



# UNBELTS

2021 Sustainability Report



# From our founder

If 2020 was the Year of the Pivot, 2021 was the Year of Tenacity. The initial adrenaline of operating during a pandemic had long worn off. We'd weathered a first and second wave, and now we faced a third, fourth, and fifth.

Change is constant in a growing business, but I'm going to be honest: this year was a nail-biter. I stopped hoping for pressure to subside, and started wondering if we had the stamina and resources to keep building the road in front of us.

We missed goals, which felt awful, but we crushed others, which kept us going. Our Classic belt sales were lower than we'd hoped, which meant that we didn't cycle through their recycled plastic packaging before Earth Day 2022. On the other hand, we blew our community giving benchmarks out of the water, and supply chain disruptions accelerated the growth of our local supplier network. We even met some goals we didn't know we had.

This team and I believe in our products. We believe in our mission and our community. Also, we're really stubborn without a lot of "quit" in us. It's a good thing, because 2022 brings perhaps the biggest challenge yet: un-pivoting our COVID pivot, getting back to the core of our business, and finding our feet on a landscape that's shifted forever, personally and professionally.

Our promise to you is that we'll keep making progress no matter what. This sustainability report will show you some of the ways how. There's work to be done to help folks of all stripes feel great in their jeans and secure in their jobs, and we're grateful to you for keeping us accountable.



Claire Theaker-Brown, pant keeper upper-in-chief  
April 28, 2022

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# Social Sustainability

**Our mission:** to create people-first jobs that produce economically accessible products for a diverse customer base.

**Our tactics:** creating dignified work, ensuring economic accessibility, prioritizing visibility and representation, partnering with our community.

## Creating Dignified Work

### Our ongoing commitments

- » Prioritizing “Who, not where” in our manufacturing ethos. We work with the best component suppliers and sewing providers, wherever they are - and “best” to us means the highest-quality products and the highest-quality jobs
- » Nurturing long-term supplier relationships through consistent, transparent, two-way communication that helps our small, tight network of businesses grow together
- » Ensuring that everyone along our supply chain, including us, pays living wages and provides safe, comfortable work environments for their team - and is third-party verified to be doing so
- » Prioritizing local suppliers when purchasing office, shipping, and other administrative supplies
- » Using third-party screening for potential in-house hires to reduce unconscious bias in hiring practices
- » Providing every Unbelts employee who works 20+ hours per week with comprehensive health benefits, above-living-wage compensation, and above-industry standard vacation time
- » Creating flexible schedules and remote work opportunities that allow for caregiving needs as well as mental and physical health maintenance





## Last year's progress

- » **Achieved:** We documented our diversity and inclusion policies so they're easily referenced by every team member
- » **Partially achieved:** We didn't finalize "a preferred suppliers list that ensures Unbelts' dollars are flowing to values-aligned service and product suppliers," but we did grow that list by four suppliers - all of them local to our Edmonton HQ.
- » **Plus,** we maintained consistent, transparent communication with our suppliers to minimize or eliminate the effect of Unbelts' COVID-related operational challenges on our supply partners' needs and goals
- » **Plus,** we incorporated paid time off for self-care days to encourage health maintenance and burnout prevention

**In 2021, Edmonton's living wage increased from \$16.56 to \$18.10. We adjusted our starting wage accordingly.**

## Our 2022 to-do list

- » Identify partner organizations who can help us expand our Edmonton manufacturing while maximizing social impact to local workers
- » Screen our local suppliers for the same environmental and social sustainability values alignment that we do our long-term overseas suppliers
- » Engage internal team in evaluating current benefits and perks to ensure fit with actual needs
- » *Carried over from 2021:* Make our diversity and inclusion policies easily accessible to public by publishing on website
- » *Carried over from 2021:* Launch an engaging diversity and inclusion training program for our team



# Building in Economic Accessibility

## Our ongoing commitments

- » Making cloth mask donation requests easily accessible by individuals and organizations on our website; we have, to date, fulfilled 100% of our mask donation requests
- » Offering no-interest payment by installments on our website
- » Holding regular sample sales and Almost Perfect sales to offer full-quality, fully-warrantied Unbelts at reduced pricing
- » Creating under-\$15 products via our Unbelts Loop line

## Last year's progress

- » **Surpassed:** We originally planned to host at least two Almost Perfect sales of Unbelts to increase economic access to our products. Instead, we held one sale - and paired it with a donation of 148 Almost Perfect belts to Edmonton Youth Connect, which provided youth in need with no-cost belts.



