



ANNUAL REPORT 2022-2023

TOGETHER



WE ACKNOWLEDGE THAT THE WORK OF OUR ORGANIZATION TAKES PLACE ACROSS THE ANCESTRAL, UNCEDED AND TRADITIONAL TERRITORIES OF MANY INDIGENOUS PEOPLES ACROSS THE PROVINCE. OUR OFFICES ARE LOCATED ON THE TERRITORIES OF THE MUSQUEAM, SQUAMISH, AND TSLEIL-WAUTUTH NATIONS.

WE ALSO RECOGNIZE THAT CURRENT AND HISTORIC COLONIAL STRUCTURES EXACERBATE THE HARM THAT INDIGENOUS WOMEN, GIRLS AND TWO-SPIRIT FOLKS FACE WHEN EXPERIENCING VIOLENCE AND ACCESSING SERVICES, SAFETY AND JUSTICE.

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HIGHLIGHTS OF OUR YEAR

01

Celebrating Connections – We celebrated the wrap up of three years of the Emergency Sexual Assault Services (ESAS) grant program and a transition to long-term funding for sexual assault response.

[See page 07 for the full story.](#)

02

Working towards wellness – We put the focus on wellness for our sector this year.

[See page 08 for the full story.](#)

03

New ways of connecting – We created two new electronic newsletters, Slack channels, and six Communities of Practice (CoPs).

[See page 04 for the full story.](#)

ANNUAL REPORT

APRIL 1, 2022 TO MARCH 31, 2023

EVA BC BOARD OF DIRECTORS

SHERI BISHOP, Co-Chair
REGION 5
Interior
Nicola Family Therapy

LYNNELL HALIKOWSKI, Co-Chair
REGION 10
North Central
Prince George Sexual Assault
Centre

DONALDA BEESON
REGION 11
North East
Robson Valley Community
Services

ANNE DAVIS
REGION 1
North Vancouver Island
Comox Valley Transition Society

SAMANTHA LOPPIE
REGION 2
South Vancouver Island
Victoria Sexual Assault Centre

DEANNA SUDNIK
FLOATING SEAT (REGION 11)
North East
South Peace Community
Resources Society

NELL-ANNE TOEGEL
REGION 9
North West
Islands Wellness Society

A CHANGE IN OUR BYLAWS

Before the end of the fiscal year 2022 – 2023, EVA BC called a Special General Meeting in March 2023 to update our society's bylaws. Our previous bylaws had been in place since November 2016.

The highlights of our newly adopted bylaws include:

- › Updates to the language.
- › Changes for the membership categories to include: Core Members, Affiliate Members and Associate Members. (Previously only: Full Members and Associate Members.)
- › Amendment of our board composition requirements to allow elected EVA BC board members to appoint one director outside of the Core Membership based on skills, expertise, knowledge, experience and/or needs identified by the board.

MISSION

EVA BC works collaboratively to improve prevention and response systems that support communities impacted by gender-based violence, harassment and hate.

VISION

EVA BC envisions a society free from gender-based violence.

CORE VALUES

- › Respect
- › Collaboration
- › Integrity
- › Compassion



LEADERSHIP MESSAGE



WE ARE GRATEFUL FOR THE RELATIONSHIPS WITH OUR MEMBERS AND PARTNERS WHO STAND WITH US AND ADVOCATE TOGETHER TO END GENDER-BASED VIOLENCE, HARASSMENT AND HATE.

Together — more than ever.

This year, EVA BC came together to strengthen our connections: internally with our staff and board; with our members; and with external stakeholders. We updated our bylaws and membership structure, and focused on key communications tools to better engage with the programs we serve. This includes developing two e-newsletters, *The Frontline* and *ReachOut*, along with a short animated video highlighting the work at EVA BC.

For all the programs and coordination initiatives, our six communities of practice (CoPs) have added more ways for their members to connect including Slack channels for discussions for sharing ideas, mentoring and networking.

Our signature event this year was *Celebrating Connections*, where we recognized the connections we'd made over three years of the Emergency Sexual Assault Services (ESAS) grant program. We brought together advocates from across our province who tirelessly worked with us to address the need for sexual assault response funding on a more permanent basis. We thank the Ministry of Public Safety and Solicitor General (MPSSG) that has put this funding in place and started the work on developing the much needed sexual assault policy.

