



Biography & Resume: Chanel Grenaway
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Biography

Chanel Grenaway has over 15 years of experience in building the organizational capacity of non-profit organizations across Canada. As the former Director of Economic Development Programs at the Canadian Women's Foundation (CWF), she successfully led CWF's poverty reduction work, which consisted of national multi-year granting strategies that supported women's financial equality and independence through entrepreneurship, social enterprise, employment training and access to trades and technology pre-apprenticeships. Chanel has a strong understanding of poverty reduction initiatives, gender-based intersectional analysis and effective practices related to inclusion and participatory processes with diverse groups. This knowledge is based on her experiences supporting the work of community agencies, research and consultations related to women and youth, focus groups with experiential women and program practitioners, program evaluations, and conferences that she has managed.

Chanel was also pivotal to the establishment of a new national leadership institute for emerging women leaders in the charitable sector. The Institute was focused on the leadership capacity of emerging women leaders across Canada. As an integral part of the team that launched this program, Chanel provided oversight on participant selection, program design, distance learning, mentoring and coaching, approval of action-oriented grants to participants, ongoing evaluation and the development of an alumni strategy.

Chanel has extensive experience in stakeholder consultation and proven ability to analyze trends, synthesize information, evaluate, and present options, recommendations and course correction (when needed). As a consultant she enjoys facilitating conversations across sectors and with diverse stakeholders to enhance project outcomes and impact. She is also passionate about enhancing program design and promoting continuous improvement through research, learning and capacity building. Recent clients include the City of Toronto, United Way Greater Toronto and the Ontario Non-profit Network.



PROFILE

Chanel Grenaway is a values-driven professional committed to social change, and has in-depth knowledge of poverty reduction strategies, gender-based intersectional analysis, collaborative grant-making, organizational capacity building, stakeholder engagement and participatory research. She has proven ability to identify opportunities and create connections across sectors and organizations. Chanel has had significant success leading multi-year projects and managing diverse stakeholder relationships with Board members, donors, volunteers and agency participants. She is an effective communicator with a reputation for impeccable integrity, sound judgement, initiative and creativity.

PROFESSIONAL EXPERIENCE

March 2017 – present **Chanel Grenaway and Associates**
Consultant

Process Facilitator

- Successfully facilitated a series of meetings between staff at the City of Toronto, non-profit leaders and industry experts in priority setting, work planning, and budgeting related to the implementation of the Action Plan to Confront Anti-Black Racism, City of Toronto
- Led participatory conversations and created a safe environment for end users, service providers and funders to discuss effective practices, program design gaps and opportunities related to enhancing cross sector relationships (clients include: Maytree Foundation and Virgin Unite)
- Supported strategic conversations and the development of work plans within government and non-profit agencies including the City of Toronto and Access Alliance Multicultural Health and Community Services

Gender-Based Intersectional Analysis Consultant

- Contribute a gender-based intersectional analysis (GBA+) lens to the Ontario Nonprofit Network's Decent Work for Women in the Nonprofit Sector 3-year project, including advising on participatory research practices, facilitating discussions with the Advisory Committee, and preparing GBA+ lines of inquiry and decision-making matrices leading to strategic activities
- Lead the GBA+ and evaluation components of the Scarborough Women's Centre's Economic Security for Women with Disabilities multi-year project, including applying a GBA+ lens to the learning and evaluation framework, project needs assessment, focus group sessions and during stakeholder and partner consultations
- Conducted GBA+ environmental scan for the United Way Greater Toronto (UWGT) focusing on Young Women Essential Skills Programs; the scope of work included conducting primary research, key informant interviews and developing a comprehensive list of effective practices and recommendations enabling UWGT staff to make decisions on future program design, funding and implementation of new ideas

Researcher and Knowledge Mobilization Expert

- Conducted a program review applying a GBA+ lens for Women's Habitat's Women's Micro-Enterprise Project aimed at assessing impact, outlining effective practices and sharing the stories of participants
- Conducted a successful outcomes-based evaluation of the Champions of Youth project on behalf of KCWA Family and Social Services and currently supporting them to implement a community needs assessment
- Provide advice, guidance and writing support for grant applications and case for support documents, recent clients included Work With Widows and Scarborough Women's Centre.

