

**WOMEN**

**AGAINST**

**VIOLENCE**

**AGAINST**

**AGM**

**REPORT**

**2013**



**2014**

**WOMEN**



# MISSION STATEMENT

WAVAW Rape Crisis Centre works to end all forms of violence against women. Guided by our feminist anti-oppression philosophy we challenge and change thinking, actions, and systems that contribute to violence against women.

We provide all women who have experienced any form of sexualized violence with support and healing, and engage with youth to develop leadership for prevention of future violence.

# VISION

A society where all women are free from violence.





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# EXECUTIVE DIRECTOR'S REPORT

WRITTEN BY IRENE ELHAIMER;  
EXECUTIVE DIRECTOR

*"THIS YEAR HAS BEEN FULL OF SUCCESSES,  
CHALLENGES, SURPRISES AND MOST OF ALL CHANGE."*

As we are well into our three year strategic plan, we have witnessed how important it is to be guided and supported by goals and directions that lead us to fulfill our mission and look to our vision of a world where all women are free from violence.

As service providers and knowledge experts in the root causes of sexualized violence, we continue to support all women who seek our services as well as the broader community that itself is struggling to understand and ultimately shift society. As such, we are continuously asked by media, including mainstream and alternative, radio, newspapers, television and online, to speak to and educate about women's lived experiences and realities as survivors of sexualized violence in the broader context of a rape culture.

The consistency with which we make our organization's work visible has been a key factor

in our ability to fundraise and ensure fiscal sustainability. We continue to create meaningful relationships with our donors and funders and they are always telling us how important and essential our organization is to our communities. We have donors telling us how they wished that they, their mother's and sisters, had an organization like ours to turn to after sexual assault and how they will keep supporting us through their generous gifts so that no woman has to go through such hurt and trauma alone. They also tell us how happy they are to hear our voices speak out against violence and how they rely on us to be the voice in the community that is reliable, knowledgeable, credible, and willing to address the very real and painful issue of sexual assault. Most humbling of all is that they thank us for our work.

We in turn are grateful and inspired to continue to engage

and maintain these relationships as we understand that we are in this together and we all have a role in shifting society so that women can live free from violence.

The changes internally have been substantial and necessary to maintain service and organizational excellence. Well into our 30th year of existence, we restructured and gave opportunity for the skills and leadership of staff to shine and be recognized. The changes have been messy, sometimes uncomfortable, and difficult but well received and supported by staff, the board of directors and volunteers, donors, and service users. We specifically focused on supporting our internal change by utilizing our clinical supervisors to support us in identifying and attending to the realities and dynamics of change. We asked the difficult questions, we got clear on our roles and responsibilities, and addressed issues that restructuring and organizational change stir up. We took risks and spoke to our fears, hopes, and dreams for WAVAW and relied on building and maintaining relationships as we navigated change. And of course the outcomes speak for themselves.

Our focus and commitment to our goals ensured our success in making up our last year's fiscal deficit and are looking forward to sustaining our organization and





increasing our financial fitness. Most importantly, our financial successes allowed for women to access our services and for our communities to be supported in their quest for social change.

In thinking about the year to come, we are very excited and passionate about continuing our community engagement and to fulfilling our commitments like our multi-year partnership with Vancouver Community College (VCC) C.A.R.E program, which will formally end this Fall. The program has been a huge success and VCC is well on its way to implementing their strategic plan addressing sexualized violence on their campus. Congratulations

to the VCC community for their vision, commitment, progressive thinking, and willingness to take leadership as an educational institute that recognizes the value of making learning a violence free endeavor for all and valuing first and foremost, women and people of all genders, that make the endeavor worthwhile.

Teamwork is what WAVAW is all about. We are a strong and stable team that relies on all our members for success. I thank the work of the Board of Directors in their tireless efforts and dedication to our organizational health and to the health and well-being of the staff. Your compassion and leadership is remarkable and appreciated.

To WAVAW's exceptional staff team of women, I extend thanks and recognition of the mindful, compassionate leadership and commitment to the women we serve and to shifting society so that all women can live free from violence.

Finally a big thank you to our volunteers who continue to be a vital part of our work and who bring freshness, possibilities, and light to WAVAW.



Yours truly,

*Irene Elhaimer*  
Executive Director



# MESSAGE FROM YOUR BOARD

WRITTEN BY JACQUELINE LOVE WILSON; BOARD CHAIR

I open, as always, with such gratitude for being a part of the wonderful work that happens at WAVAW. This year I was finally able to attend WAVAW's Volunteer Appreciation picnic! We have an amazing group of dedicated and talented women who support our vision and I was truly honoured to be counted amongst them. WAVAW staff were inspiring in the way they made each and every person feel cherished for the gifts they bring. The thoughtfulness of the gifts of sage and ceremony, the wonderful food, and the tarot card readings were special touches that remind me why WAVAW is so good at what we do and why we are so respected in the community.

The past year at WAVAW has been simply awesome! A few highlights—making tremendous progress towards our marketing/branding strategy including a potential name change, beating our fundraising goal of \$30,000 in the Scotiabank Charity Challenge, and finishing the year with a significant financial surplus instead of the loss that was forecast. WOW!

