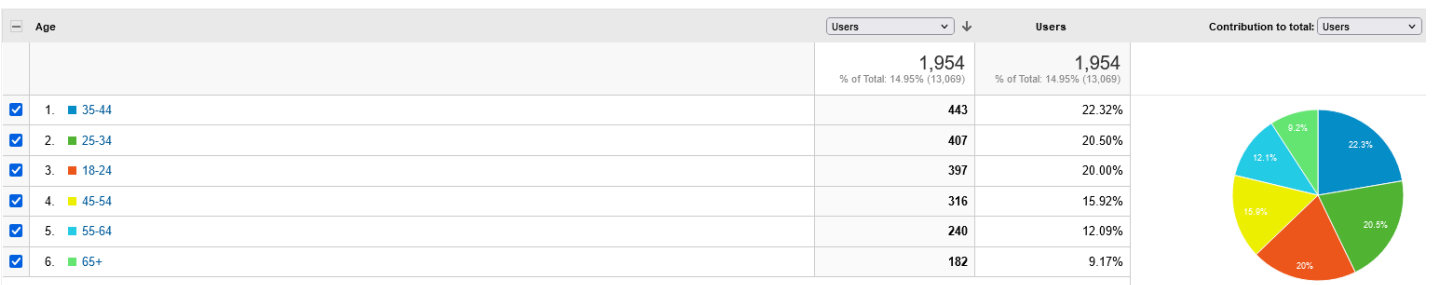


COMMUNICATIONS

Here is a snapshot of statistics to show where our users are located:



Based on the demographics data collected from people who agreed to disclose their age range, here is an average breakdown for the age categories of our users:



SOCIAL MEDIA

- Total subscribers to the Facebook pages of BCAQ (1757) and FemmeToxic (1061): **2818**
- Total subscribers to the BCAQ and FemmeToxic Twitter pages: **1218**
- Number of views of our tweets: **573**
- Total subscribers on our recent Instagram account: **122**
- Instagram post reach: **367**
- Total subscribers to the BCAQ LinkedIn page: **397**



COMMUNICATIONS

PRESS REVIEW, BCAQ IN THE MEDIA

- Op-Ed to the Toronto Star by Jane McArthur, Jennifer Beeman and Cassie Barker
“Stop running from the problem: prevent breast cancer by reducing toxic chemicals”
 - Op-Ed in the Toronto Star by Cassie Barker and Jennifer Beeman
“This government promised to label hazardous ingredients in products — will they do it?”
 - Op-ed in the Toronto Star by Cassie Barker, Jennifer Beeman and Sabaa Khan
“Federal government failing to protect us from persistent chemical contamination”
-

NEWSLETTERS

Newsletters are sent by email in French and English to keep our **798 subscribers** up to date on our activities and to share important announcements. We produce one to two newsletters per month. Newsletter content is also used to update our social media and website. We have sent **34 newsletters this year**.

The News to Peruse section is a monthly part of our newsletters. It contains a review of current events, including research, articles and stories on topics related to our mission: breast cancer prevention, environmental health, social justice and a range of other issues. This popular section has become a tradition and is also featured on the home page of the website. We also share selected research and calls for participation with our subscribers.

LETTERS BY MAIL

Since COVID, we stick to online communications as much as we can, therefore we sent out only one correspondence by mail, during the year-end fundraising event in December 2022. Donors and members may request to receive only email correspondence.

We would like to thank our colleague Catherine Poitras for ensuring an effective transition, and express our sincere gratitude to Viorica Lorcencova, who professionally coordinated communication since October 2023 in addition to her existing administrative responsibilities within the team!

FINANCIAL DEVELOPMENT



We are fortunate to have donors who continue to make our group a strong and independent voice.

In 2022-2023, **144 people made a financial contribution**. This is not counting the individuals who donate through sources which keep their identity anonymous.

Year-end Fundraising: Our Solicitation Letter

The total amount raised as a result of our year end solicitation campaign: **\$ 12,782**

FOUNDATION FUNDING

Foundation funding is another important source of revenue for projects aimed at reducing toxic exposures, breast cancer prevention education, and more.

Total amount raised through foundations: **\$ 118,774**



- **Fondation Lucie et André Chagnon**

Initiative: “Mobilize-Concert-Act: towards an inclusive environmental health network”



- **MakeWay Charitable Society**

Project: “Coalition for Action on Toxics”

Project: “Building a Coalition to Work on Canadian Environmental Protection Act Reform”

- **UQAM**

Initiative: “Participation in the CRSH project Social and gender inequalities in times of pandemic”

- **Community Services Recovery Fund of the Canadian Red Cross**

Funding for a team support resource



ACKNOWLEDGEMENTS

Our members, donors and volunteers make us the strong, independent voice that we are, and we thank you for allowing us to continue our work. Our sincere gratitude goes to the public agencies, private foundations and individuals who have contributed funding to our organization.

