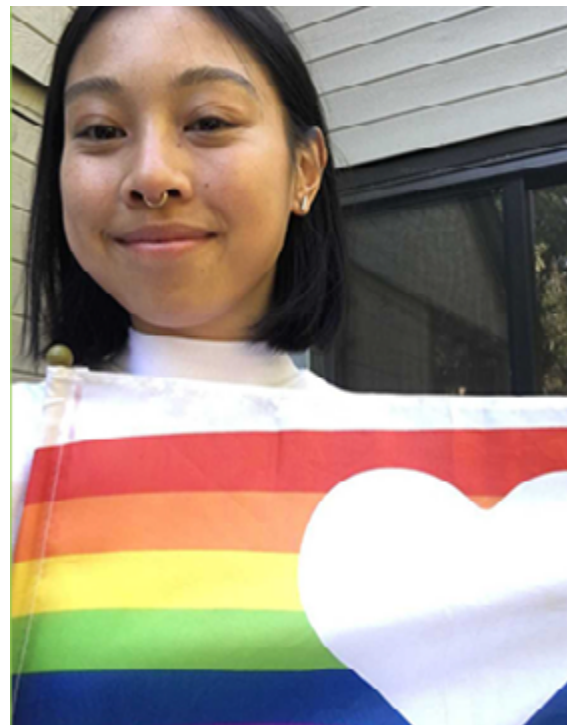


ENDING VIOLENCE

Association of BC



ANNUAL REPORT 2019/20



Resilience Then and Now

As we began to face the pandemic and its unprecedented challenges in March 2020, the Ending Violence Association of BC (EVA BC) rallied to support its members and the clients they serve. As always, we listened to what those on the front lines told us they needed, and responded with proactive solutions (see Building Our Future for details). Now and since our inception, we remain resilient amidst crisis. We continue our survivor-centred focus, working with more than 300 programs and initiatives across BC, supporting survivors of sexual assault, relationship violence, child abuse, and criminal and sexual harassment.

The Ending Violence Association of BC first began in 1992, first under the name of the BC Association of Specialized Victim Assistance and Counselling Programs. Before this, in our early days, the province's sexual assault centres and specialized victim assistance programs made up our membership base. Before we formed, they were struggling in isolation and had no one speaking to government about funding or survivor issues, no one looking to advance the field or acquire funding for training or other program-related needs. Rather than continue the tradition of meeting once a year to exchange ideas, the programs began to consider forming a provincial association to improve coordination and information-sharing, reduce duplication of effort, encourage networking, and have a provincial body looking out on the sector's behalf.

A Secretary of State grant enabled program representatives to conduct a formal feasibility study to assess interest in forming a provincial association. In March 1992, the BC Association of Specialized Victim Assistance and Counselling Programs was established. Membership was extended to Stopping the Violence (STV) Counselling programs in 1994 and to STV Outreach and Multicultural programs in 2008. In 2009, we changed our name to EVA BC.

Our Mission and Mandate

Guided by respect for difference, human dignity, and equality, EVA BC offers programs and initiatives that address sexual assault, relationship violence, child abuse, and criminal and sexual harassment province wide. We work with more than 300 anti-violence programs, cross-sector coordination committees, and high-risk Interagency Case Assessment teams that support victims and survivors and their loved ones. We provide issue-based consultation and analysis, resource development, training, and research and education.

More specifically, our mandate includes the following:

- Providing support and training
- Undertaking research
- Developing and distributing resources and tools
- Educating the public and government bodies on the needs of victims of violence
- Developing and maintaining service standards
- Fostering cross-sectoral coordination and collaboration.

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Message from the Board Co-Chairs: 'EVA BC Continues to be a Leader'



EVA BC Board Members, L to R: (Back row): Renu Bawa; Nell-Anne Toegel; Donalda Beeson; Sheri Bishop; Gloria Jackson; Lindsay Bysterveld (no longer a member); Bally Bassi; Tracy Porteous. Front row: Maja Misic; Deanna Sudnik; Carlee Hughes.

In the final few months of this fiscal year, the COVID-19 pandemic forced EVA BC and the rest of the world to deal with numerous related challenging issues. As we write this message, the pandemic remains a central concern. However, we have also seen many successes in 2019-20: just look through these pages. The highlights in this annual report remind us of the excellent work that EVA BC continues every day as it supports and advocates for anti-violence service programs

across the province — even, and especially, during times of crisis.

EVA BC's Board is comprised of committed individuals who represent member programs from across British Columbia. Our Board representation is designed to gather input from all regions and from a variety of programs and staff, including Community-Based Victim Services, STV Multicultural Outreach, STV Counselling, STV

Outreach, and Executive Directors overseeing anti-violence programs. This structure has created a strong Board with a wide range of skill and expertise. It is the Board's responsibility to work closely with EVA BC's Executive Director Tracy Porteous on activities related to the governance of this dedicated and hard-working organization.

“Survivors inspire us all with their courage and insight.”

Over the past year, the Board of Directors met regularly, twice in person and several times via teleconference. These meetings were always rich with information-sharing that helped guide our decision-making. Each Board Member sits on at least one working committee to provide guidance and feedback on important governance matters including Finance, Policy, Personnel, Membership, and the Annual Training Forum.

It is impossible to list all of EVA BC's activities and accomplishments. However, we want to assure the membership that the Association remains committed to providing anti-violence workers across the province with the support, skills, knowledge, and tools required to meet the complex needs of survivors of gender-based violence. EVA BC continues to be a leader in recognizing emerging issues and concerns for both anti-violence workers and the populations they serve, and identifying strategies for creating increased safety and social change. These priorities were demonstrated when the EVA BC Board and staff met in January 2020 to begin

crafting a new Strategic Plan. This process involved reflection on past successes and obstacles while fostering innovative thinking to examine our mission, vision, and goals, and to nurture improvements, both internal and external.

The Board wants to acknowledge the incredible amount of work completed by a diverse and devoted EVA BC staff, together with their passionate and fearless Executive Director Tracy. At the same time, we would like to congratulate them on fulfilling most of the goals they set for themselves in the previous Strategic Plan. We recognize that despite the headway being made in addressing gender-based violence, sexual assault, and child abuse, there is still much work to be done. The Board applauds the determined labours of EVA BC's membership in their efforts to improve services and the experiences of survivors, who inspire us all with their courage and insight. If we are to achieve our vision of equality for all, we must continue to support each other as we work towards change and improvement.

