

# ANNUAL REPORT

24  
25



**OXFAM**  
Québec

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*Cover: In Honduras, Indigenous women from the Lenca community, supported by our local partner AMIR (association for rehabilitated Intibucá women), deeply transform their community by recuperating the ancestral lands that belong to them and revitalizing ecosystems through agro-ecology. This helps them, for example, produce foods that are essential to their sovereignty (beans, fruits, coffee, etc.), but also process and sell the surplus and promote the community's economic development. Photo © Carlos Reyes/RDS*



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Oxfam-Québec's offices are located on the unceded territory in Montréal, called Tiohtiá:ke in the Mohawk language, where the Kanien'kehá:ka Nation is recognized as the keeper of land and water.



# WORDS FROM THE PRESIDENT

## A LOCAL FORCE ACTING FOR GLOBAL JUSTICE

In some ways, today's world is more advanced than ever. But it is also in more trouble. While climate change destroys lives, multinationals continue to fuel the crisis and invest in harmful projects for our planet and its inhabitants. Simultaneously, governments don't do nearly enough for the environment and collective well-being.

These realities are not abstract theories. Every day, global inequalities force millions of people in making impossible choices: between feeding themselves or feeding their children, drinking contaminated water or dying of thirst, accepting dangerous work conditions or being unemployed, remaining where there is no future or fleeing on a risky road to an unknown place, far from loved ones.

**NOT ONLY ARE THESE CHOICES IMPOSSIBLE, THEY ARE UNJUST AND UNFAIR. AND THE TRUTH IS THAT THEY ARE NOT INEVITABLE.**

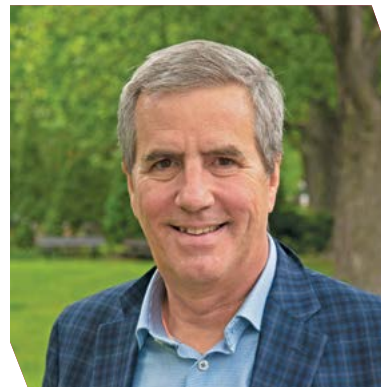
With each donation you join those who act against the causes and consequences of inequalities, and build a fundamentally fairer world to which you aspire.

Members of the Board of Directors choose to support Oxfam-Québec because they believe in the impact of its unique approach, which connects vital humanitarian aid with long-term development projects, advocacy and mobilization to create sustainable change in laws and policies.

The Board of Directors ensures Oxfam-Québec's organizational and financial soundness, its agility and capacity to address current and future challenges. Alongside them, we also guarantee the full integrity and transparency of its operations. Above all, we hope that this report will confirm the vital significance of its mission.

Each donation is a powerful means to defend humanity and justice. Each donor is part of the Quebec and global community that believes in the universal value of every human being and their right to a dignified and safe life.

**ON BEHALF OF THE BOARD OF DIRECTORS, I THANK YOU FOR YOUR TRUST.**



**Paul Buron**  
President,  
Oxfam-Québec



# WORDS FROM THE EXECUTIVE DIRECTOR

## SOLIDARITY... IT WORKS! OUR COMMON COMMITMENT CONTRIBUTES TO CHANGE.

I would like to begin by extending a heartfelt thank you! We are so grateful to all of you donors, partners, members, volunteers and all the people who believe in Oxfam-Québec's mission and support our work. Your solidarity and generosity allow us to carry out our mission and promote, here and across the world alongside our partners, women's rights, climate justice and economic justice to build a future that is equal for all.

As you have noticed, the 2024-2025 period has been particularly bruising. From Gaza to Goma, Beirut, Kyiv or even Renk in South Sudan, civil populations have suffered destructive conflicts and humanitarian crises on an immense scale. Humanitarians have unfortunately been targeted. Too many colleagues have died while carrying out their work with our local partners. I was terribly saddened by these tragic losses. On behalf of the whole team, I want to pay tribute to these people, their families and, more broadly, their commitment.

Beyond the conflicts and crises, economic decisions taken in the United States are rattling our certainties, inequalities are intensifying, women's rights are at risk and the climate crisis keeps intensifying. We continue to evolve in a world that profits ultrarich people and where a minority of people controls the global economy. Since 2020, the fortune of the five richest men in the world more than doubled, while five billion people have become poorer.

Today, more than ever, we need to work toward greater social justice and defend solidarity across the world. Drastic cuts in international aid are multiplying, affecting the lives of millions of people in the Global South. Our duty is to remind people that this solidarity saves and deeply changes lives. It is up to us to find alternatives and communicate the impact of our common mobilization. Well-being and stability from elsewhere also contribute to our well-being and stability.

Every encounter and every discussion I have remind me just how powerful the impact of the projects we co-developed with our partners is.

In Benin, we celebrated with our colleagues and partners, 40 years of collaboration and friendship. Since 1985, together we have carried out transformative projects in the following sectors: access to health and education, women's economic empowerment and sustainable development.

We have always believed that the power of change resides in collective action, and thanks to you, systemic changes are or will be possible.

In Quebec, we have continued to make our voice heard this year to implement a fair and sustainable tax system, define responsible finances and recognize the value of invisible care work which is at the heart of our lives, but not of our economy.

## YOUR IMPLICATION MAKES A DIFFERENCE.

More than ever we need to be solidary and support hope by taking action!



**Béatrice Vaugrante**  
Executive Director  
of Oxfam-Québec

# ABOUT US

## THROUGH THE TRANSFORMATIVE POWER OF WOMEN, OXFAM-QUÉBEC AND ITS PARTNERS TAKE ACTION

### WHERE?

In Africa, Latin America, the Middle East and Quebec

### WHY?

Women's rights, climate justice, economic justice

### HOW?

#### SUPPORT

When crises, conflicts or natural disasters occur, we bring humanitarian aid to populations, in collaboration with our local partners and impacted communities.



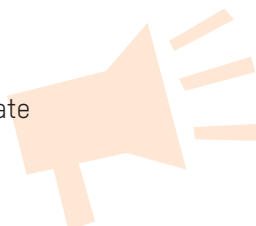
#### CO-DEVELOP

We support long-term development projects, along with our local partners and communities.



#### CHANGE

Through our advocacy work and mobilization campaigns, we participate in changing mentalities and making laws and public policies evolve.



## OUR MISSION

For over 50 years, Oxfam-Québec has been taking action for a future that is equal. By targeting the reduction of inequalities, we now reinforce women's rights, climate justice and economic justice.

As a member of Oxfam's international confederation, we work both in Quebec and at the international level to implement, with our local partners, long-lasting solutions to the root causes of inequalities, and to end poverty and injustices, now and over the long term.

## OUR ACTION BUILDS ON THE STRENGTH OF THE CITIZEN MOVEMENT AND JOINS FORCES WITH MILLIONS OF PEOPLE IN CANADA AND ACROSS THE WORLD.





## OUR VISION: A FAIR AND SUSTAINABLE WORLD

Convinced that a future that is equal in a fairer and sustainable world is possible, Oxfam-Québec is committed to fighting inequalities that fracture our economies, planet and communities.

We question the political choices that benefit the richest and maintain the rest of humanity in poverty, and we call for the establishment of an economy that takes care of people and the planet. With communities, our partners and your support, we propose concrete solutions to meet the challenges of our times. Our approach is meant to be partnership-based, feminist, anti-racist, decolonizing and influential.

Each year, thanks to the precious support of thousands of Quebecers like you, important victories are gained. Every petition signature, every action and every donation help move toward greater climate justice, gender justice and economic justice.

**THIS IS THANKS TO EACH AND EVERY ONE OF YOU. YOUR IMPLICATION MAKES ALL THE DIFFERENCE. TOGETHER, WE ARE A TRUE FORCE.**

## OUR COMMITMENTS

### **GROWING AS A FEMINIST AND SOLIDARY ORGANIZATION THAT FIGHTS ALL FORMS OF RACISM AND DISCRIMINATION.**

This involves identifying and dismantling our biases and ways of doing things in our culture, policies, processes and programs.

### **MODIFYING OUR OPERATING MODEL, MEANS OF COMMUNICATION AND FUNDRAISING METHODS TO TRANSFER THE POWER AND RESOURCES**

to stakeholders on the frontline of the fight for women's rights, economic justice and climate justice, particularly people in vulnerable situations. Oxfam is actually a signatory of the *Pledge for Change*, which calls upon international cooperation organizations to review their operational model and partnership approach to make development aid more efficient.