Our Board's priority for the upcoming year is to continue improving the calibre of the governance work that WAVAW's Board does. In order to continue to improve my ability to support WAVAW in my role as a Board Chair, I attended a 3 day course on the essentials of effective Governance for Not-For-Profit Boards developed by the Sauder and Rottman business schools. As a Board together, we need to continually strengthen our abilities as Director's and our strong financial performance allows us to devote some resources towards training and development. We recently completed a Board self-assessment and identified our development priorities for the next 2 years:

- **Board teambuilding**
- **Enhancing our understanding of the programs and services that WAVAW offers by completing a 3 day subset of the volunteer program training**
- **Developing a robust and more formalized Orientation Training program for New Directors, and**
- **Implementing a succession plan.**

Finally in the upcoming year, we also look forward to crafting our next 3 year Strategic Plan. I believe, with all of the investment and work we have done in Fund Development and Marketing, we are poised to have some rich and imagined discussions about our future direction and possibilities!

I leave you with one of my favourite quotes by Margaret Mead:

***“NEVER DOUBT THAT A SMALL GROUP OF THOUGHTFUL, COMMITTED CITIZENS CAN CHANGE THE WORLD, INDEED IT'S THE ONLY THING THAT EVER HAS”***

In WAVAW's case it's the Women! ♀

Cheers,

*Jacqueline Wilson*



# YOUR 2013-2014 BOARD MEMBERS

NAMES READ LEFT TO RIGHT



Jacqueline Wilson



Kate Lawrence,  
Vanessa Chase,  
Miranda Mandarino



Devon Brooks,  
Karey Brooks,  
Brittany Wong



Caitlin McKellar,  
Jennifer Sankey,  
Roopa Dave



# DEVELOPMENT & COMMUNICATIONS

*WRITTEN BY IZABELA KREKORA; MANAGER OF FUND DEVELOPMENT*

This past year has truly been the most incredible year. It almost seems surreal that at this time last year WAVAW was experiencing a significant deficit due to a decrease in donations. However by the end of March 31, 2014 that deficit was not only completely eliminated but we actually have a very healthy surplus now. This surplus is due to:

- Our generous community of donors, board members and volunteers,
- The internal restructuring of our Fund Development Team and program investments, and
- Our ongoing work with our funders.

## OUR GENEROUS COMMUNITY

Below we have detailed two examples, from the past year,

of how immense the care and love of our community has been. On June 23, 2013 sixty-four board members, volunteers, staff, community members and their loved ones were part of the WAVAW Team and ran or walked the Scotiabank Half-Marathon and 5K. This was the first time WAVAW has ever participated in such an event and we were astonished by the amazing support, love and commitment we received. 427 loving family members, friends, donors and businesses donated to the WAVAW Team and helped us surpass our \$30,000 goal and raise \$31,280! Not only did this event bring our community together in such a fun and connected way but even younger generations took part and formed their own group "Guys Against Rape" in support

of WAVAW. Some of our runners and walkers trained for months before and sped across the finish line, while others strolled causally across. We even had one of our champions, Norma Bastidas, run the half-marathon in a wedding gown to bring awareness to violence against women in intimate relationships. It was a day filled with love, support and commitment and we look forward to making this our signature fundraising event each year. We hope you'll walk and run with us next year!

The care and support of our donors does not end there however. Throughout the past year we have shared many stories through mail, online and through the phone with our donors and they have generously responded by giving to our



**“THERE ARE SO MANY WOMEN OUT THERE WHO HAVE STRUGGLED THROUGH THE SAME THINGS AND JUST KNOWING THAT THERE IS A PLACE LIKE WAVAW THAT WILL SUPPORT US AND SUPPORT ALL WOMEN AND REALLY SEEK TO EMPOWER US AND BRING US BACK TO A WORLD WHERE OUR VOICES MATTER HAS BEEN ABSOLUTELY INCREDIBLE AND I JUST CAN'T SAY ENOUGH ABOUT HOW MONUMENTAL THIS ORGANIZATION HAS BEEN, NOT ONLY FOR ME, BUT FOR COUNTLESS WOMEN.” -MELISSA**

work of ending violence against women. One of the stories we shared was Melissa's story, a story narrated completely by her. Normally during the holiday season we write to our donors to share our challenges, but this year we shared the experiences of Melissa because it was a woman's story of strength and action and it embodied the work that we do at WAVAW: we assist women on their journey from to recovery to strength and action. We invite you to watch Melissa's story captured in a video she created and made by herself for WAVAW, available

on our website: [wavaw.ca/melissasstory/](http://wavaw.ca/melissasstory/). Many donors connected with this story and increased their gifts to ensure that WAVAW can assist more women on their journey from trauma to strength and action.

We know without our donors, from the ones who supported us in the Scotiabank Half-Marathon, to those who answer when we call, to the donors who give in-memory of their loved ones, to the donors who host fundraisers for WAVAW, and to those who mail in their gifts after reading our stories,

we could not keep our doors open without each and every one of our donors. We could not continue our work of shifting society and ending violence against women without every one of our 7259 donors and our 88 monthly donors, our Social Change Investors.

## OUR TEAM

The restructuring of our own Fund Development Team at WAVAW and the purchase of new fundraising software, has also contributed to our growth. We have restructured to include 2 FT and 1 PT positions consisting of a Manager of Fund Development, a Community Giving Coordinator and a PT Development Assistant. We thank the Board and the staff for supporting the restructuring process and for continuously working to ensure we are functioning as one cohesive team.

