

 Future**Black**Female

ANNUAL REPORT



2024/2025

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LAND ACKNOWLEDGEMENT



Future Black Female, with head offices in St Catharines, Niagara Region, would like to acknowledge the land on which we gather is the traditional territory of the Haudenosaunee and Anishinaabe peoples, many of whom continue to live and work here today. This territory is covered by the Upper Canada Treaties and is within the land protected by the Dish With One Spoon Wampum agreement. Today, the home to many First Nations, Métis, and Inuit peoples is home to us too. We acknowledge the sacrifices made, forced and freely, by the Indigenous peoples of Canada in the formation of the country we call our home. As we acknowledge their continued contributions and their presence and ours upon this land, we are committed to being responsive to the Truth and Reconciliation Commission and to our relationship with Indigenous peoples.

MISSION & VISION

CELEBRATING SIX (6) YEARS OF PRIVILEGING AND AMPLIFYING THE VOICES OF BLACK FEMALE YOUTH.



MISSION

TO INCREASE ACCESS TO OPPORTUNITIES THAT RESULT IN BLACK FEMALE YOUTH ACROSS THE GLOBE BECOMING MORE SOCIALLY, POLITICALLY, AND ECONOMICALLY EMPOWERED THROUGH STRONG NETWORKS, SKILLS ADVANCEMENT, AND RIGHTS-BASED ADVOCACY.

VISION

COMMUNITY-EMPOWERED BLACK FEMALE YOUTH



MESSAGE FROM THE BOARD

"Each child belongs to all of us, and they will bring us a tomorrow in direct relation to the responsibility we have shown to them" (Maya Angelou)

It is a privilege to address you today as the newly appointed Chair of Future Black Female (FBF). I have assumed this role due to FBF's remarkable work in creating safe spaces and services for young Black girls. When I was a young Black girl, I encountered significant challenges developing my identity within spaces—primarily predominantly white—that lacked adequate support and services devoid of prejudice and oppression. It brings me much joy to be part of an organization that not only commits itself to offering safe spaces and services but also actively fosters and protects Black girls' dreams, curiosity, and power.

I want to take this opportunity to acknowledge the foundation laid by my predecessor and former Board members. Their dedication and tireless efforts have played a pivotal role in FBF's current success. Their contributions were crucial in securing FBF's charitable status and initiating our most distinguished program, our national mental health program.

Today, I am pleased to announce that FBF has made substantial progress in building upon this foundation. While we continue to advance in increasing awareness of the challenges faced by young Black girls and in equipping them with the essential tools to achieve success academically, economically, socially, politically, and artistically—with confidence, dignity, and resilience—we have also committed ourselves to expanding our services and the communities we serve. We have recently broadened our mandate to include support for Black boys.

However, we are at a pivotal juncture in our organization's development. Like many non-profit entities, we encounter several challenges. One significant challenge is securing sustainable funding. The resources we obtain are essential for compensating staff salaries and delivering services to young Black girls. Absent additional financial support, there is a tangible risk of losing some of FBF's dedicated, long-serving, and experienced staff members, which would directly affect the communities we serve. We are asking for help from all community members – including sponsors, volunteers, ambassadors, and partners – to give.

Now is the time to give, as every contribution profoundly impacts the organization's capacity to fulfill its mission. The financial support received will directly support the work that we do and the staff responsible for executing it. Despite these difficult circumstances, we remain optimistic and are committed to pursuing our objectives for the upcoming year.

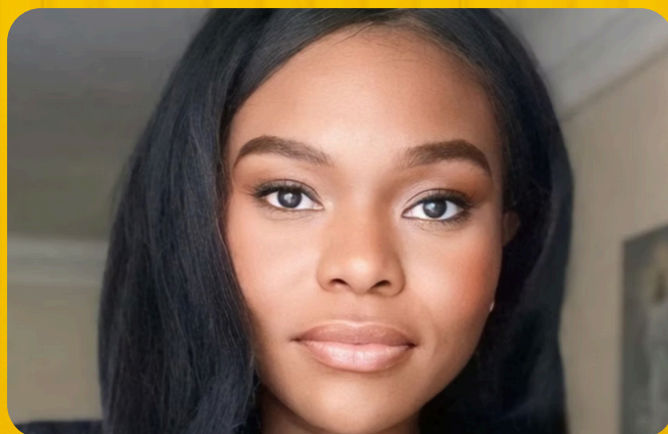
MESSAGE FROM THE BOARD

In this upcoming year, the Board is prioritizing expansion and innovation. We intend to expand our digital presence, programs, and funding pathways. We also plan to develop specialized initiatives to address the specific needs of underrepresented groups. As we proceed with our development efforts, we remain mindful of our Afrocentric values, which include cultural preservation, celebration, unity, and equality.