Sincerely,
Bally Bassi and Gloria Jackson
 EVA Board Co-Chairs



Bally Bassi



Gloria Jackson

Executive Director's Message



I am delighted to share EVA BC's 28th Annual Report, which outlines once again the many successful programs and projects that our hard-working team has delivered this year. Two major initiatives, in particular, deserve extra attention. In late March 2020, we received word from the BC Provincial Government that we would receive \$10 million to administer a three-year grant program to support the delivery of emergency sexual assault response services in regions across the province (see Building Our Future).

We are honoured to take on this role. When the BC Government publicly announced this program, it marked the culmination of nearly

two decades of significant effort on our part. We never stopped speaking to government about the need to restore funding for sexual assault response in BC. Years ago, when the province's sexual assault centres had their funding slashed, we worked hard to have these monies restored. Once we began to meet with the Province and the project's advisory committee, EVA BC proposed that in keeping with numerous calls for justice for Indigenous women, we split the fund down the middle and designate a full half of the fund for Indigenous communities. This was agreed to by all and marked a new day. For the first time in BC, Indigenous communities will get fair access to funds and contracts related to gender-based violence.

Another major initiative I am proud of is our new SHARP (Sexual Harassment Advice, Response, and Prevention for Workplaces) Workplaces program, for which we received \$1.7 million this year from the Federal Department of Justice. This 4.5-year project, co-led by EVA BC and Community Legal Assistance Society (CLAS), offers trauma-informed training and free legal advice, aimed at small business, non-profits, Indigenous communities, and youth-focused legal assistance centres. It is exciting to be part

“Thank you to all our heroic anti-violence programs for your dedicated, caring work.”

of a collaborative process that will empower employees and increase the knowledge, skill, and confidence levels of employers to deal with a workplace issue to which few know how to respond.

Besides these exciting endeavours, I would like to acknowledge all of the work accomplished by EVA BC staff and members in this 2019-20 fiscal year, especially in late March as we began to face the ravages of the pandemic and the many new demands for changes in service provision and client support. Our Community Coordination for Women's Safety (CCWS) program, Safe Choices, and Be More Than a Bystander trained and engaged close to 123,000 people. Impressions for our Bystander's public awareness campaign alone reached almost 139 million! These amazing accomplishments reinforce our passion and commitment to keep working

to create greater awareness and societal change to end gender-based violence.

Since our inception, we have maintained an unwavering focus on the well-being of our frontline workers. Now, more than ever, we strive to keep our members safe as we continue to respond to COVID-19 and its challenges. Thank you to all our heroic anti-violence programs for your dedicated, caring work. You lift our hearts.

Sincerely,
Tracy Porteous
Executive Director

We're Here For You

Delivering member-requested information bulletins, legal protocols, responsive teleconference calls and in-person training, webinars, reports to government, cutting-edge research, and much more...

These are just a few of the many ways that EVA BC served communities across the province in 2019-20. From training workshops to public education through the media, we provide support through four main programs: Community Coordination for Women's Safety, Be More Than a Bystander, Safe Choices, and SHARP Workplaces.



At Chilliwack Secondary (from left): Victim Services workers Jodie Burrell and Nancy Drewery join BC Lions spokespersons Sukh Chungh and Adam Konar.

Provincial Services to Programs

EVA BC's biggest contribution under our Provincial Services contract is the day-to-day support and resources we provide for frontline workers. We give them pertinent information, updates, and resources through listservs and our website, whether it's new government regulations, promising best practices, or notices regarding new programs, trainings, events, and available funding. We offer a responsive ear and opportunities for connecting and networking via one-on-one support through emails and phone calls, and group teleconferencing and/or Zoom calls. We are available to brainstorm, debrief, answer questions, and help track down tools and resources. This was, and remains, a particularly vital role during the pandemic.

Overall, Program Support staff serve as a crucial information bridge between EVA BC, the Ministry of Public Safety and Solicitor General

227
EVA BC
MEMBERS



19,124+
PEOPLE
TRAINED



116
WORKSHOPS
DELIVERED



ALMOST
139
MILLION
PUBLICITY IMPRESSIONS



(MPSSG), and our members across the province, whether it's through individual support, our listservs and website, our annual conference, or sharing a Resource of the Month or EVA Notes on a topical theme.

External committee work, strategic calls, and influential meetings with government and related bodies are another key activity. Throughout the year, we maintained contact with the Coalition on Murdered and Missing Indigenous Women and Girls. We had a consultation session on Sept. 26 with Parliamentary Secretary Mitzi Dean and Minister of Labour Harry Bains regarding paid leave for survivors of domestic and sexual violence. We participated in the Working Group for the Ministry of Social Development and Poverty Reduction, and the Social Service Sector Round Table's Forum, Defining Collaborative Engagement to Advance the Work of the Social Services Sector Roundtable. We met regularly with MPSSG to keep the funder aware of the issues faced and questions asked by frontline workers.

At the same time, EVA BC develops and delivers new training as often as funding allows to the anti-violence sector, besides regular sessions offered by CCWS, Safe Choices, and Be More Than a Bystander.

Training Highlights

Annual Training Forum (ATF) 2019: Supporting Survivors Across the Years

Three hundred and thirty anti-violence workers, alongside representatives from police, health, justice, government, and academia, attended Supporting Survivors Across the Years on Nov. 28 and 29 at the Sheraton Vancouver Airport Hotel in Richmond. EVA BC's 2019 Annual Training Forum offered roughly 20 presentations, including five keynote presentations,

Eighty-six per cent of feedback respondents rated their overall ATF 2019 experience between "good"



Red art cover of program for ATF 2019 Supporting Survivors Across the Years

and "very good." Comments included "All speakers were great"; "Broad range of expertise. [It's] inspiring all the very important work being done"; "Thank you for putting on a magnificent conference." Videos of the keynote addresses are available via this link:

<https://endingviolence.org/new-videos-of-the-keynote-speeches-from-eva-bcs-2019-annual-training-forum/>

STV Feminist Core Counselling Training

With Clinical Counsellor Susan Armstrong, EVA BC delivered a five-day training in mid-March 2020 to 17 STV counsellors from across the province. Originally, 25 people had registered but after the state of emergency was declared on the first day of the training due to COVID-19, we had last-minute cancellations. We conducted daily consultations with attendees to assess their concerns regarding the pandemic and whether they wanted to continue.

