

# ANNUAL REPORT

2022-2023



The Vanier Institute of the Family is a national, independent, charitable organization committed to enhancing family wellbeing by making information about families accessible and actionable. Positioned at the centre of networks of researchers, educators, policymakers, and organizations with an interest in families, we share evidence and strengthen the understanding of families in Canada, in all their diversities, to support evidence-based decisions that promote family wellbeing.

## VISION

A Canada that recognizes and supports the central role of families in society and invests in strengthening and being inclusive of their diverse expressions.

## MISSION

To advance the understanding of wellbeing of families in Canada in all their diversities, recognizing that families are at the core of a healthy and inclusive society.

## VALUES

- **Integrity:** We share rigorous, non-partisan, knowledge-based information that is informed by evidence.
- **Diversity and Inclusion:** We recognize and foster the contributions, presence, and perspectives of different groups of people.
- **Responsiveness:** We monitor current issues facing diverse families in Canada and provide accessible and timely information resources for knowledge users.
- **Capacity Development:** We invest in building skills and experience among family scholars.
- **Collaboration:** We engage with knowledge creators and knowledge users to encourage and promote new understandings of diverse family experiences and to motivate policy change.

## The Vanier Institute of the Family

### Annual Report 2022-2023

This report can be downloaded from: <https://vanierinstitute.ca/annual-reports-and-financials>

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# A MESSAGE FROM OUR LEADERSHIP

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We hit the ground running in 2022–2023, with our growing team bringing new energy and perspectives to the Institute. The [Family Diversities and Wellbeing Framework](#) has provided a renewed focus to our programs and activities, which are building momentum as we ramp up preparations for the [30th anniversary of the UN International Year of the Family \(IYF+30\)](#) in 2024.

For the first time since the COVID-19 pandemic, our team and the Board of Directors were able [to meet in person](#) at the Vanier Institute office in Ottawa. We were thrilled to reconnect, reflect, exchange ideas, and discuss the exciting times ahead. The key output of this meeting was the finalization and enactment of our new strategic plan, which was co-developed with Vanier Institute Executive leadership, the Board of Directors, and staff. Rooted in our [new mission, vision, and core values](#), it provides a comprehensive blueprint for mobilizing knowledge, engaging with our diverse stakeholders, and ensuring organizational stability and continued improvement at the Institute.

We welcomed two new staff to the Vanier Institute team. Jordan Romans is our new Executive Assistant, who supports the Executive Director and Director, Corporate Services to ensure effective and efficient operations at the Institute. Emily Kenny has joined as a Knowledge Broker, helping the program team to develop and implement strategies that facilitate the transfer of knowledge between researchers, practitioners, and community members. Changes at the Vanier Institute also led to the departure of our longest-serving employee, Lucie Legault. Lucie worked with the Institute for more than 40 years, and we are grateful for her dedication and many contributions over the years.

## Re-engaging with stakeholders, across Canada and around the world

After focusing on [renewal](#) over the preceding year, 2022–2023 was a time of re-engagement and momentum at the Vanier Institute. During the COVID-19 pandemic, we never stopped participating in virtual events or collaborating with others remotely. Over the past year, the gradual return of in-person conferences and other gatherings—coupled with our focused period of capacity building—have greatly increased our opportunities in Canada and abroad at an important time.

The Vanier Institute was well represented at the [2023 Canadian Sociological Association \(CSA\) Conference](#) at York University in Toronto, where Vanier team members chaired two sessions on family diversity. [Kim de Laat](#) introduced the [Family Diversities and Wellbeing Framework](#), developed during her postdoctoral fellowship at the Institute. She provided an overview of the framework and its components, which highlight the interconnectedness between family structure, family identity, and the various forms of work

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**The Family Diversities and Wellbeing Framework has provided a renewed focus to our programs and activities, which are building momentum as we ramp up preparations for the 30th anniversary of the UN International Year of the Family.**

performed by families—all of which can affect family wellbeing. [Margaret Campbell](#) presented her research on wellbeing outcomes among families with disabilities, which highlights how inequalities in service provision and social isolation, as well as the costs of providing care, can have an impact on wellbeing. Sophie Mathieu shared insights on parental benefits in Quebec and in the rest of Canada. She also attended the [Acfas \(Association francophone pour le savoir\) conference](#), where she presented on gender inequality, work-family balance, and maternity from a historical perspective.