None of our accomplishments would have been attainable without the continuous support of our esteemed sponsors, donors, community partners, and volunteers. Your support enables us to continue our mandated efforts. I also wish to acknowledge the exceptional work performed by the FBF staff.

FBF staff is the core and heart of our organization. Without their dedication, passion, and expertise, the programs would not garner the strong, continuous trust and support from Black girls and boys in the community.

Finally, I extend my sincere gratitude to my esteemed colleagues on the Board for their patience and unwavering support throughout my transition into this role. Your encouragement and enthusiasm have been profoundly supportive. Our shared experiences and collective commitment to creating and expanding safe spaces for young Black girls have united us, as we share the responsibility of achieving FBF's objectives.



MARILYN OBASEKI
CO-CHAIR, FUTURE BLACK FEMALE

FOUNDING EXECUTIVE DIRECTOR'S REPORT

It is my honour to present this Annual General Meeting report on behalf of Future Black Female. This past year has been a nail-biting period of growth, resilience, and renewed commitment to our mission of empowering Black girls and young women socially, politically, and economically. Despite the ongoing challenges facing our communities, we continue to prove that when we invest in Black youth, we invest in Canada's collective future.

STRENGTHENING OUR CORE MISSION

At the heart of Future Black Female is our conviction that every Black girl and young woman should have access to the resources, skills, and support necessary to thrive. We have advanced this mission across our three pillars:

- **Mental Wellbeing:** Through **UDADA**, we have continued to tackle the systemic inaccessibility of mental health services for Black girls and women. While we cannot afford to provide one-to-one psychotherapy, our program has delivered resources, peer support, and advocacy for culturally relevant care. UDADA has become a trusted virtual community where young women feel seen, validated, and supported.
- **Financial Literacy:** Our Financial IQ program expanded its reach with new interactive modules, peer facilitators, and partnerships with institutions such as Brock University and RBC. These efforts are equipping all youth across Niagara with the skills to build financial security and confidence in navigating the economy.
- **Education and Career Strategies:** Our Trailblazers & Pathfinders program, showcased at www.findatrail.ca, continues to connect youth to mentors, networks, and opportunities. This year, participants have made strides in higher education, entrepreneurship, and career pathways, demonstrating the transformative impact of mentorship and exposure.

FOUNDING EXECUTIVE DIRECTOR'S REPORT

YOUTH AT THE CENTRE

Future Black Female remains a youth employer and talent incubator. Over **60%** of positions within our organization are held by youth, and we continue to offer paid internships and co-op placements, each lasting a minimum of 12 weeks. These placements are more than just jobs; they are opportunities for professional growth, mentorship, and confidence-building.

This year, we also launched our **Champions volunteer program**, which enables and empowers young people to take on leadership roles across our various programs. We currently have 12 Champions, and this number is steadily growing as we work toward our target of 30.

This initiative is not only cultivating a new generation of community leaders but also embedding the voice of youth at the very heart of our organizational culture.

This year, Future Black Female proudly hosted **“Diverse Voices, Same Message,”** a symposium designed to foster dialogue and solidarity between Black and Indigenous youth. The gathering brought about 100 young people from across Niagara. Being in a room where the richness of Blackness and Indigeneity was so palpable was both affirming and awe-inspiring.

The symposium provided a platform for youth to share their lived experiences, celebrate their culture, and envision collective solutions to the systemic challenges they face.

It was a powerful reminder of the strength that emerges when communities come together, sharing a common history and a common future. We have our Youth Advisory Committee to thank for it!

Through our **Black Women's Economic Security (BWES) initiative**, Future Black Female has been supporting Niagara's schools in establishing Black Student Associations. This work propels student governance and leadership while creating vital spaces of belonging in a region often described as predominantly white. These associations serve as havens of surety and strength, where Black youth can gather, lead, and thrive without needing to be anything other than themselves.



FOUNDING EXECUTIVE DIRECTOR'S REPORT

EXPANDING OUR REACH

Like the Canadian government, this year ended with us in a holding pattern. Political instability led to our own precarious situation. We took this to be an indication to stand firm on our impact. In Ontario, we strengthened initiatives addressing gender-based violence and intimate partner violence among Black youth.