Thanks also to **Christine Laprise, Geneviève Tardif and Joan McCordick**, our generous volunteer translators.

Nos remerciements aux membres de notre conseil d'administration et aux membres de nos comités en cette année particulière de mobilisation, d'actions et de transition.

Overall, the contribution of these members in BCAQ and its committees represents more than **250 hours of investment**. These hours include internal communications, meeting and preparation time, translation of texts, and more.

- **16 volunteers**
- **250 volunteer hours approximately**
- **201 Members**

BCAQ INDIVIDUAL DONORS:

David Alper
Phyllis Amber
Avis Antel
Steffan Apel
Louise Archambault
Carolyn Badger
Cassie Barker
Sharon Batt
Hildegard Beck
Carol Bedford
Michelle Beeman
Audrey Bernard
Thérèse Blais-Brouillette
Deborah Bonney

Louise Bouchard
Josée Boudreault
Myriam Bouroche
Maychai Brown
Alison Burns
Peter Caci
Ken Cameron
Joseph Caron
Caroline Caron
Heidi Chernoff
Jocelyn Cooper
Judith Crawley
Laura Damecour
Ellen Davis

Deena Dlusy-Apel
Helen Donahue
Anick Druelle
Martine Eloy
Pooneh Fooladi
Beatrice Freder
Shelley Freeman
Nathaly Gagnon
Anne Gagnon
John Galambos
Radu Gartu
Lise Gervais
Sarah Gilbert
William Gilsdorf



ACKNOWLEDGEMENTS

Miriam Ginestier
Brydon Gombay
Ruth Gover
Charles Gradinger
Nancy Guberman
Jane Harris
Helene Hayes Cunningham
Gabriella Hochmann
Alphonse Johnson
Susan Joiner
Vera Kahn
Katherine Kasirer
Eileen Kersulis
Phyllis Kirk
Maureen Lafrenière
Brenda Laow
Twila Lavender
Mia Lebaron
Margaret LeBrun
Aline Lemay
Reisa Levine
Tamara Levine
Moira MacDonald

L Catherine Milne
Susan Elizabeth Mullan
Lucille Lou Nelson
Stuart Norris
Patricia Ogura
Sheila O'Reilly
Manon Paquette
Édith Pariseau
Terrye Perlman
Tina Petratos
Catherine Poitras-Auger
Heather Powers
Steven Prussin
Judith Quinn
Linda Richmond-Birnam
Katherine Robb
Vanessa Rochester
Anne Rochon Ford
Nicolas Rouleau
Elisabeth Roux
Sylvia Roy
Glenn Rubenstein
Johanne Saint-Charles

Louise St. Germain
Anne St-Cerny
Frederick Sweet
Diana Toffa
Linda Tratt
Marlo Turner Ritchie
Lisa van Diermen
Nancy Van Eyk
Deborah Vanslet
Dana Vocisano
Vivian Wiseman
Elana Wright
Beverly Zawitkoski
Ethel Saltzman
Jennifer Schibler
Carol Secter
Suzanne Sellitto
Beverly Shapiro
Carol Smith
Robert and Margo MacLean
Rochelle Margles
Bonnie McCool
Joan McCordick
Jennifer MacDonald

As well as **33 donors or members** who chose to remain anonymous.



ACKNOWLEDGEMENTS

PUBLIC AGENCIES, FOUNDATIONS AND PRIVATE COMPANIES:

- Arena Group
- 103207 Canada Inc.
- Centraide of Greater Montreal
- Centraide Québec et Chaudière-Appalaches
- Charities Aid Foundation
- Digor Inc.
- Disabled Women's Network Canada (DAWN Canada)
- FCDQ Entreprises
- Lucie and André Chagnon Foundation
- Frontstream Inc
- FYidoctors | Visique Enhancing Life Foundation Flow Through Fund at Calgary Foundation
- Le Syndicat des professeurs et professeures de l'UQAM (SPUQ)
- MakeWay Charitable Society
- MakeWay Foundation through the generosity of Dragonfly Ventures
- Ministère de la Santé et des Services sociaux
- Ministère de l'Emploi et de la Solidarité sociale
- SPSICR-CUSM
- The Benevity Community Impact Fund
- The Catherine Donnelly Foundation
- United Way East Ontario
- Université du Québec à Montréal
- City of Montreal

Thank
you!