

CONNOR
CLAIRE

Environmental Scan

For: Ontario Coalition of Rape Crisis Centres
April 2020



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Context

The Ontario Coalition of Rape Crisis Centres (OCRCC) is a network of sexual assault centres across Ontario. OCRCC represents 29 English-language sexual assault centres. Membership includes sexual assault centres from across Ontario, offering counselling, information and support services to survivors of sexual violence, including childhood sexual abuse and incest.

Sexual Assault Centres in Ontario provide a variety of supports including supportive counselling services (both one-to-one and group) using a diversity of modalities; sexual violence education and training for professionals and members of the public; accompanying a victim to court, a hospital or police station; and information and referral services. Some SACs additionally run a 24-hour crisis line, typically staffed by trained staff and volunteers. Most centres work with survivors with a range of experiences of trauma – all have experienced sexual violence but the same survivors may have multiple forms of trauma including intimate partner violence, child abuse, and may be further marginalized through other intersections including race, sexual orientation, and gender identity.

One in three women are survivors of sexual assault in Canada. Factors such as age, race, disability, immigrant status, and sexual orientation all intersect and can impact risk and protective factors, as well as access to support services (Cotter 2019).

In one year, 16,550 individuals accessed counselling services through Ontario Sexual Assault Centres and took over 48,000 calls. As awareness of sexual violence grows, survivors of sexual assault are often faced with wait times to access counselling services.



Strategic Planning

In January 2020, the Ontario Coalition of Rape Crisis Centres (OCRCC) Executive engaged Connor Claire Group to support them to develop a strategic plan. The goal of a formal strategic planning process is to enable OCRCC Executive and Members to have a solid understanding of the purpose of the coalition, who it serves, to share a common fact base around environmental factors, and agree on how best to allocate resources.

Effective strategic planning articulates not only where OCRCC is going and the actions needed to make progress, but also how you will know if you are successful.

NOTE: It is important to note that this project is being conducted during the COVID-19 global pandemic. The World Health Organization (WHO) declared the virus a global pandemic on March 11th, 2020. Public health concerns around the virus have resulted in unprecedented actions including a Provincial State of Emergency declared on March 17th, 2020. While drafting this document all Ontario residents have been encouraged to practice physical distancing, schools, public gathering places (e.g., bars, restaurants, recreational programs, public libraries, childcare centres, etc.), and all non-essential services are closed. Additionally, all organized public events over 50 people are prohibited. The COVID-19 crisis has had huge ramifications on women's shelters and sexual assault centres. These ramifications will be explored as part of the strategic planning process. In addition, the methodology and timelines for this project have shifted and the consulting team is committed to remaining flexible as priorities continue to shift worldwide and in the sector.

Purpose of Environmental Scanning Document

The Environmental Scan is a fact-based document that reflects the current and anticipated factors that may impact the sector. The document will serve as a foundational document to inform discussions around where the coalition should focus their efforts over the next three to five years to have the biggest impact.

There are two components included in the environmental scan:

1. Internal Trends - Review existing plans and documents – a review of internal documents and reports from OCCRC
2. External Trends - Rapid literature review – a rapid literature review captures some of the key research and statistics around these trends.



We also held a focus group with the Board and have included key insights from the Board throughout the document.

Strategic Planning Activities

Prior to the COVID-19 crisis, the consulting team prepared a project plan which included conducting focus groups with OCRCC members remotely. Since the COVID-19 crisis, the only change to has been to conduct the first focus group with the Executive to a video conference format. Other key activities and approximate timing are noted in the table below:

Figure 1: Overview of Key Milestones for OCRCC Strategic Planning Process

Milestone	Timing
YEAR ONE:	
Environmental Scan	Jan 29 – Mar 31
Focus group with Executive	Wednesday, March 25 th (Zoom)
Status meetings with Executive/ reports to membership	Monthly
YEAR TWO:	
Interviews w/ key partners	Apr - May
Online Survey	May 4 – May 22
Zoom Focus Groups with Members (5) – max 8 people/ focus group (32 participants)	Tues. April 28 - 10am – 11am Tues. April 28 – 1pm – 2pm Fri. May 1 – 10am – 11am Fri. May 1 – 1pm – 2pm Wed. May 6 – 5:00pm – 6:30pm
Synthesis and analysis of findings	June 3
Strategic Planning session w/ Members Strategic Planning w/ Executive	June 24 – 9am – 12pm June 26 – 9am – 11am



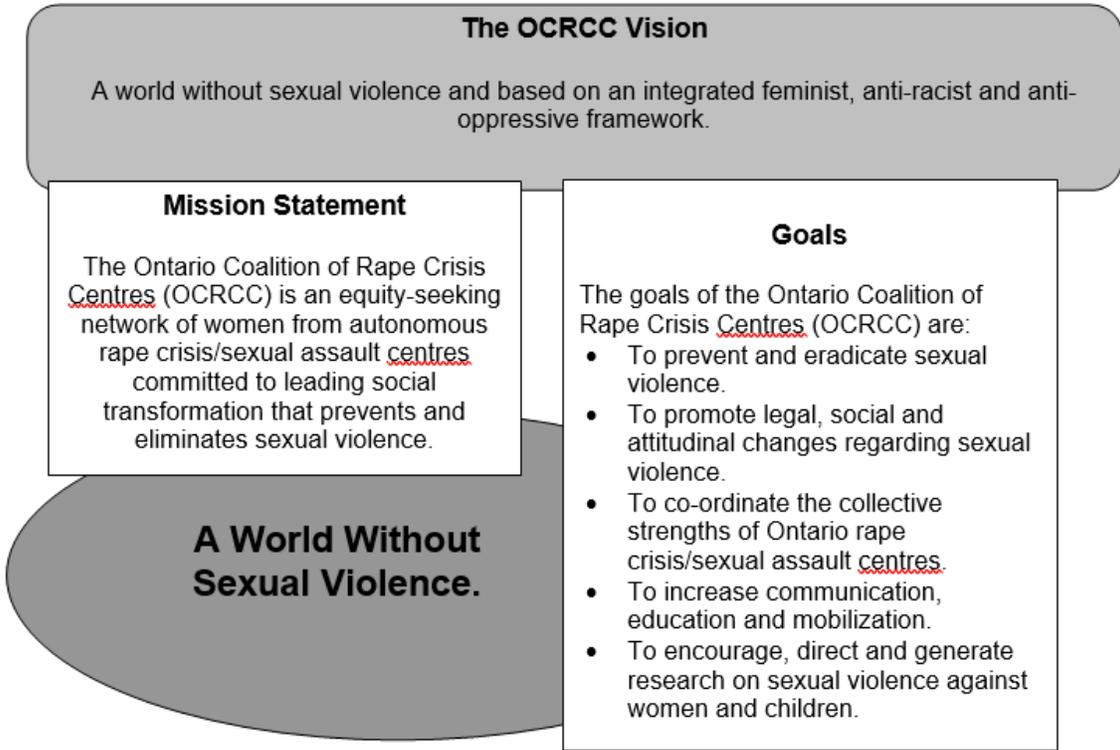
Milestone	Timing
YEAR ONE:	
Strategic Plan Development	1-hour monthly Zoom meetings with Executive – Jul to Oct
Final strategic plan documentation	End of Oct

OCRCC’s last strategic planning exercise was conducted in 2012 and expired in 2015.

Current Mission, Vision, Values

The vision and mission were outlined in the 2015 document and are articulated in the diagram below:

Figure 2: OCRCC Vision, Mission and Goals from 2012-2015 Strategic Plan



The goals noted in the 2012-2015 Strategic Plan align to goals noted in the Appendices of OCRCC’s By-Laws (revised 2009).