Locally, in Niagara, we launched **Ujamaa**, a program geared towards Black male youth as part of our Empower Youth work, creating a powerful platform for economic collaboration, innovation, and community safety. Nationally, our UDADA program has taken important strides in reducing barriers to mental health care for Black girls and women.

Through the Black Women's Economic Security (BWES) project, we established new partnerships and collaborations, while deepening partnerships that demonstrate our model of multi-sectoral engagement, aligning with Sustainable Development Goals and ensuring lasting community impact.

Building on the success of BSAs in Niagara's high schools, we aim to expand this work across Ontario, ensuring that every school has a dedicated space where Black students feel affirmed, valued, and empowered.



ACHIEVEMENTS & RECOGNITION

Future Black Female has established a reputation for rigorous, data-driven research that informs our programs and advocacy efforts. This year, we released findings from our national survey on Black women's economic security, which shed light on the structural barriers that limit access to opportunities. Our evidence-based approach has made us a trusted partner for governments, funders, and corporate allies.

We are proud to celebrate the recognition our team members have received. Ijeoma Michael, our Girls and Women's Projects Lead, was honoured with the award for Outstanding Co-op Supervisor from Brock University. Additionally, Mariana Garrido, our Social Issues Researcher, received a prestigious 40 Under 40 award, underscoring the calibre of leadership and innovation nurtured within our organization.

On a personal note, I was deeply honoured to be awarded the King Charles III Coronation Medal in recognition of my contributions to Canada. This recognition belongs not only to me, but to the dedicated staff, volunteers, and youth who make Future Black Female's work possible.

CHALLENGES & OPPORTUNITIES

While we have achieved considerable progress, systemic challenges persist. Black youth unemployment in Canada stands at 24%, almost twice as high as that of non-Black youth, and is still inching higher. This is not a statistic we can ignore. Black youth are bright, innovative, and motivated, yet they continue to be sidelined from the very opportunities that could harness their potential.

Future Black Female is poised to address this inequity by focusing on the future and ensuring strong foundations are laid now. With our next strategic plan firmly in place, we aim to be a leading voice in tackling these and other disparities.

At the same time, food insecurity continues to affect one in three Black households, and access to culturally relevant mental health services remains limited. These realities underscore the urgency of our work and the necessity for ongoing innovation and collaboration.

FOUNDING EXECUTIVE DIRECTOR'S REPORT

LOOKING AHEAD

The year ahead will see us further solidify our impact. We will:

- Expand UDADA's role in advocating and coordinating culturally relevant mental health care.
- Establish Roots to Replenish into a model for Black food sovereignty across provinces.
- Build on the successful launch of Ujamaa to strengthen community empowerment among Black male youth.
- Launch our Brick by Brick campaign to create a lasting foundation for youth programming.
- Continue to amplify the voices of Black girls in policy and advocacy spaces, particularly around employment equity and economic opportunities.

Our vision is clear: a Canada where Black girls and women not only survive but flourish, shaping the future with confidence, creativity, and leadership.

CONCLUSION

This year, we have demonstrated what is possible when we remain steadfast in our values and take bold action. I extend heartfelt thanks to our staff, board, youth, partners, and funders for your unwavering support.

Together, we are building not only programs but legacies that ensure future generations of Black girls and young women have the tools to thrive.



DR. TAPO CHIMBGANDA, PHD.
FOUNDING EXECUTIVE DIRECTOR

TREASURER'S OVERVIEW

Dear Members,

I am pleased to present the Treasurer's Report for the fiscal year ending March 31, 2025. The financial statements have been audited by Leslie & MacLeod, Chartered Professional Accountants. The auditors issued a **qualified opinion** which is common for not-for-profits because donations cannot always be independently verified. Aside from that, the financial statements represent the organization's financial position.

Financial Highlights

- **Total Revenue:** \$1,040,442 (up from \$719,146 in 2024)
 - The majority came from **operating grants (\$945,929)**, with additional support from **donations (\$72,379)** and **HST income (\$22,134)**.
- **Total Expenses:** \$804,639 (up slightly from \$696,178 in 2024).
 - Largest expense was **salaries and benefits (\$480,714)**, followed by program-related costs such as subcontracting, promotion, travel, and meetings.
- **Surplus:** \$235,916 (compared to \$23,056 last year).

Financial Position

- **Cash balance at year-end:** \$390,929 (up from \$221,759 in 2024).
- **Net Assets (reserves):** \$468,687 (up from \$232,771 in 2024).
- The organization remains in a **strong financial position**, with healthy reserves to support ongoing programs and future activities.

