



# 2022 Annual Report



***Dogwood brings people together  
to transform our democracy,  
uphold Indigenous rights and  
defend the climate, land and  
water that sustain life in B.C.***







## Chair's Comment

Under our newly developed Strategic Framework, Dogwood set course to democratize, decolonize and decarbonize this province we call home. In 2021–22, our goal was to build a large and diverse constituency dedicated to the organization's mission through our organizing and campaign work. Internally, we aimed to make progress on our quest to become a more democratic, just, equitable, safe and sustainable organization.

Still operating in a constantly shifting environment of pandemic restrictions and overlapping environmental, social and health crises, we tried some new things, reached some new people and worked on some new relationships. We found most success in sustaining and deepening engagement with existing allies and supporters. While we planted some good

seeds, overall growth and diversification of our reach was elusive.

Dogwood's commitments to justice, equity, diversity and inclusion, learning and unlearning work with Snuneymuxw facilitator Jada-Gabrielle Pape and insights from a UBC-led study and subsequent report, *Diversity, Equity, and Inclusion in the B.C. Environmental Movement*, all informed the 2021 Strategic Framework. As part of carrying this work forward, we committed to reflecting and reporting specifically on the organization's efforts towards greater justice, equity, decolonization and inclusivity. You will see reflections on our intentions in this report and the Dogwood JEDI team will report out later in 2022 about how our actions have measured up to those intentions.

## Strategy

### Democratize

This year marked a milestone for many of the young leaders who originally spearheaded the Vote16 campaign: high school graduation. The campaign continued to rack up impressive endorsements from labour groups and support from individual MLAs, but leadership transitions and continued health restrictions took a toll on youth organizing across the board. We will continue to find the best way to support young people fighting for their democratic rights.

Dogwood continued to defend itself against then Alberta premier Jason Kenney's government-funded attack on democratic rights in 2021. Even after scads of public money spent and long delays, Inquiry Commissioner Steve Allen's report "Anti-Alberta Energy Campaigns" could find no evidence of wrongdoing on the part of environmental groups. This didn't stop the Premier and his cabinet members from stating exactly the opposite when the report was released, publicly defaming Dogwood and others. Kenney refused to apologize, so we banded together with those allies to take Kenney to court.

Dogwood made a big decision to largely stay out of the snap federal election called in summer 2021. With no possible election outcome that could have made a decisive difference in the fate of the Trans Mountain expansion project (TMX), our team focused on rebuilding grassroots power for local and provincial action. Volunteers did try something innovative to keep the pressure on federal parties to cancel TMX, however, calling Liberal donors ahead of their party convention and later pressing NDP donors ahead of the federal election.

After a year of pandemic restrictions, 2021 was a time to reinvest in organizing basics. Longtime team leaders took on training new volunteers. We hosted webinars to keep people connected and informed, tried new things like making art together, getting folks

to participate in radio call-in shows and using QR codes for contactless canvassing. Organizers deepened relationships with allied groups, in particular forging a partnership with staff at the West Kootenay Eco-Society to learn about their experiment with deep canvassing techniques for conversations about complex issues with people who have different views.

As Director of Organizing Cheryl Cameron says, "Our work will be to coax people out of their Zoom-induced slumber to have deeper conversations with other humans."

In our efforts to reach beyond Dogwood's traditional base of supporters to build relationships with new communities, we are hiring an organizer in Surrey. These priorities became all the more critical as we watched everyday Canadians get pulled into the convoys and occupations of February, 2022.

### Decolonize

Much of Dogwood's work towards decolonization this year was in partnership and solidarity with Indigenous groups, leaders and nations opposing fossil fuel expansion in their territories. In May of 2021 Dogwood co-hosted an Indigenous-led Water Ceremony to protect the Fraser waterways, called Stó:lō in the Halq'eméylem language, in the face of the Trans Mountain expansion project. As the fiscal year was ending, organizers and volunteers mobilized and provided logistical support for a rally hosted by the The Tsleil-Waututh Nation Sacred Trust initiative to reinvigorate opposition to TMX.

Organizers also formed a volunteer rapid response team to support Indigenous activists taking direct action against TMX and the Coastal GasLink pipeline. This group was called to physically show up to observe actions and support those arrested when they had to appear in court.

Dogwood provided logistical and communications support as requested to Wet'suwet'en and Gitksan land defenders as they continued to face violent



police raids and industry dirty tricks from Coastal GasLink’s pipeline project in their territories. In June, Dogwood hosted a webinar with Gitxsan organizer Kolin Sutherland-Wilson that linked old-growth logging, colonial history, Indigenous rights and climate change for those who tuned in.

Nahanee Creative provided a training for Dogwood volunteers in early 2022 to extend decolonization learning beyond Dogwood staff and board. Trainees have formed a decolonize working group to continue learning and taking action.

