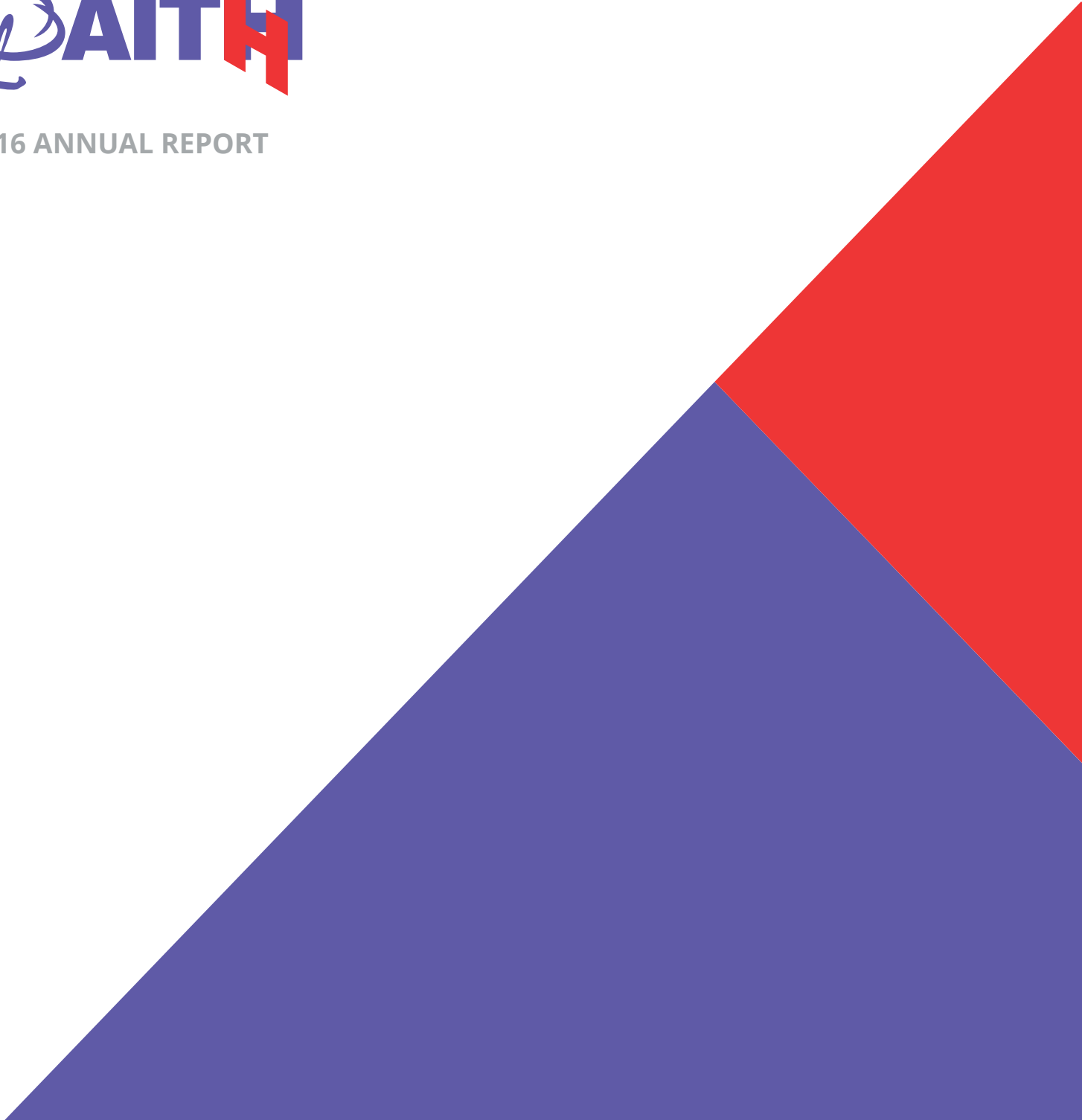




2016 ANNUAL REPORT



# WELCOME TO OAITH'S 2016 ANNUAL GENERAL MEETING

It's that time of year when we have the real privilege to reflect back on our activities with our members, stakeholders, partners and the general public. 2015/2016 has brought so much growth and unique opportunities. We've forged new relationships and re-ignited a few others. We've continued to open our doors to welcome everyone with a vested interest in ending gender-based violence. Charlene and I are honored to collaborate on our goals together and see the incredible strides we're making to improve how we get there.