Vanier team members were also busy representing the Institute across borders. We participated in an [Expert Group Meeting on “megatrends” and families](#), for which we co-authored a report on family wellbeing. Organized by the Division for Inclusive Social Development (DISD) of the Department of Economic and Social Affairs (UNDESA), this event brought together delegates from around the world to UN headquarters in New York to discuss the impacts of digital technologies, migration, and urbanization on families

Senior Program Specialist Sophie Mathieu represented the Institute at the 20th Annual [International Network on Leave Policies and Research Seminar](#) in Athens, Greece. As a member of the Canadian delegation, she presented papers and participated in discussions on parental benefits, childcare, and caregiving through the life course. This symposium brought together researchers and practitioners from 40 countries to share the successes and challenges of family support programs in their home countries. Board Chair Norah Keating attended the United Nations Economic Commission for Europe (UNECE) [Ministerial Conference on Ageing 2022](#), in Rome, Italy, where she moderated a panel on healthy ageing and discussed the impacts of family life courses on wellbeing.

In addition to sharing insights at conferences and events, the Institute is also informing and

## Our partnerships help us to learn, as well as to leverage the respective strengths of our partners and collaborators.

facilitating policy development with the appointment of Sophie Mathieu to the [National Advisory Council on Early Learning and Child Care](#). Comprised of academics, advocates, practitioners, and caregivers from across the country, the Council provides expert advice to the Government of Canada as it continues to build a national early learning and child care system.

Our partnerships help us to learn, as well as to leverage the respective strengths of our partners and collaborators. The [Reimagining Care/Work Policies](#) project is in its fourth year, which produces high-quality research and resources on child care, parental leave, employment, and other issues related to work and family. Our ongoing work with [MatchWork and Research on Aging, Policies, and Practice \(RAPP\)](#) is raising awareness of the experiences of employed caregivers in Canada. We continue to support the [Families Matter Research Group](#), which builds capacity among family researchers to address topics important to the families of military, Veteran, and public safety personnel, such as mental health, post-traumatic stress, work and family, and operational stress.

### Sharing accessible knowledge and insights on families and family life

Our resource library has grown considerably. These include [Migration and urbanization trends and family wellbeing in Canada: A focus on disability and Indigenous issues](#), a report produced for the UN as part of preparations for IYF+30. Another popular resource was [Access to Parental Benefits in Canada](#), the first in our new series of Policy Briefs. We have prioritized

translating research from diverse researchers, emerging and established, by expanding our series of [Research Snapshots](#). The snapshots use concise, non-technical language to provide readers with an accessible, two-page summary of studies and journal articles that fall within the Family Diversities and Wellbeing Framework.

Our work year was supported by the addition of two scholars, who were involved in a variety of projects. We were joined by [Margaret Campbell](#), a Mitacs postdoctoral fellow who has taught courses in Family Studies, Sociology, and Gender Studies at Concordia University. With an interest in the wellbeing of families with disabilities and families of those who work in high-risk occupations, she has contributed greatly to the Families Matter Research Group and other Vanier Institute projects. Also aboard was Laurence Breton, a Loran Scholar from