Values

The 2012-2015 Strategic Plan does not articulate common values, however, the By-Law document provides “*Basis of Unity*” which were articulated in March 1994.

Figure 3: *Basis of Unity Articulated in OCRCC By-Laws, Appendix IV*

OCRCC Basis of Unity (March 12, 1994)

- The Ontario Coalition of Rape Crisis Centres believes that:
- Sexual violence against women and children is both a crime and a human rights violation.
- Sexual violence against women and children is power-based-gender-based, structurally supported and, therefore, political. Unity in this analysis will strengthen our organizations.
- All forms of oppression are acts of violence. Sexism is but one of the oppressions used to violate and control women and children.
- Sexual violence is a direct result of sexism in our society and is a tactic of control used to reinforce men’s dominance over women and children.
- There is a direct link between male violence and pornography which exploits, objectifies and degrades women and children.
- All women experience sexual violence; therefore, our commitment to diversity must be reflected in the delegates and the work of the Coalition.
- Traditional psychiatry and its institutions are sexist and are used as a means of social control to coerce women to adjust to and accept oppressive roles, and to punish them if they don’t.
- A society that reinforces inequality between its members perpetuates sexual violence against women and children. We acknowledge that there is a fundamental power imbalance in this patriarchal society, based on privilege and access to resources.
- It is essential and crucial to the vision, political analysis and direction of the OCRCC to recognize the “herstorical” contributions of Black women, First Nations women, women of colour, disabled women, lesbians and women whose first language and culture are not English in the anti-sexual violence movement. Therefore, the voice of Black women, First Nations women, women of colour, disabled women, lesbians and women whose first language and culture are not English must be heard and these women must be considered vital members of the organization.
- Every woman has the right to choose and have control over her own body.
- This feminist political analysis of sexual violence is essential to our organization.



Definitions and Best Practices: Vision, Mission and Mandate

Many organizations do not use the language of Vision, Mission and Mandate (VMM), nor is it that important that this language is adopted. The language used should make sense to your constituents. However, it is important that the *concepts* underlying Vision, Mission and Mandate are clearly addressed.

Vision Statement

A vision statement is the desired end-state. It is usually a one-sentence statement that clearly describes the clear and inspirational long-term desired change resulting from the organization's work (Top NonProfits),

Mission Statement

The purpose of the Mission Statement is way to position your organization as memorable and unique. In a non-profit setting, a mission statement is one that clearly resonates with donors and funders (Nonprofit Hub 2013).

Mandates

Mandates describe what your constituents have empowered you to do either formally through funding agreements as well as federal, provincial, and local laws, codes, and regulations (Adapted from: (Community Literacy of Ontario 2013)).

Best Practices for VMM

Guidelines for Strong Vision Statements

Top NonProfit analysed the vision statements of 100 top nonprofits (based on web, social and financial metrics) and identified the following best practices when drafting a vision statement:

- The best visions are **inspirational, clear, memorable, and concise.**
- Avg length for 30 of the top organizations was only 14.56 words (excluding brand references)
- Avg length for the first 15 organizations was only 10.5 words (excluding brand references).
- The shortest statement included only three words (Human Rights Campaign – *“Equality for Everyone”*)
- The longest contains 32 words (Amnesty International – *“A world in which every person enjoys all of the human rights enshrined in the Universal Declaration of Human Rights and other international human rights instruments.”*)



Key Elements of a Great Mission Statement

Nonprofit hub identifies three pivotal elements of a “Great Mission Statement” (Nonprofit Hub 2013) (see Figure 4 below).

Figure 4: Three Pivotal Elements of a Great Mission Statement



Breaking this down into detail, the elements include:

1. **A Cause or Who You Serve** (What matters? Who is important?)
2. **An Action** (What are you doing?)
3. **A Result** (What change can you see?)