## OUR SCOPE

### OXFAM IN THE WORLD

**14.26 MILLION**

PEOPLE SUPPORTED BY OXFAM  
ACROSS THE WORLD



**50%**

OF WOMEN AND GIRLS  
SUPPORTED, EVERYWHERE WHERE  
OXFAM CODEVELOPS PROJECTS



**4.7 MILLION**

PEOPLE MOBILIZED THROUGH  
OUR CAMPAIGNS FOR SOCIAL  
CHANGE



**2,394**

PARTNERS ACROSS  
CONTINENTS





## OXFAM-QUÉBEC

**2.4 MILLION**

PEOPLE SUPPORTED  
ACROSS OUR PROJECTS  
TO DEFEND WOMEN'S RIGHTS,  
CLIMATE JUSTICE AND  
ECONOMIC JUSTICE



**17,301**

DONORS, INCLUDING  
**13,042** WHO CHOSE  
MONTHLY DONATIONS



**261,075**

PEOPLE SUPPORTED  
BY HUMANITARIAN AID



**328**

MAJOR DONORS WITH AN  
AVERAGE DONATION OF **\$4,105**



**164,844**

SUPPORTERS



**26**

COUNTRIES WHERE **27**  
PROJECTS ARE CO-DEVELOPED



**109,597**

UNIQUE VISITS  
ON OUR WEB SITE



**58 %**

OF GIRLS AND WOMEN  
SUPPORTED THROUGH  
OUR PROJECTS



**75**

MISSIONS CARRIED-OUT BY OUR  
INTERNATIONAL VOLUNTEERS



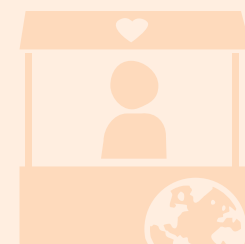
**562**

PARTNER ORGANIZATIONS  
IN THE WORLD



**27**

MAGASINS DU MONDE  
IN HIGH SCHOOLS  
AND CEGEPS



# CAPITALIZING ON THE TRANSFORMATIVE POWER OF WOMEN

By ensuring the majority of the agricultural and food production, by taking care of the invisible work in the homes, or by working as entrepreneurs, women contribute significantly to the economy. Artisans for peace, they are highly aware of the needs of various social groups and their involvement in peace processes after conflicts helps reach more viable and long-lasting agreements. Paradoxically, they remain the first ones impacted by poverty, in Quebec and across the world.

All of Oxfam-Québec's actions recognize the transformative power women have and ensure they participate in decision-making processes. Our objective? To create a world where women play an active role as citizens and leaders of their communities, where men and boys reject gender-based violence, and where everyone has access to education, health care and adequate livelihoods.

*Inés Sanchez, participant in a project supported by the Voluntary Co-Operation Program in Cochabamba, Bolivia. She was able to get training in cooking and sewing, which allowed her to start her own business while managing sales and marketing herself.*



## WOMEN AT THE HEART OF OUR ACTIONS

Making **WOMEN'S VOICES**  
heard in public spaces  
.....

Promoting **SEXUAL HEALTH** and  
protecting reproductive rights  
.....

Ensuring **WOMEN'S ECONOMIC  
AUTONOMY** and reducing unpaid  
invisible work hours  
.....

**ELIMINATING VIOLENCE** toward  
women and girls  
.....

Supporting **WOMEN'S RIGHTS** organizations  
.....

Recognizing contributions to the **CARE ECONOMY**  
.....

Taking action for **GENDER EQUALITY** in  
conflict situations or after natural disasters





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From left to right: Béatrice Vaugrante, Executive Director of Oxfam-Québec, Omer Kaboré, Director of Oxfam in Burkina Faso and Amitabh Behar, Executive Director of Oxfam International.

## 50 YEARS OF OXFAM-QUÉBEC: FESTIVITIES THAT END ON A HIGH NOTE

Last June, Amitabh Behar, Executive Director of Oxfam International, honoured us with a visit to highlight Oxfam-Québec's 50 years of involvement and mobilization. Hence, he participated in our 50<sup>th</sup> anniversary closing cocktail that took place in the Atrium of the Grands Ballets Canadiens in Montréal, on June 6, 2024.

As part of the festivities, Oxfam-Québec's whole team was happy to also welcome Omer Kaboré, Director of Oxfam in Burkina Faso, Abby Maxman, Director of Oxfam America as well as James Parsons, Executive Director, Canadian Partnerships Division – Partnerships and Strategic Coordination of International Assistance.

Hosted by Déborah Cherenfant, who is committed to economic justice and women's rights, that evening was punctuated with musical performances given by Safia Nolin and the Boulay sisters. Close to 150 people were gathered – including partners, ex-volunteers, donors and staff – to end this year of festivities on a high note.



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# A LOOK AT THE KEY MOMENTS OF THE YEAR

## A YEAR OF MOBILIZATION AND INVOLVEMENT

**(APRIL 17)** Oxfam-Québec welcomes the announcement of the slight increase in taxation of capital gains for the richest taxpayers in the new Canadian federal budget. Unfortunately, that measure was cancelled while it represented a step forward in funding the reduction of inequalities and fighting against climate change.

**(JUNE 3 TO 6)** Amitabh Behar, Executive Director of Oxfam International, visits the Oxfam-Québec's team. With about one hundred people, he hosts a conference at the Montreal Council on Foreign Relations (MCFR) about an economy that takes care of humans and the planet.

**(JUNE 6)** Close to 150 people gather for the closing cocktail celebrating Oxfam-Québec's 50th anniversary.

Béatrice Vaugrante participates in the International Economic Forum of the Americas (IEFA) to address the issues of the economy of care and climate.

**(JUNE 15)** Oxfam-Québec launches the *Seeking Refuge* exhibition at the Biosphère of Montréal.

APRIL 2024

MAY 2024

JUNE 2024



© Alexane Morra

**(MAY 2)** With several partners, Oxfam-Québec participates in die-ins in Montréal and Ottawa as part of the Global Day of Action for a ceasefire and to stop all arms transfer to Israel.

**(MAY 9 AND 10)** Oxfam-Québec participates in the Montréal Climate Summit and Sustainable Finance Summit to emphasize the importance of investing in the economy of care and oversee the financial activity to support a lower carbon economy.

**(MAY 13 TO 17)** Our Executive Director, Béatrice Vaugrante, visits the Occupied Palestinian Territory to meet with the Oxfam Palestine teams, partners and communities directly impacted by the conflict.

JULY 2024

Signature of a partnership agreement between Oxfam-Québec and the Conseil québécois de la coopération et de la mutualité to develop the *Magasin du Monde en région* program.

**(JULY 18)** Oxfam publishes its *Water War Crimes* report, exposing Israel's use of water as a weapon of war.



**(OCTOBER 9)** Oxfam-Québec participates in the call for donations of the Humanitarian Coalition for Lebanon.

**(OCTOBER 16)** A new report from Oxfam published as part of the World Food Day reveals that 7,000 to 21,000 people probably die of hunger every day in countries impacted by conflicts.

**(SEPTEMBER 7 TO 13)** Béatrice Vaugrante and Khoudia Ndiaye, Senior Director of Development and Engagement, go to Jordan to meet Oxfam-Québec's partners and visit the Za'atari refugee camp.

**(SEPTEMBER 18)** Oxfam-Québec welcomes the historical vote of the United Nations General Meeting which approves the execution of the International Court of Justice's advisory opinion on the illegality of the Israeli occupation. It expresses, however, its deception concerning Canada's abstention during this crucial vote.

**(SEPTEMBER 23)** A new analysis from Oxfam reveals that a proportion of 1% of the richest people in the world own more than 95% of the least wealthy put together.

**(SEPTEMBER 27)** Oxfam-Québec participates in the mobilization *Pour la suite du monde*, held in Montréal to demand a fair environmental transition.

**(AUGUST 30 TO SEPTEMBER 1)** 14 young people participate in the first forum Pouvoir Choisir in Châteauguay and exchange on the importance of an inclusive and current sexual education adapted to diversity. The event is organized in collaboration with Les 3 sex\*.

OCTOBER 2024

SEPTEMBER 2024

AUGUST 2024

**(NOVEMBER 4)** Francesca Albanese, United Nations Special Rapporteur on the situation in the Occupied Palestinian Territory, participates in a lunch discussion with civil society organizations held in the offices of Oxfam-Québec.