Risk Identification and Safety Planning Webinar

We redelivered a two-hour webinar on April 18, 2019,

introducing tools and practices to identify evidence-based risk factors and circumstances that make survivors of relationship violence more at risk of serious or potentially lethal violence. We touched on the principles of ethical and legal information-sharing, documentation practices for high-risk cases, and basic safety planning and risk management.



EVA Consultant SUSAN ARMSTRONG, a Clinical Counsellor, helped deliver STV Feminist Core Counselling Training in March 2020.

Community Coordination for Women's Safety (CCWS)

Cooperation. Collaboration. Resiliency. Responsive service. These four principles guide the work of our Community Coordination for Women's Safety (CCWS) Program. CCWS helps communities across BC develop and strengthen cross-sectoral models of coordination on gender-based violence. CCWS brings together different community services — including community-based victim services programs, transition houses, police, hospitals, Indigenous services, and others — to ensure that they all work together as effectively as possible with one common goal: Keep all survivors/victims, including LGBT2SQ individuals, safe.

Between April 1, 2019 and March 31, 2020, CCWS Regional Coordinators provided support to 69 communities by way of in-person training, community and regional capacity-building sessions, as well as telephone and e-mail consultations. The CCWS team delivered 33 capacity-building sessions on VAWIR Coordination, Sexual Assault Coordination and Response, Third Party Reporting, and ICAT to a total of more than 900 participants.

“This [training] has opened my eyes and mind and [shown] how ICAT can do so much for victims and help others involved.”

— Feedback on ICAT Training in Fernie

Interagency Case Assessment Teams (ICAT)

Communities in all BC regions regularly ask CCWS to provide training, information, resources, and support for ICAT initiatives. These partnership groups, which include criminal justice, child welfare, health, victim service, anti-violence and community workers, share a collective goal: to keep highest-risk domestic/sexualized violence victims, their children, and the community safer. Both CCWS and EVA BC have taken a leadership role to help communities set up and maintain ICATs.

Third Party Reporting (TPR)

Third Party Reporting (TPR) of sexual assault is a process in BC that allows adult victims, aged 19 and over, to report details of a sexual offence/assault to police anonymously through a Community-Based Victim Services Program (CBVS) or other designated programs. CCWS leads the Province's TPR protocol in partnership with RCMP E-Division, and supports CBVS and police to develop local interagency protocols and implement and maintain the TPR protocol. A provincial TPR Work Team, comprised of CCWS, the BC Association of Municipal Chiefs of Police, RCMP E-Division, Vancouver Police Department Sex Crimes Unit, and BC Ministry of Public Safety and Solicitor General, guides the protocol.

VAWIR/VIR and Sexual Assault Coordination

CCWS provides training, resources, consultation, and other supports to communities across BC regarding how to establish and strengthen coordination initiatives to respond to gender-based violence. This work is identified under the categories Violence Against Women in Relationships (VAWIR) and Violence in Relationships (VIR). Research and anecdotal reports from survivors demonstrate that coordinated, cross-sector initiatives increase safety and accountability, improve referral practices, policies, and protocols, and facilitate identification and resolution of systemic issues at the local level.

Provincial Working Group

Senior government personnel, police, and community agencies are some of the members of the CCWS Provincial Working Group. They share cross-sector information, provide input on issues related to their areas of expertise, and identify local and provincial strategies to help enhance coordination and implementation of anti-violence policies. The Working Group, which has connected twice a year since November 2001, met this fiscal year on Oct. 10, 2019 and March 25, 2020.

On March 25, 2020, the Provincial Working Group held an important Zoom meeting to assess how all participating agencies across BC were responding to the pandemic's impact on our anti-violence work and sector.

VAWIR Conference Calls

CCWS hosted and facilitated two conference calls for VAWIR committee chairs this year, on Nov. 13, 2019 and March 26, 2020. Participants got a chance to discuss key challenges they face with their coordination initiatives and share strategies and successes. The March 2020 conference call with VAWIR committee chairs provided the opportunity to discuss issues related to a COVID-19 pandemic response. This included resulting changes in services and supports to survivors as well as the need to adapt coordination work to reflect physical distancing and remote working conditions.



ICAT Community of Practice Conference Calls

CCWS held its first ICAT regional conference calls of the fiscal year on April 23 and April 26, 2019. Some topics of discussion included relevant CCWS written resources to be circulated, RCMP Co-Chair training (developed in partnership with CCWS), the role of Crown Counsel and relationship to ICATs, and access to records.

Two more calls were held on Dec. 11 and 12, 2019, in partnership with E-Division. Over the two calls, 27 communities attended. Participants discussed issues concerning membership and gatekeeping at the ICAT as well as information-sharing practices and concerns about use, disclosure, and documentation of information obtained at the ICAT. They also raised the issue of agency turnover and how ICATs are affected when communities lose long-time service providers and ICAT members.

Overall, these calls establish a much-needed opportunity for ICATs in 38 communities to network, share ideas, and problem-solve. The inaugural teleconference meetings began in December 2018.

Resource Development

From reports and guides to information bulletins and newsletters, CCWS produces a variety of resources each year to help people in the field gain practical skills, analyze issues from a cross-disciplinary perspective, and keep up to date on activities and events. CCWS resource documents are available online at <http://endingviolence.org/research-publications/>.

69 
COMMUNITIES
DIRECTLY SERVED

61 
VAW COORDINATION
COMMITTEES
SUPPORTED

38 
ICATS SUPPORTED

33 
CAPACITY BUILDING
SESSIONS DELIVERED

900+ 
PARTICIPANTS RECEIVED IN-PERSON TRAINING

Be More Than a Bystander: Break the Silence

Be More Than a Bystander is a ground-breaking, public education crime prevention and culture-changing partnership, launched in 2011 between the BC Lions Football Club and EVA BC. Popular sports icons BC Lions players use their status and public profile to help engage youth to create awareness around domestic and sexualized violence, urging people to speak up and “break the silence on gender-based violence.”

By 2019-20, our Bystander program has brought massive awareness of these issues by producing hundreds of millions of impressions of the message to speak up and not stay silent in the face of gender-based violence. At the end of this fiscal year, EVA BC reached out to the BC Lions to begin developing six new PSAs for 2020-21, which would highlight the link between disasters like COVID-19 and domestic/sexualized violence.