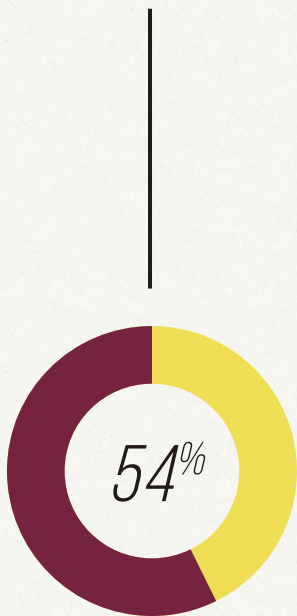
In addition to the restructuring, we have also invested in a comprehensive donor database system called Raiser's Edge. This software allows us to keep better communications with our donors and more efficiently perform such tasks as accounting, issuing tax receipts and mailing letters. The Fund Development staff members have undergone many hours of Raiser's Edge professional development to ensure we are using this tool to its fullest potential.



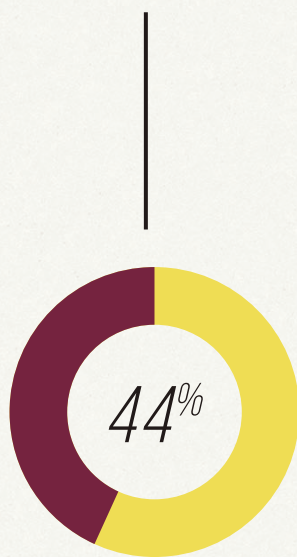




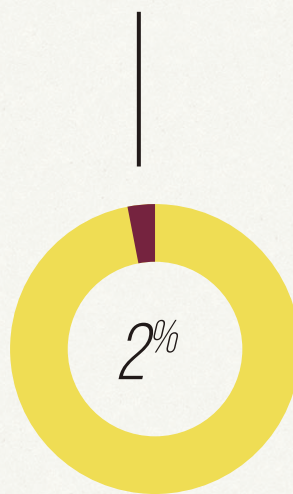
### CONTRACTS



### DONATIONS



### GRANTS





## OUR OTHER FUNDERS

This past year, in addition to the amazing donor support we have received, we are also glad to have been successful in submitting multiple annual government proposals and receiving contract funding from the following funders:

MINISTRY OF JUSTICE

ABORIGINAL AFFAIRS AND NORTHERN DEVELOPMENT CANADA

DEPARTMENT OF JUSTICE

CITY OF VANCOUVER

CHILDREN'S AND WOMEN'S HEALTH CENTRE OF BC

BC GAMING

STATUS OF WOMEN CANADA

CANADA SUMMER JOBS

The funding from Canada Summer Jobs was new to WAVAW this year. As well WAVAW also received increased funding to provide additional and specific services from Aboriginal Affairs and Northern Development Canada, from the Ministry of Justice and from BC Gaming. Each and every year, we continue to advocate for government funding that fully covers all our programs, as we believe critical services for women should be wholly funded by the government. We will continue to educate and challenge the government until they acknowledge sexualized violence as the serious societal problem that it is, and provide adequate funding to prevent and stop it. ♀





# COUNSELLING PROGRAM

WRITTEN BY: KHALEDA EBRAHIMI, MANAGER OF COUNSELLING PROGRAMS

*“COMFORTING, WELCOMING, GENTLE, SUPPORTIVE, RELATING, SHARING, POWERFUL, BEAUTIFUL SPACE, TOGETHER, COMMUNITY, INCLUSIVE, SAFE, BENEFICIAL TO SELF, SISTERHOOD, CALMING, THOUGHT PROVOKING, WORTH EVERY MINUTE.”*

These are some of the words women used to describe what our services meant for them and they are the sentiments we strive for when serving women. We strive to facilitate connection, community, sisterhood and relationality. Women show amazing strength and resistance in the face of trauma and develop ways of responding to the impacts of sexualized violence. Some common impacts of trauma that women experience are: feeling unsafe, disbelief and shock at how and why this happened to them, and dissociation and disconnect from self and others. Our approach in the Counselling program is centred on creating a space where women can re-connect, re-charge and re-build a sense of self, community and support.

As an anti-violence organization supporting women in their journey to heal and reconnect it is required

of us to acknowledge the root causes of the pain and suffering women experience. WAVAW shows this commitment through our Decolonizing Praxis which begins with recognizing that our work is done on unceded First Nations' land and acknowledging the legacy of colonization, past and present, on First Nations people and communities. We believe our society is shaped by a culture of violence and in order to serve the communities of women hurt

by violence it is necessary not only to acknowledge legacies of oppression but to recognize that the impact of those oppressions on women vary depending on their race, class and other identity locations in society. We then shape our counselling practice to meet the unique needs of our clients and continually educate our staff and volunteer crisis line workers in order to best serve our First Nations sisters and women from different cultural,







social and ethnic identities.

We support women in their journey to reconnect and heal from the violent legacy of colonization by making ceremony and traditional teachings available to them through elders and leaders of the Nations they identify with. We have a heightened awareness of how this particular legacy impacts Aboriginal youth. Funding challenges have required us to be creative in maintaining meaningful relationships with the youth we serve. Despite all these challenges WAVAW served 24 Aboriginal Youth through groups at Broadway Youth Resource Centre, Britannia Community Centre and Burnaby Youth Custody Centre. We also offered 107 youth with information, support and referrals. The Aboriginal Youth involved in WAVAW's programming supported the hosting of the 2nd Annual Round Dance, attended and presented at the Gathering Our Voices Aboriginal Youth Conference, as well as

produced a music video for youth: <http://www.wavaw.ca/aboriginal-youth-program/>

In this fiscal year we served 164 women through individual counselling sessions, delivering over 1200 hours of counselling. We also provided 7 different support groups, three at WAVAW and four out in the community. Through 141 sessions and more than 500 hours of support groups we served an average of 6 women per session, per group. Four of our groups are offered in the community through our partnerships with Helping Spirit Lodge Society, Wish Drop-in Centre, the Aboriginal Front Door and Rainier Hotel. Out of these locations we provide support groups and are also available to provide one-to-one counselling.