Wellness within our sector is a key priority for us. At our 2022 Annual Training Forum in November, we held wellness sessions, workshops, and a vibrant networking session focused on wellness, as part of our wellness project. From those discussions we created a wellness workbook that will be available to our members as a tool for anyone working in the sector.

On behalf of EVA BC staff and board, we are grateful for the relationships with our members and partners who stand with us and advocate together to end gender-based violence, harassment and hate.

Ninu Kang
Executive Director



NEW WAYS TO CONNECT

In November 2022, we launched our new program support newsletter, *The Frontline*. This electronic newsletter delivers key information, resources and opportunities relevant to community-based anti-violence work in BC to our members on a bi-weekly basis. One of the features is our *Resource of the Month*, which highlights new resources with practical information and tools frontline workers can use in their work. The newsletter reaches almost 600 subscribers with a high level of engagement.

Members can contact us at programsupport@endingviolence.org to subscribe to *The Frontline*, ask questions, or share relevant information, resources, or opportunities.

If you are not an EVA BC member, consider becoming a member by visiting our [membership webpage](#), or subscribe to our general newsletter, *ReachOut*, which is available to all our supporters through endingviolence.org/subscribe/.

NEW COMMUNITIES OF PRACTICE

We have expanded our successful coordination Communities of Practice (CoP) model. Frontline workers in our core member programs can now meet and connect more regularly through our provincial program support Communities of Practice. Our core member programs include: Community-Based Victim Services (CBVS), Stopping the Violence Counselling (STVC), Stopping the Violence Outreach (STV ORS), Multicultural Outreach (MORS), and sexual assault services.

If you are a frontline worker in one of our core member programs, and aren't yet in a Community of Practice, reach out to programsupport@endingviolence.org to be connected to your peers.

PROVINCIAL SERVICES

EVA BC's Provincial Services, funded by the Ministry of Public Safety and Solicitor General (MPSSG), provide ongoing support, information, and resources to frontline workers and leadership in community-based anti-violence programs.

We share information, training and funding opportunities, resources, and other updates through our newsletters and website. We also provide one-on-one email and phone-based support and consultation, and facilitate networking opportunities for the programs across BC. Our program support team is available to debrief, answer questions, and share tools to support frontline workers and leadership.

Learn more about our provincial services by visiting our anti-violence worker support pages at endingviolence.org/program-support-services/.



ACCESSIBLE AND CULTURALLY RESPONSIVE SERVICES

In our annual survey of the anti-violence programs under our provincial umbrella, with a large representation from rural communities, we heard about the ongoing systemic and structural barriers in organizations and programs that prevent anti-violence workers from delivering more accessible and culturally responsive services. Survey responses made it clear that programs are facing inequities with different levels of access to resources.

Despite inadequate funding and resources, limited language and cultural supports, challenges with buildings and facilities, high caseloads, limited staff and volunteer diversity, insufficient training opportunities, and recruitment and retention challenges, leaders and frontline workers continue to improve service delivery.

They work tirelessly to improve policies and procedures, engage in community outreach, and identify opportunities to collaborate with other local community organizations to better meet the needs of the diverse populations they serve.