## Decarbonize

Over the course of the year, construction continued on TMX despite delays inflicted by grassroots action on the ground, continued loss of insurers and cost overruns. Dogwood supporters helped amplify pressure on insurance companies and banks, and volunteers helped support grassroots groups like Protect the Planet Stop TMX, the hummingbird nestfinders and those who staffed tree sits along the expansion route.

Much of our efforts, however, turned towards confronting B.C.’s biggest contribution to greenhouse gas emissions: fracking and “natural” gas. With a team of young canvassers hired under the Canada Summer Jobs program, we started building a call to the B.C. government to “Stop Funding Fracking.”

Paired with online message-testing and outreach, and combined efforts with Stand.earth, Leadnow, Wilderness Committee, My Sea to Sky and Dogwood, more than 25,000 people signed petitions that were eventually delivered to Energy Minister Bruce Ralston in February 2022.

Meanwhile, organizers and local teams were supporting efforts to get B.C. off gas—like the policy passed by Vancouver city council to ban gas in new buildings and advocacy to get gas heating—and industry propaganda—out of Victoria schools.

These efforts, along with the ongoing work to support Wet’suwet’en and Gitxsan opposition to the Coastal GasLink project, came together under one banner when Dogwood launched its Beyond Gas campaign. With new evidence from Stand.earth about the extent of fossil fuel subsidies, growing solidarity actions against CGL and mounting support to Stop Funding Fracking, Dogwood co-hosted a rally with the Canadian Association of Physicians for the Environment on the opening day of the B.C. Legislative session in October, 2021.

All of this spurred the B.C. government to undertake its long-awaited Oil & Gas Royalty Review. The government’s own report concluded that the current royalty system does not align with the province’s climate goals, and actually helps fracking companies drill new wells that would otherwise be unprofitable. Thousands of Dogwood supporters submitted public comments demanding these subsidies be scrapped—the majority of those who participated in the review agreed. The government’s response to the Royalty Review arrived as expected in late spring of 2022. We won! B.C. scrapped the most egregious tax credits. But as expected, the powers that be used the review as an opportunity to entrench a new set



**More than 25,000 people signed petitions delivered to Energy Minister Bruce Ralston in February 2022**

of credits that still fork taxpayer dollars over to the province’s largest polluters.

This prevailing spirit of collaboration extended beyond gas (get it?). Dogwood volunteers worked with the BC Climate Emergency Campaign to host meetings with MLAs in the fall to present “10 calls to action for B.C.’s climate plan.” In March 2022, Dogwood joined other groups pushing for “Just Transition” legislation, anchoring four events for a nationwide day of climate action.

## Reflecting on Intentions

Dogwood’s guiding beliefs commit the organization to building people power; fighting and repairing injustices like the outsized corporate influence on governments, and past and ongoing dispossession of Indigenous lands and colonial violence against Indigenous peoples; and ensuring we do not perpetuate harm to people already marginalized in our society.











## Structure, Culture and Governance

In the spring of 2021, Dogwood finished and publicly shared its [strategic framework](#) along with [Equity, Diversity and Inclusion in B.C.'s Environmental Movement](#), and [Dogwood Reflects: accountability to feed change](#).

The new framework embedded Dogwood's commitment to a less-hierarchical and more democratic structure: an Executive Team representing all areas of the organization, rather than a single executive director, and empowered staff teams organized around key functions. Dogwood's board of directors worked to update policies and practices such as term limits, and board succession planning. The board recruited two new directors using an open call for applications—a practice not used for many years previous—and specifically seeking new people with different skills, identities and life experiences than current directors.

2021–22 was Dogwood's first full fiscal year under its first collective agreement with BCGEU. Our Labour Management Committee worked to implement the agreement and continue ongoing adaptation of policies, procedures and organizational culture. Based on learning and experimenting with equitable and anti-racist hiring practices early in the year, and consultation with staff, we established a new hiring policy in the fall. We continued to amend COVID practices and policies according to public health guidelines throughout the year with a focus on accommodating the health and home life needs of our staff. This led to the establishment of a permanent work arrangements policy, allowing employees to choose to be based at home or at an office, with opportunities for hybrid working. Finally, we were proud to be officially certified as a Living Wage Employer this year.

**Dogwood seeks to become a place where people of diverse identities, backgrounds and abilities want to work and feel safe working as staff and volunteers**



Developing measures to prevent burnout has long been a staff priority and progress was slow. But, in early 2022 we committed to a year-long burnout prevention project with a team of outside facilitators incorporating staff consultation, training and learning towards our justice, equity, decolonization and inclusion (JEDI) goals.

After a period of transition to sustain discussions of JEDI issues after strategic planning finished, a permanent JEDI team for the organization was formed in the fall of 2021. This team is made up of one representative each from the volunteer leadership, unionized staff, executive team and board, and is charged with holding the organization accountable to its principles and goals. We also established a semi-formal schedule of monthly staff learning/unlearning discussions. All are invited to propose a theme or resource and host a discussion on a voluntary rotating basis.