The women we serve are women you know. They are students, teachers, stay at home moms, grandmothers, daughters, neighbours, and colleagues. In

the past year 157 new referrals were received in the program. The ages ranged from 14 to 60+ years of age with 63% of the women between 20 and 40 years old. It is important for us to see the women as the women we know in our lives so that we can connect and relate to them and understand that women's experiences of violence don't happen in a vacuum. The impacts of trauma are felt throughout their life and in all their relations.

It is a pleasure to be doing the work we do at WAVAW. We meet women in their healing journey and have the honour of walking with them for a short while. Our hope for this time that we have together is that they find us useful in their journey and that we have brought something to them that helps them move forward towards healing. I would like to close with a quote from one of the women we served this past year, to share the inspiration, energy and the honour which we have been given to continue working in the service of women:

*"YOU [WAVAW] HAVE PUT ME ON A PATH TO LOVE, GRACE, SPIRIT, BUT MOSTLY A PATH OF FREEDOM. I AM NOW IN A PLACE WHERE I CAN DWELL IN THE POSSIBILITIES OF LIFE WITH A FREE AND HAPPY HEART." - WAVAW ONE-TO-ONE COUNSELLING CLIENT ♀*



# VICTIM SERVICES PROGRAM

*WRITTEN BY DALYA ISRAEL; MANAGER OF VICTIM SERVICES AND OUTREACH PROGRAMS*

Reflecting back on this year and preparing to write this report has made me so proud to lead the team of women that I do. I also realize how proud I am of the level and incredible quality of service these women offer the women we serve. We often say "we are the women we serve", there is no difference between the women we are and the women that walk through our doors; it's merely circumstance that differentiates us. I am confident that this belief and understanding leads to a type of service that honours women for the amazing, powerful, resilient experts of their own lives that they are. It is this that allows us as Victim Service workers to truly walk alongside women and take direction from them about how we can be of use to them during their journey from trauma to

recovery to healing to strength.

It has been an incredibly busy year in the Victim Service Program. This past year we welcomed 144 new women into the program who requested support navigating the hospital, police and criminal justice systems. We also continued supporting the 84 women who had already been accessing the Victim Service Program and were continuing their journey with us. **This past year we answered 951 crisis line calls during office hours and 3,550 crisis line calls after hours** through our 24 hour crisis line; a life line for so many women and family members impacted by sexualized violence. In the 2013-2014 year we accompanied 75 women to receive vital specialized healthcare by the Sexual Assault

Service. I spoke at length last year in my report about the absolute uniqueness of this particular service we offer and all of the incredible beauty and heartbreak that we witness with women. **This fiscal year our numbers are up 47% from the previous year for this service.** We know how incredibly difficult it can be to even walk through the doors of the hospital, let alone acknowledge that something terrible has occurred to bring you there. We are so inspired by the women that we are alongside in these moments. This year we made 3,307 emotional support, case status and advocacy calls. A lot of our work in Victim Services is done over the phone but we also see women in the office, this year we spent 121 hours meeting with women one to one to discuss options and to



have generative, transformative conversations. **We spent over 63 hours with women in Police and Crown interviews. We also spent time at both the Provincial and Supreme Court Houses with 27 women, which amounts to over 150 hours in the courts.**

The number of hours we spent with women in the Courts this year is up 400% from last year.

It only seems appropriate that this year I focus on sharing with you the experience of supporting women through the Court process. On our website and in our pamphlets Court Accompaniment is one of the services that we offer in the Victim Service Program. Similar to my sentiment last year that the name "Victim Services" does not encapsulate what it is we do with women after they have experienced Sexual Assault, I don't believe Court Accompaniment really speaks to what it is that we provide. Most of the women we support in Court have been with the program for at least a year if not two or three. Having the time to build relationships with women over the years that we work together is healing, it gives us time to have more of those radical conversations that often begin in the room at the hospital. It allows time to really reflect on what Justice truly means for each woman, how the Criminal/Legal system may contribute to their notions of Justice, and take the time to



dream with women about how they may make their experience as a witness serve their own healing alongside of their role that the Court process requires of them. Dreaming with women about how to make the process serve their healing has resulted in Aboriginal Women taking an Eagle Feather on the stand in order to have the strength and support of all her relations on the stand with her. It has resulted in women respectfully disagreeing with Defense

Counsel's use of consensual sex language during cross examination. It has resulted in women realizing that regardless of what the Court decided to do with the offender she was at peace with knowing she did the best and told her truth on the stand for the whole court to witness. It has resulted in a woman who was adamant about not testifying finding strength and a shift in her feeling about herself when she did testify and felt a sense of