### What's An Almost Perfect Unbelt?

They're Unbelts with minor sewing or fabric imperfections that don't affect overall appearance or functionality. Instead of discarding these items, we sell them at a discount, backed with our full

- » **Surpassed:** We had an unprecedented year for community giving, particularly with our cloth masks - read on for full details in "Community Partnerships."

## Our 2022 to-do list

- » Hold at least two Almost Perfect/sample sales
- » Add at least two more products to our Unbelts Loop line

## Our Priority United Nations Sustainable Development



United Nations Sustainable Development Goals - <https://sdgs.un.org/goals>





# Prioritizing Visibility and Representation

## *Our ongoing commitments*

- » Ensuring diverse representation of ethnicity, body size, and gender identity in all Unbelts materials, and matching that representation with actual accessibility to products and partnerships
- » Sewing custom belts at no additional cost for individuals whose sizes or usability needs aren't represented by our pre-sewn products
- » In artist collaborations, prioritizing the work of individuals from marginalized communities; providing above-industry standard compensation; and working together to ensure their lived experiences are represented meaningfully
- » Seeking out opportunities to advocate for size and gender inclusion in the apparel industry through public speaking, media coverage, and collaborations with like-minded individuals and organizations

## *Our 2022 to-do's*

- » Conduct a thorough community survey to identify how well we are truly solving our customers' problems, and who remains excluded from our community
- » Initiate usability testing with individuals living with disabilities to ensure universal accessibility to our products
- » Introduce a second size in our Intrepid belts and in any new belt releases
- » Create a public, easily-accessible custom belt request form to reduce barriers to sizes outside our pre-sewn range

## *Last year's progress*

- » **Achieved:** We introduced additional belt lengths to address the need for more inclusive sizing via our Hybrid belt, which will shape our sizing options across all product lines in 2022

# Partnering With Our Community

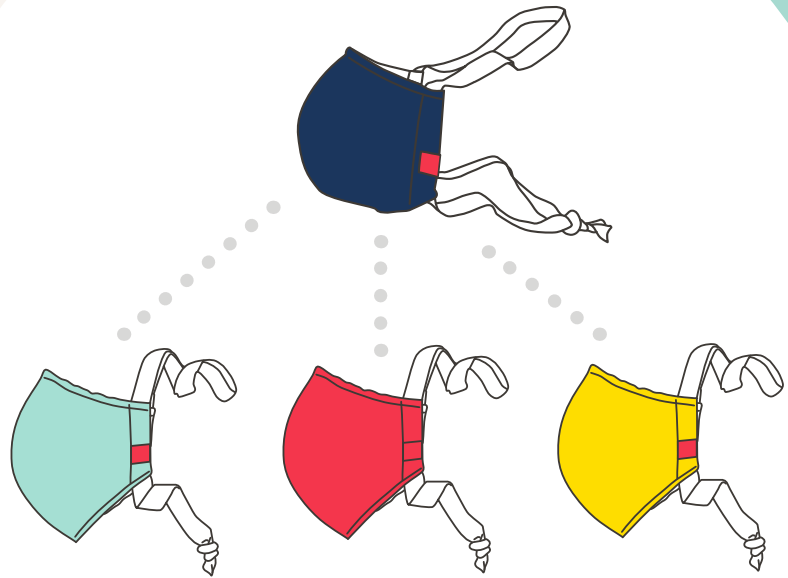
## Our ongoing commitments

- » Donating a minimum of 5% of our inventory to community initiatives annually
- » Seeking out collaborators for joint giving campaigns and fundraisers
- » Identifying opportunities for sustainable apparel advocacy in partnership with community individuals and organizations (further details in Environmental Sustainability: Designing and Advocating for Responsible Apparel Consumption)
- » Building paid time off for volunteering into every Unbelts team member's employment agreement
- » Offering mentorship to early-career community members, including hosting our third Human Ecology Practicum student from the University of Alberta

## Last year's progress

- » **Achieved:** Formalized our donation and partnership program criteria to minimize project approval time and ensure values alignment. Our written internal guidelines for who we can donate time, dollars, and/or product to (ie. must be a not-for-profit organization, must not carry religious affiliation)

For every cloth mask sold...