Key Notes

- Revenue growth was significant this year, mainly due to increased grants and donations.
- Expenses grew moderately, reflecting program expansion, staffing, and administrative needs.
- Lease commitments for future years are modest (\$20,585 total over two years).

Conclusion

Future Black Female continues to be financially healthy and sustainable. The surplus this year allows us to build stronger reserves while continuing to serve our mission of empowering Black girls and women.

I request that the Board members approve the drafts of the audited financial statements for the year ended March 31, 2025 as presented to have a final audited financial statement.

BARAKAT ADEFOLU

TREASURER, FUTURE BLACK FEMALE

FUTURE BLACK FEMALE

Statement of Financial Position March 31, 2025

	2025	2024 <i>(Unaudited)</i>
ASSETS		
CURRENT		
Cash	\$ 390,929	\$ 221,759
Accounts receivable	44,210	20,609
Public service body rebates	22,134	-
Prepaid expenses	28,700	7,929
Short term investments <i>(Note 3)</i>	5,000	5,000
	\$ 490,973	\$ 255,297
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accrued liabilities	\$ 22,286	\$ 22,526
NET ASSETS	468,687	232,771
	\$ 490,973	\$ 255,297

See notes to financial statements

FUTURE BLACK FEMALE

Statement of Revenues and Expenses Year Ended March 31, 2025

	2025	2024 (Unaudited)
REVENUES		
Donations	\$ 72,379	\$ 1,087
HST income	22,134	-
Operating grants	945,929	718,059
	1,040,442	719,146
EXPENSES		
Bank charges	222	267
Computer	14,986	11,917
Counselling	-	59,315
Honorarium	9,706	-
Insurance	6,141	6,013
Meetings and conventions	27,588	-
Office furniture and supplies	32,766	34,081
Professional fees	26,671	11,457
Promotion	35,314	6,218
Rental	73,201	78,079
Salaries and benefits	480,714	399,745
Sub-contracts	59,436	50,186
Subscriptions	11,041	7,985
Telephone	6,563	4,214
Travel	20,290	26,701
	804,639	696,178
EXCESS OF REVENUES OVER EXPENSES FROM OPERATIONS	235,803	22,968
OTHER INCOME	113	88
EXCESS OF REVENUES OVER EXPENSES	\$ 235,916	\$ 23,056

See notes to financial statements

FUTURE BLACK FEMALE

Statement of Changes in Net Assets Year Ended March 31, 2025

	2025	2024 <i>(Unaudited)</i>
NET ASSETS - BEGINNING OF YEAR	\$ 232,771	\$ 209,715
EXCESS OF REVENUES OVER EXPENSES	235,916	23,056
NET ASSETS - END OF YEAR	\$ 468,687	\$ 232,771

See notes to financial statements

FUTURE BLACK FEMALE

Statement of Cash Flows Year Ended March 31, 2025

	2025	2024 <i>(Unaudited)</i>
OPERATING ACTIVITIES		
Excess of revenues over expenses	\$ 235,916	\$ 23,056
Changes in non-cash working capital:		
Accounts receivable	(23,601)	(19,409)
Public service body rebates	(22,134)	-
Prepaid expenses	(20,771)	15,587
Accounts payable and accrued liabilities	(240)	(602)
	(66,746)	(4,424)
INCREASE IN CASH FLOW	169,170	18,632
CASH - BEGINNING OF YEAR	221,759	203,127
CASH - END OF YEAR	\$ 390,929	\$ 221,759

See notes to financial statements

FUTURE BLACK FEMALE

Notes to Financial Statements

Year Ended March 31, 2025

1. DESCRIPTION OF BUSINESS

Future Black Female (the "organization") is a not-for-profit organization of Ontario. The organization is also a registered charitable organization and is exempt from the payment of income taxes under the Income Tax Act.

The organization operates to empower black girls and women between the ages of 16 and 22 to take charge of their education and career paths as well as their social, political, and civic engagement by offering access to strong networks, skills development and advancement, and rights-based advocacy. Since 2019, the organization has successfully initiated and implemented numerous initiatives in collaboration with community partners and other organizations.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

The Organization follows the standards in Part III of the CPA Canada Handbook and has prepared these financial statements in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO). The financial statements have, in management's opinion, been properly prepared within reasonable limits of materiality and within the framework of the accounting policies outlined below.

Cash equivalents

Cash is defined as cash on hand, cash on deposit, and short-term deposits with maturity dates less than 90 days, net of cheque's issued and outstanding at the reporting date

Investments

Investments for which there are quoted prices in an active market are carried at fair value.

Fund accounting

Future Black Female follows the deferral method of accounting for contributions.