WHAT WE HEARD FROM THE PROGRAMS

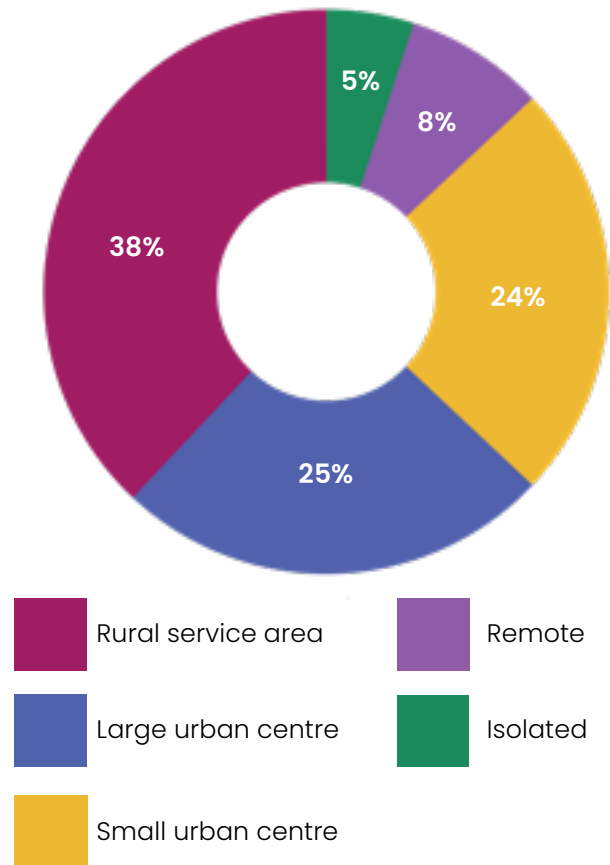
COMMON BARRIERS TO PROVIDING ACCESSIBLE AND CULTURALLY RESPONSIVE SERVICES

- › Lack of resources and stable funding
- › Challenges with buildings and facilities
- › Limited staff diversity

HOW COMMUNITIES ARE ADDRESSING THESE GAPS

- › Providing equity, diversity, and inclusion (EDI), anti-racism and cultural safety training to staff
- › Developing and reviewing policies and procedures
- › Collaborating with other community agencies

GEOGRAPHICAL DISTRIBUTION OF SURVEY RESPONDENTS



WE REGULARLY INVITE FEEDBACK FROM PERSONS SERVED AND FROM COMMUNITY PARTNERS TO ENSURE, TO THE BEST OF OUR ABILITY, THAT SERVICES ARE ACCESSIBLE.

— CANVASING PROGRAMS SURVEY RESPONDENT

COMMUNITY COORDINATION FOR WOMEN'S SAFETY (CCWS)

This year the CCWS team held in-person training sessions to support coordination initiatives in 10 locations across the province. The team also provided virtual support to develop, and enhance coordination initiatives in over 30 communities across the province.

CCWS also hosted and facilitated four Communities of Practice (CoPs) for Inter-Agency Case Assessment Teams (ICATs) and two CoPs for coordination initiatives. These CoPs are opportunities for coordination initiatives across the province to strengthen relationships and learn from each other. Some of the topics discussed included challenges with the legal system, intimate partner violence death review, coordination training needs and general trends in gender-based violence.

Our provincial CCWS Working Group meets twice a year with representatives from over 35 agencies including senior levels of government (e.g. Ministry of Children and Family Development, and Ministry of Public Safety and Solicitor General) as well as

10 COMMUNITIES VISITED IN PERSON



from provincial associations such as the BC Society of Transition Houses (BCSTH), Police Victim Services of BC (PVSBC), and West Coast Legal Education Action Fund (LEAF).

This year the group focused on healthcare and anti-violence sector coordination, the provincial sexual assault policy, defining gender-based violence, gender-based violence and youth, and gender-based violence against Indigenous women.

HOPE2HEALTH

The Hope2Health project is an initiative between EVA BC and the BC Women's Hospital & Health Centre with goals to enhance cross-sector collaboration in BC on sexual violence between healthcare and anti-violence workers, to identify best practices and to strengthen the coordination of sexual violence response services. This initiative is funded by Women and Gender Equality Canada (WAGE).

In September 2022, we heard from anti-violence workers across the province in response to our survey about working together with healthcare on sexual violence response. In October 2022, we held two online dialogue sessions for anti-violence workers, with a total of 48 participants, to discuss strengths, challenges, opportunities and solutions to improve coordination between health care and anti-violence services to better support survivors of sexual violence.

From the survey and dialogues, we identified the need for more training and improved access for sexual violence survivors in both the health and anti-violence sector.

We also identified the need for sustained funding and more coordination between the sectors — this was supported by findings in *Changing Perceptions: Research Findings and Recommendations for Improving the Healthcare Response*, a publication produced by BC Women's Hospital & Health Centre and EVA BC.



TO BE EFFECTIVE, CROSS-SECTOR COORDINATION NEEDS SYSTEMIC SUPPORT AND APPROPRIATE RESOURCING.

— CHANGING PERCEPTIONS OF SEXUAL ASSAULT

CELEBRATING CONNECTIONS

During 2022-23 we wrapped up the Emergency Sexual Assault Services (ESAS) grant program that began in 2020. EVA BC was directly involved in liaising with and advising government to establish permanent funding for sexual assault services programs. The transition to permanent funding — the first time sexual assault services were included in the provincial budget since 2002 — gave us reason to celebrate, but we also wanted to celebrate all the connections made across the province in over three years of working together to support survivors of sexual violence.