**(NOVEMBER 27)** Oxfam-Québec welcomes the ceasefire agreement in Lebanon while calling on all parties to work toward a complete, unconditional and permanent ceasefire for the entire region.

As part of the COP 29, Oxfam-Québec participates in the *Climate Change Dialogues*, launches its new campaign *Let's Make Rich Polluters Pay* and publishes a new climate themed survival guide for family gatherings.

As part of the campaign *Let's Make Rich Polluters Pay*, and in collaboration with its partner Quiz Tonic, Oxfam-Québec makes over 3,000 people aware of climate and fiscal issues during quiz game evenings held in over 50 venues across the province.

Béatrice Vaugrante goes to Chad and Benin to exchange with Oxfam-Québec's colleagues and partners on the humanitarian response in Chad and economic entrepreneurship projects for women in Benin.

**(JANUARY 15)** Oxfam-Québec welcomes the announcement of a temporary ceasefire in the Gaza Strip, while calling for a massive unimpeded surge of humanitarian aid. In February, the team and its local partners manage to supply drinking water to 28,000 people.

**(JANUARY 23)** A fundraising concert for Lebanon and Palestine is organized. An amount of \$24,587 was raised and transferred to Oxfam-Québec.

**(FEBRUARY 28)** 200 young people from across Quebec participate to the Journée du pouvoir citoyen.

**(FEBRUARY)** Thanks to Global Affairs Canada's financial support, the Projet de renforcement de la résilience des systèmes de santé (PRESYS) in the Democratic Republic of Congo and Chad will run for a period of seven years, in partnership with the Quebec organization Santé Monde.

**(MARS 2025)** Launch of Oxfam-Québec's Conseil des philanthropes du monde.

NOVEMBER 2024

DECEMBER 2024

JANUARY 2025

FEBRUARY 2025

MARCH 2025

# A SOLID NETWORK OF PARTNERS AT THE LOCAL AND INTERNATIONAL LEVELS

## NORTH AMERICA



### Mobilization and Advocacy

*Quebec and Canada*

Amplifying citizen power with young people, encouraging social dialogue, leading initiatives to change public policies and transforming mentalities: banks, economy of care and taxation of wealth.

## LATIN AMERICA AND CARIBBEAN



### Cooperation and Development

*Bolivia, Colombia, El Salvador, Haiti, Honduras, Peru, Venezuela*



### Humanitarian Emergencies


*Haiti, Venezuela*

## EUROPE


 Humanitarian Emergencies  
*Türkiye*


## MIDDLE EAST AND NORTH AFRICA

 Cooperation and Development  
*Iraq, Jordan, Lebanon, Morocco,  
Occupied Palestinian Territory, Tunisia*

 Humanitarian Emergencies  
*Iraq, Lebanon, Syria, Occupied  
Palestinian Territory, Yemen*

## AFRICA

 Cooperation and Development  
*Benin, Senegal, Burkina Faso, Ghana,  
Nigeria, Democratic Republic of Congo*

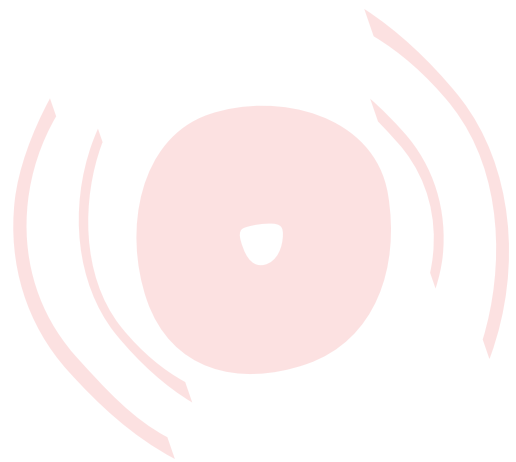
 Emergency Intervention  
*Central African Republic, Chad, Niger*

# ENSURING THAT THE FUTURE IS EQUAL:

## THE IMPACT OF OUR ACTIONS

### SUPPORTING CIVIL POPULATIONS IN CRISIS SITUATION

In crisis, disaster or conflict situations, Oxfam-Québec and its local partners react quickly to support populations for whom life has been devastated, while allowing them to protect and defend their rights.





## MIDDLE EAST: A POPULATION TORN APART BY VIOLENT CONFLICTS

### A HEAVY HUMAN TOLL

Fifteen months after the fatal attack led by Hamas against Israel and the largely disproportionate and indiscriminate retaliation by the latter, a temporary ceasefire was agreed upon on January 15, 2025, for the entire Gaza Strip. While it gave a torn apart and traumatized population a little respite and hope, Israeli strikes resumed on March 18.

On the Palestinian side, the death toll keeps rising every day. The threshold of 50,000 people who have died was reached and 100,000 more were wounded. At least 90% of the Gaza population had to be displaced within the enclave, representing 1.9 million people. Approximately 17,000 children are not accompanied and over a million children need mental health support. Many essential civil infrastructures, such as schools, hospitals, shelters and treatment plants, were targeted and destroyed. These are entire neighbourhoods where people lived, including houses and fields, that were erased.

On the Israeli side, 1,300 people were killed and over 8,730 more wounded during the October 7, 2023, attack.

Today, the needs of the Palestinian population in food, water, health care, hygiene products or even shelters are huge. As of March 2, 2025, and for 11 weeks, no humanitarian aid was able to enter Gaza.

It is urgent to remove all barriers to humanitarian aid to relieve a Palestinian population who barely manages to survive and wants to rebuild their lives on their land.

### A COLLECTIVE AND DEVASTATING PUNISHMENT

During the conflict, hunger and water were used as war weapons by Israel. In April 2024, Oxfam alerted us to the fact that the population in the north of Gaza survived with fewer than 245 calories per day, the equivalent of less than two bananas. Moreover, in its report *Water War Crimes* published in July 2024, Oxfam revealed how Israel deliberately used water as a weapon against the population of Gaza, with no regard for human life and international law. The quantity of water available in Gaza was no more than 4.74 litres per day per person.

To this was added the extremely high risk of a regional conflagration. In September 2024, Israeli bombings badly hit Lebanon and forced hundreds of thousands of people to flee their homes, with little or nothing. Over 2,000 people lost their lives and over 9,000 were wounded. In total, an estimated one million people were directly impacted or displaced by the conflict. Despite a conditional ceasefire agreed upon last November, the situation remains very fragile.

### LEBANON EMERGENCY: A JOINT CALL FROM THE HUMANITARIAN COALITION

Last October, the Humanitarian Coalition, made up of 12 of the largest humanitarian organizations in Canada — including Oxfam-Québec — launched an urgent call for donations to address the growing needs in Lebanon. Until November 17, 2024, the Canadian Government matched all admissible donations given to the Humanitarian Coalition and members of Lebanon Emergency.

Thanks to the generosity of Canadians, more than 9 million dollars were raised, including a match of 5.17 million dollars from the Canadian Government.



© Alef Multimedia

**COALITION  
HUMANITAIRE** // // //

## CALL TO ACTION

In Canada, the mobilization of civil society helped put pressure on the government, who demonstrated its delayed capacity to act in certain cases, including by finally supporting the resolutions of the United Nations General Assembly which:

- Demand an immediate ceasefire and total access to humanitarian aid in Gaza;
- Call on Israel to lift the ban to operate for the United Nations Relief and Works Agency for Palestine Refugees (UNRWA);
- Reaffirm the Palestinian refugees' right to have to their belongings and revenues;
- Call for a peaceful resolution of the Palestinian issue.

These votes represent a positive turning point after the repeated oppositions and abstentions of Canada on these issues over the last 13 years. However, Canada has the duty to do much more and take concrete measures to allow humanitarian aid to enter and uphold international law.

## TODAY, OXFAM-QUÉBEC IS MOBILIZED FOR A PERMANENT CEASEFIRE.



Armed violence must cease, siege must be lifted, humanitarian aid must be sent in unimpeded, all hostages and detained people must be freed, illegal occupation must end, war crimes must be punished and a viable and sustainable political solution must be reached.

We also call on Canada to guarantee the increase of its contribution to the humanitarian response in Gaza, specifically its financial support to UNRWA, who plays a vital role with the population. This support is crucial to address immediate needs and start the long rehabilitation and reconstruction process.

Finally, it is essential that Canada ceases all arms transfers to Israel and ensures that, in line with its policy, no Canadian investments target illegal colonies.