Revenues and expenses related to program delivery and administrative activities are reported in the General Fund.

Revenue recognition

Future Black Female follows the deferral method of accounting for contributions.

Restricted contributions are recognized as revenue in the year in which the related expenses are incurred.

Unrestricted contributions including operating grants, HST income, and donations are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Contributed services

The operations of the organization depend on both the contribution of time by volunteers and donated materials from various sources. The fair value of donated materials and services cannot be reasonably determined and are therefore not reflected in these financial statements.

(continues)

FUTURE BLACK FEMALE

Notes to Financial Statements

Year Ended March 31, 2025

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *(continued)*

Measurement uncertainty

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. Such estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

Financial instruments

Measurement of financial instruments

The Organization initially measures its financial assets and financial liabilities at fair value.

The Organization subsequently measures all its financial assets and financial liabilities at amortized cost, except for investments in equity instruments that are quoted in an active market, which are measured at fair value. Changes in fair value are recognized in the statement of revenue and expenditures.

Financial assets measured at amortized cost on a straight-line basis include cash, accounts receivable, short term investments, and public service body rebates.

Financial liabilities measured at amortized cost on a straight-line basis include accounts payable and accrued liabilities.

3. SHORT TERM INVESTMENTS

	2025	2024
RBC, 2.25% 1-year cashable GIC, due Dec 2025	\$ 5,000	\$ 5,000

4. FINANCIAL INSTRUMENTS

The organization's management has determined it is not exposed to significant risks through its financial instruments.

5. LEASE COMMITMENTS

The organization has a long term lease with respect to its premises. The lease contains renewal options and provides for payment of basic rent plus operating costs, property taxes, and HVAC costs. Future minimum lease payments as at year end are as follows:

2026	\$ 11,763
2027	8,822
	<u>\$ 20,585</u>

FUTURE BLACK FEMALE

Notes to Financial Statements

Year Ended March 31, 2025

6. COMPARATIVE FIGURES

The comparative figures are unaudited and have been presented for comparative purposes only.

Bright Futures

BIG

IMPACT



Future
Black
Female

A photograph of two young women standing outdoors. The woman on the left is wearing a black t-shirt with a graphic that says 'MIXED FEELINGS CLUB' and has colorful face paint on her cheek. The woman on the right is wearing a white tank top and also has colorful face paint on her cheek. The background is a blurred outdoor setting with trees and other people.

Skill building
Inspiration
Insights
Knowledge
Empowerment
Community
Leadership
Opportunities

Big Impacts Build Bright Futures

Future Black Female (FBF) came from a desire to change the harmful systems that have kept Black girls and women marginalized, overlooked, and excluded. I created FBF as a response to every time a Black woman has said, "I wish FBF existed when..." Now, FBF exists to prevent and mitigate those painful moments, and provide support, empowerment, and community.

Our programs, services, and empowering spaces are designed to address both the symptoms and the root causes of systemic oppression; offering a community where Black girls and women are seen, valued, and loved. Everything we do at FBF is to create access, provide opportunities, establish networks and lift the voices of Black girls and women so they can thrive.



Love is at the heart of our strategic plans

My mission is rooted in a deep and unwavering love for Black girls and women that drives me to pour as much of myself as possible into creating a better future for them. I believe love is a powerful force for change, and has the potential to transform both individual lives and entire communities.

At FBF, we are relentless in our pursuit of systemic change. We believe that changing the narrative is the key to actively pursuing and facilitating big impacts that are transformative for Black girls and women.



Changing the narrative to transform the system

We envision a future where Black girls and women can say, "I am grateful FBF existed when..." because they experienced the support, encouragement, and opportunities they needed to succeed.

When we change the system, we change the outcomes. And when we change the outcomes for Black girls and women, we create a ripple effect of positive change throughout society. This is why our work matters so deeply, and why I am calling on you to join us in this mission.



You can influence the creation of a bright future

Our vision for the future is bold because it has to be. The challenges are great, but so is the strength, resilience, and potential of the Black girls and women we serve. I'm asking you to stand with us, to be part of the solution, and to invest in meaningful change rooted in love.

As FBF continues its journey, we know that the 2000+ Black lives that we have impacted are just the beginning. Our future priorities include enhancing educational and career pathways, expanding our therapeutic programs and establishing a permanent home for our organization and the community walking alongside us.

Together, we can build a world where Black girls and women no longer have to fight for belonging. Instead, they can thrive in communities that value, support, and empower them. Your support as a volunteer, partner or donor can be the difference between a young girl feeling alone and overlooked, and her feeling seen, valued, and loved.