## A SNAP SHOT:

### **OAITH will improve the capacity of governments and communities to respond to and end violence against women**

We are very pleased to report that OAITH has been represented at a number of consultations, planning groups, announcements, events and various ministry meetings. The list is long! Some of these highlights include; VAW Stakeholder Group, VAW Roundtable, Supportive Housing Focus Groups, Special Priority Working Group and various meetings with MCSS to address sector concerns brought forth by OAITH members. We've been there for announcements on Rural Realities, the Updated Affordable Housing Strategy, Infrastructure Projects, Human Trafficking Strategy, and Ontario's Long Term Strategy to End Violence Against Indigenous Women.

OAITH welcomes these opportunities to dialogue with various ministries and our fellow stakeholders, but also

know there is much work to do, which is why, we've also put forth submissions on the provincial budget, sexual violence harassment plan act and the human trafficking strategy. Through engagement and consultation with our members and committees, we've been able to collate your diverse experiences and concerns that you have, ranging from larger social policy issues and implications from day to day operational concerns, struggles, and barriers.

### **OAITH will increase the capacity of Members to respond to the diverse needs of women accessing our Member Organizations**

Over the last several years, OAITH has been working with our members to continuously improve the quality of support and advocacy you provide to women and their children across Ontario. 2015/2016 has been no different, but we did learn an interesting fact: OAITH has reached far beyond shelters, second-stage housing organizations and VAW specific programming. Our training and resources are being utilized across many sectors, with workers and leaders, students and volunteers in a number of different settings and organizations. We recognized this strength as we build a community of learners across Ontario.

Over the last year, we've received the support of the Ontario Women's Directorate to enhance our learning environment with resources to improve our evaluation tools, learning management system, website, and new opportunities for learning and community building. OAITH opened our doors to community collaboration and welcomed a number of partners into our learning community, with great success. We thank all of our partners for their support, collaboration and genuine contributions.

We look forward to our new relationship with the Ministry of Community and Social Services and greatly appreciate their funding over the next year as we create and make available more learning opportunities to a range of service providers, advocates, and students alike.

### **OAITH will have strong engagement with and by OAITH Members**

By now, we hope you all feel connected, included and aware of what's happening across the province! Strong engagement with our members and stakeholders is what we depend on OAITH to ensure we continue to move the Association forward to meet our goals of ending gender-based

violence. Our consultations, surveys and membership meetings are critical to this success. In 2015/2016, through your feedback, we've weighed in on important legislation, strategies and frameworks that all have a significant impact on the lives of women and their children experiencing gender-based violence.

Over the last year there has also been more opportunity to engage our members in the communities in which they live and work. Attending local meetings brought OAITH into communities across Ontario and for local issues to be included in a provincial context. For the first time in a number of years, a meeting was held in the central east region of the province with over 10 VAW organizations in attendance. We are so pleased to welcome a number of organizations from this area as members of OAITH in 2016.

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## OAITH will have strong internal operations

When OAITH embarked on the 2014-2016 strategic plan, we knew it was ambitious and none of what you are hearing today would've been accomplished without the strong leadership from our Board and the commitment and care infused into our internal operations.

In 2015 we were privileged to welcome the incredibly skilled Training & Resource Project Coordinator, Denise Glasbeek to our team. Denise thoughtfully worked through all of our technical and evaluative needs with Technicalities. With her knowledge and guidance, we have a learning management system and database library that has put OAITH front and centre in knowledge development and mobilization.

As we closed our chapter with last year's grant, we welcomed a new opportunity with a new funder and different possibilities. In the summer of 2016, we have the great privilege of welcoming Shagufta Sadique. In this newly formed position as the Communications & Knowledge Development Coordinator, we believe Shagufta will foster and further cultivate our provincial learning community. We are pleased to welcome Shagufta into this new and challenging role!

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## OAITH will have a diversified funding base

Over the last year, OAITH has worked hard to implement this direction and have seen some concrete changes made in this area. In 2015/2016 we welcomed new sponsorships from Talk 4 Healing, Ontario Nurses Association, Ontario Provincial Police Association and HUB International. These

sponsorships are greatly appreciated and have supported our campaigns and events. We look forward to our continued work together.