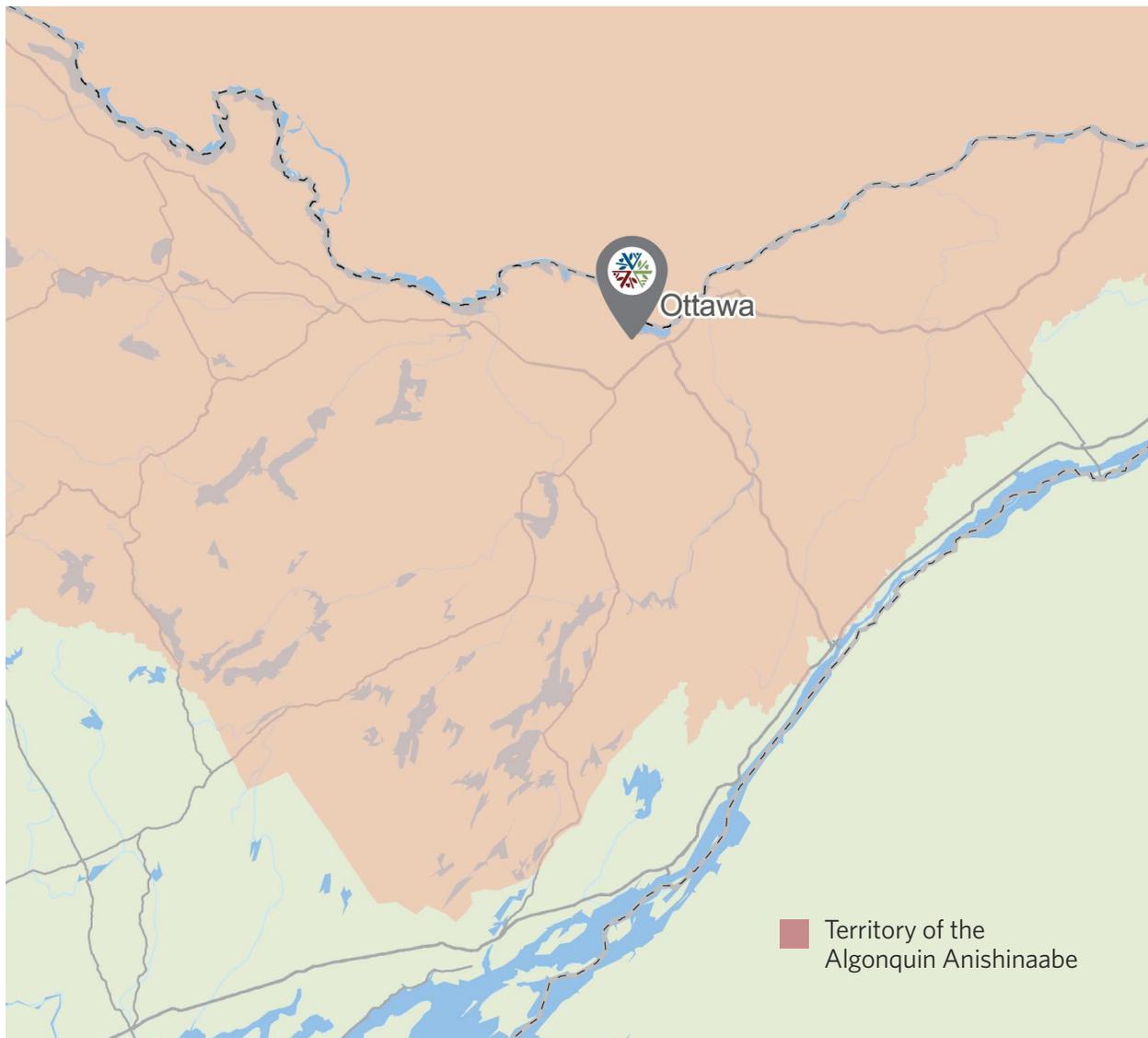
McGill University. As a Public Policy intern, she co-authored a report for the Vanier Institute on the rights of common-law couples across provinces and territories (November 2023) and undertook a review of jurisdictional differences in laws relevant to adoption in Canada.