### OUR IMPACT IN GAZA\*:

● **776,976**  
people supported;

● **314,628**  
people fed;

● **587,136**  
people who had  
access to sanitary  
infrastructure;

● **+ 4,000,000**  
people across the world  
have signed the petition  
for a ceasefire.



Since 1989, Oxfam-Québec works in the Occupied Palestinian Territory and has built, over time, relationships of trust with local partners.

The projects we were co-developing were intended to help people working the land, raising animals or fishing grow their activities and revenues; guarantee adapted health care for women in a mobile clinic or support women's rights organizations.

*\*From the onset of the crisis to October 2024*

## VISIT IN THE OCCUPIED PALESTINIAN TERRITORY

**"CRISES, WE HAVE SEEN A LOT OF THEM... BUT THIS ONE IS ABSOLUTELY INCOMPREHENSIBLE."**

– Béatrice Vaugrante, Executive Director Oxfam-Québec



In May 2024, our Executive Director went to the Occupied Palestinian Territory to meet Oxfam Palestine's teams, partners, people and communities directly impacted by the illegal occupation of the West Bank. She observed and heard the suffocating effect of the occupation on the Palestinian economy, expressed the solidarity of Canadians and strongly reiterated Oxfam-Québec's calls for the resolution of a humanly unbearable situation.

Thanks to dozens of interviews conducted, this visit helped raise the awareness of Quebecers regarding the issues related to the crisis in Gaza and settlement operations in the West Bank, including:



**RADIO-CANADA**

*Midi-info*, with Alec Castonguay | May 16



**98,5**

*Puisqu'il faut se lever*, with Paul Arcand | May 17



**LCN**

*Le TVA Nouvelles* | May 17

## A BENEFIT CONCERT FOR LEBANON AND PALESTINE

On January 23, 2025, 900 people reverberated solidarity during a benefit concert supporting Lebanon and Palestine, that took place at the Société des arts technologiques. Performances by Patrick Watson, Tawwan Moumneh and their accomplices gave rhythm to generosity.

Oxfam-Québec warmly thanks the organizers, but also the many members of the public who came to this wonderful musical evening filled with hope and sharing.

**A TOTAL OF \$24,587 WAS GIVEN TO OUR ORGANIZATION.**



## SAHEL: OVER 10 MILLION PEOPLE IN FOOD EMERGENCY SITUATION

Populations in Burkina Faso, Chad, Mali, Niger and Sahel face immense contemporary crises. Women and girls are particularly impacted.

Severely impacted by climate change, the region is experiencing episodes of extreme drought that kill cattle and cultures, worsen food and nutritional insecurity, and intensify tensions around resources. To this are added political instability, violent confrontations between armed groups and attacks against civil populations for over a decade.

The situation has created a serious humanitarian crisis and massive displacements of populations. Over 10 million people are in food emergency situation.

In collaboration with our local partners, we are trying to support close to two million people, in particular through:

- The delivery of emergency food and other means of living;
- The construction of drinking water outlets, latrines and sanitation systems;
- The creation of community protection committees;
- The awareness to gender-based violence.



**LAST AUGUST, OXFAM-QUÉBEC LAUNCHED A CALL FOR DONATIONS TO ADDRESS THIS FORGOTTEN CRISIS THAT IMPACTS 23 MILLION PEOPLE IN CENTRAL SAHEL.**



### OUR IMPACT IN CHAD:

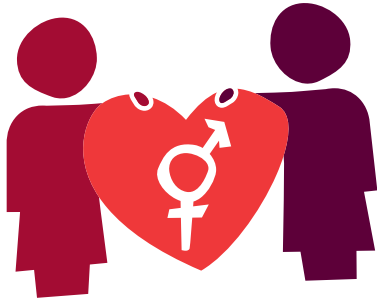
#### • THE DISTRIBUTION OF ESSENTIAL HYGIENE PRODUCTS

for menstruation or breastfeeding to 742 households (4,452 people);

#### • THE CONSTRUCTION OF 24 LATRINES AND 24 EMERGENCY SHOWERS

on the Milezi (N'Djamena) site, helping ensure body dignity for 2,400 people and protect them against the spread of infectious diseases.





## VENEZUELA: PROMOTING THE TRANSFORMATIVE POWER OF WOMEN IN TIMES OF CRISIS

Already confronted to multiple economic and sociopolitical crises that have been overlapping for over 10 years, Venezuela was particularly weakened by the COVID-19 pandemic. The country is facing a complex humanitarian emergency situation characterized by high levels of extreme poverty, acute food insecurity and increased gender-based violence.

To try to escape this deep crisis, more than a quarter of the population has fled to other countries. It is in this context that, in March 2022, Oxfam-Québec and its partners launched a program to promote women's dignity and empowerment in the states of Zulia, Táchira, Apure and Lara, regions particularly impacted by the migrant crisis in Venezuela.

In order to reinforce women's economic participation, improve their own well-being and that of their families, and promote their rights, the program focuses essentially on:

- The improvement of food security;
- The prevention of gender-based violence.



© Carlos Mejía/Oxfam

### OUR IMPACT:

- **A TOTAL OF 17,629 PEOPLE** participated in this program and 96% of them declared that their well-being in the community had improved;
- **1,260 HOUSEHOLDS** participated in activities related to food security and means of living. A total of 91% of participants reported an increase in revenue since their participation in the project's activities, with \$51 to \$150 more per month, helping them provide better for their families.
- **2,155 HOUSEHOLDS** participated in activities to prevent gender-based violence. As a result, 86% of women and girls have declared noticing a change in their social environment and clear improvement in their sense of security.



# CO-DEVELOPING LIFE-CHANGING PROJECTS

## WOMEN'S RIGHTS

Each day, everywhere in the world, women are confronted to discrimination and injustice. They face violence, abuse and inequalities in their households, at work and within their communities. They are also leaders in their environments and advocate solutions that must be supported. Defending women's rights is necessary to build a future that is equal.

### COLOMBIA — CULTIVATING THE LEADERSHIP OF RURAL WOMEN

With the *Women's Voice and Leadership* program led in nine countries, Oxfam-Québec and its partners are working on:

- Making women's voices heard in the public space to influence political decisions;
- Collaborating better by reinforcing local, regional and national alliances;
- Advancing the defence of women's rights;
- Gaining stability by financially supporting women's rights organizations.

With the support of Global Affairs Canada, this program helps support 450,000 people, of which 68% are women across nine countries (Benin, Burkina Faso, Colombia, Honduras, Iraq, Jordan, Lebanon, Morocco and Tunisia).



© Leonel Rivera/Oxfam-Québec

## OUR IMPACT IN COLOMBIA:

In Colombia, the objective is to accompany Afro-Colombian, Indigenous and rural women to fight against violence and improve their public participation. While they produce a large part of the food in the country and spend twice as much time in the households, these women are exposed to violence. Their access to resources and specialized services as well as their decision-making authority remain very limited.

This year, the *WVL-Colombia* project helped:

- **PROVIDE FINANCIAL SUPPORT** to organizations led by women for almost four years;
- **PROPOSE TRAINING** adapted to the needs of rural women;
- Implement **PERSONALIZED COACHING.**



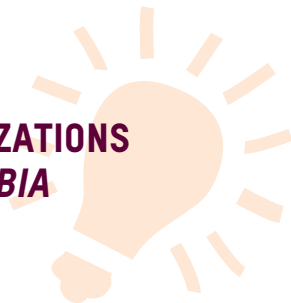
Over 120 female leaders received their diploma — often their first — after completing the *Certificate in citizen participation and political advocacy for rural women* developed in collaboration with the University Javeriana in Bogotá. The fact that they obtained their diploma, but mostly that they reinforced their general leadership, helped them gain recognition within their environments and communities. Their voices, stronger and more articulate, is now more focused on peace.

Incidentally, 10 organizations led by women participating in the *WVL-Colombia* project contribute today to the elaboration of municipal development plans.

“One of the most significant impacts of Women’s Voice and Leadership in Colombia was the reinforcement of the voices of many women in the country. It helped each and every one of us play a leadership role in our region and local organization so we could continue advancing the issue of peace which is so important for Colombia.”