In the area of project grants we accomplished our deliverables set out in our grant with the Ontario Women's Directorate and have welcomed new funding from the Ministry of Community and Social Services. Project grants for our training program are critical in fulfilling the work that we do and we're happy we can continue to provide online and in-person gender-based violence learning opportunities.

Membership revenues have continued to grow and improve. We are so happy to have over 10 new members join OAITH. We've seen growth occur in both the full and associate membership categories. As we welcome more members into the Association we know our government relations, advocacy efforts, campaigns and training become more in-depth and reflective of the province.

## Some Final Thoughts

As we gather and prepare for another exciting year, we both want to take this moment to thank our 2015/2016 Board of Director's. Your big picture, forward thinking, solution-focused approach has been incredibly valuable for the staff and overall health and longevity of OAITH. You've all committed so much of your time, knowledge and experience to ensuring OAITH moves forward with a strong foundation and a vision for the future. We've achieved so much together and although we are saying farewell to some, we thank you for creating opportunities and the structure to include new leadership for our future.

Respectfully,

Marlene Ham,  
**Provincial Coordinator**



Charlene Catchpole,  
**OAITH Chair**



## Member Education and Training Report

### To Our Valued Membership:

Every year the MET Committee strives to provide meaningful, skills building and knowledge development opportunities for VAW shelter workers across the province and I am happy to report that we achieved this again this year. With over 2000 Registrants to our On-Line Training this year OAITH continued to enhance the knowledge of Shelter and Second Stage Housing Leadership, staff and various external organizations across Ontario.

The Membership Education and Training (MET) Committee would like to thank the Ontario Women's Directorate for supporting OAITH over the years but more specifically these past two years to;

- plan an intensive Provincial Training Day
- conduct a knowledge exchange to explore intersections in system navigation between domestic violence and sexual violence organizations
- effectively evaluate our online training including the VAW Foundations Course.

Last Year, we hosted an amazing Provincial Training Day which was entitled "Emerging Trends in Feminist Anti-Violence Shelters, Counselling & Advocacy Spaces". Our Key Note Speaker, Kim Crosby who is recognized as a "Young Feminist to Watch", shared "reflections on Intersectional Feminism" which provoked our minds in preparation for the full day of knowledge, dialogue and discussions ahead. Before breaking out into workshops on;

- Safety Assessment and Risk Management
- Applying an Interxsectional Lens
- Service Provisions for LGBTQ+ Survivors
- Offering Education, Prevention and Crisis Support to Children
- Harm Reduction
- Engaging with Sexual Violence Survivors

We heard from Farrah Khan the Co-Chair of the Ontario Provincial Roundtable on Violence Against Women and Deepa Matoo from the South Asian Legal Clinic of Ontario (SALCO) who spoke about "Meeting the Needs of Survivors of Forced Marriage". There is no doubt that participants left the training day with a deeper understanding of how we can individually and collectively bring about positive outcomes for women and their children in our communities.

I would like to take this opportunity to thank all the speakers,

panelist, poster presenters, workshop leaders, community partners and our members for making this one of the most well attended and engaging Provincial Training days yet.

MET continues to support the development of OAITH's capacity to host and manage a Learning Management System on our website as a learning portal for education and training of staff in shelter, second-stage housing, counselling agencies and a number of other sectors who are turning to OAITH for knowledge development needs. As mentioned above, this year we were able to evaluate the effectiveness of this training as we partnered with The Learning Network to assess whether OAITH's 27 training modules matched identified VAW training core competencies. We are happy to report that the Moderated Foundations Course met the Core Competencies to determine what learners were acquiring with respect to knowledge, attitude, skills and behavior changes after taking the course.

In addition to the well-attended Provincial Training Day, OAITH hosted 4 Webinars this past year for our on-line learners;

- Harm Reduction and Sex Work -Jean McDonald of Maggie's shared best practices for shelters in working with sex workers and harm reduction in the context of sex work.
- Migrant sex workers, shelters and the harm of anti-trafficking efforts -Chanelle Gallant and Elene Lam from the Migrant Sex Workers Project presented on issues faced by migrant sex workers and how shelters can best support women who access shelter services.
- Forced Marriage: Strategies for Support in Shelters- Farrah Khan, debunked the myths and misconceptions about forced marriage, and shared intake, counselling, and other strategies for supporting women in shelters.
- Keeping Mothers in Mind: Trauma informed approaches to supporting mothers who have experienced violence and their children - Dr. Angelique Jenney, Director of Family Violence Services at the Child Development Institute explored issues and strategies for working with women and their children who have experienced or witnessed violence

Thank you to all the presenters, workshop leaders and participants for making a commitment and dedication to social justice, to your work, and to engaging with your peers to enhance our delivery of critical services, supports and advocacy to marginalized women in our communities.