Since its inception, BMTAB has won several awards, been highlighted in a global session at the United Nations, and was directly responsible for a number of spin-off campaigns across Canada. The groundwork laid by this initiative led to the development of the Canadian Football League’s National Policy on Violence Against Women, as well as a workplace training film, *Become More Than Bystanders: Ending Violence Against Women in Resource Industry Workplaces* and another directed at youth.



Cariboo Secondary students pose with BMTAB spokespersons Sukh Chungh and Adam Konar.

This year, funding partners of Be More Than a Bystander were the Province of BC, the BC Federation of Labour, Encana Corporation, and Teck. We couldn’t carry on the work of preventing gender-based violence without the generous support of these partners. Huge thanks.

Youth Education

BC Lions players, who are trained as Bystander spokespersons, delivered 30 school presentations this fiscal year, reaching more than 15,466 high school students in person. The Lions have reached 124,911 BC students in total, in person, since they began delivering the Be More Than a Bystander training in 2012. Each school visit consists of a large-scale assembly to the general student body plus a breakaway leadership session with student leaders. The program focusses on the

*After hearing a Be More Than a Bystander presentation this year, **84 per cent** of students said they would speak up if they heard someone say something abusive about women or girls.*

importance of creating a safe environment in the school for youth, what it means to be more than a bystander, and how students can initiate change by breaking the historic silence surrounding violence and abuse. Results from exit surveys with students overwhelmingly indicate the program's positive impact.



Clearwater Secondary students work with BMTAB content under the guidance of Jordan Herman-Reed and Claudell Louis.

Training

Besides our successful work in high schools, we have been sharing Be More Than a Bystander's program powerful engagement model with organizations, unions, and corporations. Our educational sessions and training to adults and workplaces is proving just as successful as the youth program. Trainings delivered this year included the BC Centre for Women in the Trades, the Justice Institute of BC, CUPE 1004, BC Hydro, the BC Government Employees Union, and BC Maritime Employers Association

The Be More Than a Bystander model recognizes that the vast majority of men do not commit violence against women. Instead, they care deeply about the women and girls in their lives and in the world. This compelling program asks those men to play an active role in creating positive change. Enthusiasm for the program, which engages men and boys as allies to "Break the Silence on Gender-based Violence," continues to grow. This is particularly important now in our challenging new COVID-19 era.

Public Awareness Campaign

Be More Than a Bystander continued its strong public profile in fiscal 2019-20, its tenth season. Our program increased public awareness through multiple ongoing activities, including media coverage, PSAs, websites, social media, radio, and television. This resulted in almost 139 million new impressions. This added to the overall reach of the program, which has long been established in the billions now.

18,025

PEOPLE TRAINED

138,846,076

NUMBER OF IMPRESSIONS
(PUBLIC AWARENESS CAMPAIGN) 2019-20

204,936

PEOPLE ENGAGED IN PERSON SINCE
PROGRAM BEGAN IN 2011

Be More Than a Bystander Awards

Wally Buono received the 4th annual Be More Than a Bystander Award in November 2019 in front of more than 300 people at EVA BC's Annual Training Forum in Richmond, BC.

"It takes courage to stand up and be heard, [so] if you have the opportunity to help, do," the former BC Lions head coach told listeners at the Special

Recognition Ceremony. Buono, now retired, has shared publicly his own experience as a youth intervening on his mother's behalf in a domestic violence incident in his home.

"It takes courage to stand up and be heard, [so] if you have the opportunity to help, do."

— WALLY BUONO,
2019 Be More Than a Bystander Award Recipient

This award honours dedicated community members who make outstanding contributions to ending gender-based violence by speaking up, interrupting and confronting harmful language and behaviour within their community, and who demonstrate courage in opposing gender-based violence.



Wally Buono (centre) with (from left) Jessica Lee, EVA BC's Project and Communication Coordinator; Christie Buono, Wally's daughter; Jamie Taras, BC Lions Director of Community Relations (partially hidden); Tracy Porteous, EVA BC Executive Director; J.R. LaRose, Be More Than a Bystander spokesperson; and the Hon. Min. Mike Farnworth, Minister of Public Safety and Solicitor General.

Safe Choices: LGBT2SQ Support and Education



The Safe Choices Support and Education Program focuses on preventing relationship violence and improving the health and safety of LGBT2SQ (lesbian, gay, bisexual, trans, Two-Spirit, and queer) women and gender-diverse individuals who are currently, or have been, in abusive queer relationships.

For those who work in the anti-violence, justice, social services, and health sectors, Safe Choices provides information and tools in the form of community workshops that encourage healthy relationships, and delivers educational workshops that focus on LGBT2SQ experiences. Safe Choices is funded by the SMART Fund of the Vancouver Coastal Health Authority.

The Safe Choices program reached 109 service providers and 90 LGBT2SQ+ community members in 2019-20. Safe Choices delivered 12 of its 14 scheduled workshops; two had to be cancelled due to the province-wide, isolate-in-place COVID-19 order in mid-March. Healthy Relationship workshops were held at the PROUD2BE conference, at Rainbow Refugee

drop-in, and for drop-in clients at MOSAIC's I Belong program and PACE Society, respectively.

Safe Choices delivered service provider workshops for the Ministry of Public Safety and Solicitor General; the BC Association of Clinical Counsellors' Skills for Mindful Living Series; WAVAW Rape Crisis Centre (two sessions given); Atira Women's Resource Society; Family Services of the North Shore; North Shore Crisis Services Society; and at EVA BC's 2019 Annual Training Forum.

Webinar on Domestic Violence in LGBT2SQ+ Communities

Fifty-three participants viewed Addressing Domestic Violence in LGBT2SQ+ Communities Across BC in February 2020, moderated by Kate Rossiter. Olivia Fischer and Dailey Laing of EVA BC's Safe Choices LGBT2SQ+ Support and Education Program co-facilitated. This BC-wide webinar was supported by a Civil Forfeiture Grant from the Ministry of Public Safety and Solicitor General. A recording of the webinar is available at <https://www.youtube.com/watch?v=rtkgjbvVix0>.

Consultant Cicely Blain offered a facilitator training workshop on how to facilitate conversations around unconscious bias. We engaged in community outreach to rural and remote communities served by Vancouver Coastal Health and integrated information gathered through these calls into our needs assessment.



“Safe Choices delivers workshops that are engaging and meaningful, and seeks to understand and include intersectional identities, specifically LGBTQIA+ immigrant and refugee perspectives. The workshops bring large-scale concepts down to a community level, allowing individuals to personally engage, and understand how their immigrant and refugee backgrounds influence their perceptions, and encourages them to foster healthy relationships.”