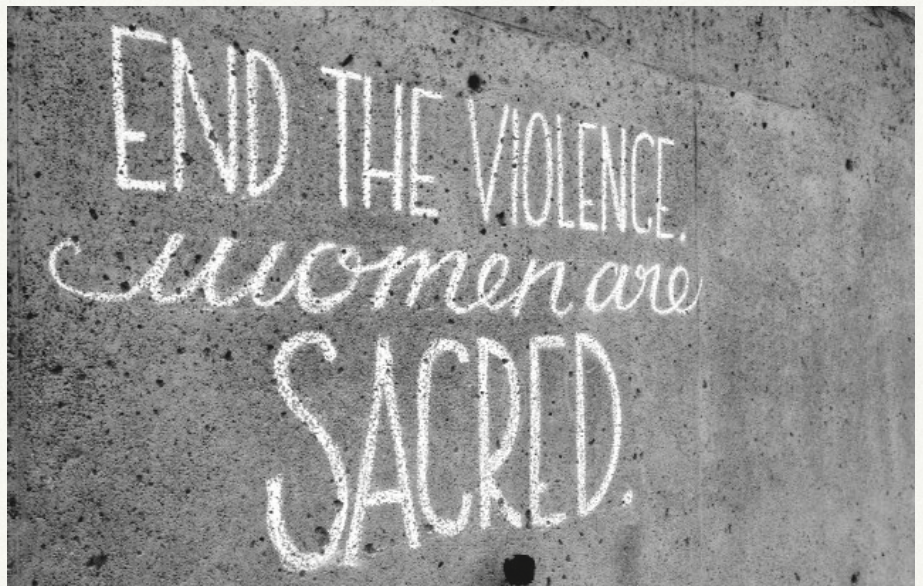


liberation after doing so. I could go on, but I think you get the essence of what I am trying to convey. Court Accompaniment is not merely showing up with women to court and being there for her to have a shoulder to cry on, WAVAW's feminist anti-oppressive, de-colonizing approach to Court Accompaniment is the culmination of a thirty-one year commitment to working with systems while believing that women deserve the Justice that they can dream of to move away from suffering after experiencing sexualized violence.

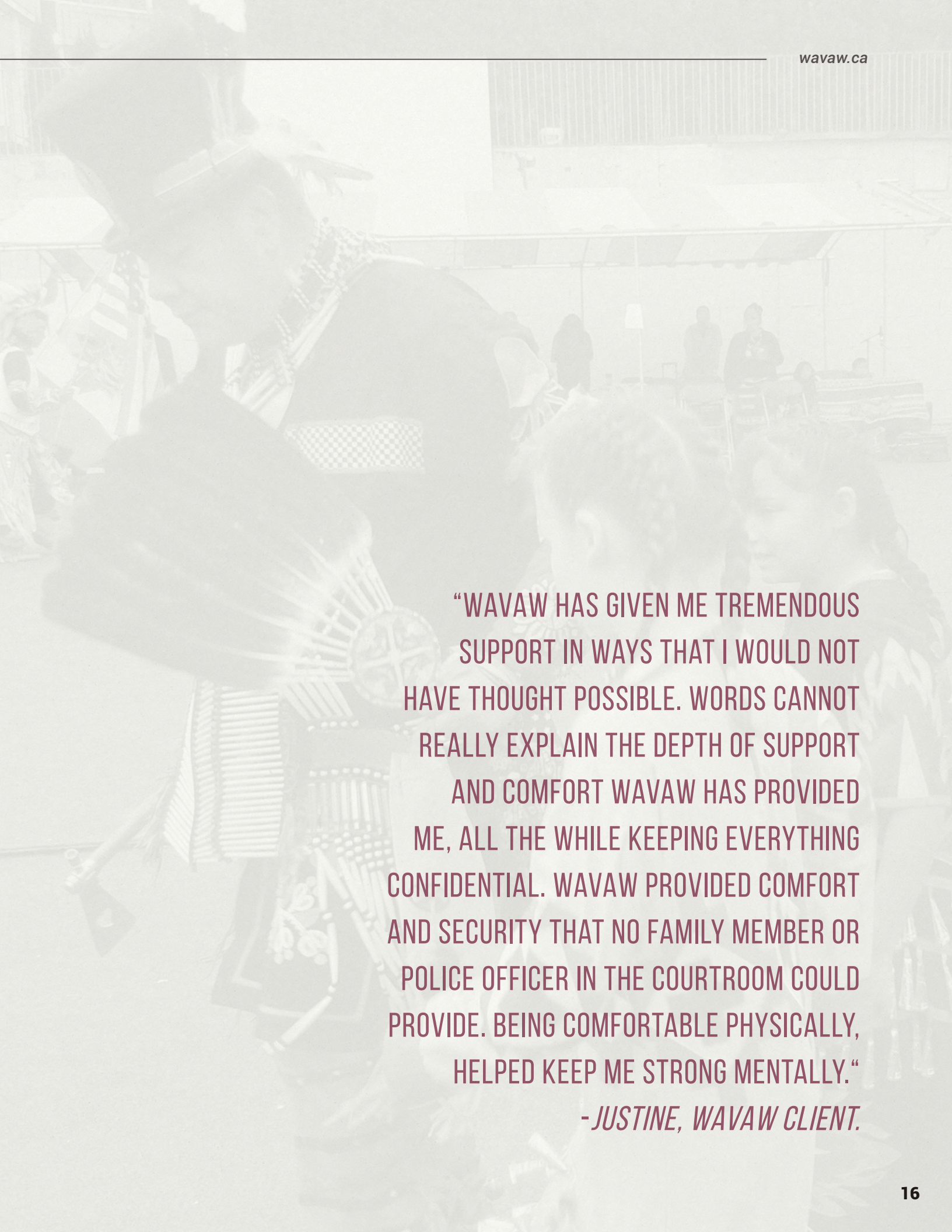
This year we have highlighted our work in the court by making a film for Victim Service practitioners around the Province of British Columbia. It is entitled "Decolonizing Praxis: Supporting Survivors of Sexual Assault". We hope that by having this film available on our website we can support other Victim Service Programs to dream about ways to incorporate a de-colonizing approach to their work. The film and accompanying workshop have already been presented at one conference this year and will be at another conference in the Fall of 2014. We welcome you to view the film on our website, located in the menu under "Services" and under the tab "For Service Providers". In addition to this very large public education piece we have continued to advocate for a change in HIV post exposure