This year we provided support to ESAS organizations, which included over 150 program staff in 53 programs — 19 of which were Indigenous-led. In July 2022, we hosted a three-day *First Responder to Sexual Violence* training facilitated by the Stó:lō Service Agency for Indigenous ESAS programs, one of four core trainings we delivered to program staff over the three years of the program. We also hosted nine Communities of Practice (CoPs) meetings and three youth sub-committee meetings this year which resulted in meaningful connections, relationships, and engagements across BC.

In January 2023, we held the *Celebrating Connections* event, our biggest gathering that brought all the ESAS programs together for an in-person event. This was an opportunity to build on our conversations and connections, learn together, and find inspiration.

On the first day, Elaine Alec, author, teacher and direct descendant of hereditary chiefs from the Sylix and Secwépemc Nations, delivered an inspiring keynote



HUGE THANK YOU TO THE EVA BC TEAM FOR MAKING THIS SUCH AN AWESOME EVENT! WE REALLY ENJOYED OURSELVES AND LEARNED SO MUCH. THIS EVENT RESULTED IN MANY IMPORTANT DISCUSSIONS AND CONNECTIONS THAT WILL BE SO USEFUL GOING FORWARD IN OUR WORK.

— CELEBRATING CONNECTIONS EVENT PARTICIPANT

presentation *Cultivating Safe Spaces*. Participants watched a live performance of the one-person play, *Dissolve*, about drugs, alcohol, and sexual assault, written by Meghan Gardiner and directed and presented by *Shameless Hussy Productions*. The rest of the day was spent engaging in interactive sessions on community engagement, organizational growth and change, supporting survivors, and wellness.

On the second day, participants took part in an all-day workshop, *Paddling Together in Reconciliation* led by Kathi Camilleri of The Village Workshop Series.

The event was a huge success with lots of positive feedback from attendees.



OUR 2022 ANNUAL TRAINING FORUM

From November 23 to 24, 2022, we welcomed close to 400 participants from programs and sectors that respond to gender-based violence across the province, to our third virtual Annual Training Forum (ATF). The ATF focused on the theme *Strengthening Roots / Sustaining Growth*.

Keynote speakers included Dr. Beverly Jacobs, Debbie Scarborough, Sheri Bishop, Erin Whitmore, and Samantha Fernandes. We hosted skill-building workshops, networking and wellness sessions, and welcomed back singer-songwriter Desirée Dawson for another beautiful closing performance.

KEYNOTE RECORDINGS

Our organization is pleased to share our recorded keynote addresses from our 2022 Annual Training Forum. You can find them by visiting our YouTube channel (youtube.com/endviolencebc) and navigating to our ["2022 EVA BC Annual Training Forum \(ATF\) Keynotes" playlist](#).



IT IS EXTREMELY VALUABLE TO HEAR FROM EXPERIENCED AND PASSIONATE PEOPLE ON THE FRONT-LINES OF ANTI-VIOLENCE AND COMMUNITY SUPPORT SERVICES. AS A WORKER IN A RURAL AND ISOLATED GEOGRAPHIC LOCATION, THIS CONFERENCE IS ONE OF THE ONLY OPPORTUNITIES I HAVE TO FURTHER MY TRAINING AND CONNECT WITH OTHERS IN MY SECTOR.

— ANNUAL TRAINING FORUM PARTICIPANT

WORKING TOWARDS WELLNESS

In addition to a wellness-focused keynote and wellness sessions at our virtual Annual Training Forum, we delivered a series of provincial wellness workshops and webinars, and virtual wellness-focused regional networking opportunities for the programs we support.

Workshops included *Critical Incident Group Debriefing*, facilitated by the Crisis & Trauma Resource Institute, *Low-Impact Debriefing*, facilitated by TEND Academy, and *Staying Well within Trauma-Informed Organizations*, facilitated by Dr. Nancy Poole at the Centre of Excellence for Women's Health.

As part of this project, we have also developed our first wellness workbook for BC's anti-violence sector, entitled *Invitation to wellness: A workbook for anti-violence workers*.

We are grateful to the Ministry of Public Safety and Solicitor General (MPSSG) for supporting the Service Provider Wellness and Training Project.