These three elements unite the best mission statements, and typically, ONLY these elements. (Though often, one or more element is only implied.) The mission statement should describe OCRCC, distilled to its essence. It is an elevator pitch and is supposed to get people interested in hearing more.

Comparison to Other VMMs

As a Provincial coalition of Sexual Assault Centres, OCRCC has a distinct role and it is important that the VMM reflects this. To assess this, the review team collected other VMMs of other provincial/ state and national associations looking at women’s issues.

Organization	Vision, Mission, Mandate
Action ontarienne contre la	VISION: N/A



Organization	Vision, Mission, Mandate
violence faite aux femmes	<p>MISSION: Action ontarienne contre la violence faite aux femmes is an Ontario-wide federation of francophone feminist organizations working to eliminate violence against women.</p> <p>MANDATE: Action ontarienne contre la violence faite aux femmes (AOcVF) was founded in 1988 by frontline workers who had identified the need for a province-wide organization. The organization comprises francophone feminist organizations working to end the oppression of women. AOcVF has a mandate to work to prevent violence, provide ongoing training for workers, set directions and take the initiative to establish French-language services, analyse issues and produce education and awareness materials in French, grounded in a feminist analysis of the social and community situation.</p>
Canadian Women's Foundation	<p>VISION: A Canada where gender equity is realized for all women and girls.</p> <p>MISSION: To be a catalyst for the most innovative programs, policies, and public engagement efforts creating transformative change in the lives of women and girls in Canada.</p> <p>MANDATE:</p> <ul style="list-style-type: none"> • Attract and inspire philanthropy • Invest in women and girls • Build capacity • Advocate and mobilize for change • Amplify national conversations through thought leadership
Centre for Research and Education on Violence Against Women & Children	<p>VISION: The Centre is committed to the development and application of knowledge for the prevention of violence against women and children through promoting innovation, collaboration and equality.</p> <p>MISSION: We facilitate the collaboration of individuals, groups and institutions representing the diversity of the community to pursue research questions and training opportunities to understand and prevent violence and abuse. We serve local, national and international communities by producing useful information and</p>



Organization	Vision, Mission, Mandate
	<p>tools to assist in the daily work to prevent and stop violence towards women and children and vulnerable adults.</p>
<p>Egale</p>	<p>VISION: A Canada, and ultimately a world, without homophobia, biphobia, transphobia, and all other forms of oppression so that every person can achieve their full potential, free from hatred and bias.</p> <p>MISSION: To improve the lives of LGBTQI2S people in Canada and to enhance the global response to LGBTQI2S issues. Egale will achieve this by informing public policy, inspiring cultural change, and promoting human rights and inclusion through research, education, awareness and legal advocacy.</p> <p>MANDATE: Egale is Canada’s leading organization for LGBTQI2S people and issues. We improve and save lives through research, education, awareness, and by advocating for human rights and equality in Canada and around the world. Our work helps create societies and systems that reflect the universal truth that all persons are equal, and none is other.</p>
<p>Ending Violence Association of Canada</p>	<p>ABOUT US: Ending Violence Association of Canada (EVA CAN) is a national non-profit organization whose main purpose is to educate and respond to gender-based violence at the national level.</p> <p>OUR ACTIVITIES: EVA CAN works with other national organizations, educational institutions, business, government, provincial and territorial community-based organizations to promote and sustain multi-disciplinary, cross-sectoral collaboration and information exchange at the national level:</p> <ul style="list-style-type: none"> • Advancing education through training: <ul style="list-style-type: none"> ○ Convening emerging issues training that provincial organizations can share with their local memberships. ○ Working towards greater consistency in analysis and practice across the country. ○ Acting as a repository for information and best practices. • Engaging in research, resource development, and distribution: <ul style="list-style-type: none"> ○ Developing and disseminating gender-based violence research, promising and best practices.