– Sandra Saenz,  
Political Influence Platform for  
Colombian Rural Women (PIPCRW)

**A TOTAL OF 86% OF ORGANIZATIONS SUPPORTED BY WVL-COLOMBIA HAVE IMPROVED THE SCOPE OF THEIR PROGRAMS.**



## THE RIGHT TO CHOOSE:

Together with its partners, Oxfam-Québec is also implementing Pouvoir choisir, a program offering women and young girls in seven countries in Africa, the Middle East, and Latin America concrete resources to increase their freedom and autonomy in terms of sexual and reproductive health and rights.

Because access to accurate and appropriate information, the ability to decide for oneself, and freedom of choice are fundamental rights that must be protected and promoted, both here and elsewhere.

## ECONOMIC JUSTICE

We act for equitable and sustainable economic systems, focused on people and the planet. We fight poverty and promote equality and the implementation of systems based on social cohesion, which defend the interest of all workers. We support the economic empowerment of women and of racialized and marginalized groups.

## GHANA — REINFORCING THE AUTONOMY OF WOMEN FARMERS AND THE ECONOMIC DEVELOPMENT OF THE COMMUNITY

### OUR IMPACT:

#### OVER 5,000 WOMEN

were supported through female entrepreneurship and access to sustainable economic opportunities.

#### WITHIN FAMILIES, THE INCREASE IN REVENUE FOR WOMEN,

which can vary from \$50 to \$400 per month, has multiple impacts: better education for the children (particularly girls), better nutrition, less violence in the homes and greater self-esteem. This increase in revenue also benefits the whole community since it contributes to the establishment of a more inclusive society.

#### THREE HOURS OF FREE TIME

per day for women through a better distribution of household chores.



Increasing the revenue for female producers of shea in the north of Ghana, while recognizing their invisible work? This is one of the objectives of the *WeAct* (*Women's Economic Advancement for Collective Transformation*) project, implemented with our local partners. By discussing with men of their community, women have established a better distribution of chores within the households and gained on average three hours of free time per day. This is precious time they devoted to their economic activities or rest.

**"I hope that my whole community can benefit from the economic impacts of the production. Everyone should benefit from it, from children to older people, so they can live in better conditions, to ensure all children can go to school and live with dignity."**

- Safura Abdoulaye,  
shea producer in the community of Bunglung,  
in the northern region of Ghana

The *WeAct* project, financially supported by Global Affairs Canada, is a meaningful demonstration of the power of international solidarity and importance of investing in these women to build a future that is equal.



Read in **LE DEVOIR** the interview with Nazik El Yaalaoui, Senior Director - International Programs at Oxfam-Québec





## CLIMATE JUSTICE

Climate change is a vector for social inequalities. It particularly threatens the present and future of women, youth and marginalized populations. We therefore create projects that combine climate resilience, revenue generation and the promotion of women's rights.

## IN HAITI: SUPPORTING THE COFFEE SECTOR TO GROW THE COMMUNITY

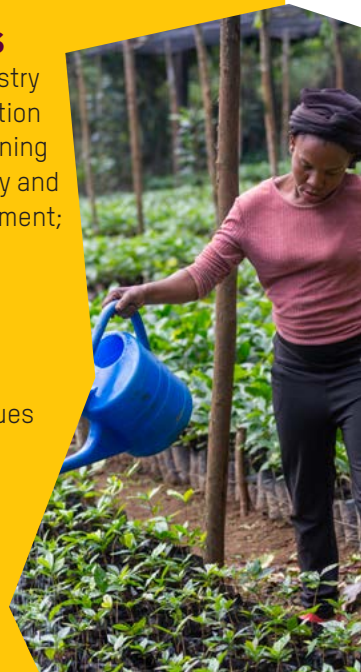
With agroforestry, it is now possible to combine food security, environmental protection and climate change adaptation. That is why the goal of the Kafé Makaya project is to accompany coffee producing communities in Haiti and help them set up an agroforestry approach, an agricultural technique where trees are planted along with other cultures. The agroforestry system is an environmentally friendly agro-ecological model that boosts the restoration of degraded land and water conservation.

In Haiti, 70% of rural households live below the poverty line. In this context of extreme financial precarity, it is difficult for farmers to get credit, buy adequate equipment and produce goods that meet international standards. Also, the violent and unstable political situation makes life conditions even harder.

The Kafé Makaya project contributes to the sustainable recovery of the production and commercialization chain. With this, communities of the Grand Sud of Haiti benefit from a stable source of revenue. Women and young people are also trained to actively contribute to the development of the coffee sector, while being better prepared to face the challenges related to rural migration and climate change. Everybody wins: better quality seeds, adapted tools and more efficient production techniques ultimately yield better outputs and, consequently, better revenues.

### OUR IMPACT:

- **THE INCREASE IN REVENUE**  
for farmers in the south of Haiti through the revival of the coffee sector and other associated cultures (including bananas and yams);
- **THE RISE IN THE PRODUCTION OF BANANAS**  
(5,000 tons) and yams (3,500 tons), generating complementary revenues to that of coffee;
- **THE PLANTING OF 23,633 FRUIT AND FOREST TREES**  
to fight the impact of climate change;
- **THE DEVELOPMENT OF 2,000 HECTARES**  
of new coffee agroforestry systems and rehabilitation of 200 hectares, combining agricultural productivity and respect for the environment;
- **THE DISTRIBUTION OF 2,500 FARMING TOOL KITS**  
to help increase productivity and revenues for the community.



## A MORE SOLIDARY WORLD THANKS TO VOLUNTEERS



By participating in our volunteer cooperation program Equality in Action supported by Global Affairs Canada, our 69 volunteers have participated this year in building a fairer and more egalitarian world with the partners.

“If I had any advice to give anyone who wants to get involved in international voluntary action, it would be to exercise humility. It is not about arriving with ready-made solutions, but about listening, learning and accepting to be transformed by the realities on the field. It takes time, patience and a strong political conscience. Change comes from movements and communities themselves. Our role is not to guide them, but support them, without ever taking their place.”

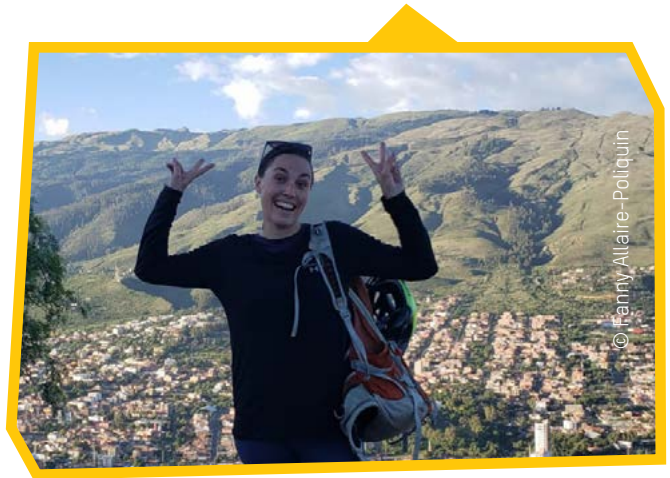
- Kadidjatou Bah,  
Volunteer Advisor in Gender and  
Women’s Rights for Oxfam in Africa



© Kadidjatou Bah/Oxfam

“I am grateful to live this experience that confirms once more that no matter where we’re from, we can create harmonious intercultural relationships. A lot of challenges come with this type of mission, but everything we gain from it — new professional skills, friendships, better knowledge of a culture and ourselves, as well as the feeling that we are contributing to the reduction of social inequalities — is well worth the effort.”

- Fanny Allaire-Poliquin, Volunteer Advisor  
Monitoring, Evaluation, Learning and Accountability  
(MELA) with Feminist Approach in Bolivia



© Fanny Allaire-Poliquin

### OUR IMPACT:

#### THEIR DAILY COMMITMENT HELPS IMPLEMENT PROJECTS THAT TRULY CHANGE LIVES BY SUPPORTING 450,000 PEOPLE

(of which 60% are women and 20% are people from marginalized groups) in 12 countries (Benin, Bolivia, Burkina Faso, Ghana, Honduras, Jordan, Morocco, Peru, El Salvador, Senegal, Occupied Palestinian Territory and Tunisia).



# CHANGING: AMPLIFYING CITIZEN POWER IN QUEBEC FOR FAIRER PUBLIC POLICIES



## TAXING RICH POLLUTERS

Every day, the devastating impacts of climate change are disrupting the lives of millions of people. Persons in poverty situations are the ones who suffer the most even if they have contributed to it the least. Incidentally, women are often the ones that pay the biggest toll, while the future of young people across the world is threatened. In the meantime, the richest people and polluting businesses keep growing richer and benefit from fiscal advantages even if they contribute more than anyone else to greenhouse gas emissions.