I would also like to take this opportunity to thank Lindsay McAllister from H.E.R Place who is now the Community Service Manager at Kingston Interval House for continuing

to show your generosity of time and commitment to the MET Committee this past year as you have in the past. Thank You!!

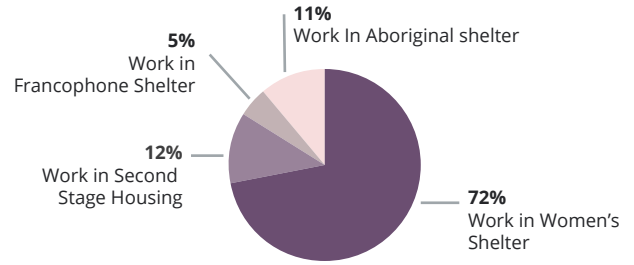
None of the above could be accomplished without the assistance, and expertise of former, Resource and Training Project Coordinator, Denise Glasbeek, Foundations Course Coordinator Kaylen Fredrickson, and the leadership of the OAITH Provincial Coordinator, Marlene Ham. All of these women have been working diligently with the MET Committee throughout the year on OAITH training and the Learning Management System. On behalf of the OAITH Board and the MET Committee, A great big Thank You!

Last but not least, I would like to thank all of you the members of OAITH. I have enjoyed working with you all as the MET Committee Chair this past year, my final year and look forward to continuing to work with you as members of OAITH. I once heard that "knowledge is power but enthusiasm pulls the switch". Thank you all for pulling the switch. It has been an honour.