2003 – 2017 Canadian Women's Foundation (CWF) Director, Economic Development Programs

Project Manager

- Managed CWF's economic development strategy, ensuring that grant-making and capacity building activities aligned with the Foundation's vision and mission; provided leadership and a pivotal role to the oversight, program design and management of the Canadian Women's Foundation Leadership Institute
- Developed and managed strategic partnerships and collaborative opportunities; successfully engaged diverse stakeholders, advisory groups and volunteer committees
- Engaged and educated stakeholders (including individual and corporate donors) helping them to understand the needs of diverse women and girls, and strategic ways of investing in grant-making programs to address those needs
- Contributed to Canadian Women's Foundation's economic development learning and evaluation strategy including development of learning goals, questions, indicators of success, outcomes and methodology
- Comprehensive knowledge of women specific employment training programs, entrepreneurship training, financial literacy, social enterprises, pre-apprenticeship programs, and community economic development

Strategic Planning

- Led a successful Theory of Change/Strategic Planning process; prepared and delivered reports and presentations concerning economic development activities, outcomes and learnings for Advisory Committees and the Board of Directors' review at the Canadian Women's Foundation

Capacity Building and Leadership Development

- Managed strategies to continually improve program impact, including developing new initiatives that supported women's leadership development, such as peer-to-peer learning, on-line forums, alumni activities, networking, research, and shared forums
- Kept abreast of trends and innovative approaches in the women's sector and implemented new and generative responses to position the Canadian Women's Foundation as a philanthropic leader
- Supported advocacy and public awareness related to the systemic barriers experienced by women and youth living on low-incomes, racialized groups, and marginalized groups

EDUCATION AND PROFESSIONAL DEVELOPMENT

- 2007 Maytree Public Policy Training Institute, Certificate Program
1997 Bachelor of Arts, University of Toronto
Specialist: Peace, Conflict and Justice Studies, Minor: Caribbean Studies

VOLUNTEER

- 2018 - Present **The Krasman Centre**, Board Member
2018 – Present **Equity and Inclusivity Advisory Committee**, York Region District School Board, Committee Member
2015 **Toronto Pan-American Games**, Venue Operations Manager
2004-2008 **Girls Inc. of York Region**, Board Member

LIST OF FACILITATED WORKSHOPS, WRITTEN REPORTS, TRAINING SESSIONS AND PRESENTATIONS

- 2018 Facilitator, **Neighbourhood Resident Leadership Conversation**, Maytree Foundation
2018 **Community Needs Assessment Survey and Analysis**, KCWA Family and Social Services
2018 Process Facilitator, **Thrive: A Canadian Convening to Help Youth Become and Stay Employed**, 2018 Conference
2018 Evaluation Planning and Development, **Champions of Youth Project**, KCWA Family and Social Services
2018 Report: **Understanding the Attitudes of Youth Towards Work and School**, United Way Greater Toronto
2018 Facilitator, **Building the Organizational Capacity of Black-led and Black serving Non-profit Organizations in Toronto**, City of Toronto
2017 Facilitator, **Healthy Kids Community Challenge Working Group**, City of Toronto
2017 Facilitator, **Board Retreat**, Access Alliance Multicultural Health and Community Services
2017 Program Review and Report: **Youth Challenge Fund**, United Way Greater Toronto
2017 Facilitator, **Youth Challenge Fund Learning and Feedback Session**, United Way Greater Toronto
2017 **Environmental Scan: Young Women Essential Skills Programs**: United Way Greater Toronto
2017 **Gender Based Analysis Workshop Presenter**: Ontario Non-profit Network
2017 **Process Facilitator: Interim Toronto Action Plan to Confront Anti-Black Racism**, City of Toronto
2017 **Program Design and Evaluation: Economic Security for Women with Disabilities**, Scarborough Women's Centre
2017 Guest Speaker, **Engagement and Capacity Building in The Charitable Sector**, The Association of Corporate Grantmakers'
2017 Webinar Panelist, **Reconciliation & Sustainable Livelihoods for Indigenous Women in Canada**, Canadian Women's Foundation
2017 Webinar Presenter, **Economic Development Theory of Change and Sustainable Livelihoods Model**, Canadian Women's Foundation

- 2016 Podcast Presentation, ***Effective Practices in Learning and Evaluation***, Ontario Nonprofit Network
- 2015 Co-Facilitated ***Economic Development Participant Focus Group Feedback Session***, Canadian Women's Foundation
- 2014 Panelist, ***Women and Leadership***, Women's Leadership Institute, Coady Institute, St. Francis Xavier University
- 2014 Panelist, ***Women's Trades Forum***, Status of Women Canada
- 2013 Panelist, ***Bringing Women to the Forefront: Training and Job Creation in Ontario***, YWCA Toronto
- 2011 Co-Facilitated ***Failing Forward Workshop***, National Skills Institute, Canadian Women's Foundation
- 2009 Presentation, ***Beyond Survival: Learnings from Women's Community Economic Development Programs***, Canadian Women's Foundation
- 2006 Facilitated Session, ***Effective Practices in Learning and Evaluation***, Regional Skills Institute, Canadian Women's Foundation
- 2004 Co-Facilitated ***Sustainable Livelihoods Training Modules***, Canadian Women's Foundation