...we donated three to community organizations and families.

» **Goal surpassed: We donated 17.45% of our 2021 inventory to community individuals and organizations. Our usual goal? 5%.**

## Our 2021 giving campaigns



## By the numbers

**41,393**

Products Donated

**236**

belts donated

**41,133**

masks donated

**24**

mask accessories

*In 2021 we donated to  
nearly 400 groups and  
organizations. View the  
full list on page 14.*





# Environmental Sustainability

**Our mission:** to create truly useful products that help repair, not exacerbate, our planet's environmental crisis.

**Our tactics:** minimizing resource extraction and waste at every step of our products' life cycles, using circular methodologies to extend those products' lifetimes, and designing products that extend the life cycle of other, more resource intensive garments.

## Minimizing Resource Extraction and Waste

### Our ongoing commitments

- » Avoiding unnecessary features and excess materials in product design, including packaging
- » Using recycled and diverted materials
  - » Belt elastic made from recycled PET (rPET) yarn
  - » Belt care labels made from organic cotton and rPET
  - » Belt hardware made from recycled scrap metal
  - » Masks made of overstock polyester and organic cotton
  - » Packaging and all print materials made of recycled materials
  - » E-commerce mailers are resealable and made of 100% recycled materials



Each Intrepid belt repurposes about 8.5 plastic water bottles.

## Last year's progress

- » **Achieved:** Ceased production of our recycled plastic boxes for Classic packaging
- » **Achieved:** Replaced all virgin polyester yarn usage with rPET
- » **Plus,** we successfully test-launched the Hybrid belt, which uses fewer raw materials than the Intrepid and which is available in two sizes (in line with our size inclusivity goals)

## Our 2022 to-dos

- » Introduce recycled materials for our Intrepid “secret pockets”
- » Redesign point-of-purchase displays with recycled materials
- » Introduce consistent, minimalist packaging across all product lines that serves e-commerce and brick-and-mortar customers equally well, and which integrates seamlessly into our new recycled point of purchase displays
- » Expand “split sizing” across product lines to ensure proper allocation of materials, while guaranteeing all features can be utilized and enjoyed by every customer, regardless of size
- » Investigate alternative materials and suppliers for hardware, prioritizing materials that are equal or superior to ours in sustainability, and prioritizing local suppliers to reduce carbon emissions
- » Create a roadmap for carbon-neutral inbound and outbound shipping, with our outbound shipping being totally carbon-neutral by Earth Day 2023

## After that, we're prioritizing

- » Creating a reclamation and re-use plan for existing retailers' point of purchase displays so we can slowly introduce our recycled displays without waste
- » Selecting a supplier, or suppliers, for carbon-negative inbound and outbound shipping

## 2021 goal missed

### What we wanted to do:

“Discover how we can support waste reduction at the second tier of our supply chain (ie. material suppliers), and collaboratively set targets to be met by Earth Month 2022.”

### What actually happened:

We underestimated the staying power of the COVID-19 pandemic and the compounding pressure that would put on us and our suppliers. Pivoting between masks and belts, and trying to maintain an inventory balance of each, tested our internal operational limits. Meanwhile, our component suppliers faced rolling lockdowns that made their business' survival the first priority.

### Our 2022 goal:

To revisit waste mitigation with our component suppliers as they re-stabilize.





# Using Circular Methodologies to Make the Most of What We Use

## Our ongoing commitments

- » Extending our products' lifetimes by offering free repairs and replacements
- » Sewing all imperfect (but functional) elastic into Almost Perfect belts that are sold at a slight discount
- » Repurposing offcuts and imperfect elastic into Unbelts Loop upcycled products, such as cup sleeves, mini-wallets, and hair ties