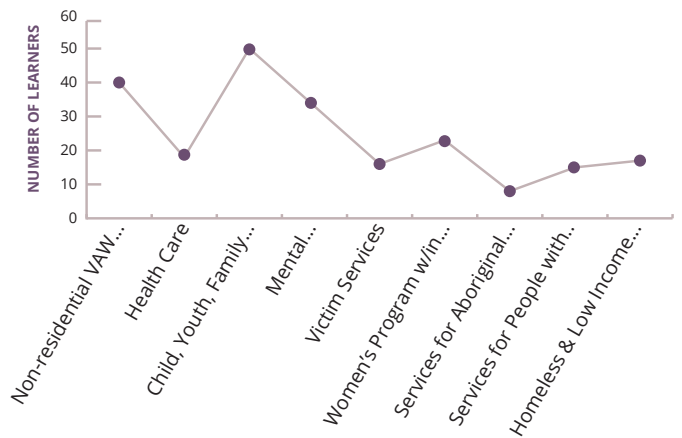
Sharon Floyd,  
Chair



### 2015 LEARNER DEMOGRAPHICS



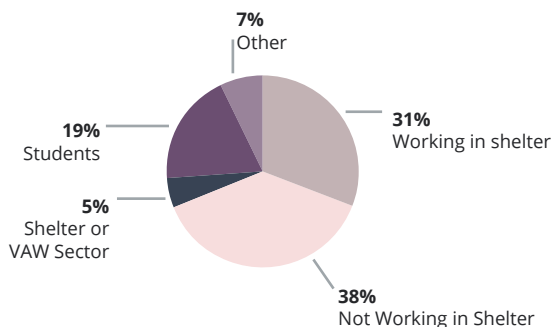
### LEARNERS BASED ON SECTOR



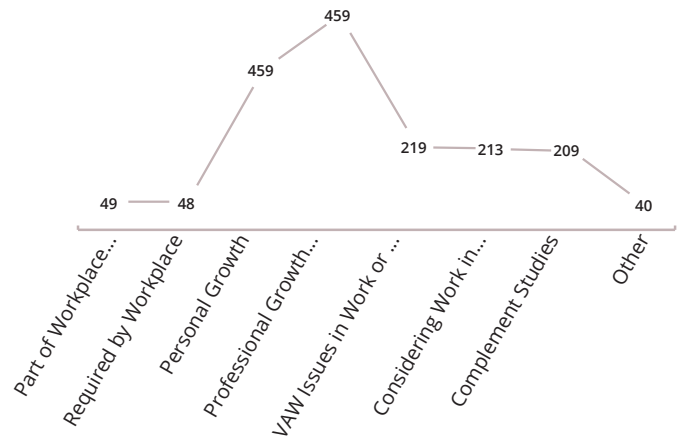
## Learner Demographics

For 2015, learner demographics were captured from the OAITH Training Portal in the graphs below. Since implementing the new Learning Management System, over 2000 learners from different sectors have accessed OAITH training courses for diverse reasons. The information below is a breakdown of learner demographics for 2015.

### LEARNERS WORKING IN SHELTERS



### WHY PEOPLE TAKE OAITH COURSES



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## Social Justice Action & Anti-Racist Anti- Oppression Committee

CO -Chair: Jehan Ahmed Chaudhry  
Member: Corey Allison

The SJAC/ARAO Committee has actively provided guidance and leadership around issues and inquiries of board restructuring and membership, support around By law changes to membership and board composition.

I am representing OAITH at the advisory level of the 'I Do' research project which is focused on engaging young women and involving them with issues such as: personal choice, consent, family violence and forced marriage.

Support has been provided to the Provincial Coordinator with a report on Human Trafficking.

The Committee will continue to increase membership and guide work that is done by the Board.

Jehan Chaudhry  
**Executive Director**  
**Sandgate Women's Shelter of York Region INC**

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## Membership Committee Report

The Membership Committee, the Provincial Coordinator and the Board Members, worked diligently this year to change and build the structure for the future OAITH Board according to the feedback from the membership at the 2015 AGM. The proposed board structure is greatly reduced in size from two years ago when it was possible to have 19 filled positions. We have transitioned the proposed structure down to 11 board members; 4 executive positions, 5 regional positions that match the new MCSS regions and 2 members without portfolios, that would meet the skills requirements of the current strategic plan. We developed a board matrix that focuses on incorporating 10 areas of diversity in addition to 13 areas of functional skills, into the organization, in order to reflect our current membership and engage our members to share their leadership skills at a provincial level.

This year, we are proud to announce that we have surpassed our membership goals with 61 full memberships and 5 associate memberships. This includes 10 new full members and 2 new associate members. Welcome to OAITH! For all

of you, who renewed your membership, welcome back! The Membership Committee approved 3 applications for fee subsidies for Full Memberships this year. We want to make sure that everyone has the opportunity to have a voice in their provincial association.

Next year, we will be invoicing membership dues directly, in order to provide organizations with documentation for their financial records. Additionally, this will streamline the membership revenue to facilitate organized AGM planning strategies. Watch for your membership renewal invoice in February of 2017.

Respectfully submitted,

Melody Rose

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## OSAC Annual Report 2015-16 A Year of Re-Building, Re-Thinking & Re-Inventing

Three years ago, I began a journey with OAITH as the Co-Chair of the OAITH Survivor Advisory Committee (OSAC). The time has proven to be challenging, emotional, inspiring, and deeply thought provoking as our group went through various stages of forming, storming, and norming. As the group has grown and changed, members have come and gone, there has always remained a consistent vision of the group. First, to eliminate the stigma around the issues of domestic violence and second to make real differences to the systems that serve women for the betterment of others, who will utilize these services in future. I think we could agree these are two ultimate goals that we all share. The questions that we repeatedly find ourselves asking are how do we do survivor inclusion in a meaningful way and what does this mean? These questions are not unique to our group. In fact, these are questions I have personally been challenged on in different ways and at different times.

In 2015 /2016, OSAC was invited and accepted the important task of being moderators of the on-line VAW Foundations Course. Members of OSAC provided:

- Opportunity to create discussion points with learners
- Provide valuable feedback and encourage dialogue with those enrolled in the training
- Became involved with and played an important role in the evaluation of the course

This was viewed as meaningful and the moderators were

compensated with honorariums for their work. The initial feedback from this experience helped to shape and form the way the courses are now offered. A special thank you to the women of OSAC for stepping forward to be moderators: Lisa, Ruby, Maureen, and Betty.