— KIANA REYES,
MOSAIC’s I Belong program Facilitator (pictured left)

In this fiscal year, the Safe Choices program increased the capacity of service providers in the anti-violence and settlement sectors to provide culturally safer and more accessible and appropriate services to LGBTQ immigrants, refugees, and newcomers. We also informed community members about their rights, available resources and supports, and provided opportunities for them to reflect on their own relationship patterns.

Overall, the Safe Choices Support and Education Program focuses on preventing relationship violence and improving the health and safety of LGBT2SQ (lesbian, gay, bisexual, trans, Two-Spirit, and queer) women and gender-diverse individuals who are currently, or have been, in abusive queer relationships.

For those who work in the anti-violence, justice, social services, and health sectors, Safe Choices provides information and tools in the form of community workshops that encourage healthy relationships, and delivers educational



workshops that focus on LGBT2SQ experiences. Safe Choices is funded by the SMART Fund of the Vancouver Coastal Health Authority.

SHARP Workplaces

SHARP (Sexual Harassment Advice, Response, Prevention) Workplaces, launched in 2019, is designed to help non-profits, small businesses, Indigenous communities, and youth-focused legal assistance centres (i.e. legal clinics at all BC law schools) increase their capacity to prevent and respond to issues around workplace sexual harassment. It is a collaboration between EVA BC and the Community Legal Assistance Society (CLAS), a not-for-profit law firm based in Vancouver.

This 4.5-year project, federally funded by the Department of Justice, established a project

SHARP WORKPLACES

team in October 2019 under project lead Liza Hughes. An advisory committee was formed and the first committee meeting went well. In late 2019, SHARP Workplaces hired a project evaluator to develop an ongoing project evaluation framework.



"We've been working closely with lawyers at CLAS to develop accessible, legally accurate, public legal education resources for a new online hub, which we've decided to launch a year early [in 2020] in response to COVID-19."

— LIZA HUGHES,
SHARP Workplaces Project Manager

SHARP Workplaces conducted two full-day trainings, with Myrna McCallum and CLAS, of 32 lawyers from across the province on trauma-informed lawyering and substantive legal issues. SHARP also trained VictimLinkBC on identifying and providing trauma-informed responses and referrals to disclosures of workplace sexual harassment. Feedback was excellent.

Liza Hughes attended a City of Vancouver roundtable discussion on workplace sexual harassment in the hotel and service industry. SHARP Workplaces worked with Myrna McCallum to develop adaptable policy templates, tip sheets, and an investigation manual.

A media agency is developing a social media strategy for what will be SHARP Workplaces' new Workplace Sexual Harassment hub website. A downloadable brochure and posters are available at <https://endingviolence.org/prevention-programs/sharp-workplaces/>.

People who experience workplace sexual harassment get help with new SHARP Workplaces program

PRESS RELEASE - Newswire (/author/pr-newswire)
Mar. 10, 2020, 10:30 AM

VANCOUVER, March 10, 2020 /CNW/ - **Community Legal Assistance Society (CLAS)** and the **Ending Violence Association of British Columbia (EVA BC)** launched a new program today geared to help workers facing sexual harassment on the job. Called **SHARP Workplaces**, the program provides free legal advice, education and information to address workplace sexual harassment in the province.

Sexual harassment in the workplace is a significant problem.

The Canada Labour Code defines sexual harassment as "any conduct, comment, gesture, or contact of a sexual nature that is likely to cause offence

SHARP WORKPLACES

Workplace sexual harassment has no place in Indigenous communities

Is your workplace safe?

Employers are responsible for maintaining a healthy work environment. We help workers and employers understand the law and know their role in creating healthy workplaces. Our training provides concrete tools and strategies for transforming workplace culture.

Call or email SHARPWorkplaces@endingviolence.org, 604-633-2068 to schedule.

A full or half-day training for Indigenous workplaces, including:

- Worker's rights and responsibilities
- Trauma-informed responses to reporting disclosures of workplace sexual harassment
- Conducting workplace culture change
- Welcoming gender diversity in workplaces

Training for employers such as Chief and Councils, Board Members, Departmental Managers and Boards of Directors including:

- Legal responsibilities of employers
- Conducting trauma-informed workplace sexual harassment investigations
- Trauma-informed practices for receiving disclosures and making reports

We offer sexual harassment prevention and response training to workplaces on and off reserve. Training is available for local and remote communities across the province.

ENDING VIOLENCE ASSOCIATION OF BC
CLAS
Funded by:

Other Training, Projects, Initiatives

Responding Collaboratively to Highest-Risk Domestic Violence

EVA BC delivered a one-day training on Interagency Case Assessment Teams to 28 cross-sectional representatives from the Oceanside area in October 2019. Forty-four people participated in a Regional ICAT Training in the West Kootenays in November 2019, offered in partnership with an RCMP co-trainer from Crime Prevention Services.

Third Party Reporting of Sexual Assault

Twenty-six service providers attended a training in Terrace in January 2020. Eighteen people participated in a one-day training in Port Clements, Haida Gwaii in March 2020, held in partnership with the RCMP.

BC SPCA

EVA BC continues to work in partnership with the BC SPCA, developing policy and procedures related to the links between animal abuse and domestic and sexual violence, revising information-sharing and privacy policies, and increasing links to coordination initiatives. In partnership with the BC SPCA, EVA BC presented at the Network to Eliminate Violence in Relationships Conference at Kwantlen Polytechnic University in Surrey in October 2019.

Canadian Domestic Homicide Prevention

The Canadian Domestic Homicide Prevention Initiative with Vulnerable Populations is a six-year project (2015-2021) designed to conduct research on domestic homicides in Canada and inform risk assessment, risk management, and safety planning strategies to prevent domestic

homicides in four populations: Indigenous peoples, immigrants and refugees, rural, remote, and Northern communities, and children exposed to domestic violence.

Over the past year, a team of researchers from across Canada, including EVA BC, has been interviewing survivors of severe domestic violence and people who were close to someone killed as a result. The project researchers have conducted interviews with more than 110 participants across Canada. Findings from the project, funded by the Social Sciences and Humanities Research Council of Canada, will be shared at a national conference set for May 2021. Find out more at <http://cdhpi.ca/knowledge-products>.

