



Co-operative Development
Foundation of Canada

SINCE 1947

CALL TO ACTION – CANADIAN CREDIT UNIONS AND APEX ORGANIZATIONS

Make a difference in the life of a fellow co-operator from Africa, Asia or the Americas!

The **Co-operative Development Foundation of Canada** (CDF Canada) is pleased to announce that the 18th edition of the Women's Mentorship Program will start on May 25th, 2020.

PLACEMENT: Your Credit Union

TIMELINE: During the weeks of June 1st and 8th, 2020

APPLICATION DEADLINE: 15 February 2020

APPLICATION PROCESS:

Please provide and submit the following information to:

mentoring@cdfcanada.coop



- Credit Union name
- Contact person information – Name/Position/Title
- Number of:
 - Credit Union Members
 - Branches
 - Staff
 - Financial Portfolio
- Include a brief expression of interest letter including what benefit hosting offers to your Credit Union and describing how your Credit Union will enhance the participant's information sharing and exchange, mentoring and learning experience.

This long-standing, highly successful program provides female Credit Union Managers with a unique professional development opportunity. During their time in Canada, participants spend nine days in Ottawa participating in full-day sessions learning from a variety of experts who present various sector-specific topics.

Following the session, and over the next ten days (**June 4-13, 2020**), each participant is hosted by a Canadian Credit Union. During this period, the WMP participant becomes immersed in the credit union and community, receiving general leadership training and mentorship, and learning about Canadian day-to-day Credit Union operations.

The true value and success of the program lies in the experience you and your Credit Union team provide the participant during their time in your operation! The participants then return to Ottawa for a final week where they debrief and share information about their placement. Visit the CDF Canada website to hear what [Madame Sophie Grégoire Trudeau](#) had to say and the clear demonstration of WMP support she described.

CREDIT UNION BENEFITS AND WHY YOU MAY WANT TO APPLY:

- Staff engagement, sharing and information exchange, and interchangeable learning opportunities;
- Achieving the 6th co-operative principle: **“Co-operation amongst Co-operatives”**;
- Engaging in a valuable opportunity to learn about Credit Union operations in other countries;
- **Did you know?** You are part of a global co-operative movement with more than 1 billion people in 96 countries who belong to a co-operative enterprise?;
- You will have enriched the life and contributed to the professional development of the participant;
- You will learn about the challenges and opportunities of working in a Credit Union in the developing world.

CREDIT UNION COMMITMENT:

- Host a participant for 10 days from June 4-13, 2020;
- Meet the WMP participant at the airport and take them to the host family where they will be staying;
- Appoint a staff representative or committee to share all key information with your staff team(s) at the Credit Union;
- The appointed staff representative will be responsible for attending no more than two teleconference calls/briefing sessions given by CFD Canada;
- Introduce the WMP participant on all business aspects of your Credit Union;
- Once your Credit Union employees agree to billet/host the participant in their home for the term of the placement;
 - Offering a Canadian 'home' experience has significantly enhanced our previous participants' self-confidence and provided them with first-hand understanding and knowledge of the Canadian working women's life and about the daily life of Canadians;
 - Recreational and/or entertainment activities are acceptable during evenings and weekends, but are not mandatory.
- The Credit Union and home-stay host are required to sign and submit *Roles and Responsibilities* forms to CDF Canada;
- Track all time committed by employees to the participant, which can include time spent by employees in a presentation made by the participant;
- Track all costs to employees when supporting the participant during their home stay.

CDF Canada will provide an In-Kind Contribution Tracking form for this purpose. This form ensures CDF Canada can acknowledge and recognize the significant contribution made by the Credit Unions toward the WMP success.

TIMELINE

23 May	Participants arrive in Ottawa (airport code YOW)
25 May – 3 June	Ottawa classroom training
4 June	Travel day to Canadian credit union placements
4 - 13 June	Individual credit union placement somewhere in Canada
14 June	Travel day back to Ottawa
15-18 June	Ottawa classroom training continues (change management, debriefing, etc.)
19 June	Participants depart for home

COST

- Host credit unions provide lunch and, where applicable, mileage costs incurred e.g. to and from airport, meetings.
- The main cost for the host Credit Union is providing time for staff to share their knowledge and exchange best practices information and mentorship;
- Host families (billets/home-stays) provide the participant with breakfast and dinner;
- **NOTE:** There is no financial compensation provided to host families. However, the Credit Union is recognized and acknowledged for this contribution by completing an "In-Kind Contribution Tracking" form which will be provided by CDF Canada;
- CDF Canada will cover cost of domestic flights for the WMP participant (i.e. Ottawa-Regina return) and provides the participant with a small stipend;
- **NOTE:** CDF Canada do not encourage grand gestures of gift giving to participants, as not all hosts will do this. This can create resentment among participants who do not receive such acts of generosity. Of course, a *small* token is acceptable if the host chooses to do so.



FEEDBACK ABOUT THE IMPACT OF THE PROGRAM FROM ALUMNAE

- ✓ *Increased membership*
- ✓ *Improved liquidity/profitability*
- ✓ *Improved reputation in the local community*
- ✓ *Reduced loan delinquency (i.e. from 16% to 6% in less than one year)*
- ✓ *Expanded operations/new branches*
- ✓ *Operational efficiencies and improvement of operations*
- ✓ *New products and services for members*
- ✓ *Enriching my personal life which I share with my community!*

TESTIMONIALS FROM CREDIT UNIONS

“There can be no question about the significance of this program. The program has benefited us immensely in terms of expanding the managerial horizon of women savings and credit co-operative Managers. When they get back you literally see them completely transformed, they develop the right attitude as managers, their work ethic, sense of responsibility and commitment to their co-operative goes up and when you interact with them you feel their sense of self confidence.”

Sylvester Kadzola, CEO, Malawi Union of Savings and Credit Co-operatives (MUSCCO)

“In Africa, CDF Canada has played a significant role in institutional strengthening of SACCOs through ACCOSCA. One such Impactful engagement has been through Canada Women Mentorship Program.

I have had the honor of engaging with most of WMP alumnae before they went through the program and can attest to observing a tremendous growth in them and the institution they are connected to. One such development is the increase in their level of confidence in a manner that they can effectively engage with leaders and stakeholders in embracing inclusion within the Cooperative. It is likely that WMP contributed immensely in their career growth where their views are respected and considered on merit.

On behalf of the ACCOSCA Board and Management, we remain indebted to the value this program is contributing towards our efforts to address Gender Disparities issues in Africa. I would also like to thank the Host for taking time to share their space - no doubt this has helped highlight how we can use our cultural diversity as a catalyst to increase the co-operative membership in Africa.”

George Yashon Ombado, Executive Director, Africa Confederation of Co-operative Savings & Credit Associations (ACCOSCA)

For more information about the program, please visit our website at: <http://cdfcanada.coop/our-projects/womens-mentorship/>