prophylaxis guidelines in BC as well as across Canada. We've also continued providing workshops at conferences on the outcomes of the "Seeking Justice in a Rape Culture" project. I believe we have done a fantastic job this year of presenting public education and engaging audiences in not only what we do, but more importantly, how we do our work. It will continue to be the nuances of the way we understand Rape Culture and Sexual Assault in the Social context that sets WAVAW apart in the community both in service provision and public education.

What more can I say! Another incredible year and 2014-2015 shows no signs of slowing down, which should remind us all that Sexual Assault is real, it can happen to any one of us as we live in this Rape Culture and therefore we must continue to shift society's attitudes and beliefs about women's worth. ♀







“WAVAW HAS GIVEN ME TREMENDOUS SUPPORT IN WAYS THAT I WOULD NOT HAVE THOUGHT POSSIBLE. WORDS CANNOT REALLY EXPLAIN THE DEPTH OF SUPPORT AND COMFORT WAVAW HAS PROVIDED ME, ALL THE WHILE KEEPING EVERYTHING CONFIDENTIAL. WAVAW PROVIDED COMFORT AND SECURITY THAT NO FAMILY MEMBER OR POLICE OFFICER IN THE COURTROOM COULD PROVIDE. BEING COMFORTABLE PHYSICALLY, HELPED KEEP ME STRONG MENTALLY.”

*-JUSTINE, WAVAW CLIENT.*



# WAVAW'S 2013-2014 YEAR

SUPPORTED  
**228**  
WOMEN



THROUGH THE HOSPITAL, POLICE AND CRIMINAL JUSTICE SYSTEM

PROVIDED

**860** ONE-TO-ONE  
COUNSELLING SESSIONS

**141** SUPPORT GROUP  
SESSIONS

TO WOMEN HURT BY SEXUAL ASSAULT

**ANSWERED**  
**4,501 CALLS**

ON OUR 24 HOUR  
**CRISIS LINE**  
(604-255-6344)

PROVIDED

*TRADITIONAL ABORIGINAL COUNSELLING AND SUPPORT GROUPS TO*

**152** ABORIGINAL  
WOMEN





DELIVERED OVER **140** DIFFERENT EDUCATIONAL OUTREACH EVENTS INCLUDING WORKSHOPS, TALKS, INFORMATION TABLES, TRAININGS, MARCHES AND PROTESTS

OUR AMAZING  
*VOLUNTEERS*  
DONATED



**10,074 HOURS**  
OF THEIR TIME TO PROVIDE LEADERSHIP...

- ▶ AS BOARD MEMBERS
- ▶ TO ANSWER CRISIS LINE AFTER HOURS
- ▶ TO HELP WITH FUNDRAISING INITIATIVES
- ▶ WITH OFFICE DUTIES
- ▶ AND TO GO OUT IN THE COMMUNITY AND EDUCATE PEOPLE ON VIOLENCE PREVENTION!

AND A HUGE  
**THANK YOU**  
TO OUR DONORS  
WHO HELP KEEP OUR DOORS OPEN!

**44%**

OF OUR FUNDING COMES FROM GENEROUS INDIVIDUALS, FAMILIES AND ORGANIZATIONS

THANK YOU FOR YOUR CONTINUOUS SUPPORT IN CREATING COMMUNITIES WHERE ALL GIRLS AND WOMEN ARE **FREE FROM VIOLENCE**



women against violence  
against women  
rape crisis centre

WAVAW.CA  
f t @WAVAWRCC



# C.A.R.E ABOUT GENDERED VIOLENCE

WRITTEN BY ALANA PROCHUK; C.A.R.E. ABOUT GENDERED VIOLENCE COORDINATOR

The past year was packed with energy, collaboration, and transformation for C.A.R.E. About Gendered Violence, WAVAW's collaboration with Vancouver Community College (VCC) and the Students' Union of VCC.

C.A.R.E. works to engage VCC's diverse campus community in thinking, learning, and acting on gender-based violence. Through an inclusive campus consultation and needs assessment process, C.A.R.E. is developing an Operational Plan to stop violence at its roots and

strengthen supports for survivors at the College. By carrying out the activities outlined in the Operational Plan, we will create lasting, system-level change at VCC, including revisions of campus policies and procedures, improved access to information and education about preventing and responding to gender-based violence, and enhancements to support services for survivors.

WAVAW and VCC formally agreed to collaborate on C.A.R.E. by signing a Memorandum of Understanding on March 14th,

2013. Since then, the C.A.R.E. team has been hard at work educating students and employees about the myths and realities of sexual assault and other forms of gender-based violence. We have also been continually learning from our conversations at VCC and gathering input to shape our Operational Plan.