The Vanier Institute is approaching the 30th anniversary of the International Year of the Family well-positioned with fresh energy, enthusiasm, and a strategy in action. Families are always at the core of healthy and inclusive societies, and they have become increasingly complex and diverse since 1994. We look forward to exploring these diversities and their relationships to family wellbeing as we recognize IYF+30 with our partners, stakeholders, and others with an interest in families and family wellbeing.

*Norah Keating, Board Chair,  
and Margo Hilbrecht, Executive Director*

# LAND ACKNOWLEDGEMENT

The Vanier Institute of the Family is located on the unceded territory of the Algonquin Anishinaabe people, who have protected this land since time immemorial. We acknowledge and appreciate the generosity of our Indigenous neighbours whose ancestral lands are where we live, work, and thrive. We strive to support decolonization by amplifying voices and research that highlight the ongoing impacts of colonialism, displacement, and systemic racism on Indigenous family and community connections, cultures, and wellbeing. Through our efforts and commitment, may we be reconciled so that we truly experience equality, justice, and harmony.

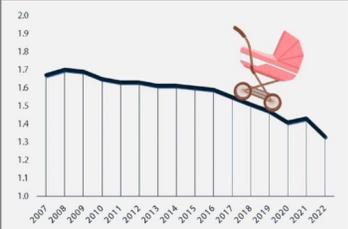


# RESOURCE HIGHLIGHTS

Throughout the year, our growing library of articles, summaries, and interviews provided accessible research and knowledge on wide-ranging topics, including caregiving, parental benefits, fertility, housing, Indigenous perspectives, and changing gender roles. Below are some highlights from the year’s publications and resources.

## Articles

Since 1970, the Vanier Institute has published articles in English and French that explore the diversity and complexity of families and the realities of family life in Canada. Over the years, they have been an invaluable source of information and evidence-informed insights to our varied readership, which includes researchers, educators, students, journalists, family practitioners, and policymakers.



Fertility Rate in Canada Fell to (Another) Record Low in 2022



Three Takeaways from the Quebec Childcare Model



Metrics to Meaning: Gender Diversity and Families in Canada



Canada’s “Family Portrait”: Measuring Families in the Census

## Fact Sheets and Infographics

Fact sheets and infographics are short one- or two-page documents packed with essential information about topics related to the Family Diversities and Wellbeing Framework.



Facts and Stats: Married and Common-Law Couples in Canada



Infographic: Who Are Employed Caregivers in Canada?

## Research Snapshots

Research Snapshots are plain-language summaries of academic publications on families and family life in Canada. They offer readers overviews of new and emerging information and evidence-informed insights, while providing researchers with a platform to share highlights of their work with diverse audiences.

Perspectives of Indigenous Families on Early Learning and Childcare in Urban Settings

“Family Stories” and Intergenerational Voices of Adoption

Maternal Labour Force Participation and Separation Anxiety Among Children

Protecting Against Food Insecurity: Impacts on Mental Health and Wellbeing

Spousal Bereavement and Adjustment Among Older Chinese Immigrants

Parents, Homeschooling, and Relationship Conflict During COVID-19

Immigrant Men, Racism, and Family Wellbeing in Canada

Housing Affordability and Homeownership Among Immigrant Families in Canada

Family Victimization of Sexual and Gender Minority Youth in Canada

Examining Benefits and Barriers to Participating in Family Physical Activity

Parenthood and the Gendered Impact of Job Loss

Urban Indigenous Perspectives on Juggling Paid Work and Unpaid Care for Elders

Young People Negotiating Transnational Family Relationships

Factors Influencing Parents’ Work-Life Balance Inside and Outside Quebec

Migrant Families’ Perspectives on Caregiving and Community Support in Canada

Parent-Child Separations Among First Nations and Métis Families

The Impact of Childcare on Pursuing Postsecondary Education

Overrepresentation of Black Children in Ontario’s Child Welfare System

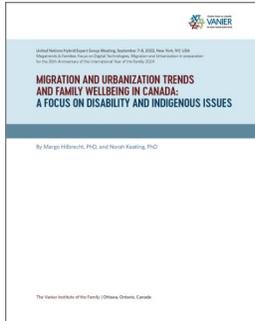
Gender, Affordable Housing, and the “Poverty Gap” in Canada

Access to Postnatal Healthcare and Supports Among Syrian Refugee Mothers

Child Welfare, Race, and Family Reunification in Quebec

## Reports

Our reports contribute to the discussion of topics related to families and family wellbeing in Canada by making current knowledge on families available and accessible to researchers and policymakers, educators and students, businesses and social service agencies, media, and other interested parties.