Let's create a legacy of love, community, and success for Black girls and women. Let's change the narrative, change the outcomes, and change the system—together.

Join us as we help Black girls and women create bright futures with big impact.

Tapo Chimbonda, PhD.
Founding Executive Director



Scan code to view
Dr. Tapo's video



Future Black Female empowers bright futures



How

Strong networks & empowering spaces



Rights-based advocacy



Skills-advancement programs



Pro-Black Mental Health Services



Education & Career Strategies



Financial Literacy & Well-Being



Checking in with them often to identify their needs



Elevating their voices to create solutions

Connecting them with community networks



Some programs serve Black youth of all genders



Future
Black
Female

futureblackfemale.com

Proof Positive

MENTAL WELLBEING

Because Black Canadians experience disparities in mental health outcomes...



1750+

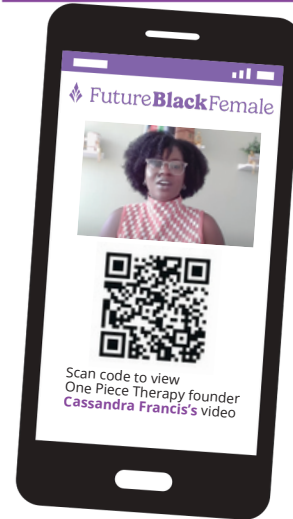
Pro-Black mental health therapy sessions

Time to Talk video for non-Black mental health practitioners

14,333

Virtual Mental Health Hub Page views
First ever UDADA Conference advancing mental health equity and inclusiveness

IMPACT



More Black women and youth are empowered to take control of their mental health as part of a safe and supportive community.

CAREER WELLBEING

Because systemic barriers and lack of representation limit education and career opportunities...



30+

Professional skills sessions with 200+ participants

3

Black girl youth conferences

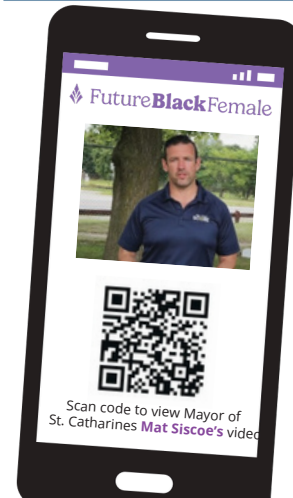
21

Panels and roundtable discussions

16

School partnerships

IMPACT



Working with educators, we are tackling systemic barriers, creating safe, empowering spaces where Black girls are sharing, leading, and growing.

FINANCIAL WELLBEING

Because a biased financial system and gaps in financial literacy create obstacles for Black Canadians, especially women...



400+

Youth taught financial and entrepreneurial skills

9

Online learning modules

28 Financial Literacy



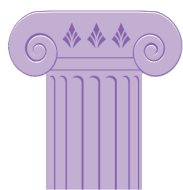
IMPACT



Black girls and women, armed with personal finance knowledge and economic understanding, are self-advocating to financially thrive.

Programs with Purpose

Everything we do at FBF is designed to inspire, ignite and empower the dynamic potential of Black girls and young women. We are proud of the role we play in elevating their access to the opportunities that can help them achieve their dreams and sense of belonging.



UDADA – Mental Health and Wellbeing



The UDADA Project is a community-led mental health initiative for Black female youth. It aims to improve access to culturally responsive care, reduce mental health disparities, and empower them with confidence, coping skills, and resilience to triumph. www.udada.ca

BIG IMPACT

UDADA helps Black girls and young women understand and value their self worth, and fosters a sense of belonging.

"I think a lot of times in relationships we get into a mindset that if I bring up a thing that bothered me or hurt my feelings, it will cause a fight. What I've slowly come to realize is that not expressing yourself fully and authentically in a relationship can cause it to fall apart later on. So it's important to keep in mind that in any kind of relationship, if someone really cares about me, sharing how I feel is not going to cause it to fall apart."

Participant in speaker series on gender-based violence

“Representation matters,

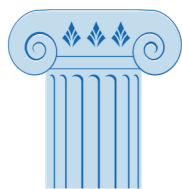
*and while it doesn’t solve
piece of the puzzle. On days
when you, as a Black leader,
feel like you’re limited or feel
like there may not be a place
for you in spaces that you
might aspire to be, seeing
someone who looks like
you opens up the aperture
of what is possible for you.”*

Nadia Theodore

Ambassador of Canada to the
World Trade Organization

Nadia Theodore





Education and Career Strategies



FBF trip to Parliament

Through conferences, workshops and programs, FBF reaches Black girls and young women at a critical point in their decision-making process about future education and career paths. Participants receive skills training, leadership opportunities, and workforce integration. FBF also provides a bridge to community networks supporting their journey into adulthood.