Here are just a few of the reasons VCC students and employees think C.A.R.E. is vital and are supporting our work for a campus culture where women and people of all genders are safe and valued:

## I C.A.R.E. BECAUSE:

*"EVERY WOMAN DESERVES TO BE AND FEEL SAFE."*

*"ALL WOMEN, CHILDREN, SHOULD FEEL SAFE! THE HARM TO THE MIND AND HEART AS WELL AS THE BODY AND SPIRIT IS SO DAMAGING AND WE ALL PLAY A PART IN KEEPING OUR COMMUNITY SAFE!"*

*"NO ONE SHOULD HAVE TO LIVE IN FEAR BECAUSE OF THEIR GENDER IDENTITY."*

*"EVERYONE HAS THE RIGHT TO BE RESPECTED!"*

*"I WAS A VICTIM."*

*"I BELIEVE IN EQUALITY!"*

*"IT AFFECTS US ALL."*

*"IT IS OVERDUE TO TREAT EVERYONE EQUALLY AND WITH RESPECT!"*

*"WE ALL NEED MORE EDUCATION ON HOW VIOLENCE AGAINST ANYONE HURTS AND DIMINISHES US ALL."*

*"EQUALITY IS TOO IMPORTANT NOT TO CARE ABOUT. IT IS BIGGER THAN YOU AND I."*

*"NOBODY SHOULD EXPERIENCE VIOLENCE."*



WITH SUCH DEEP COMMITMENT AND VISION FROM THE VCC COMMUNITY BACKING US UP, WE'VE MADE SIGNIFICANT STRIDES THIS YEAR:

**Presented 20 workshops to a total of almost 300 students, instructors, and staff**

- 85% of participants reported increased knowledge about gender-based violence
- 86% reported increased motivation to take action

**Engaged with over 3,000 VCC community members at over 35 campus events, including our C.A.R.E. Launch Parties (which included speakers, live music, and a photo gallery of students' anti-violence messages), and our Many Faces of Valentine's Day creative collaboration with the VCC Digital Graphic Design Department**

**Worked with the C.A.R.E. Taskforce, a team of 30 diverse members of the VCC community, to provide essential anti-violence training and to initiate the campus needs assessment process**

It's clear that C.A.R.E.'s work is transforming attitudes and lives on campus. Every day, we are moving closer to our goal of a campus where all individuals feel safe and valued—especially survivors of gender-based violence and those who face systemic barriers to accessing services and shaping decisions within the College. This means recognizing that each person's voice and actions are vital for bringing about social change as part of the campus community. To illustrate this point, VCC





student and C.A.R.E. Taskforce participant Leena Kazimi wrote a beautiful poem about what C.A.R.E. has meant to her (reproduced here with her permission):

## ***“THEY CAN HEAR”***

*EVERY PAIN YOU CAUSED ME  
IS GONE  
EVERY TEAR I SHED  
IS GONE  
YOU CAN'T TOUCH ME NOW  
I AM STRONGER THAN BEFORE  
BUT WHERE DOES MY VOICE GO?  
DOES IT STILL EXIST?  
I FEEL SAFE AT TIMES*

*AND SOMETIMES I DON'T  
BUT WHERE DOES MY VOICE GO?  
DOES IT STILL EXIST?  
YOU CAN'T HIT ME AND LIE  
I AM STRONGER THAN BEFORE  
WATCH ME STAND UP  
FOR MYSELF AND SHOW YOU WHO I AM  
I FEEL SAFE BECAUSE  
THEY CAN HEAR ME NOW*

We can't wait to finalize our Campus Operational Plan in the coming months and translate everything we've learned into concrete action. We hope that more people at VCC, like Leena, will feel heard and find empowerment by standing up against violence. ♀





THANKS DAY!

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LOVE

IS A COMBINATION OF  
 CARE, COMMITMENT, KNOWLEDGE,  
 RESPONSIBILITY, RESPECT,  
 & TRUST.

• BELL HOOKS •

TO:

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FROM:

100% CC

...time. I appreciate you.



# EDUCATIONAL OUTREACH PROGRAM

WRITTEN BY ARIANA BARER; COORDINATOR OF THE VOLUNTEER & OUTREACH PROGRAMS

**W**AVAW's work of shifting society through prevention and education is possible because of our incredible network of caring donors, volunteers, board, staff and community partnerships.

Through our community partnerships our educational work flourishes in so many different communities and we are so proud and excited to highlight some of the partnerships from the past fiscal year below:

Throughout the school year, WAVAW partnered with the **Shameless Hussy Production Society** for their tour of *Dissolve* to lower mainland high schools. The play was written 10 years ago by local playwright Meghan Gardiner and has been in high demand since then. It is a one-woman show where the actress plays 16 different characters, most of which are bystanders around a drug-facilitated sexual assault. It is a highly entertaining production that does a phenomenal job of illustrating what each of these characters could have done to better support the victim or prevent the assault from happening. WAVAW staff and Outreach volunteers participated in the talk backs after each show to answer student and teacher questions, to discuss related topics from WAVAW's perspective, to offer support to students if needed, to provide resources to the school, and to connect with teachers around **Raise It Up (our learning framework which addresses why this issue is happening and what we can do about it)**. Each school had audiences of approximately 100 or 200 students (and some teachers) at each showing.

**SACY (School-Aged Children and Youth Substance Use Prevention Initiative)** is a joint program of the Vancouver School Board and Vancouver Coastal Health. This winter we delivered three outreaches to their school locations, where we spoke to several hundred secondary students, met with a Rainbow Diversity student group, and connected with teachers and counselors. Additionally, last summer we also delivered an 'inreach' workshop with SACY students at WAVAW. We also provided a three hour professional development workshop for SACY counsellors and other VCH counsellors on how to work with sexual assault survivors and their families. SACY staff will continue to use WAVAW as a resource for the work they are doing with young people across the school district.



