



February 10th, 2026

St. John's, NL

FOR IMMEDIATE RELEASE

BOLD NEW PARTNERSHIP LAUNCHES TO STRENGTHEN EQUITY AND LEADERSHIP ACROSS NL'S NON-PROFIT SECTOR

Women and gender-diverse people power Newfoundland and Labrador's community sector — but they remain underrepresented in leadership and continue to earn less than male counterparts. A new partnership between the **Community Sector Council of Newfoundland and Labrador (CSCNL)** and **Capacity Canada** aims to help change that.

Together, the organizations are launching **Open Hearth**, a national initiative now being introduced in Newfoundland and Labrador to strengthen equity in nonprofit leadership and workplace culture across the province.

In Newfoundland and Labrador, women and gender-diverse individuals make up roughly **70% of the nonprofit workforce yet** hold only **62% of executive roles** and earn approximately **23% less** than men. Open Hearth will help close these gaps by supporting leadership pathways and more inclusive organizational practices.

CSCNL will lead the provincial rollout of two key initiatives:

- **Mentorship Network:** A collaborative mentoring model connecting underrepresented women and gender-diverse leaders across Newfoundland and Labrador through cohort-based learning and peer support. Two provincial cohorts will launch in 2026.
- **Culture-Change Framework:** A practical framework offering strategies, tools, and resources to help nonprofits build workplaces where belonging, inclusion, and equitable leadership can thrive. The framework process is launching this spring.

"We're proud to partner with CSCNL to bring Open Hearth to communities across Newfoundland and Labrador," said Cathy Brothers, CEO of Capacity Canada. "This work is rooted in community wisdom and supports leaders who have long contributed to the sector without equal access to decision-making spaces."



“We know this sector is driven by women and gender-diverse leaders,” said Colin Corcoran, CEO of CSCNL. “Open Hearth will help strengthen leadership pathways, workplace culture, and the long-term sustainability of our community organizations.”

CSCNL will host a **virtual information session on February 17, 2026 at 1 PM** to share details and open mentorship applications.

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Learn more: <https://capacitycanada.ca/open-hearth/>

Register: https://zoom.us/meeting/register/mV6pe408TvmWZ9GUOFpE_w

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