Creating Safe Workplaces & Communities

This three-year project, funded by WAGE (Women and Gender Equality), launched in 2017 and was completed at the end of fiscal 2020. This project worked to address gender-based violence and its implications for women's health and safety in the workplace in three distinct sectors in BC: Indigenous-led workplaces, immigrant-and-refugee-focused workplaces, and male-dominated industry workplaces.

Three BC leaders, with experience and skills in each of the three sectors, guided the project: Chastity Davis, Indigenous leader and past chair of the Minister's Council for Indigenous Women, Ninu Kang, long-time leader in the immigrant and refugee sector, and our own Tracy Porteous.

We delivered a presentation to 30 attendees at the annual Women in Leadership Conference of the

BC Assembly of First Nations, held in Vancouver in January 2020. Indigenous Chiefs, Councillors, Matriarchs, and business and community leaders from across BC attended the one-day event.

Find out more information about this Canada 150 project at <http://endingviolence.org/prevention-programs/safe-workplaces-communities/>.

Changing Perceptions: Reimagining Sexual Assault to Better Support Survivors

In this Vancouver-Foundation-funded research project (2017-2022) led by BC Women's Hospital Foundation, BC Women's Hospital + Health Centre, and EVA BC, we are doing research with health leaders, health and anti-violence sexual assault service providers, and sexual assault survivors to better understand barriers and facilitators to disclosing sexual assault and accessing health services. This project aims to reduce barriers to accessing support and enhance trauma-informed responses across multiple systems, especially in health.

Independent Legal Advice for Survivors of Sexual Assault

This three-year (2017-2020) pilot project, funded by Department of Justice Canada, piloted the provision of trauma-informed, independent legal advice (ILA) and support for survivors of sexual assault in five BC communities in partnership with local community-based, anti-violence organizations: Kamloops (with KSACC), Abbotsford (with Archway Community Services), Prince George (with Prince George and District Elizabeth Fry Society, Prince George Sexual Assault Centre), Smithers/Hazelton (Northern Society for Domestic Peace), and Vancouver (WAVAW Rape Crisis Centre).

Through the pilot project evaluation, EVA BC learned about the value of independent legal advice services for sexual assault survivors, as well as best practices for implementing a sustainable ILA service delivery model in BC. This pilot project, which demonstrated that providing community-based victim services in conjunction with access to ILA is a promising practice, reaffirmed our experience in the field that comprehensive and coordinated services are key to assisting survivors to feel supported in the aftermath of sexual assault. Based on our learnings, EVA BC recommends (1) ongoing, long-term funding for ILA services for sexual assault survivors; (2) the integration of wrap-around, community-based victim services and Indigenous services; and (3) the implementation and support of trauma-informed ILA practices.

Uber Partnership

Thanks to a new partnership formed in 2019 with Uber, EVA BC is able to offer free Uber ride vouchers for our member programs to help their clients get to police, medical, and other violence-related appointments and interviews. Uber also helped us out with a donation of cash that we put towards our 2019 Annual Training Forum.

To help prevent sexual assault and gender-based violence, Uber has partnered with, and learned from, groups like EVA BC to build new related tools and policies and promoted awareness. Uber has improved its driver screening processes, rider safety technology, and now has agents available 24/7 who have received specialized training in sexual assault response.

Our Members



Keynote speaker DR. CATHERINE RICHARDSON/KINEWESQUAO addresses attendees at EVA BC's 2019 Annual Training Forum in Richmond.

Rural and urban voices. Small and large organizations. Services in isolated areas and a downtown Vancouver presence. From Vancouver Island and the Sunshine Coast to Haida Gwaii, the East Kootenays, and Fort Nelson, our diverse members guide EVA BC with their priorities, needs, vision, and challenges. We exist to support and serve them, whether it's initiating much-needed protocols, helping frontline workers respond to a high-risk case or sharing tips on self-care. Fulfilling our members' needs lies at the core of everything we do.

Whether they're a Stopping the Violence Counsellor, a Multicultural Outreach Program or Community-Based Victim Services Association,

EVA BC is here to provide a wide range of responsive services:

- Toll-free support, debriefing, and information to programs
- Regional support conference calls
- Monitoring and mitigation of issues
- Newsletters
- Website and social media
- Listservs
- Interpretation of policy, legislation, and case law
- Assistance to government
- Education and public awareness
- Training
- Resource development



EVA BC Members Are in Communities Across British Columbia:

Region 1: North Vancouver Island
 Region 2: South Vancouver Island
 Region 3: Lower Mainland
 Region 4: Fraser Valley
 Region 5: Interior
 Region 6: Okanagan
 Region 7: East Kootenay
 Region 8: West Kootenay
 Region 9: North Coast
 Region 10: North Central
 Region 11: Northeast



EVA BC Board
 Member
 SHAHNAZ
 RAHMAN

“Surrey Women’s Centre is one of the organizations that has benefitted immensely from our membership with this organization. They’ve provided us with specialized training for our frontline workers...EVA BC has demonstrated incredible compassion and support to our agency and other agencies...We are immensely grateful for all that you do, EVA.”

— SHAHNAZ RAHMAN,
 Executive Director of Surrey Women’s Centre

EVA BC Members:

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STOPPING THE
 VIOLENCE COUNSELLING

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STOPPING THE VIOLENCE/
 MULTICULTURAL OUTREACH

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ASSOCIATE
 MEMBERS

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SIMILAR PROGRAMS
 MEMBERS

Our Partners

EVA BC is grateful for funding and working partnerships with the following organizations in 2019/20:

Government of Canada



Department of Justice
Canada

Ministère de la Justice
Canada



Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada



Office of the Federal Ombudsman
for Victims of Crime

Bureau de l'ombudsman fédéral
des victimes d'actes criminels



Social Sciences and Humanities
Research Council of Canada

Conseil de recherches en
sciences humaines du Canada

Funders



Government of British Columbia



Ministry of Advanced Education, Skills & Training
Ministry of Attorney General
Ministry of Children and Family Development
Ministry of Public Safety and Solicitor General





TRACY PORTEOUS, EVA BC Executive Director (R) with Hon. MELANIE MARK, BC Minister of Advanced Education, Skills and Training

Affiliation of Multicultural Societies and Service Agencies of BC

BC Centre for Women in the Trades
BC Chiefs of Police
BC Chiefs of Municipal Police
BC Coroners Service
BC Institute of Technology
BC Representative for Children and Youth
BC SPCA
BC Teachers Federation
BC Women's Health Foundation
BC Women's Hospital & Health Centre
BCcampus
BCGEU
Buddhist Compassion Relief Tzu