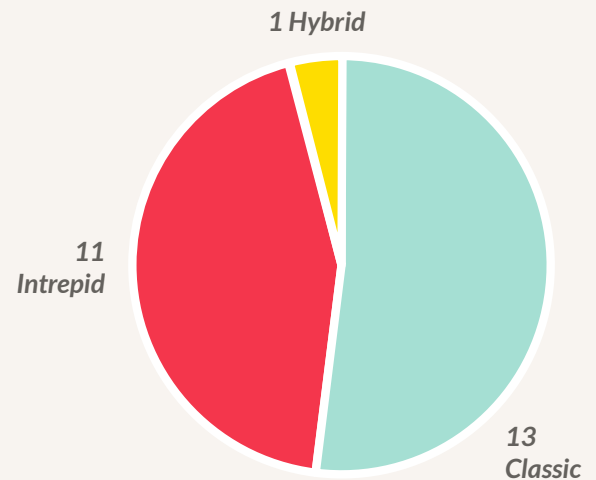
## Last year's progress

- » **Achieved:** introduced "unpackaging" (using mini-loops made from upcycled waste elastic) across all product lines
- » **Achieved:** added hair ties to our Unbelts Loop line to upcycle surplus mask elastic
- » **Achieved:** increased awareness of, and access to, our repairs program by streamlining our Belt Hospital Request process and making it easier to find on our website

## Our 2022 to-dos

- » Instead of "achieving 85% elastic waste reduction in our Guangzhou studio as we've been able to reach in Edmonton" (our 2021 goal), we aim to **move 100% of our cut-and-sew manufacturing to Alberta**, where we can increase our responsiveness to inventory demand and expand our elastic upcycling program
- » Carried over from 2021: re-launch our Belt Buyback program and pre-loved Unbelts marketplace, which we have continued to pause during COVID
- » Carried over from 2021: extend our Lifetime Warranty to all products (ie. replacing our 500-Day Warranty on our Classic Belts)
- » Review product design for ease of repair and re-use

## 25 Unbelts repaired in 2021



2021 elastic waste before upcycling: 419.875 m

2021 elastic waste after upcycling: 94.8 m



If you consume three take-out coffees per week, one Upcycled Bevvie Sleeve replaces over 150 cardboard equivalents



# Designing and Advocating For Responsible Apparel Consumption

## *Our ongoing commitments*

- » Staying informed and up-to-date on current research into the environmental and social impacts of the textile industry
- » Proactively collaborating with other sustainable apparel stakeholders to ensure cross-industry innovation and cooperative growth
- » Supporting making loved clothes last through products that reduce textile degradation and waste (for example, our stretch belts revive loose, worn-out waistbands; our laundry bags reduce wear-and-tear)

## *Our 2022 to-dos*

- » Provide more, and clearer, education on how our customers can best reduce their apparel consumption by better caring for their existing wardrobe
- » Identify at least three potential add-on products that help our customers extend the life of their clothing
- » Host at least two jeans swaps to encourage denim re-use before purchasing
- » Measure what matters: conduct a before-and-after survey of at least 5% of our customer base to assess to what extent we are helping them reduce apparel (and especially denim) consumption

## *After that, we're prioritizing*

- » Third-party testing of our Best-Ever Laundry Bags to independently verify our internal research and testing's conclusion that they effectively reduce textile wear-and-tear