BIG IMPACT

FBF provides reality-based hope and inspiration for what the future can hold.

"Future Black Female not only affirmed my identity (as a Black girl), but also helped shape my educational goals. In school, STEM fields were often praised and celebrated for their potential, making me feel like they were the only paths to financial stability. As a child of a first-generation immigrant and someone who grew up in poverty, financial stability was crucial to me. I always felt pressure to give up my passions in pursuit of financial stability. However, through Future Black Female I met people who were both financially successful and engaged in meaningful work."

**Engaged FBF student and
aspiring health care worker**

Bright Futures



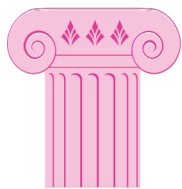
FBF education and corporate partnerships create a broad support network for Black girls and young women.



Future Black Female plays a transformative role in the lives of Black secondary school students by aligning with the Board's strategic plan, particularly the learning, belonging and thriving priorities. Their perspective recognizes the importance of embedding culturally relevant resources and providing pro-Black support services and strategies around well-being and future planning that help students to thrive and achieve."

Pratima Burton

Student Achievement Leader 9-12,
District School Board of Niagara, Ontario



Financial Literacy and Economic Empowerment



Instilling the knowledge and skills to grow and manage financial resources empowers Black girls and young women to achieve long-term economic stability and financial independence. FBF provides participants with the ability to make informed financial decisions and opens doors to business opportunities.



BIG IMPACT

Financial literacy has an important ripple effect among families and peers.

"As a participant in the (FBF Financial Literacy) program, I gained valuable insight into financial vigilance and the importance of prioritizing wealth management. In addition to learning the fundamentals of financial literacy, I also developed an understanding of how to grow capital and had the opportunity to share this knowledge with my peers and family."

Ademide Abogunrin





“The Entrepreneurship Accelerator Program went beyond giving me skills. It helped me with my confidence as an program; they helped point me in the right direction, gave me resources and mentorship I needed to be able to work now and for the future.”

FBF equips and guides young entrepreneurs as they pursue their dreams



Scan code to view
Neska's video

Neska

Owner of Annnissi Beauty Salon
Future Black Female Entrepreneurship
Accelerator Program Participant

Programs with Purpose

Each of our programs, courses, workshops and events is designed to effect systemic change, and with a specific outcome or call to action in mind. Participants leave with skills, motivation and tools to empower their success and well-being:

- **Gender-based Violence and Intimate Partner Violence Program**
- **Gender-based Violence and Intimate Partner Violence Courses/Handbook**
- **Empower Youth Program**
- **Diverse Voices Same Message Program**
- **Campus Drop-In Sessions**
- **Black Women's Economic Security (BWES) Project**
- **Soul Canvas Program**
- **Financial IQ Program**
- **Entrepreneurship Accelerator Program**
- **UDADA Project**



A Bright Future

Our goal is to empower Black girls and young women to excel in their chosen fields and become leaders in their communities. Our action plan arises from our strategic priorities:

- 1**
Partner with groups for funding and resources, and with those already doing relevant work
- 2**
Communicate to reach more Black female youth across Canada and find new ways to support them
- 3**
Strengthen programming to serve and empower more Black female youth
- 4**
Advocate for the needs and voices of Black female youth
- 5**
Nurture and grow past and future connections & relationships touched by Future Black Female

Our Action Plan. We will...



- 1. Secure a physical headquarters** that will serve as a centre for our programs, services, and community-building efforts. This space will be a safe and empowering place of collaboration and opportunity for Black girls and young women.



- 2. Expand our therapeutic programs** to increase access to mental health supports. This includes providing counselling services, wellness workshops and spaces for emotional healing.



- 3. Enhance education and career pathways** through expanded mentorship, leadership and skills development workshops.

Our Amazing Partners

At FBF, we are humbled by the support we receive from many in our community through partnerships, funding resources and volunteer efforts. Together, we are taking responsibility for the future potential of Black girls and young women in Canada.

Funders



Women and Gender
Equality Canada



Niagara Region



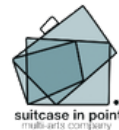
Program Partners



Welland Heritage Council
and Multicultural Centre



Brock University Black
Students Success Centre



Corporate Partners



Join Us

Help foster a generation of empowered Black female leaders by joining us on our journey. Your support is priceless for creating transformative change for Black girls and young women across Canada.