Organization	Vision, Mission, Mandate
	<ul style="list-style-type: none"> ○ Supporting national policy development including the development and implementation of sexual and domestic violence workplace policies. ● Developing and fostering excellence in service standards for provincial or territorial organizations: <ul style="list-style-type: none"> ○ Identifying gaps and developing program standards that can be adopted at the provincial or local levels (i.e.) case load standards, self-care and worker safety, records management guidelines, risk assessment and coordination. ○ Providing a national forum for the dissemination of promising and best practice in gender-based violence program standards. ○ Working with national organizations, educational institutions and other key organizations in related fields to ensure cross-sectoral collaboration and information exchange at the national level: <p>Sharing information and best practices, acting as a bridge between provincial organizations, bring work to the national agenda.</p>
<p>Ontario Association of Interval & Transition Houses</p>	<p>VISION: N/A</p> <p>MISSION: The purpose of the Association is to be a unified voice for Interval and Transition Houses in Ontario primarily serving women who have experienced abuse and their children, while recognizing the autonomy of each individual Member House.</p> <p>MANDATE: The objectives of the Association are to advocate for systemic change in order to end violence against women and their children, through advocacy, collaboration and education. OAITH is committed to operating within a feminist, anti-racist and anti-oppression, intersectional framework.</p>
<p>Ontario Native Women's Association</p>	<p>VISION: At ONWA we will support women to take up their leadership roles in the family and in the community.</p> <p>ONWA will support women's leadership. To do that we have to ensure that our voices are heard. And we have to start by listening to each other first.</p>



Organization	Vision, Mission, Mandate
	<ul style="list-style-type: none">• To reclaim our voices, we must have knowledge. Much of the knowledge we need to be strong leaders is rooted in the cultural teachings.• To hear our own voices, we must silence our pain and trauma and find a place for it in our lives that does not hurt us.• Our self-esteem needs to be reclaimed. <p>MANDATE: The Ontario Native Women’s Association (ONWA) is a not for profit organization that empowers and supports Aboriginal women and their families in the province of Ontario.</p> <p>ONWA encourages the participation of Aboriginal women in the development of Federal, Provincial, Municipal/Local government policies that impact their lives and ensure issues affecting Aboriginal women and their families are heard at key government tables.</p> <p>ONWA is committed to providing services that strengthen communities and guarantees the preservation of Indigenous culture, identity, art, language and heritage. Ending violence against Aboriginal women and their families and ensuring equal access to justice, education, health, environmental stewardship and economic development, sits at the cornerstone of the organization. ONWA insists on social and cultural well – being for all Indigenous women and their families, so that all women, regardless of tribal heritage may live their best lives.</p> <p>AIMS AND OBJECTIVES:</p> <ul style="list-style-type: none">• To build relationships with all levels of government and other organizations to collaborate on all socio-economic issues affecting the well-being of all Aboriginal women and their families. (physical)• To increase Aboriginal women’s skills and capacity in planning, developing and managing an array of programs and services that directly impacts their lives and those of their families. (mental)• To continue to work towards unity amongst Aboriginal women and their families to affect positive change in society in recognizing the importance of diversity and inclusion for all people.



Organization	Vision, Mission, Mandate
	<ul style="list-style-type: none"> • Through a communication strategy with our membership we will encourage a unified voice to fully participate politically to ensure Aboriginal women and their families are appropriately represented • To promote and advance equality and social justice issues as they affect the realities of Aboriginal women’s lives. (emotional) • Designing of resource materials and capacity development opportunities • To preserve and promote the sacred roles of Aboriginal women and their families as valued and respected members in the community. (spiritual) • Services are provided in a culturally respectful manner • Provide opportunities for Aboriginal women to learn and teach traditional ways to future generations that are unique to Aboriginal culture
Ontario Network of Sexual Assault/ Domestic Violence Treatment Centres	<p>VISION: A unifying voice and catalyst for change in responding to the health, forensic, and psycho-social needs of those who have experienced sexual violence and/or domestic violence.</p> <p>MISSION: To provide leadership and support through advocacy, education, and research to thirty-six hospital-based sexual assault and domestic violence treatment centres across Ontario.</p> <p>MANDATE: The mandate of the Sexual Assault/Domestic Violence Treatment Centres is to address the health, psycho-social, and forensic needs of victims/survivors of sexual violence and/or domestic violence in a prompt, professional, and compassionate manner.</p>