By making different economic choices, we can reduce the impacts of climate change on the environment and people.

Therefore, during COP29, Oxfam-Québec launched its new campaign *Let's Make Rich Polluters Pay*. The objective? Making the biggest polluters pay and using this money to alleviate the climate crisis to which they contributed greatly.



What we are asking Canada:

- Taxing the ultrarich polluting elite: a revenue tax and a wealth tax for the 1% of the richest individuals could generate 9,000 billion dollars to reinvest in the fair transition and reduction of inequalities;
- Taxing polluting companies: governments should increase the tax on excess profit companies make and apply a higher tax rate on profits from polluting activities or investments. According to Oxfam and Action Aid, a 50% to 90% tax on windfall profits for 722 mega companies could generate up to 941 billion dollars globally. Governments should also stop providing grants to companies in the fossil fuel sector.

## SEX EDUCATION: ALSO IN QUEBEC

Whether it is about decisions related to marriage, pregnancy, parenthood or access to information and services, women, youth and people from 2ELGBTQIA+ communities are facing new barriers.

Oxfam-Québec partnered with the Les 3 sex\* organization to implement an awareness campaign on the importance of a comprehensive sexuality education and of youth speaking up. At the end of summer 2024, 14 young people participated in the first *Pouvoir Choisir* forum, in Châteauguay, to exchange on an inclusive and current sex education adapted to diversity.

Simultaneously, a vast digital awareness campaign reaching 1,527,315 people in the province will lead to the publication, in June 2025, of the results of an action-research. This study was based on a year of data collection at the provincial level, led through meetings, discussions and an online survey.

### OUR IMPACT:

#### BETTER INFORMED QUEBECERS THANKS TO:

- The development of a *Guide to Surviving Family Gatherings: Climate*;
- The organization of a quiz that reached over 3,000 people at the Quebec level;

#### ELECTED REPRESENTATIVES CALLED OUT BY:

- Our participation to the *Pour la suite du monde* demonstration in September 2024, which gathered 2,000 people in Montréal;
- The launch of a new petition Let's Make Rich Polluters Pay;
- The organization of a roundtable on taxation in Ottawa with different representatives of civil society, government and Oxfam Canada.

#### YOUNG PEOPLE MADE MORE AWARE WITH UPDATED EDUCATIONAL RESOURCES DESIGNED FOR HIGH SCHOOLS.

**"Dare talk to us and include us in the development of a renewed teaching method, adapted to the way we wish to learn and what we wish to learn. But above all, trust us: we know, better than anyone, what we need."**

– Audric Twahirwa and Gaëlle Paradis along with nine other young people in a letter published in *Le Devoir* on September 4, 2024



© Martine Doucet/Getty Images



## TAKERS NOT MAKERS: THE UNJUST POVERTY AND UNEARNED WEALTH

Like every year, Oxfam has published its report on inequalities as part of the World Economic Forum in Davos, on January 20, 2025. In this new report, Oxfam highlights the extent and growth of inequalities, and the increased power of billionaires in public life and democracy. It also proposes concrete solutions.

According to data from the World Bank, the total wealth of billionaires has increased three times faster than the previous year, globally, while the number of people living in poverty (approximately 3.5 billion people) has hardly decreased since 1990. At the end of 2024, Canada had 65 billionaires whose combined wealth added up to 497 billion Canadian dollars, more than the total federal government spending for 2024-2025. Thirteen of these billionaires live in Quebec and their combined fortune is close to 50 billion Canadian dollars.

Moreover, Oxfam's report shows that, contrarily to preconceived notions, the majority of ultrarich people did not have to work for their fortune: 60% of the billionaires' fortune in the world is not the fruit of entrepreneurship work, but comes rather from an inheritance, monopoly power or collusion.

A few days before the Forum in Davos, Oxfam highlighted the role the ultrarich people are playing in the climate crisis, as part of the Day of Pollutocrats. Oxfam stressed that the people who form 1% of the richest individuals on the planet had exhausted their part of the annual global carbon budget within the first 10 days of 2025.

To reduce inequalities and stop the extreme concentration of wealth, the report proposes these solutions:

- Taxing extreme wealth;
- Investing in public services;
- Promoting solidary economy.

### OUR IMPACT:

#### THE COMMUNICATIONS AND MEDIA OUTREACH

participating in raising the awareness of Quebecers on the consequences of oligarchy and the power of the ultrarich;

#### THE PRESENTATION OF ECONOMIC ALTERNATIVES

that care for people and the planet;

#### THE PROMOTION OF SOCIAL ECONOMY

through our participation in the Sommet sur l'économie sociale du Québec.



To build an economy that cares for people and the planet, Oxfam-Québec is rallying for responsible financing. We participate in the advisory committee for the Quebec's responsible financing roadmap to make the voice of civil society heard. We have also participated in the Sustainable Finance Summit in Ottawa. With other organizations, Oxfam-Québec was mobilized all year to call on the government to fulfill its climate-related commitments.





## YOUTH MOBILIZATION

In February 2025, the new edition of the Journée du pouvoir citoyen gathered over 200 young people and their attendants who came from 13 schools across Quebec to exchange on the theme of an active and inclusive citizenship, reflecting their image.

### OUR IMPACT:

Through educational and fun activities, the day allowed young people to be inspired by actors of change, reflect on their rights and responsibilities as citizens, exchange with young people from other schools in Quebec who share the same values of justice and equality, and discover hands-on tools to propel youth commitment in school and community settings.



© Banana Visuals / Oxfam

## MAGASINS DU MONDE

The Magasins du Monde are social economy businesses managed by young people who promote fair trade products within their educational institutions. Beyond financing sustainable development projects, the initiative gives these young people access to educational tools that help them organize awareness events.

This year, our 27 Magasins du Monde raised awareness with 21,688 young people on the importance of fair trade, entrepreneurship and international cooperation.

## NEW EDUCATIONAL RESOURCES

This year, Oxfam-Québec made useful resources available for high school teachers to talk about climate justice with their students. In total, 457 students were reached.

Link to the resource:



© Banana Visuals / Oxfam



# ENGAGING THE PUBLIC

## IMPORTANT MEDIA EXPOSURE



The impact of Oxfam-Québec's international cooperation and mobilization work is undeniable. We consider it essential to regularly communicate our influence and the results of our actions in clear and accessible terms in the media to inform the population through evidence and concrete actions, and this way we continue to benefit from their support.

In 2024, Oxfam-Québec enjoyed a strong media presence. Our Executive Director, Béatrice Vaugrante, as well as our other spokespeople, participated in radio and television shows on a regular basis, and did numerous interviews for the written press.

Several media highlights also marked the year:

- Béatrice Vaugrante travelling to the Occupied Palestinian Territory;
- Groundbreaking inquiry on the carbon emissions of billionaires;
- Freezing of American international aid;
- Crisis in Gaza.

**63**

**PRESS  
RELEASES**



**+ 148**

**INTERVIEWS,  
97% MORE THAN  
IN 2023-2024**



**336**

**REFERENCES TO  
OXFAM-QUÉBEC IN  
CANADIAN MEDIA  
OUTLETS**



# DYNAMIC DIGITAL COMMUNITIES

Throughout the year, Oxfam-Québec raised awareness and led its online communities. An active online presence that reaches an increasing number of people:

**YOU ARE OVER 76,000 FOLLOWING US ON SOCIAL MEDIA AND CLOSE TO 90,000 RECEIVING AND READING OUR NEWSLETTER! THANK YOU!**



## WEB

**109,597 PEOPLE VISITED OUR WEB SITE AT LEAST ONCE**

## LINKEDIN

**31,664 SUBSCRIBERS**  
+26.42% compared to last year

## NEWSLETTER

**88,955 SUBSCRIBERS**

## BLUESKY

Until further notice, Oxfam-Québec has decided to not publish on X anymore. This decision is in line with several other members of the Oxfam International confederation. At the end of 2024, we also decided to post on BlueSky, an alternative platform to X.