WAVAW has always supported the campus community at UBC to end sexual assault and provide services to students, staff, and faculty. This year, in light of the highly publicized stranger assaults on campus and ongoing concern over rape cultures on campus internationally, many leaders from various UBC groups, from local media, and from our community called upon WAVAW to speak back and we did, as highlighted below:

- *Student organizers in the feminist community asked WAVAW to speak at the student-organized Take Back the Night March as well as the March to Reclaim Consent. It was significant that at each of these marches, speakers addressed the community's collective interest in ending sexual assault, the systemic nature of sexualized violence, and critiques of isolating individualized prevention strategies.*
- *One of our Educational Outreach volunteers co-presented with WAVAW staff in front of her sorority at UBC in the wake of the series of assaults, individualized safety tips from campus police, and a widespread sense of fear. The presentation entitled "Sisterhood Is All the Time" focused on connecting the organization's mandate of supporting sorority sisters to supporting survivors of sexualized violence and collective resistance to rape culture on campus and in our lives. It sparked a great deal of critical thinking and discussion and was witnessed by an international representative of the sorority who stated that she wanted other chapters to do similar work.*
- *In the spring, WAVAW was invited to facilitate a series of workshops for members of the organizing collective of the UBC Women's Centre and their community regarding sexism, consent, healthy relationships, assertiveness, empowerment, and self-care.*
- *WAVAW staff spoke to various news media outlets regarding violence against women on campuses. We also developed an ongoing relationship with Global News, where we have been featured frequently on segments related to sexualized violence.*
- *The student organizers of The F Word Conference from the Institute for Gender, Race, Sexuality, and Social Justice invited WAVAW to speak at their annual conference again.*

Last summer, one of our Educational Outreach volunteers, **Melissa Endean** **competed in the highly publicized Peak Performance Project**. She utilized this opportunity to champion WAVAW's work and raise funds. She worked with the Outreach Program to speak out about our services and our mission, she hosted two musical fundraisers, and perhaps most significantly she created a video that voiced the impact that WAVAW had in her own healing as a survivor of sexualized violence. The Fund Development Program worked with Melissa to create a fundraising campaign with the video that significantly increased donations.

Through our partnerships with groups and programs in Vancouver, we are connecting with communities across the lower mainland and with individuals from around the world. We want to connect with women before they need our services and with communities to prevent and end sexualized violence. Ongoing requests for our workshops, public speaking, and anti-oppressive feminist analysis keep us connected with our community and with the hope that we can shift society together. ♀



# VOLUNTEER PROGRAM

*WRITTEN BY ARIANA BARER; COORDINATOR OF THE VOLUNTEER & OUTREACH PROGRAMS*

Every time a group of volunteers graduates our 11 week Crisis Line and Educational Outreach Volunteer Training—spending nearly 100 hours preparing to connect with survivors and the community on behalf of WAVAW—I think: How will we ever find another group of volunteers so thoughtful, so committed to feminist anti-oppressive values, so loving of women and strong in their flexibility to learn and unlearn?!

And then I start interviewing for the next round of volunteer training and I am reminded again of how the world is flush with women ready to share their gifts for what they believe in. And we are inextricably linked with an incredible network of women!

So what does volunteering with WAVAW look like? Our volunteers are self-identified women with a range of experience who first and foremost are people who

want to contribute their time and energy to a rape crisis centre. They are women who share our values of individual choice and collective wisdom, relational work and community service, (e) quality and inclusiveness. They are women who are excited to fill out our lengthy application form, and often (re)connect with their values in the process, then interview with WAVAW staff. They either attend training to become a Crisis Line or Outreach volunteer or sign onto a year-long commitment as a Board Director or an Office Volunteer. They are connected to programs across WAVAW, contributing their talents to fundraising, database development, support groups, graphic design, reception and blogging. They secure donations from their workplaces, brag about their time at WAVAW online, encourage their friends and classmates to get involved, spend extra time at WAVAW to complete a practicum







placement, march and public speak and snap pictures, and share their personal stories of healing and action in order to inspire others. They are women who believe that WAVAW is “an amazing network of women who are advocates, allies, and world-changers.”

This year we trained 23 women for Crisis Line and Educational Outreach work. According to one volunteer, “This training has really confirmed my passion for this work and my desire to continue it for many years to come.”

Another wrote, “I learned more in these 11 weeks than in 5 and a half years at university. And I walked away from the training ready to take on the patriarchy and believing that I have something to contribute to the movement to end violence against women.” The new graduates, together with the previous group of volunteers still on the Crisis Line, contributed a staggering 6979 volunteer hours. On top of 11 weeks of training, Educational Outreach Volunteers—many of whom are also Crisis Line Volunteers—contributed 303

outreach hours. Meanwhile, our 9 Office Volunteers contributed 1472 hours while our 9 Board Directors and Advisors led by example with 1320 hours of their own.

We were brought together by “Knowing the pain that violence had caused the beautiful and strong women close to [us], and knowing the pain that violence continues to cause so many women and children in [our] community and communities world-wide,” but it is our determination and our ethics and our love that sustains and grows this “community of passionate and dedicated women.” ♀





Women Against Violence Against Women - Rape Crisis Centre

WAVAW.CA   @WAVAWRCC