Finally, Dogwood was invited to be part of a grant application with the W̱SÁNEĆ Leadership Council and the University of Victoria to fund a decolonization partnership. This project will see Dogwood staff and board members learning from W̱SÁNEĆ leaders to deepen understanding of Indigenous knowledge and how settler activists can respectfully and meaningfully incorporate these ways of knowing into our organization and our work.

## Reflecting on Intentions

Dogwood seeks to become a place where people of diverse identities, backgrounds and abilities want to work and feel safe working as staff and volunteers. To get there, we maintain a structure governed by a board of directors, managed by an executive team rather than a single executive director and staff teams organized by key functions with direct connections to volunteers, donors, supporters, allied organizations and groups who share common cause. This is meant to allow for everyone involved in our work to have an opportunity to contribute to decision making. To become that organization, we aim to dismantle features of colonialism and white supremacy, reward commitment and collaboration, maximize the benefits of unionization and sustain ongoing decolonization learning.



# Finances and Fundraising

Funding Dogwood has always been a labour of love, as thousands of people come together to make the world a better place through their generosity.

Two years ago, Alberta Energy Minister Sonya Savage stepped to the mic and said “now is a great time to build a pipeline.” It has been long, hard, faith-testing work but we have shown her just how wrong she is. TMX remains stalled, and poised to collapse as its financial case crumbles. But we never could have arrived here without thousands of donors committed to the long game.

2,148 monthly donors sustained our core operations through thick and thin. Because of their monthly support, we can plan confidently for the future. We can make long-term investments in campaign

strategies and solidarity work that could take years to pay off. And Dogwood can act fast when a snap announcement or natural disaster demands public accountability.

Our work at the intersection of democracy, decolonization, and decarbonization has also attracted the attention of new institutional funders. Of particular note, the Energy Transition Fund’s support for our Beyond Gas campaign has given a huge boost to our work in B.C.’s north. Yet, while foundations remain an important source of funding for Dogwood’s work, no single source of funding accounts for more than 10% of our budget — a fact that keeps us independent and resilient as we pursue hard-hitting campaigns that benefit our communities and our planet.

## Reflecting on Intentions

Funding Dogwood is a labour of love, and we want to show up to our relationships with our supporters as best we can. While Dogwood’s financial health is always job #1 for our team, this year we specifically embraced the principles of community-centric fundraising. At each meeting, our team reviewed our processes and decided how we can improve them to make our financial world as welcoming, inclusive and transparent as possible.

This year Dogwood thrived with the support of 4,645 gifts. We are truly a grassroots community, with an average donation of \$67.93. One of the principles of community-centric fundraising is that all who engage in strengthening the community are equally valued, whether volunteer, staff, donor, or board member. I hope that you see your contributions reflected in these pages and that you feel the gratitude our whole community has for you.

Our finances remain on solid footing after another challenging year dealing with the effects of the global pandemic. Thanks to the steadfast support of our donors, Dogwood finished the year with a healthy cash position and strong prospects for renewed funding that will sustain our operations through the coming years. Their support is a true vote of confidence in the work, and our province, the country, and our planet are all better for it.

**Our donors’ support is a true vote of confidence in the work, and our province, the country, and our planet are all better for it**





# Financial summary

## Summary of revenues and expenditures

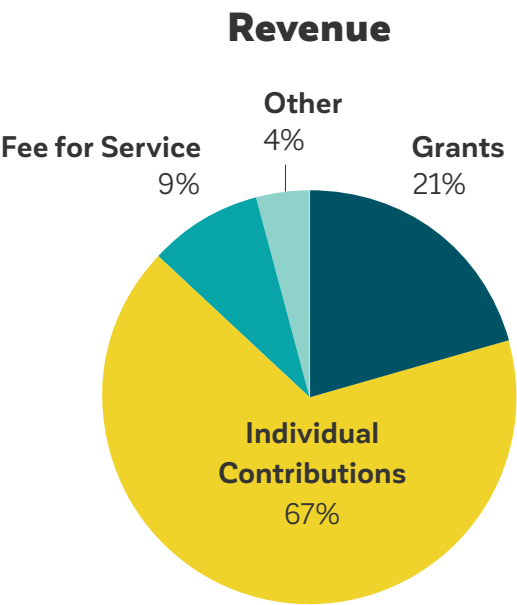
Year ended March 31, 2022

	2021-22
<b>Revenue</b>	
Grants	\$261,237
Individual Contributions	\$844,960
Fee for Service	\$109,907
Other	\$46,758
	<b>\$1,262,862</b>

<b>Expenses</b>	
Overhead	\$262,694
Communications/Campaigns	\$215,423
Special Events	\$13,320
Travel	\$4,155
Human Resources	\$864,974
Amortization of Assets	\$27,072
	<b>\$1,387,638</b>

Operating Loss	-\$124,776
Gain (Loss) on Foreign Exchange	-\$916
Canada Emergency Wage Subsidy	\$195,438
Equity Income	\$8,660

<b>Excess of Revenue over Expenditures</b>	<b>\$78,406</b>
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# Dogwood

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