Chi Foundation

Canadian Armed Forces
Canadian Institutes of Health Research
Coalition for Missing and Murdered Indigenous Women (MMIWG)
Community Legal Assistance Society (CLAS)
Equal Press
Federation of Community Social Services of BC
Foundry
FREDA Centre for Research on Violence Against Women and Children
Justice Institute of BC
Legal Services Society of BC
Living in Community

Minister's Advisory Council on Indigenous Women

MOSAIC
National Coaches Association
Nisga'a Lisims Government
Protect Our Frontline Workers in Vancouver
Royal Canadian Mounted Police "E" Division (RCMP)
Union of BC Performers/ACTRA
United Steelworkers
Vancouver Foundation
Vancouver General Hospital (Anesthesiology Department)
Ventana Construction
WAVAW Rape Crisis Centre
West Coast LEAF
Western University
Winnipeg Blue Bombers
WISH Drop-in Centre Society



Hon. MITZI DEAN, BC Parliamentary Secretary for Gender Equity

Communications and Media

EVA BC's participation in interviews on television, radio, and print media generated almost **139 million** publicity impressions.

EVA BC's new media platform Critical Mention, which we began using in May 2019, enables us to find more accurate user data and media reach numbers and more extensive print, radio, and television mentions than our previous manual Internet searches did. We now generate customized monthly media reports that include charts and graphs that visually communicate the breadth of our media reach.

Media outlets regularly seek out EVA BC as a "go to" source of expertise for commentary and analysis on gender-based violence, and also as leader of the Be More Than a Bystander initiative. We regularly respond to requests for interviews for television, radio and print media.

During this fiscal year, EVA BC reinforced the link between increased gender-based violence and disasters, like the current pandemic, in interviews with CBC Radio, CKNW, Vancouver's Co-op Radio, Ming Pao media's Saturday Magazine, and other outlets, both regional and province wide. Find examples of EVA BC in the news with relevant links on our website at endingviolence.org/news/.

Beyond media coverage, we connect with a broad range of groups to increase public awareness about gender-based violence. We also participate in a

diverse variety of public events and committees. To share resources and connect with our membership, we use direct emails, group listservs, newsletters, teleconference calls, surveys, and our website.

Two days after the BC Government declared a public health emergency on March 17, 2020, we launched a new section Important COVID-19 Updates on our website. It contained valuable pandemic-related and health and wellness resources, news, protocols, and other content aimed at the anti-violence sector. We continue to update this content regularly. You can find it at this link: <https://endingviolence.org/need-help/important-covid-19-updates-from-eva-bc/>.

Social Media

Our Twitter impressions almost quadrupled in 2019-20 from the previous year. EVA BC's social media presence includes regular postings, many new followers, and ongoing engagement with peers and partners.



1,133,500 impressions from posts
Follow us on Twitter @EndViolenceBC



161,330 impressions from posts
Find us on Facebook at www.facebook.com/EndingViolence.org



7,433 views
View us on YouTube at www.youtube.com/user/endingviolencebc

EVA BC Website Usage, 2019-2020

Our website drew **274,041 page views**, averaging **22,837 views per month**, or **761 per day**.*

**Please note that we have switched from Webalizer to Google Analytics for our web data. Statistics provided by Google Analytics trend lower than those used by Webalizer. For example, website total visits in our third quarter under Webalizer were 103,898; in Google Analytics, they were 46,333. Therefore, new totals reflect a change in measurement only, not in EVA BC website usage.*

Our Strategic Plan: A Responsive Vision

As we completed the final year of EVA BC's five-year Strategic Plan (2014/15 to 2019/20), we acknowledged how many goals we had reached while identifying the areas where we need to grow, change, and improve. Our Board and entire team met in January 2020 to brainstorm and develop a bold, new responsive Plan for the next five years (see Building Our Future, on the next page).

Eight Key Priorities

Our 2014-15 to 2019-20 Plan sets out eight key priorities and related development goals:

1. Increase knowledge, skills and capacity of anti-violence workers;
2. Foster cross-sectoral awareness on risk, intervention, and safety;
3. Champion and foster expansion of anti-violence programs for marginalized populations;
4. Support health, safety, and well-being of anti-violence workers;
5. Serve as the 'go to' authority and source for leading-edge information;
6. Influence social change on violence with Indigenous and multicultural communities;
7. Raise awareness in community and government; and
8. Create a sustainable foundation for EVA BC's work.



Photos: Karen Goodfellow

We Listen

Many thanks to everyone who shared suggestions, ideas, and criticisms. Community consultation has fuelled the action steps of our operational plan. We listen to you to shape our decisions and directions, drawing on surveys and planning sessions with Board members, EVA staff and contractors, member feedback, and a review of past plans, documents, and accomplishments. Your comments help us better serve our members, victims/survivors, and the anti-violence community.

Building Our Future



Photo: Paul Hanaoka, Unsplash

At our January 2020 strategic planning session, we set new goals and visions that will guide our growth and development over the next five years until 2025/26. We continue to work to increase our organizational capacity by setting priorities that will guide our work, through succession planning to ensure seamless transitions in senior leadership, and through sustainability planning to prioritize our organization's workplace health and financial well-being well into the future.

An ongoing priority is identifying how we can best exemplify publicly EVA BC's core values of dignity, respect, compassion, integrity/honesty,

"I just wanted to express my gratitude to EVA BC for being such a positive social presence. EVA BC is a rock star for advocacy and program support."

— STEPHANIE KOORBATOFF,
Boundary Women's Coalition, Grand Forks

intersectionality, and collaborative teamwork. We remain committed to ongoing anti-racism work and cultural humility as we increase our awareness of how we impact the anti-violence sector as a predominantly white organization.

Here are some of our 2020/21 highlights so far:

A New Three-Year Initiative: Emergency Sexual Assault Response

For the next three years, EVA BC will lead the delivery of coordinated emergency sexual assault response services across the province, thanks to a \$10-million grant program announced May 26, 2020 by the BC Government. This will help anti-violence organizations deliver community-based emergency sexual assault response services that are trauma informed and culturally appropriate.

The program recognizes the substantial need for locally relevant and culturally safe supports for sexual assault survivors in Indigenous communities in BC. A grant program will evenly distribute funds to both non-Indigenous and Indigenous groups. Indigenous consultants Chastity Davis and Elaine Alec are overseeing the Indigenous Services grant stream.