Key Observations of OCRCC VMM

The components of the VMM for OCRCC exist within the organizational documentation and it is encouraging that these elements have not changed significantly over the years. The “Goals” noted in the 2012-2015 Strategic Plan tend to align with “Mandate” which is common with other organizations.

The Vision for OCRCC is clear, concise and inspirational. Comparing OCRCC’s Vision to other organizations within the same space, it is complementary. It is also very broad. Vision Statements of the other organizations tended to be more specific to the organization. Neither is right nor wrong.



OCRCC's mission statement seems to meet most of the key elements noted in the best practices. It provides a clear action "*leading social transformation*" and a clear result "*prevents and eliminates sexual violence*". The beginning of the statement says "*The Ontario Coalition of Rape Crisis Centres is an equity-seeking network of women from autonomous rape crisis/ sexual assault centres ...*" This part of the mission statement is not particularly concise and defines "who is important" as the "women" who make-up the Coalition's members. While this accurately identifies the coalition's constituents OCRCC may want to look at updating the language to be more inclusive.

The goals of the organization seem to reflect the organizational mandate. However, when the mandate is compared to the mandate of other organizations within the same space, it is not entirely clear where the coalition fits within the broader picture.

What We Heard from the Board – Unique role of OCRCC

The consulting team asked the Board to reflect on their Mission, Vision, Values in comparison to some of these other organizations and identify OCRCC's unique role in the sexual assault/ violence sector in Ontario. Some of the themes that emerged are listed below in Figure 5.

Figure 5: Unique role of OCRCC in sexual assault/ violence sector

Community-based leaders

- OCRCC is comprised of service delivery agencies that are based in communities
- Locally responsive and share best practices
- Adapt knowledge locally

Experts in sexual violence

- Provide trauma-informed services for the full range of sexual violence from harassment through to rape
- Working on these issues longer than most and understand the issues and the causes at a deep level
- Successful at building a narrative around #MeToo and #TimesUp to create societal change

Grassroots, survivor-led movement

- The movement began with survivors
- Amplify the voices of survivors
- Activist/ radical component to approach
- Speak truth to power

Leaders in peer-led, trauma-informed counselling

- Counselling provided in a number of different modalities
- Long history of peer-led, trauma-informed counselling
- Approach can be more inclusive than other models



2012-2015 Strategic Priorities

The 2012-2015 Strategic Plan identified five strategic priorities:

1. To be a sustainable, strong and healthy organization.
2. To support Centres to be sustainable, strong and healthy.
3. To strengthen existing relationships with current allies and establish new provincial partners and allies.
4. To strengthen the practice of an anti-racist/anti-Oppression and inter-sectionality approach in OCRCC, its membership and within public and government forums.
5. To be a credible voice on issues of sexual violence in all aspects of public discussion, policy and decision-making.

The plan defined key outcomes, activities, performance measures and indicators for each priority (see Appendix A). Most strategic plans are somewhat flexible and need to be revisited from time to time. It will be important to explore with internal stakeholders, lessons-learned from the last strategic planning exercise and the organization's ability to hold themselves accountable for key activities and the capacity to revisit the plan periodically and update it as priorities shifted.

What We Heard from Board – Strategic Directions

We asked the Board to reflect on what they wanted to see OCRCC accomplish in the next three to five years. Below is a summary of some of the ideas shared with the group:

I hope that we can support our centres by legitimizing trauma-informed. I'd love to solidify that with SACs. Create a toolkit around GBA+, non-binary, intersectional feminism. We've done so much work around our ideology. There are some many practical things around our work and talking about gender and expanded views of gender.



