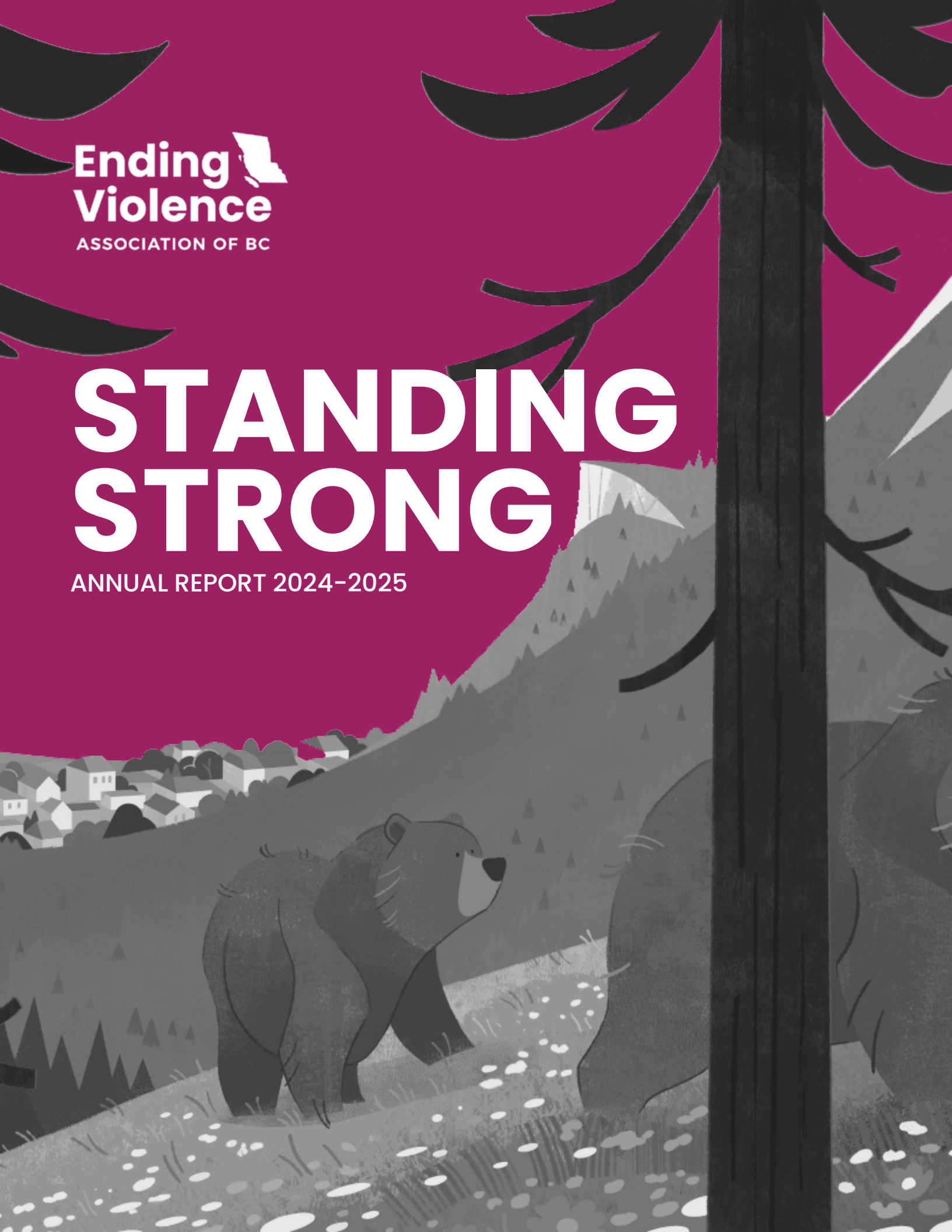




**Ending
Violence**
ASSOCIATION OF BC

STANDING STRONG

ANNUAL REPORT 2024-2025

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

Our Community Coordination for Survivor Safety (CCSS) program launched a training to equip GBV coordination leadership across the sector.

See page 06 for the full story.

02

Our priority advocacy goals and the actions we took this year to support our Advocacy Strategy.

See page 06 for the full story.

03

We now have eight thriving Communities of Practice (CoPs) that bring together frontline workers, system partners and leaders across the province.

See page 04 for the full story.