### Migration and Urbanization Trends and Family Wellbeing in Canada: A Focus on Disability and Indigenous Issues

Co-authored by Margo Hilbrecht and Norah Keating, this publication explores migration and urbanization in Canada as it relates to family wellbeing. Particular attention is paid to two at-risk population groups: families with a member who has a disability and Indigenous families.

## Policy Briefs

We launched the first in a new series of Policy Briefs, which provide summary of policy impacts on family wellbeing. They outline the policy's historical development, identify critical concerns, and present recommendations aimed at enhancing family wellbeing.



### Policy Brief: Access to Parental Benefits in Canada

This Policy Brief reviews a half-century of parental benefits to explore changes in the benefit regime over time, patterns of uptake, the impact of the COVID-19 pandemic, and what it all means for families across Canada.

# PROJECTS, NETWORKS, AND SPECIAL EVENTS

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Reimagining  
care/work  
Policies

Réinventer  
les politiques  
soins/travail

**Reimagining Care/Work Policies** is a seven-year research program committed to expanding possibilities for policies, practices, and meanings of care/work for families in Canada. The team is researching and sharing information on how programs and policies such as childcare, parental leave, and employment policies impact the everyday lives and wellbeing of diverse Canadian families, including Indigenous, racialized, newcomer, solo-parent, LGBTQI2S+, and low-income families.

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The **Families Matter Research Group** is building capacity among family researchers to address topics important to the families of military, Veteran, and public safety personnel, such as mental health, post-traumatic stress, operational stress, and work-family conflict.

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Funded by AGE-WELL, MatchWork is advancing knowledge about and demonstrating leadership in caregiving in Canada by contributing knowledge on the economic value of caregiving, and providing comprehensive knowledge of caregivers' wellbeing, the intersection of care work, paid work, and gender, and ways to strengthen sustainability of the friend/family care sector.

# CAPACITY DEVELOPMENT

In keeping with our founders' vision to serve as a "Royal Commission on the family that should never be discharged," the Vanier Institute is committed to ensuring the sustainability, depth, and strength of Canada's family research sector.

We nurture current and future generations of family researchers and others with an interest in families by providing placement and internship opportunities for students and graduates in family research and knowledge mobilization.

## Supporting the next generation of family science researchers in partnership with Mitacs



"My internship at the Vanier Institute has been an exceptionally rewarding experience that enriched my ability to research family life in all of its diversity and complexity. Dr. Margo Hilbrecht's mentorship fostered my professional

development and helped me expand my research agenda to under-researched but essential areas like family wellbeing among families with a disability. Moving forward, families will continue to play a pivotal role in my research agenda, and I look forward to continuing my relationships with the Vanier Institute."

- Margaret Campbell

## Offering policy and research internships for Loran Scholars



"As a Public Policy Intern at the Vanier Institute of the Family, I could always rely on the team's unwavering support, guidance, and perspective as I delved into various public policies from the different

Canadian jurisdictions. Right from the start, I felt more than welcome to be curious and share my thoughts, an environment that undeniably fuelled my interest in the organization's mission."

- Laurence Breton

## Vanier Institute Alumni Association

The Vanier Institute's Alumni Association is a network comprised of diverse and dedicated leaders who have made significant contributions to the Institute and its work over the years. Alumni include former Directors, Executive Emeriti, Vanier Institute team members, collaborators, and other "friends of the family."