Donate

We are inspired by the Black girls and young women and we work with. We aim to raise \$1,500,000 over three years to support them further with the plans outlined in previous pages.

Partner

We'd love to talk to you about working together in your community to facilitate positive change for Black girls and young women.

Volunteer

You can help make our events successful by sharing your valuable time. Reach out to us at futureblackfemale.com/contact to find out what you can do to make a difference.

"We are thrilled to continue our partnership over the years with Future Black Female. We're extremely impressed with the quality and impact that the organization has had throughout Niagara since its inception. It's amazing the scope of work that Dr. Tapo and her whole team have undertaken in just a few short years."

Bryan Rose

Executive Director of Niagara
Community Foundation

Support a Program Sponsor an Event Fund a Dream



Contact us

futureblackfemale.com/contact



Scan the code with your
smartphone camera

ACKNOWLEDGEMENT & SPOTLIGHT

The 2024-2025 period has been marked by significant progress for Future Black Female. Our programs, partnerships, and advocacy efforts have made meaningful strides in empowering Black girls and women across Canada. As we look to the future, we remain committed to creating a more just and equitable society for all Black female youth.

I extend a heartfelt thanks to all our partners, supporters, and volunteers. Your unwavering support has been instrumental in helping us achieve our goals and make a lasting impact in the lives of Black girls and women. More than anything we want to see our community of Black girls and women grow across the nation and reach across the globe.

I would like to celebrate our current team as they have achieved so much. We hear all the time from collaborators and partners that the team is “small but mighty” because they continue to raise the standard in service provision and resource allocation. Their creativity, innovation and passion shines through in their work and makes me, personally, proud to be working with them.

STAFF

Ijeoma Michael - Girls'&Women's Project Lead

Maryann Macharia - Community Engagement Lead

Monique Maison - Community Engagement Worker Mariana

Garrido - Social Issues Researcher

Leon Bell - Community Engagement Worker

Dorthy Sierra-Gutierrez - Social Issues Researcher (part-time)

FBF CHAMPIONS/VOLUNTEERS/BWES PROJECT/GIRLS & WOMEN

Name	Level	Institution	City	Province
Acacia Small	Post-Secondary	University of Guelph	Guelph	Ontario
Aya Hassan	High School	Sir Winston Churchill	St Catharines	Ontario
Chidinma Mmadu	Post-Secondary	University of Manitoba	Winnipeg	Manitoba
Elshadai Abrham	Post-Secondary	Western University	London	Ontario
Karen Nkrumah	Post-Secondary	University of Alberta	Edmonton	Alberta
Maya Hassan	High School	Sir Winston Churchill	St Catharines	Ontario
Naslana Ishimwe	High School	Greater Fort Erie Secondary School	Fort Erie	Ontario
Sandra Dapo-Orebiyi	Post-Secondary	Huron University College	London	Ontario
Tare Favour Tiemo	Post-Secondary	University of Alberta	Edmonton	Alberta

FBF CHAMPIONS/ UJAMA /BOYS & MEN

Soughi Abakar – High School (Thorold Secondary School), St. Catharines, Ontario

INTERNS & SUMMER STUDENTS

Amanda Gayin – Social Issues Researcher – 2024 & 2025

Joel Mbah – Social Media Intern - 2025

Alexa Dunnett – Social Media Coordinator Intern, 2024

Michelle Gaka – Social Media Coordinator Intern, 2024

Vera Odajiri – Admin Assistant Intern, 2024

Itunu Akinwale - Social Media Coordinator Intern - 2025

BOARD OF DIRECTORS

Marilyn Obaseki - Board Co-Chair

Barakat Adefolu - Treasurer

Priscilla Awurabena Aikins - Secretary

Marsha Clyne - Connections Team Lead

Temi Odunuga - Impact Team Lead

Olaitan Olajide -Vice Chair

Titilayo Adedeji - Board of Director

Evelyn Adu-Febiri - Board Director

Three vacancies, including one for co-chair.

Our Beliefs

VISION

Community-EmpoweredBlackFemale Youth

VALUES

Opportunity • Dignity • Respect • Equality • Tenacity • Education
Advocacy • Celebration • Authenticity • Action • Unity

MISSION

To increase access tooportunities that result in Black female
youth across the globe becoming more socially, politically,
and economically empowered through strong networks, skills
advancement, and rights-based advocacy.

www.futureblackfemale.com



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Charitable Registration # 79425 9531 RR0001