While in this position I have also been approached by a number of you, who yourselves state that you are survivors, doing this work. It is just that you do not identify as such and for a myriad of reasons. On the one hand I find myself relieved knowing that survivors are still among us in pretty significant numbers within the movement however, it also is a cause for concern that the stigma of being a survivor of gender-based violence is potentially impacting our abilities to identify as such. To support this shift, I contributed to the development of OAITH's Board Matrix by ensuring that survivors and those with lived experience are valued and included, for OAITH's Board and Committees.

As OAITH itself strives to remain current and relevant with the Board and Board Committees re-organized, a shift has happened which I believe will actually help transform the work of OSAC. Survivors will no longer be an island on their own, but rather opportunities to join any OAITH Committee is encouraged and valued. This will infuse survivor leadership throughout OAITH. I believe this change will help us examine ourselves and our practices and what we might do better.

Thank you to my fellow Board Members of 2016 for your unwavering support, mentorship and leadership. It has been my honor and privilege to serve in the capacity as Chair and OAITH Board Member. Kudos to Marlene Ham for her extraordinary vision, seeing the bigger picture and demanding better for all of us!

Respectfully Submitted by:

Eva Kratochvil

## **NORTH WEST REGION REPORT**

North West Membership reflects seven of the nine shelters. Rainy River Shelter of Hope has joined us for the 2016-2017 year. The Greenstone Shelter is run by the Municipality and the only shelter in the Northwest not part of OAITH.

This year we held a number of audio conferences and also had a number of face to face meetings in the development

of our Shelter Standards with Pam Cross here in Thunder Bay. These meetings gave us the opportunity to really dive deep into our operations as shelters as Executive Directors, talk about concerns about Harm Reduction, impact of the new standards, our similarities and differences and our overall needs.

Respectfully submitted,

Debbie Zweep  
**Northwest Regional Representative**

## **Central Region Report**

Central Region is very active and we connect and meet regularly. We are thrilled to welcome My Friend's Place (located in Collingwood) back to our table and to OAITH.

There are vast differences in our region both geographically and culturally. We have similar experiences in dealing with certain systems and then have significantly different experiences, for example, in occupancy rates, wait times and housing affordability and availability. Despite these differences, we continue to support and advocate for those we serve and find so much benefit in meeting regularly, learning about best practices, and finding a unified voice to advocate for change in our area and in the province, through OAITH.

We celebrated OAITH's successes this year. The Window Project, another successful Wrapped In Courage Campaign, Lobby efforts, and the multitude of opportunities we had to both give and get feedback on critical issues affecting our sector and the women and children we serve. We welcomed our OAITH Coordinator Marlene, who joined us for one of our meetings and gave us a very thorough update on the many projects and consultations she was involved in.

A spin-off but significant benefit of our region meeting regularly, is that relationships are developing which allow us to have enhanced knowledge exchange. We share information about what has and hasn't worked in our area, what professional development opportunities are out there, and have even used our connections to benefit individual women who have legal or housing issues in one community, while residing in another. The advocacy opportunities that have resulted have been very helpful to the women and children we support.

Throughout all of this, our region remains committed to the goals of OAITH and we are excited to see continued strength,



unity, and growth in the Association in the next year!

Respectfully submitted,

Lyn Allen,  
**Central Region Rep**

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## Central West Region Report

The Central West Region met through Teleconference on two occasions throughout the year. Most of the discussion revolved around the new Shelter Standards, and how each organization would be rolling them out. Our region had great participation in the Wrapped in Courage Campaign, and is looking forward to participating in the coming year. The membership in this region is extremely pleased with the level of communication they are receiving from OAITH. It was determined regional meetings may not be necessary as the members feel they are very much in touch with what OAITH is doing throughout the province and feel their access to OAITH's Co-ordinator has significantly increased. The region is very pleased by the level of support and engagement to the membership. Our region is excited to welcome Nova Vita in Brantford as a new member. Nova Vita is looking forward to all the benefits that OAITH membership will bring their organization. As we move forward with the new structure our region is confident OAITH will continue to grow and strengthen in the coming years.

Respectfully Submitted,

Jane Scheel

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## Southwest Region Report

The southwest area met two times face to face. We included all folks from our area even those who are not currently members. One of the issues we did take on was police checks, however, government has informed us that we must engage in this activity. We believe its expensive and a fairly questionable activity that doesn't provide complete assurance.