EVA BC is administering the grant program in collaboration with the Ministry of Public Safety and Solicitor General, the Minister's Advisory Council on Indigenous Women, and the Ministry of Finance - Gender Equity Office.

COVID-19 Response:

We're Here for You

As our members transitioned to work from home during the first weeks of the pandemic in March 2020, EVA BC responded immediately to their needs. They scrambled to serve clients safely and confidentially. As the ongoing months of COVID-19 unfolded, we created the following:

- a special COVID-19 website section with many resources and regular updates
- a COVID-19 Workplace Health, Safety and Wellness Plan, Fact Sheet, and printable resource
- eight information bulletins and a poster addressing gender-based violence during a pandemic
- six PSAs featuring BC Lions players, past and present
- a COVID-19 Support Report E-News
- bi-weekly teleconferencing calls with separate member program groups and free-to-them, individualized teleconference lines to 50 ICATs
- a fast-track protocol for high-risk cases (co-created with community partners).

We also distributed almost 30,000 personal protective masks, 6,000 pairs of disposable gloves, almost 11,000 bottles of sanitizer, and 400 face shields to frontline workers and others across the province. Thanks to deals with Telus, Freedom Mobile, Rogers, and Shaw, we provided 252 free smart phones with data, and 200 SIM cards to members and their high-risk clients.

"We are grateful for all EVA BC is doing on our behalf. We just received our box of PPE and COVID-related supplies and it is very appreciated!"

*— Frontline Worker,
Islands Wellness Society, Haida Gwaii*



Photo: Markus Spiske, Unsplash

Statement of Revenue and Expenditures

For Ending Violence Association of British Columbia for the year ended March 31, 2020

	2020	2019
	Total	Total
REVENUES		
Province of British Columbia	\$ 1,170,842	\$ 1,374,315
Program transfers (<i>note 9</i>)	445,091	362,783
Other contributions	309,785	225,508
Federal grants	412,514	234,085
Interest Income	17,497	13,381
Membership fees	14,983	23,235
Donations	8,151	7,640
	2,378,863	2,240,947
EXPENSES		
Salaries, benefits and purchased services	1,607,399	1,439,543
Public education promotion	275,488	331,355
Travel and accommodation	164,956	181,365
Meetings	77,172	90,648
Professional fees and bookkeeping	77,045	31,855
Rent and site costs	72,921	68,159
Materials and supplies	53,524	45,956
Non-recoverable taxes	14,088	18,573
Postage, printing and courier	13,366	10,586
Telephone and communications	9,859	8,719
	2,365,818	2,226,759
EXCESS OF REVENUES OVER EXPENDITURES	\$ 13,045	\$ 14,188
TRANSFERS		
Net assets invested in tangible capital assets	3,767	4,478
Deficit reduction fund	(16,812)	(18,666)
SURPLUS	\$ -	\$ -

Audit performed by Clearline Chartered Professional Accountants
Completed Audited Statement Available on Request

Our People

EVA BC Board Members

Region 1: North Vancouver Island	Gloria Jackson (Co-Chair) Community Based Victim Assistance Program, Campbell River Family Services Society
Region 2: South Vancouver Island	Renu Bawa Community Based Victim Service Program, Victoria Child Abuse Prevention & Counselling Centre
Region 3: Lower Mainland	Maja Mistic Stopping the Violence Counselling Program, Burnaby Family Life Institute
Region 4: Fraser Valley	Shahnaz Rahman Executive Director, Surrey Women's Centre Society
Region 5: Interior	Sheri Bishop STV Counselling Program, Nicola Family Therapy
Region 6: Okanagan	Lindsay Bysterveld Community Based Victim Service Program, South Okanagan Women in Need Society (SOWINS)
Region 7: East Kootenays	Vacant
Region 8: West Kootenays	Carlee Hughes STV Outreach Program, Arrow and Slocan Lakes Community Services
Region 9: North West	Nell-Ann Toegel STV Counselling Program, Islands Wellness Society, Haida Gwaii
Region 10: North Central	Bally Bassi (Co-Chair) STV Counselling and Outreach Programs, Community Based Assistance, Prince George & District Elizabeth Fry Society
Region 11: North East	Donalda Beeson STV Counselling and Outreach Programs, Robson Valley Community Services
Floating Seat (Region 11)	Deanna Sudnik Counselling and Victim Services, South Peace Community Resources Society

EVA BC Staff

Executive Director	Tracy Porteous
Office Manager	Habiba Rashid
Program Manager	Laura Woods
Research & Projects Manager and Safe Choices Program Coordinator	Kate Rossiter
Communications Managers	Heather Conn Nancy Boyce
Program Manager of Indigenous Services	Nancy Elsa Berland
Training Manager	nour kachouh نور كشوع
Project Manager	Liza Hughes
Special Projects Manager	Chris Rahim
Project and Communication Coordinator	Jessica Lee
Research and Projects Coordinator	Misha Dhillon
Program Support & Curriculum Coordinator	Audrey Wong
Administrative Assistants	Fiona Pierce Kathleen Yang

Community Coordination for Women's Safety Program

CCWS Program Manager	Kristi Yuris
CCWS Regional Coordinators	Nancy Regular Morgen Baldwin Charlene Eden
Legal Analyst	Natalie Dunbar

ENDING VIOLENCE

Association of BC

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Proofreaders: Bally Bassi, Gloria Jackson, Jessica Lee, Tracy Porteous, Laura Woods

Acknowledgement of Indigenous Territories

EVA BC respectfully acknowledges that our head office is located on unceded, ancestral, and traditional territories belonging to the $x^w m \theta k^w \dot{a} y \dot{e} m$ (Musqueam), $S k^w x w \dot{u} 7 m e s h$ $\dot{U} x w u m i x w$ (Squamish), and $s \dot{e} l i l \dot{w} \dot{e} t a 7 \dot{a}$ (Tsleil-Waututh) Nations. We acknowledge and thank the Coast Salish peoples for allowing us to live, work, and play on their lands. EVA BC is committed to working in solidarity with Indigenous peoples to support the varied strategies Indigenous peoples are using to protect their land and their communities, and to continue learning how to honour our responsibility as people living and working on these lands.

We recognize that the unceded land that we occupy includes not only our Vancouver-based office, but extends to the work sites occupied by our member programs throughout British Columbia. For more information about unceded Indigenous land, please visit <https://native-land.ca>.



Are You Worried About Increased Gender-Based Violence During COVID-19?
Help is Available!