## FACEBOOK

**36,180 SUBSCRIBERS**  
+2.2% compared to last year

## INSTAGRAM

**8,021 SUBSCRIBERS**  
+10.25% compared to last year

**IT IS A PLEASURE TO READ AND INTERACT WITH YOU ON OUR DIFFERENT ISSUES! STAY CONNECTED AND CONTINUE TO SPREAD SOLIDARITY ON OUR SOCIAL MEDIA ACCOUNTS.**



# OUR COMMUNITY: THE VOICE AND HEART OF OXFAM-QUÉBEC!



©Monther Abutarha/Oxfam Jordan

## YOUR DONATIONS, OUR ACTION: A HUGE THANK YOU TO OUR DONORS

### MONTHLY DONATION

In 2024-2025, 13,042 people chose the monthly donation.

Changeable at any moment, this type of donation helps spread your generosity throughout the year and better manage your budget. Moreover, the regular and foreseeable revenue it produces helps Oxfam-Québec's team maximize the use of each amount and multiply its impact on the communities it works with. It is the most efficient way to support us!

We graciously thank our whole community of philanthropists who, through the strength of numbers and loyalty, has contributed this year in taking concrete and transformative steps to help over 380,288 people all over the world.

### LEGACY GIFTS

**OVER THE YEAR, WE RECEIVED  
A TOTAL OF \$339,556 THROUGH  
LEGACY GIFTS.**

The legacy gift is a simple way to convey your values through inheritance. This strong testimony helps make a long-lasting mark and communicate a message of hope to future generations. It is a choice particularly adapted to people seeking an accessible way to make an important donation to a cause they hold dear, without harming inheritors thanks to fiscal incentives.

To learn more, contact Adama N'Diaye at  
✉ [adama.ndiaye@oxfam.org](mailto:adama.ndiaye@oxfam.org).

# THANK YOU TO OUR MAJOR DONORS

Oxfam-Québec wishes to express its gratitude and deep recognition to all the generous philanthropists who donated a major gift this year.

Your support makes a difference and has an impact over time on the lives of millions of children, women and men all over the world, and allows us to respond promptly to humanitarian emergencies.

Major gifts have increased by 27% this year. The new global philanthropist council (Conseil des philanthropes du monde), launched in March, helps in the creation of a support system and a network of spokespeople for Oxfam-Québec.

## FROM THE HEART, THANK YOU!



## AMBASSADORS

- Trottier Family Foundation
- Guy Laliberté Foundation
- Pierre Giguère
- Resources for Equitable Opportunity
- Johanne de Champlain and Richard Wilson

## PARTNERS

- AREQ
- Beneva
- Caisse Desjardins du réseau municipal
- Commandare Technologies
- CSN
- Fédération interprofessionnelle de la santé du Québec (FIQ)
- Fondation Canadienne des Filles de la Charité du Sacré-Cœur de Jésus (FCSCJ)
- Edward Assh Foundation
- J. Armand Bombardier Foundation
- Létourneau Leblanc Foundation
- Gabrielle Roy Fund
- Legs Frères Saint-Gabriel
- Missionary Oblates of St-Boniface
- Félix Maltais
- Louise Ouimet
- Sisters of Saint-Joseph of Saint-Hyacinthe
- TKC Telecom

## ASSOCIATES

- Cogeco Communications
- CSQ
- Fondation
- Serge Dubois and Carole Fradet
- FTQ
- Bernard Leduc
- MP2B
- SCFP-Québec
- Philippe Bélair
- Lylia Khennache
- Béatrice Vaugrante

## FRIENDS

- The Steelworkers Humanity Fund
- Geneviève Foster
- Bradford Hurley
- Denis Laberge
- Marc Laliberté
- Réjean Sauvageau
- Sœurs de la Sainte-Famille de Bordeaux
- Cédric Tremblay

# THANKING OUR INSTITUTIONAL FUNDERS AND PARTNERS

We want to thank Global Affairs Canada for its renewed trust in Oxfam-Québec, and its major and continued support in international projects.

We also want to thank the ministère des Relations internationales et de la Francophonie (MRIF) for the renewal of their very important *Nouveau Québec sans frontières*.

- United Nations Development Programme
- Ministère de l'Environnement, de la Lutte contre les changements climatiques, de la Faune et des Parcs of Québec
- Emploi-Québec
- LG2

Many thanks to the private and religious foundations, local and national unions, private businesses, financial institutions as well as to media companies for their financial contribution.

**SEVERAL PROJECTS  
IMPLEMENTED IN QUEBEC AND  
ELSEWHERE IN THE WORLD  
DEPEND ON YOUR SOLIDARITY.**





# A COMMITTED LEADERSHIP TEAM

## BOARD OF DIRECTORS

Each year, our members receive an invitation to participate in Oxfam-Québec's annual general meeting to elect the directors on the Board of Directors (BOD), receive financial statements, reports from the BOD and executive direction, and exchange with passionate guests.

The Board of Directors is made up of 16 members, including five persons of racialized groups and nine women. It is also composed of three statutory committees:

- Governance and ethics (including an "Equity, diversity and inclusion" working group);
- Finance and audit (including a "Governance-IT" working group);
- Human Resources

The president represents Oxfam-Québec during Oxfam's Global Annual Meeting. The Executive Director represents Oxfam-Québec during the executive direction forum.

**PAUL BURON**  
President

**LYLIA KHENNACHE**  
First Vice-President

**ROSELYNE MAVUNGU**  
Second Vice-President

**MICHÈLE GAGNÉ**  
Treasurer

**ISABELLE PASQUET**  
Secretary

**GABRIEL BLOUIN  
GENEST**  
Director

**PHILIPPE DELISLE**  
Director

**GENEVIÈVE FOURNIER**  
Director

**ELISABETH DESCHÊNES**  
Director

**BENOIT-PIERRE  
LARAMÉE**  
Director

**CHARMAIN LEVY**  
Director

**KERLANDE MIBEL**  
Director

**LOUISE OUMET**  
Director

**AHAMADA TOURÉ**  
Director

**KARIM SALABI**  
Director

**RICHARD WILSON**  
Director

## COMITÉ DE DIRECTION

The steering committee is made up of seven members, including six women, two members of racialized groups and one member 2SLGBTQIA+.

**BÉATRICE VAUGRANTE**  
Executive Director

**NAZIK EL YAALAOUI**  
Senior Director -  
International Programs

**MARIE-JOSÉE FONTAINE**  
Senior Director - Finance  
and Administration

**CÉLINE FÜRI**  
Director - Policies  
and Campaigns

**KHOUDIA NDIAYE**  
Senior Director - Development  
and Engagement

**JENNIFER PROULX**  
Director of Human Resources

**CÉDRIC TREMBLAY**  
Senior Advisor - Governance  
and Strategy



# KUDOS TO OXFAM-QUÉBEC TEAM!

As of March 31, 2025, Oxfam-Québec depends on the talent and work of 87 employees and 69 individuals in volunteer cooperation who carried out 75 new missions. Two unions represent the team of non-managers and they both have a collective agreement governing the work conditions of its members. Several committees made up of staff and management members are also in place to lead strategies and action plans in the following sectors:

## REPRESENTATION, INCLUSION AND ANTI-RACISM

## EDITORIAL COMMUNITY

## HEALTH, SECURITY AND WELLNESS AT WORK

## FEMINISM

## CLIMATE

## SOCIAL COMMITTEE

## YOUTH

Oxfam-Québec's team and the people doing volunteer cooperation must attend mandatory training against harassment, sexual misconduct and corruption. The complaint process in case of abuse or harassment is tested and accessible.

Recently, Oxfam-Québec's team created a steering committee on intersectional feminism, related to its feminist policy adopted in October 2023, and they will work on an action plan over the next three years. Several initiatives were also implemented to promote the integration of people from diverse backgrounds and improve the well-being of the team, including:

- Support groups;
- A review of the onboarding and integration process, including better coaching and lectures on intersectional feminism and inclusion;
- Mixed or single-sex focus groups on microaggressions;
- Varied awareness and education activities on diversity and inclusion, led in collaboration with internal committees;
- Single sex internal support groups;
- A satisfaction survey, internal discussions and action plan;
- An internal lookout and support group on microaggressions;
- The review of the volunteer cooperation program structure;
- Training of some staff members in health, security and wellness.

# FINANCIAL TRANSPARENCY

## STATEMENT OF FINANCIAL POSITION

Year-end on March 31, 2025, with comparative information from 2024


\*THE INCOME STATEMENT AND STATEMENT OF FINANCIAL POSITION ARE TAKEN FROM OXFAM-QUÉBEC'S AUDITED ANNUAL FINANCIAL STATEMENTS 2023-2024.