# Our 2021 Community Donation Recipients

- » Abbott Elementary School
- » Africa Centre
- » Alberta School for the Deaf
- » Alberta Women's Health Foundation
- » Aldergrove Elementary
- » Aleda Patterson School
- » Alex Janvier School
- » Alex Janvier School
- » Alexis Junior and Senior High School
- » Almadina Language Charter Academy
- » Alternative Education - Fresh Start
- » amiskwaciy Academy
- » Amity House
- » Andrew School
- » Archbishop Joseph MacNeil School
- » Archbishop O'Leary Catholic High School
- » Ardrossan Junior Senior High School
- » Argyll Centre Caraway Program
- » Athlone School
- » Aurora Academic Charter School
- » Avalon Junior Highs School
- » Avonmore School
- » Balwin School
- » Battle River School Division
- » Baturyn School
- » Belmead School
- » Belmont School
- » Ben Calf Robe/St. Clare School
- » Bessie Nichols School
- » Bev Facey Community High School
- » Big Gifts for Little Lives
- » Bishop David Motiuk Catholic Elementary/Junior High School
- » Bishop Savaryn Catholic Elementary School
- » Bissell Center
- » Black Bookshelf Project
- » Black Gold Outreach Beaumont School
- » Black Women United YEG
- » Boyle Street Education Centre
- » Brentwood Elementary School
- » BriarPatch Community Preschool
- » Brightview School
- » Britannia School
- » Brookside Elementary School
- » Brookwood School
- » C. W. Sears Elementary
- » Caernarvon School
- » Caledonia Park School
- » Cambrian Heights School
- » Catherine Nichols Gunn School
- » Centennial School
- » Centre High Campus
- » Chestermere High School
- » Chestermere Learning Centre
- » Chief Justice Milvain School
- » Christ the King Catholic Elementary/Junior High School
- » CHSPS Central High Sedgewick Public School
- » Clarence Sansom School
- » Coalbanks Elementary School
- » Colonel J. Fred Scott School
- » Common Grounds Art Society
- » Connaught School
- » Connections to Success
- » Constable Daniel Woodall School
- » Copperfield School
- » Corpus Christi Catholic Elementary/Junior High School
- » Crawford Plains School
- » Crestwood School
- » D.S. Mackenzie Junior High School
- » Darwell School
- » David Thomas King School
- » Davidson Creek Elementary School
- » Delton Elementary School
- » Delwood Elementary School
- » Discovering Choices Outreach High School
- » Donald R. Getty School
- » Donnan School
- » Dovercourt School
- » Dr. Anne Anderson High School
- » Dr. Donald Massey School
- » Dr. E.P. Scarlett High School
- » Dr. Freda Miller School
- » Dr. Gordon Higgins School
- » Dr. Karl A Clark Elementary
- » Dr. Lila Fahlman School
- » Dr. Margaret-Ann Armour School
- » Duffield School
- » Duggan Elementary School
- » Dunluce School
- » Earl Buxton School
- » Eastglen High School
- » Ecole Bellevue School
- » École Broxton Park School
- » École Camille J. Lerouge School
- » École Champs Vallée School
- » École Coloniale Estates School
- » École Corinthia Park School
- » École Dansereau Meadows School
- » Ecole Dickinsfield Junior High School
- » École Father Jan Community School
- » École Frère Antoine
- » École Greenfield School
- » École Holyrood School
- » École J.E. Lapointe School
- » Ecole Lacombe Junior High School
- » École Meridian Heights School
- » École Michaëlle-Jean
- » École Montrose
- » Ecole Mother d'Youville School
- » École Notre Dame School
- » École Okotoks Junior High School
- » École Our Lady of the Prairies
- » École Our Lady of the Rosary
- » École Parc Élémentaire
- » École Père Lacombe
- » École Publique Gabrielle-Roy
- » École Rocky Elementary
- » École Secondaire Beaumont Composite High School
- » École Secondaire Notre Dame High School
- » École Secondaire Sainte Marguerite d'Youville
- » Edith Rogers School
- » Edmonton 2 Spirit Society
- » Edmonton Christian Northeast School
- » Edmonton Christian West School
- » Edmonton Folk Music Festival