DR. BEVERLY K. JACOBS
GAVE A KEYNOTE PRESENTATION AT THE ATF
"ROOTS OF FEMINISM: HAUDENOSAUNEE WOMEN"

UNITING FOR CHANGE

BE MORE THAN A BYSTANDER – BC LIONS, UNIONS, CORPORATIONS, INDUSTRY LEADERS, AND COMMUNITIES STAND TOGETHER

The *Be More Than a Bystander* initiative, driven in partnership with the BC Lions, is addressing the critical issue of gender-based violence and harassment. As we reflect on the past year, we celebrate the remarkable progress achieved through the collaborative efforts of industry leaders, communities, unions, corporations, and our partners.

IN OUR SCHOOLS

In the past fiscal year, the *Be More Than a Bystander* high school program reached 13,720 students. Through our comprehensive presentation, we provide youth with an understanding of gender-based violence and harassment and equip them with practical intervention skills, empowering them to take action when confronted with situations of violence and harassment. Together, we are nurturing a generation of active bystanders who are ready to stand up, intervene, and create a safer and more respectful environment in schools and communities.

IN OUR COMMUNITIES AND WORKPLACES

Our workplace and community programs have been critical in making workplaces safer and raising awareness about gender-based violence. This fiscal year, we want to highlight the community presentations we hosted for the internationally recognized "Take Back The Night" movement, which is dedicated to raising awareness about sexual violence. As a result of this collaboration we reached a broader audience, which emphasized the importance of collective responsibility in responding to gender-based violence.

As we move forward, we are more enthusiastic than ever to continue the essential work of the *Be More Than a Bystander* program. We extend our gratitude to our partners, sponsors, clients, and participants for their unwavering support.

Learn more about our program by visiting: endingviolence.org/be-more-than-a-bystander/



TIPS – HOSPITALITY INDUSTRY TRAINING PROGRAM FOR SEXUALIZED VIOLENCE PREVENTION

Training in Prevention and Safety (TIPS) is a voluntary and free online course designed for the bars, restaurants, and hospitality industry in Victoria, BC. It caters to employers (owners, managers, supervisors) and employees, focusing on strengthening workplace culture, incident recognition and response, support for affected individuals, and legal requirements. Ending Violence Association of BC (EVA BC) and Good Night Out Vancouver (GNOV) developed TIPS with funding from the City of Victoria and the Department of Justice Canada, and it aligns with a 2019 motion passed by Victoria City Council for sexualized violence prevention training in the industry.

The objective of the e-course is to provide comprehensive training on workplace sexual harassment and assault, empowering both employees and employers in the bars, restaurant, and hospitality industry to create safer environments and effectively respond to incidents.

The online course offers a diverse range of modules covering various aspects of sexualized violence prevention, including:

- › **Understanding Sexual Harassment:** Defining and recognizing different forms of sexual harassment within the workplace.
- › **Bystander Intervention:** Equipping individuals with strategies to intervene in potentially harmful situations.
- › **Reporting Mechanisms:** Providing information on confidential reporting procedures and support systems available to victims.
- › **Creating Safe Spaces:** Implementing practices to foster a safer and more inclusive environment for both employees and patrons.

EVA BC STATEMENT OF REVENUES AND EXPENDITURES

APRIL 1, 2022 — MARCH 31, 2023

	2023	2022
REVENUES		
Province of British Columbia	\$ 9,924,663	\$ 9,248,630
Other contributions	773,745	695,926
Federal grants	608,171	535,695
Interest income	81,164	67,001
Donations	19,631	54,432
Membership fees	18,455	20,665
	11,425,829	10,622,349
EXPENDITURES		
Sexual assault services	8,234,796	7,739,087
Salaries, benefits and purchased services	2,275,997	1,890,565
Public education promotion	169,014	203,768
Travel and accommodation	116,365	40,000
Training	107,988	141,197
Rent and site costs	105,342	144,111
Professional fees and bookkeeping	103,530	107,390
Materials and supplies	57,329	215,102
Meetings	46,594	12,174
Postage, printing and courier	29,984	5,901
Telephone and communications	26,542	18,387
Non-recoverable taxes	7,270	38,437
	11,280,747	10,556,119
EXCESS OF REVENUES OVER EXPENDITURES	145,082	66,230
TRANSFERS		
Net assets invested in tangible capital assets	(12,366)	(27,683)
Deficit reduction fund	(132,716)	(38,547)
SURPLUS	\$ —	\$ —

Complete financial reports available on request.