ANNUAL REPORT

APRIL 1, 2024 TO MARCH 31, 2025

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

KATIE CHAVE
REGION 7
East Kootenay
Summit Community Services

ANNE DAVIS
ADVISORY SEAT
North Vancouver Island
Comox Valley Transition Society

TARA LEE REA
REGION 9
North West
Islands Wellness Society

SAMANTHA LOPPIE
REGION 2
South Vancouver Island
Victoria Sexual Assault Centre

MELISSA SCOTT
REGION 1
North Vancouver Island
Comox Valley Family Services Association

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

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

Strengthening Collaboration to Improve Outcomes

As EVA BC's 2024-2025 fiscal year ended on March 31, we leaned into our principles and stood strong with you in our work.

With our focus on improving response systems, we launched our advocacy strategy with the key priorities: to increase funding for the community coordination work done by frontline anti-violence workers; to see an update to the [Violence Against Women in Relationships \(VAWIR\) policy](#) and to create a provincial sexual assault policy to better coordinate support response across sectors. Along with others, we highlighted the call to establish an ongoing provincial intimate partner violence death review committee.

We raised these priorities in our messaging to government officials and other decision-makers and shared resources with our members to support their advocacy as well. We will continue to work alongside the Ministry of Public Safety and Solicitor (MPSSG), the Attorney General and the Gender Equity Office to advance the key recommendations that have emerged from our sector.

We are also in the process of establishing a program at EVA BC that facilitates timely access to justice-related information that community-based victim services workers need to support survivors.

As we closed out our five-year strategic plan, we celebrated our successes and reflected on what we've learned from our membership to refine our key priorities for the next three years.

We also engaged with Dr. Kim Stanton as she reviewed BC's legal system's response to intimate partner and sexual violence and connected her with our membership to ensure that she captured our sector's knowledge about systemic gaps.

In addition to our day-to-day work to support membership, strengthen cross sector coordination, and lead prevention initiatives, key highlights from this year include the launch of province-wide community coordination leadership training, the launch of a project to enhance STV counselling work that will support counsellors and help better reach underserved communities, and continued

growth of our workplace culture change program with new trainings for corporate workplaces.

We now have eight Communities of Practice (CoPs) that reached over 600 people to connect and learn from each other this year. We look forward to continuing to work with and learn from our partners to fulfill our provincial mandate to work collaboratively to improve prevention and response systems that support communities impacted by gender-based violence, harassment, and hate.

I'd like to recognize the board and staff of EVA BC and stand strong together with our frontline workers and leaders across BC who work tirelessly to ensure that those harmed by gender-based violence are receiving the best possible support and access to justice.

Ninu Kang
Executive Director



SERVICES TO STRENGTHEN THE ANTI-VIOLENCE SECTOR

EVA BC's Provincial Services and Community Coordination for Survivor Safety (CCSS) programs, funded by the Ministry of Public Safety and Solicitor General (MPSSG), provides ongoing support, information, training, and resources to anti-violence workers. We share information, training and funding opportunities, resources, and other updates through *The Frontline* and *ReachOut* newsletters and our 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 teams are available to debrief, answer questions, and share tools to support anti-violence workers. Learn more about our programs and services by visiting [our website](#).

COMMUNITIES OF PRACTICE (CoPs)

COMMUNITY COORDINATION FOR SURVIVOR SAFETY (CCSS)

CCSS Communities of Practice are opportunities for coordination initiatives across the province to strengthen relationships and learn from each other.

CCSS hosted and facilitated three CoP meetings for Interagency Case Assessment Teams (ICATs) and three CoP meetings for Intimate Partner Violence and Sexual Assault coordination initiatives.

Some of the topics discussed included challenges with the justice system, coordination training needs, and general trends and challenges in community coordination (such as reallocation of police resources and response to intimate partner violence, lack of referrals to sexual assault and community-based victim services, and workload and staffing shortages).

In March 2025, the CCSS team held its first CoP meeting on Third Party Reporting (TPR) for anti-violence workers in Community-Based Victim Services (CBVS) and Sexual Assault Services (SAS) Coordination who complete TPRs. CCSS provided an overview of the upcoming updates to the TPR Guidebook; participants also discussed their experiences and challenges with TPR and youth.

PROGRAM SUPPORT

EVA BC has four Program Support Communities of Practice – for frontline workers in Community-Based Victim Services (CBVS), Sexual Assault Services (SAS), Stopping the Violence Counselling (STVC), and STV Outreach Services and Multicultural Outreach Services (STV ORS and MORS) programs.

Anti-violence workers from across BC meet quarterly to share information and resources, discuss shared concerns, celebrate successes, ask questions, and network.

In 2024-2025, close to 350 CoP participants took part in 13 meetings, and we saw additional engagement in our program on the Slack workspace where CoP members can connect regularly for peer support and resource and knowledge exchange.