- » Edmonton International Fringe Festival
- » Edmonton Public Schools Foundation
- » Ekota School
- » Elizabeth Finch School
- » Elk Island Public Schools
- » ELLerslie Campus School
- » Elmwood School
- » EPSB Central Office
- » Ernest Morrow School
- » Escuela Mill Creek School
- » Esther Starkman School
- » Evansdale School
- » Evergreen School
- » Explore Edmonton (Midway)
- » Fairview School
- » Falconridge School
- » Father Leduc Catholic School
- » Father Michael Mireau Elementary/Junior High School
- » Father Patrick Mercredi Community High School
- » "Father Scollen Catholic School
- » Florence Hallock School
- » Fort Saskatchewan Elementary
- » Fort Saskatchewan High School
- » Foundations for the Future Charter Academy
- » Fraser School
- » Garneau School
- » George H. Luck School
- » George P. Nicholson School
- » Glen Allan Elementary School
- » Glengarry School
- » Gobind Sarvar Elementary School
- » Grace Martin Elementary School
- » Greenfield Elementary School
- » Greenview School
- » Griffiths-Scott School
- » Guy Weadick School
- » H.E. Beriault Catholic Junior High School
- » Hardisty School
- » Harry Ainlay High School
- » Hawkwood School
- » Hazeldean School
- » Headway School
- » High Park School
- » High Prairie Elementary School
- » Highlands School
- » Highwood School
- » Hillcrest School
- » Hillview School
- » Hilwie Hamdon School
- » Holy Angels School
- » Holy Family School
- » Holy Redeemer Catholic School
- » Homesteader School
- » Horse Hill School
- » Hughenden Public School
- » Hunting Hills High School
- » Ivor Dent School
- » J. Percy Page High School
- » J.A. Fife Elementary School
- » J.T. Foster High School
- » James Short Memorial School
- » Jan Reimer School
- » Jasper Place High School
- » Jean Forest All-Girls Leadership Academy at St. Cecilia
- » Jennie Emery Elementary School
- » John A. McDougall School
- » John Barnett School
- » John Costello Catholic School
- » John G. Diefenbaker High School
- » John Maland High School
- » John Paul I Catholic School
- » Joseph M. Demko Elementary/Junior High School
- » Julia Kiniski School
- » Kameyosek School
- » Keheewin Elementary School
- » Kenilworth Junior High School
- » Kensington School
- » Killarney Junior High
- » Kim Hung School
- » Kipohtakaw Education Centre
- » Kirkness Elementary School
- » L.Y. Cairns School
- » Lago Lindo School
- » Lakeland Ridge School
- » Lamont Elementary School
- » Lamont High
- » LaPerle School
- » Laurier Heights School
- » Lawrence Arts Centre
- » Lawrence Public Library
- » Lawrence Schools Foundation
- » Leduc Composite High School
- » Lee Ridge School
- » Lendrum School
- » Leo Nickerson Elementary School
- » Lillian Osborne High School
- » Lois E. Hole Elementary School
- » Lomond Community School
- » Londonderry School
- » Lorelei School
- » Louis Riel School
- » Louis St. Laurent School
- » Lymburn School
- » Lynnwood School
- » M.E. LaZerte High School
- » MacEwan University
- » Madonna Catholic School
- » Major General Griesbach School
- » Makers Space at Edmonton Public Library
- » Malmo School
- » Manmeet Singh Bhullar School
- » Mary Butterworth Junior High School
- » Mary Hanley Catholic Elementary School
- » Maskekosak Kiskinomatowikamik
- » Master's Academy & College
- » Mayfield School
- » McArthur School
- » McKee School
- » McKenna Elementary School
- » McKernan School
- » McLeod School
- » McNally High School
- » Meadowlark Christian School
- » Mee-Yah-Noh School
- » Memorial Composite High School
- » Metro Continuing Education
- » Meyokumin Elementary School
- » Michael A. Kostek School
- » Michael Phair Junior High School
- » Mill Creek School
- » Millwoods Christian School
- » Minchau School
- » Monsignor Fee Otterson Elementary/Junior High School
- » Mother Margaret Mary Catholic School
- » Muir Lake School
- » Mundare School
- » Muriel Martin Elementary School