	2025	2024
	\$	\$
<b>ASSETS</b>		
<b>Current assets</b>		
Treasury and treasury equivalents	10,335,124	12,738,724
Short-term investments	2,045,740	2,547,968
Accounts receivables	500,431	843,268
Prepaid expenses	169,514	251,813
Prepaid project expenses	10,405,778	5,073,646
	23,456,587	21,455,419
<b>Fixed assets</b>	2,962,163	2,951,043
<b>Intangible assets</b>	15,445	10,705
	26,434,195	24,417,167
<b>LIABILITIES AND NET ASSETS</b>		
<b>Current liabilities</b>		
Accounts payable and other operating debts	2,685,119	2,135,072
Deferred contributions linked to project implementation	18,614,508	17,166,531
	21,299,627	19,301,603
<b>Net assets</b>		
Invested in capital	2,977,608	2,961,748
Allocated as reserve for contingencies	1,000,000	1,000,000
Allocated as reserve for major work related to the building	1,107,590	1,150,244
Allocated as strategic reserve	49,370	3,572
Not allocated	5,134,568	5,115,564
	26,434,195	24,417,167

On behalf of the Board,



, Director



, Director

\*NOTE: DETAILED FINANCIAL REPORTS CAN BE VIEWED AT [HTTPS://OXFAM.QC.CA/ABOUT/ANNUAL-REPORT](https://oxfam.qc.ca/about/annual-report), DIRECTLY UNDER ANNUAL REPORTS.

## INCOME STATEMENT

Year-end on March 31, 2025, with comparative information from 2024

\*THE INCOME AND FINANCIAL POSITION STATEMENTS ARE TAKEN FROM OXFAM-QUÉBEC'S ANNUAL FINANCIAL STATEMENT OF 2024-2025.

	Operating results \$	Strategic reserve \$	2025  Total \$	2024  Total \$
<b>REVENUE</b>				
<b>Contributions</b>				
Contributions – Overseas and Canadian projects				
Global Affairs Canada – Partnership, bilateral and humanitarian aid	30,348,239	–	30,348,239	34,618,501
Other funders	1,219,209	–	1,219,209	793,251
Other contributions				
Fundraising campaigns	5,167,965	15,939	5,183,904	5,714,569
	36,735,413	15,939	36,751,352	41,126,321
<b>Other contributions</b>				
Contributions as services rendered by volunteers	3,329,667	–	3,329,667	3,185,880
<b>Rent and collection of operating expenses</b>	402,071	–	402,071	265,359
<b>Net income from investments</b>	258,601	–	258,601	296,829
<b>Other income</b>	136,553	–	136,553	41,027
	40,862,305	15,939	40,878,244	44,915,416
<b>EXPENSES</b>				
<b>Overseas and Canadian project expenses</b>				
Global Affairs Canada, partners, bilateral and humanitarian aid	28,322,250	–	28,322,250	32,398,838
Other funders	1,908,201	–	1,908,201	2,066,257
	30,230,451	–	30,230,451	34,465,095
<b>Other expenses</b>				
Costs allocated to programs	3,111,184	58,593	3,169,777	3,013,418
Management and services	3,955,166	–	3,955,166	4,024,555
Amortization of fixed assets	148,426	16,788	165,214	207,558
Amortization of intangible assets	8,965	–	8,965	9,276
Contributions as services rendered by volunteers	3,329,667	–	3,329,667	3,185,880
	40,783,859	75,381	40,859,240	44,905,782
<b>Surplus proceeds compared to expenses</b>	78,446	(59,442)	19,004	9,634



## REVENUE FOR FISCAL YEAR ENDING MARCH 31, 2025

Contributions  
– Overseas  
and Canadian  
projects  
**\$31.6 M**  
(77.2%)

Contributions  
as services  
rendered by  
volunteers  
**\$3.3 M**  
(8.1%)

Fundraising  
campaigns  
**\$5.2 M**  
(12.7%)

Other  
revenues  
**\$0.8 M**  
(2.0%)

Source: Income statement – Audited financial statements

## EXPENSES FOR FISCAL YEAR ENDING MARCH 31, 2025

Expenses – Overseas  
and Canadian projects  
(including contributions as services  
rendered by volunteers)  
**\$33.6 M**  
(82.2%)

Administration  
**\$4.1 M**  
(10.0%)

Costs allocated  
to programs  
**\$3.2 M**  
(7.8%)



Source: Income statement – Audited financial statements



## EXPENSES OVERSEAS AND CANADIAN PROJECTS EXCLUDING CONTRIBUTIONS AS SERVICES RENDERED BY VOLUNTEERS

Development | **\$25.7 M (85.1%)**

Humanitarian aid | **\$4.5 M (14.9%)**

Source: Appendix of overseas and Canadian project expenses to the audited financial statements



# ORGANIZATIONAL HEALTH

Oxfam-Québec has to ensure that its internal practices reflect its values and commitments taken with external parties. This is ongoing work that is constantly evolving, because transformations to become the feminist, anti-racist and decolonizing organization to which we aspire are long and must be done collaboratively.

Below are the information and indicators of our organizational health. Since 2022-2023, we communicate them in our annual report within the intent of better informing our stakeholders regarding our ways of working and regarding the environment, human resources management and governance that we prioritize.

## OUR WAYS OF WORKING

Oxfam-Québec's work is based on six values: equality, empowerment, solidarity, inclusivity, accountability and courage. Building on these values and the 2021-2031 policy framework, Oxfam-Québec's *Horizon 2023-2025* plan guides the work and operations of the organization. It is based on three fields of activity, namely gender justice, climate justice and economic justice, which are supported by the transformative power of women and implemented by humanitarian, co-development, advocacy and mobilization initiatives.

The work of the organization is guided by policies governing our practices and supported by action plans to achieve our objectives. As examples, let's mention the Feminist Policy, Environmental Policy, Youth Policy, Fundraising Policy, Staff Code of Conduct, Code of Ethics and Professional Conduct or the set of abuse and fraud prevention and reporting mechanisms.

## PLEDGE FOR CHANGE

Oxfam-Québec continues to implement commitments that help establish closer partnerships with local and national organizations. Our objective: transferring more power, decisions and money to the locations most impacted by inequalities and poverty. We entertain the conviction that a local leadership coupled to a connection to the world will allow us to have a more significant and long-lasting impact on people's lives. Based on the authenticity of the stories, our *Pledge for Change* builds on the development of fair partnerships and implementation of sustainable changes.



## ENVIRONMENT AND HUMAN RESOURCES MANAGEMENT

We continue our organizational journey and action toward a feminist, anti-racist and inclusive future by promoting, transparent and inclusive work methods and leadership, based on respect, accountability and fair distribution of powers and responsibilities. We continue and reinforce our commitment and work with organizations and movements that defend the rights of women, girls and people of diverse sexual orientations, identities, gender expressions and sex characteristics (SOIGESC). The objective is to define and implement solutions to global crises on social justice, climate justice and economic justice along with these people.

Over the past year, the organization has carried out an internal process intended for the optimal understanding and appropriation of these measures, and the implementation of coherent, innovative and transformative actions for a feminist, anti-racist and inclusive future.

## ENVIRONMENT

The reduction of climate inequalities is an integral part of Oxfam-Québec's mission. As indicated in our Environmental Policy, Oxfam-Québec chooses to follow up precisely and reliably greenhouse gas emissions (GHG) generated by its team members' trips and travels and to reduce them to a strict minimum. Among the items adopted:

- Trains and collective transportation are chosen for any travel done within Canada;
- No investment is made in fossil fuel.

## GOVERNANCE

The Board of Directors gathered four times and also organized meetings for the statutory committees. The Board of Directors conducted an annual self-assessment. The new members of the Board received training for the policies and work of Oxfam-Québec. The members sign the declaration on the Code of Conduct and declaration on professional non-misconduct annually.

Oxfam-Québec is a member of the Humanitarian Coalition, Cooperation Canada, Canadian Partnership for Women and Children's Health, Imgainge Canada, Québec Association of International Cooperation (AQOCI), Réseau de l'action bénévole du Québec (RABQ) and Observatoire québécois des inégalités. Since 2023, we have also received accreditation for Imagine Canada's Standards program, which recognizes the sound governance of the organization.



## TO MAKE A DONATION



## TO SIGN UP FOR OUR NEWSLETTER



## TO LEARN MORE ABOUT OUR INTERNATIONAL PROGRAMS



## TO LEARN MORE ABOUT OUR ACTIVITIES IN QUEBEC



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