EVA BC MEMBER LEADERS

This year EVA BC invited leaders in EVA BC's membership across the province, including executive directors and program managers, to join this new CoP to connect, hear updates from EVA BC's leadership team and share challenges and solutions.

SEXUAL VIOLENCE TRAINING AND HANDBOOK

In 2024, as part of the launch of the Sexual Assault Services (SAS) programs, we launched a blended learning pathway for SAS program staff, including:

- Online *Supporting Survivors of Sexual Violence* Training
- In-Person *Supporting Survivors of Sexual Violence* Training
- *Supporting Survivors of Sexual Violence* Handbook

We launched this online training for SAS workers across BC. The training provided learners with an understanding of the historical and social context of sexual violence, explored its profound impacts on survivors, and outlined relevant legal considerations.

In January and March of 2025, we offered two in-person trainings to SAS workers from the Fraser Valley, Lower Mainland and North and South Vancouver Island regions. This training built on our online training with case studies, scenarios and discussions to highlight best practices and explore workers' existing knowledge and experience.

SAS workers built connections with each other and discussed available supports for survivors, including healthcare and legal systems, and identified the sources and impacts of vicarious trauma in their work. Next, we will be offering this training for workers across the Interior, Okanagan, East and West Kootenays and Northern BC regions.

The new *Supporting Survivors of Sexual Violence* handbook supported this training, providing more in-depth best practices, information and resources for workers to take back to their organizations and share with each other outside of the training. We will be making the handbook available for all programs in Fall 2025.

Overall, participants emphasized the value of having time to share knowledge and network with others from different regions, highlighting the importance of holding this training in person. They shared appreciation of the quality of the curriculum and handbook content, and the expertise of the facilitators.

After this successful first run of the program, we look forward to supporting the next cohort of SAS workers as we head to Prince George and Kelowna, and to launch the handbook and online training for all programs!

STOPPING THE VIOLENCE COUNSELLING (STVC) ENHANCEMENT PROJECT

For over 30 years, STV counsellors have provided individual and/or group supportive counselling to survivors of intimate partner violence, sexual assault, and childhood abuse across BC.

As part of [*Safe and Supported: British Columbia's Gender-Based Violence Action Plan*](#) and through the [*National Action Plan to End Gender-Based Violence*](#), EVA BC **received funding** to make counselling more accessible to equity-deserving groups and underserved communities, including survivors who are racialized, 2SLGBTQIA+, seniors, living with a disability, and/or living in rural and remote communities.

EVA BC distributed a survey to nearly 200 STV counsellors across BC to guide the development of training and resources to build capacity among STV counsellors, increase awareness of and access to STV counselling services, and expand options for virtual counselling. We look forward to sharing our survey findings, along with new training and resources next year!



EVA BC'S ADVOCACY STRATEGY

This year, EVA BC focused on prioritizing the following advocacy goals:

Require dedicated funding for anti-violence programs and their community coordination work;

Update the Violence Against Women in Relationships (VAWIR) policy and create a provincial sexual violence policy; and

Create an ongoing provincial intimate partner violence (IPV) death review committee.

Some of the ways EVA BC actioned these goals was by:

- ◇ Highlighting the value and importance of an updated VAWIR policy and a provincial IPV death review committee to [CCSS Working Group](#).
- ◇ Calling on all BC provincial parties to make the eradication of gender-based violence a priority by committing to these advocacy goals ahead of the October 19, 2024, provincial election and in response to mandate letters to key elected government officials in January 2025.
- ◇ Meeting with key ministers after the 2025 provincial budget was released to ensure that the key issues that impact survivors of gender-based violence identified by anti-violence leaders and frontline workers are top-of-mind for the following policy makers:
 - Attorney General and Deputy Premier, Niki Sharma
 - Parliamentary Secretary for Gender Equity, Jennifer Blatherwick
 - Parliamentary Secretary for Anti-Racism Initiatives, Jessie Sunner
 - Minister for Children and Family Development, Jodie Wickens
 - Minister of Public Safety and Solicitor General Garry Begg (now Minister Nina Krieger)
 - Premier of BC, David Eby

COMMUNITY COORDINATION LEADERSHIP TRAINING

In March 2025, the Community Coordination for Survivor Safety (CCSS) Team piloted Community Coordination Leadership Training in Kelowna with EVA BC member programs from Kelowna, Penticton, Vernon and Salmon Arm. The goal of the training is to provide anti-violence workers with foundational skills and knowledge to empower them to lead gender-based violence community coordination initiatives.