- » Neil M. Ross Catholic Elementary School
- » Nellie Carlson School
- » New Sarepta Elementary School
- » Niitsitapi Learning Centre
- » Northern Lights School
- » Northmount School
- » Ochre Park School
- » Old Scona Academic
- » Oliver School
- » Ormsby Elementary
- » Ottewell School
- » Our Lady of Mount Pleasant Catholic School
- » Parkdale School
- » Parkview School
- » Paul Kane High School
- » Pembina North Community School
- » Peter Lougheed School
- » Phoenix Education Foundation
- » Pigeon Lake Public Library
- » Pine Street Elementary
- » Prescott Learning Centre
- » Prince Charles School
- » Queen Elizabeth High School
- » R.I. Baker Middle School
- » R.J.Scott School
- » Red Deer Public Schools
- » Richard Secord Elementary School
- » Rideau Park School
- » Rio Terrace School
- » Riverbend Junior High School
- » Riverview Middle School
- » Roberta MacAdams School
- » Ronald McDonald House Charities Alberta
- » Ross Sheppard High School
- » Royal Alexander Hospital Foundaton
- » Ruben Hinojosa Elementary School
- » Rudolph Hennig Junior High School
- » Rundle Academy
- » Saddle Ridge School
- » Sakaw School
- » Sanchez Elementary School
- » Satoo School
- » Scott Robertson School
- » Shauna May Seneca School
- » Sherwood Heights Junior High
- » Sifton School
- » Silver Springs School
- » Sir George Simpson Junior High School
- » Sir John Thompson School
- » Sister Annata Brockman Elementary/Junior High School
- » SkirtsAfire
- » Spruce Avenue School
- » Spruce Grove Composite High School
- » St Teresa Catholic Outreach School
- » St. Alphonsus Catholic Elementary/ Junior High School
- » St. Angela Catholic School
- » St. Augustine Catholic Elementary School
- » St. Augustine Fine Arts School
- » St. Benedict School
- » St. Bernadette Catholic Elementary School
- » St. Boniface Catholic Elementary School
- » St. Catherine Catholic Elementary/ Junior High School
- » St. Elizabeth Seton Cathoic School
- » St. Francis of Assisi Elementary School
- » St. John Bosco Catholic Elementary School
- » St. John Paul II Catholic School
- » St. Joseph High School
- » St. Justin Catholic School
- » St. Kateri Catholic School
- » St. Kateri Tekakwitha Academy
- » St. Marguerite Bourgeoys Catholic School
- » St. Martha School
- » St. Martin de Porres High School
- » St. Michael School
- » St. Nicholas Catholic School
- » St. Oscar Romero Catholic High School
- » St. Patrick Catholic School
- » St. Patrick's Community School
- » St. Peter the Apostle Catholic High School
- » St. Pius X Catholic Elementary School
- » St. Rupert School
- » St. Teresa Catholic School
- » St. Thomas Aquinas Catholic Elementary/Junior High
- » St. Vladimir Catholic School
- » Steele Heights Junior High School
- » Steinhauer School
- » STEM Innovation Academy
- » Stony Plain Central School
- » Stratford School
- » Strathcona Christian Academy Elementary
- » Strathcona High School
- » Sturgeon Composite High School
- » Sunalta School
- » Sundance School
- » Suzuki Charter School
- » Svend Hansen School
- » Swanavon School
- » Sweet Grass Elementary School
- » T.D. Baker School
- » Taradale School
- » Tempo School
- » Theatre Alberta
- » Thelma Chalifoux School
- » Thorncliffe Elementary School
- » Tipaskan School
- » Tom Baines School
- » Twelve Mile Coulee School
- » University of Calgary
- » Velma E. Baker School
- » Victoria School of the Arts
- » Viking School
- » Vincent Massey School
- » Virginia Park School
- » W.P. Wagner High School
- » Wainwright High School
- » Waverley School
- » Weinlos School
- » West Dover School
- » West Haven Public School
- » Westbrook Elementary School
- » Westglen Elementary School
- » Westhaven Elementary School
- » Westview Public School
- » Wild Rose Elementary School
- » William D. Pratt School
- » Willow Park School
- » Wilma Hansen School
- » Wilson Middle School
- » Winterburn School
- » Wintering Hills School
- » Woodbridge Farms Elementary School
- » Woodhaven Middle School
- » YEG Youth Connect
- » York School
- » Youth Empowerment & Support Services (YESS) A. Blair McPherson



# Further Reading

Alberta Women's Health Foundation - <https://www.albertawomenshealthfoundation.org/>

B Corporation - <https://www.bcorporation.net/>

Bissell Centre - <https://bissellcentre.org/>

Black Bookshelf Project - <https://www.theblackbookshelfproject.ca/>

The Coldest Night of the Year - <https://cnoy.org/home>

Edmonton 2-Spirit Society - <https://e2s.ca/>

Fashion Revolution - <https://www.fashionrevolution.org/>

Lance Cardinal - <http://lancecardinal.blogspot.com/>

Living Wage Alberta - <https://livingwagealberta.ca/>

Racial Equity Tools - <https://www.racialequitytools.org/>

## *Proud to be a B*

Certified B Corporations™ (B Corps™) are for-profit companies that use the power of business to build a more inclusive and sustainable economy.

Along with nearly 4,000 other businesses across 74 countries, we meet the highest verified standards of social and environmental performance, transparency, and accountability.

You can read about what makes a B Corp, how to certify, and more at [bcorporation.net](https://www.bcorporation.net).

# UNBELTS

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