We were pleased to welcome another new member this year, Hiatus House I am sure new members over time will continue to join. This is my last year representing the south-

west which is being merged with the west and I am sure whoever is elected will enjoy the role as much as I did.

Respectfully submitted,

Kate Wiggins,  
**Southwest Region**

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## East Region Report

At last year's A.G.M., I was elected as the East Region representative to the Board of Directors of O.A.I.T.H. I have enjoyed this role and its responsibilities over the course of the past year. Our region is geographically large with numerous Shelters and V.A.W. agencies.

Shelter members in the East region are Leeds & Grenville Interval House, Lennox & Addington Interval House, and Kingston Interval House. Although the membership for the region is smaller than we would like, members are very active within O.A.I.T.H.

I have reached out to many of our sister shelters in the region to encourage them to join O.A.I.T.H. We hope that in the upcoming year, these agencies do renew their commitment to the work that O.A.I.T.H. does on behalf of all shelters in the province. Please feel free to contact me to discuss further, the benefits of becoming a member.

As the East Region representative, I was actively involved in the M.C.S.S. Advisory Committee on Shelter Standards.

The East Region continues to support the good work accomplished by O.A.I.T.H. Although our group did not meet in person formally, the member agencies in our region are in close contact, sharing O.A.I.T.H. updates as they become available. All of us are committed to being active participatory members in the coming year.

Respectfully submitted,

Pam Havery  
**East Regional Representative**



## Toronto Region Report

The Toronto Region has seven committees comprised of OAITH and non-OAITH members.

- Humber College –Managing in the VAW Sector
- Harm Reduction Committee
- Housing Committee
- Immigration Committee
- CAS/VAW Advisory Committee (this committee is comprised of VAW agencies and the four CAS agencies)
- Shelter Standards Work Group
- VAWN-FLU MOU (development of MOU between French and English speaking agencies)

The Toronto Region is co-chaired by Silvia Samsa (Women’s Habitat) and Arlene McCalla (Interval House). The Region meets bi-monthly and has one planning session per year. The sub-committees met frequently (i.e. Humber College Committee met nine times).

Silvia Samsa  
**Toronto Region**

## 2015-2016 HIGHLIGHTS

### WRAPPED IN COURAGE 2016

OAITH/50 Participating Shelters

15,000.00 in sponsorships from Talk 4 Healing, Ontario Nurses Association and Ontario Provincial Police Association

Approximately 19,000 scarves distributed across Ontario

### FEMICIDE PROJECT

OAITH/University of Guelph

Completion of 25 Year Report on all Femicide Data held by OAITH

Production of reports and online dissemination

Presentation at community-university partnership conference in New Orleans

Database created within University of Guelph tracking standard set of demographics

New partnership in 2016 with Comprehensive Arts and Sciences College of the North Atlantic, GIS Applications Specialists Program

Research grants submitted

### THE WINDOW PROJECT

FCB/OAITH/Yellow Brick House

In one week 75 million earned impressions with coverage from the New York Times, City News, and the Globe and Mail.

The campaign video was viewed over 67,500 times on YouTube and 200,000 times on Facebook.

Campaign was mentioned over 2,500 times online reaching over 4.5 million people on Twitter.

Won several social cause marketing awards

## THANK YOU FOR A GREAT YEAR!

### PARTNERS

Ontario Coalition of Rape Crisis Centres  
Learning Network (Centre for Research on Violence Against Women & Children)  
FCB Canada  
Yellow Brick House  
Women's College Hospital  
University of Guelph

### COLLABORATORS

Hamilton Page Consulting  
Catalyst Research and Consulting  
Kim Katrin Milan  
Farrah Khan  
Deepa Mattoo  
Anne-Marie Gardner & Abi Ajibolade  
Jehan Chaudhry & Angie Arora  
Nicole Pietsch & Mandy Bonisteel  
Brenda Sousa & Tracey Wicks  
Lori Haskell  
Maggies Sex Worker Project  
Butterfly Migrant Workers Project  
Child Development Institute  
WomenatthecentrE  
CLEO

### FUNDER

Ontario Women's Directorate

### SPONSORS

Talk 4 Healing  
Ontario Nurses Association  
Ontario Provincial Police Association