As Members of the Corporation, Alumni Associates maintain the Vanier Institute's

organizational memory and legacy, uphold its core values, preserve and celebrate the Institute's unique organizational culture, and provide insights, advice, and expertise with Vanier Board and staff.

Co-Chairs

- Robert Glossop
- Rosemary E. Ommer

## Special events

Vanier Institute team members make public appearances and presentations in diverse settings across the country to share research and engage in conversation about families in Canada.

[Sophie Mathieu Presents at International Network on Leave Policies and Research Seminar](#)

[Exploring Diversity, Family Dynamics, and Disability at the CSA Conference](#)

[Vanier Joins UNDESA Expert Group Meeting on "Megatrends" and Families](#)

[Vanier Board Member at UN Economic Commission for Europe Ministerial Conference on Ageing](#)

## Media

The Vanier Institute continued to engage with diverse media outlets from across the country to provide evidence-informed insights about families in Canada. The Institute mobilized research and knowledge to inform and guide conversations on topics such as family diversity, living arrangements, childcare, and family wellbeing.

# FINANCIAL STATEMENTS

## Financial Summary *Year ended June 30, 2023*

	Operating Fund	Endowment Fund	Total	2022 Total
<b>Opening Balance</b>	376,734	18,192,731	18,569,465	20,921,830
Donations, Grants, and Service Income	64,483	–	64,483	34,555
Realized Investment Income	1,754	811,326	813,080	2,057,595
Unrealized Investment Income	–	1,420,193	1,420,193	(3,034,530)
Income	66,237	2,231,519	2,297,756	(942,380)
Charitable expenditure	686,309	98,597	784,906	774,645
Administrative expenditure	454,336	–	454,336	268,241
Governance expenditure	77,477	–	77,477	367,099
Expenses	1,218,122	98,597	1,316,719	1,409,985
<b>Net Annual Revenue</b>	<b>(1,151,885)</b>	<b>2,132,922</b>	<b>981,037</b>	<b>(2,352,365)</b>
Transfers Between Funds	1,166,692	(1,166,692)	–	–
<b>Closing Balance</b>	<b>391,541</b>	<b>19,158,961</b>	<b>19,550,502</b>	<b>18,569,465</b>

This table presents summary information for this report only. For audited financial statements, visit [www.vanierinstitute.ca/annual-reports-and-financials/](http://www.vanierinstitute.ca/annual-reports-and-financials/).

# Vanier Institute of the Family

## STRATEGIC PLAN, 2023-2025

### Vision

A Canada that recognizes and supports the central role of families in society and invests in strengthening and being inclusive of their diverse expressions

### Mission

To advance the understanding of wellbeing of families in Canada in all their diversities, recognizing that families are at the core of a healthy and inclusive society

### Values



Integrity



Diversity and Inclusion



Responsiveness



Capacity Development



Collaboration

### Guided by the Family Diversities and Wellbeing Framework

- We use a “family lens” to explore topics in a way that includes family structure, family work, family identity, and family wellbeing.
- We frame issues, motivate and participate in knowledge creation, and identify knowledge gaps and policy and practice opportunities to influence thinking about and support of families in Canada.
- We prioritize information about family types identified within the Framework.
- We ensure that family wellbeing and each of the family diversities lenses are represented in knowledge products.

Family Structure

Family Work

Family Identity

Family Wellbeing:  
Material, Relational, Subjective

### Strategic Priorities and Goals

#### Mobilize Knowledge



Make accurate and reliable information about the diversity and wellbeing of families in Canada readily accessible to a wide array of audiences

- Translate new research and other knowledge forms into plain, non-technical language
- Present knowledge in accessible, useful formats to diverse audiences
- Improve targeted distribution of information to meet the needs of diverse audiences
- Optimize website to improve information access and user experience
- Formally recognize outstanding contributions to knowledge of family diversities in Canada
- Develop an Affiliates Network to advise on current issues for families in Canada, collaborate on knowledge creation and mobilization/uptake, and support media relations