This training is designed for EVA BC member frontline anti-violence service providers who have a leadership role in gender-based violence (GBV) community coordination initiatives including: Sexual Assault Coordination Committees, Intimate Partner Violence Coordination Committees, Interagency Case Assessment Teams (ICATs), and Third Party Reporting (TPR).

With a mixture of lecture, activities, scenarios, and discussions the workshop covered a variety of topics including: power dynamics, conflict management, relationship building, how to sustain community coordination and GBV advocacy.

The participants in this pilot shared valuable feedback that will be used to enhance the course content and delivery for future sessions.

Starting in 2026, EVA BC plans to offer *The Power of Collaboration: Foundations of Community Coordination Leadership* to EVA BC member programs on an annual basis.

REACHOUT NEWSLETTER

In June 2024, EVA BC relaunched the *ReachOut* newsletter as EVA BC's provincial external-facing newsletter for the anti-violence sector, community and system partners working on the issues of GBV. The goal of *ReachOut* is to raise awareness, provide information, encourage others to take action on GBV and highlight the work of the anti-violence sector. Anyone can [subscribe to receive it](#).

This year, we published four issues; every issue leads with stories on the [Truth and Reconciliation Calls to Action](#) and the [Calls for Justice](#) from the National Inquiry into Missing and Murdered Indigenous Women and Girls, to highlight the need for continued action and progress to address the legacy of forced assimilation and abuse in the residential school system and the root causes of violence experienced by Indigenous women, girls, and 2SLGBTQIA+ people.

COMMUNITY COORDINATION TRAINING ACROSS THE PROVINCE

This year, the Community Coordination for Survivor Safety (CCSS) team held in-person training sessions to support coordination initiatives across the province: Prince George, Nelson, Merritt, Kamloops, and the Lower Mainland.

CCSS also held two virtual province-wide training sessions for **150 people** – one on Interagency Case Assessment Teams (ICATs), the other on Third Party Reporting (TPR). The team also provided virtual support and assistance to many communities across the province.

FIVE COMMUNITIES VISITED IN PERSON



150 PEOPLE TRAINED VIRTUALLY

PROVINCIAL DOMESTIC VIOLENCE UNIT (DVU) NETWORK

The Provincial Domestic Violence Unit (DVU) Network is comprised of nine DVUs or Intimate Partner Violence Units (IPVUs) across the province that work with a multidisciplinary approach that includes police, community-based victim services, and in some cases, the Ministry of Children and Family Development (MCFD). The Network supports a coordinated and collaborative response to IPV across BC by facilitating communication, information sharing and relationship building.

On February 11, EVA BC hosted an in-person DVU Networking event to discuss intimate partner violence specific topics:

- **Megan Yerxa** from Family Services of Greater Vancouver, and **Detective Tina Brock**, from the Domestic Violence Unit (DVU) at the Vancouver Police Department presented on the Provincial Protective Measures Unit (PPMU) and the work they undertake to safeguard IPV survivors.
- **Sergeant Jon Cawsey** and **Sue Robinson** gave an overview of the Regional District Domestic Violence Unit (RDVU) and its interagency collaborative practices.
- **Dr. Stephen Hart** from Protect International presented on lethality assessment and methods that can be used to evaluate and reduce risk for IPV homicide.

On February 12 and 13, in collaboration with the RDVU, EVA BC hosted a two-day training session at the University of Victoria, delivered by the Training Institute on Strangulation Prevention. Over 100 participants from anti-violence organizations, community-based service providers and system partners, such as victim services and police, attended.

PROVINCIAL WORKING GROUP

The CCSS Provincial Working Group meets bi-annually and EVA BC brings together senior levels of government, policing, and provincial community-based organizations to discuss and develop solutions to systemic gender-based violence issues. This year, the group focused on femicides in BC, the history of domestic violence death review committees,

the strong connections between GBV and mass casualties and GBV policy.

At the March 2025 CCSS Provincial Working Group meeting, Dr. Kim Stanton facilitated group discussions as part of **her systemic review of BC's legal system's treatment of intimate partner and sexual violence.**

OUR 2024 ANNUAL TRAINING FORUM

EVA BC's Annual Training Forum (ATF) brought together over 250 anti-violence workers, community partners, and other stakeholders on September 26 and 27 in Vancouver. The two days included plenary sessions, workshops, wellness sessions and networking opportunities for participants.

The theme was *Partners in Practice: Coordinating for the Safety of Survivors and Communities*, and focused on how to strengthen services and response to gender-based violence in BC. Highlights of the two days included inspiring words from Musqueam Knowledge Keeper, Debra Sparrow, who opened and closed the training forum, an informative [keynote presentation from Chief Lydia Hwitsum](#) from the BC First Nations Justice Council; a networking reception on the evening of day one and on day two, a live performance of the one-woman play *Dissolve*, with Shameless Hussy Productions, followed by an artist "talkback" session with the play's creator, Meghan Gardiner.

Participants highlighted the value of the training and networking opportunities and shared positive feedback for the supports including wellness sessions, therapy dogs, and colouring books, as well as on-site emotional and cultural supports from the [Indian Residential School Survivors Society \(IRSSS\)](#), with smudging and cedar brushing.

“

I THOUGHT THE CONFERENCE WAS FANTASTIC, AND A VERY GOOD BALANCE OF KNOWLEDGE, NETWORKING AND SELF-CARE.

— ANNUAL TRAINING FORUM PARTICIPANT



BE MORE THAN A BYSTANDER

AN EVENING TO BE MORE THAN A BYSTANDER — A BIG SUCCESS

On June 4, 2024, **EVA BC** and the **BC Lions Football Club** co-hosted a networking reception celebrating the **Be More Than a Bystander** program with special guest **Jackson Katz**, the internationally renowned educator and leader in the global movement of men working to promote gender equality and prevent gender-based violence. His return to Vancouver to help train more Bystander facilitators marked the first time he was back since the program launched in 2011.

The event was a great success, with nearly 70 guests that included EVA BC representatives, leaders from industry workplaces and labour and government officials. They gathered with leaders and players from the **BC Lions**, and the **Canadian Football League (CFL)** who, as Vancouver would host the 2024 Grey Cup game in November, brought the Grey Cup to the event. It was a wonderful opportunity for networking and celebrating the achievements in championing workplace safety and the long-term impact of the **Be More Than a Bystander** program.

Jackson Katz emphasized that it is leaders — in workplaces, sports teams and other communities — who set the tone for their workplace or community and are the key to making the needed change.



"There's new excitement because the possibilities today are greater than they ever have been," he said. "I think there are more men who are willing to take a public stance. And it's incredible how fast things can change if you have men, especially in positions of influence, who are willing to take a step forward."

BC Lions' Bystander spokesperson, facilitator, author and former champion athlete, **Angus Reid**, agreed and said, "let's make a culture that everyone wants to fit into that models a healthy, good, safe, encouraging, positive culture," said Reid. "This [Bystander] program really, really does."

DE-ESCALATION TRAINING FOR WORKPLACES

This year, the Workplace Culture Change team was excited to launch a new training program for workplaces, **Practical De-escalation Skills Training**, initially developed for our partners at the BC Maritime Employers Association (BCMEA).

At the heart of this session is a simple but powerful approach: Pause, Process, Proceed. It's designed to give workers at all levels practical tools to lower the heat when tensions rise — whether it's with a colleague, a supervisor, or someone in a leadership role.

Through relatable workplace scenarios, participants explore what fuels conflict, how to manage their own reactions, and how to defuse situations before they escalate.

"De-escalation isn't about having all the answers — it's about knowing how to pause, stay grounded, and respond with intention," says EVA BC's Ashley Humphrys, manager of the Workplace Culture Change training programs at EVA BC. "This training gives people the confidence to do just that, even in the heat of the moment."

EVA BC STATEMENT OF REVENUES AND EXPENDITURES

APRIL 1, 2024 — MARCH 31, 2025

	2025	2024
REVENUES		
Province of British Columbia	\$ 2,220,785	\$ 1,694,460
Other contribution	497,810	289,009
Safer Workplace revenue	308,191	693,783
Interest income	116,926	114,199
Membership fees	43,225	34,900
Federal grants	41,597	702,912
Donations	40,383	36,662
	3,158,917	3,565,925
EXPENDITURES		
Salaries, benefits and purchased services	2,004,885	2,004,885
Sexual assault services	400,000	301,668
Public education promotion	189,461	182,360
Travel and accommodation	170,527	115,645
Meetings	160,524	141,779
Telephone and communications	142,245	98,266
Rent and site costs	128,424	111,657
Materials and supplies	79,700	57,650
Professional fees and bookkeeping	76,055	74,877
Postage, printing and courier	41,105	30,234
Non-recoverable taxes	23,991	21,582
Training	5,500	71,141
Bad debts	-	168,127
	3,531,605	3,459,871
EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES	(372,688)	106,054
TRANSFERS		
Net assets invested in tangible capital assets	6,113	(146)
Deficit reduction fund	366,575	(105,908)
SURPLUS	\$ —	\$ —

Complete financial reports available on request.