#### Engage with Stakeholders



Encourage dialogue and shared learning among researchers, government departments, organizations, knowledge holders, and people with lived experiences

- Extend and maintain strong relationships with government departments that support families and shape family policies
- Develop and maintain relationships with non-profit, umbrella organizations with an interest in families in Canada
- Participate in strategic partnerships with researchers to advance and take part in the creation of new knowledge of family diversities in Canada
- Support and participate in knowledge creation and knowledge mobilization capacity development of family scholars at all career stages
- Connect with international organizations to exchange information and learnings that can inform issues affecting families in Canada and globally

#### Ensure Organizational Stability and Improvement



Consolidate the organizational structure and resources to be attuned to delivery on the programmatic priorities and mission

- Strengthen team collegiality and collaboration
- Ensure coherence and alignment between policies (HR, Board, and operating) and organizational values
- Identify and implement information and communication technology solutions that facilitate hybrid/remote work, knowledge management, and knowledge mobilization
- Enhance financial management capacity and increase financial resources for programming
- Increase membership in the Vanier Institute of the Family

# SPECIAL THANKS

Special thanks to all Vanier Institute donors, contributors, volunteers, partners, and sponsors, and everyone who contacted us throughout the year with questions, comments, and suggestions. We couldn't do all we do without your generosity, support, and guidance.

## Project Partners, Collaborators, and Volunteers

Atlas Institute

Canadian Institute for Military and Veteran Health Research

- Stéphanie Bélanger
- David Pedlar

Families Canada

Mothers Matter Centre

Statistics Canada

- Pascale Beaupré
- Josée Bégin
- Shannon Brennan
- Ana Fostik
- Nora Galbraith
- Gayatri Jayaraman

United Nations Department of Economic and Social Affairs (UNDESA)

Brock University

- Andrea Doucet
- Jennifer Turner

Carleton University

- Robyn McQuaid

Dalhousie University

- Emma Sterling Cameron
- Rollie Thompson (Professor Emeritus)

McGill University

- Sarah Brauner-Otto
- Shelley Clark

Memorial University

- Barbara Neis

Queen's University

- Heidi Cramm
- Kamaldeep Gill
- Erin Porter

St. Jerome's University

- Denise Whitehead

Toronto Metropolitan University

- Eva Jewell

Université du Québec à Montréal

- Martin Blais

University of Alberta

- Nicole Denier
- Jacquie Eales
- Janet Fast
- Research on Aging, Policies and Practice (RAPP)

University of British Columbia

- Sylvia Fuller

University of Calgary

- Liza Lorenzetti
- Nicole Racine

University of Guelph

- Donna Lero

University of Victoria

- Aleah Ross

University of Western Ontario

- Rachel Margolis

Erika Cao

Sheila Smith

## Vanier Board of Directors

### Officers

Norah Keating (Chair)  
David Northcott (Vice-Chair)  
Daniel Thiruganaratnopathy (Treasurer)  
Anna-Karina Tabuñar (Corporate Secretary)

### Program Committee

Laurel Sakaluk (Chair)  
Pat Furman  
Norah Keating  
Steeven Pedneault  
Beverly Sabourin

### Governance, Leadership, and Development

#### (GLD) Committee

Carl Cadogan (Chair)  
Norah Keating  
David Northcott  
Susan Scotti  
Anna-Karina Tabuñar

### Finance, Audit, Investment, and Risk (FAIR)

#### Committee

Alain Robillard-Bastien (Chair)  
Norah Keating  
Jenny Longo  
Daniel Thiruganaratnopathy

### External Committee Members

The following individuals are not members of the Board but serve on Board appointed committees:

Kim Colman – Finance, Audit, Investment, and Risk Committee

Sayed Gheyasuddin Saadat – Program Committee

## Production

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## Sponsors, Donors, and Contributors

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