I want to see us hire a full-time researcher. I want us to be on top of all the latest and greatest research in terms of sexual violence. I want a strong online presence where we become the experts and our resources are listed as the “go to” resources for sexual violence. I want to expand our current support to our members some of whom might need more from the coalition. I want funding for an Executive Director, so the coalition isn’t leading off the side of their desk and a dedicated membership support person.

Going forward, I want us to be clear around what we are all about. For a long time and in previous strat planning discussions there has always been frustration around the Sexual Violence conferences. Sometimes they are hosted by police and other folks and we hear lots of concerning things. I would love if we be a leader and host a national or provincial sexual assault/ violence conference.

Governance Structure

The Ontario Coalition of Rape Crisis Centres (OCRCC) is a membership-driven organization. Membership includes sexual assault centres from across Ontario that offer services primarily in English.

Board Composition and Terms

The OCRCC Executive Committee (also referred to as the Board of Directors) is comprised of representatives from eight Sexual Assault Centres including the Chair, the Immediate Past Chair, the Vice Chair, the Treasurer and Member(s)-at-Large. The Board by-laws prioritize at least one rural representative and one northern representative.

Executive members are elected at an Annual General Meeting for a minimum of two-year terms. Meetings are held via video/ teleconference quarterly or monthly, as required.

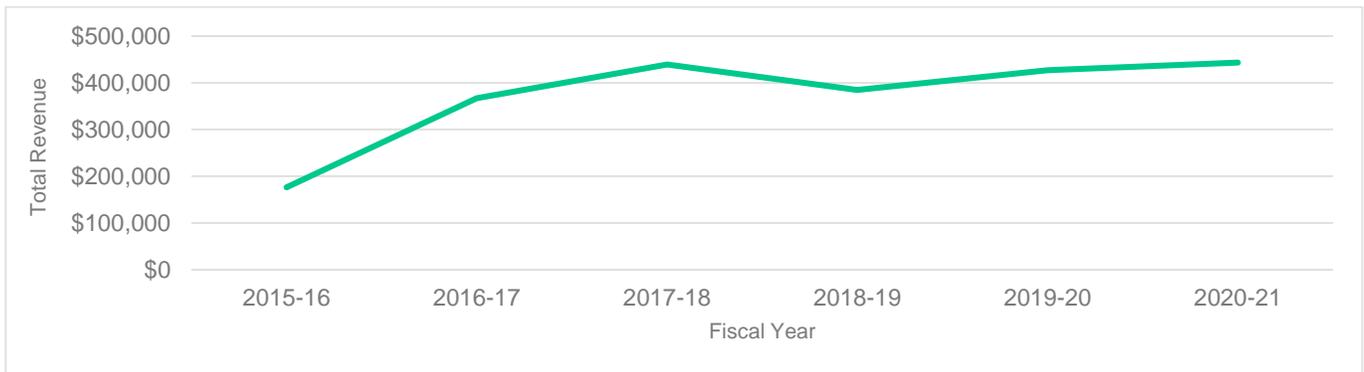
The OCRCC board has had discussions over the years about the need to hire an Executive Director who can steer the organization strategically. Currently, the Chair with support from the Executive Committee is expected to provide this leadership. The Chair and all members of the Executive are volunteers.



Financial Outlook

OCRCC collects membership fees from its twenty-nine member agencies which totals roughly \$55,000 per year. This is used to pay for a part-time coordinator. One of the goals from the 2012-15 strategic plan was to identify grant funding and the coalition has been successful in identifying and getting grant funding. Figure 6 below shows a steady increase in the total revenue received over the last five years. The total revenue in 2015-16 was \$176,369 and in 2020-21 the revenue is \$443,288, a 240% increase.

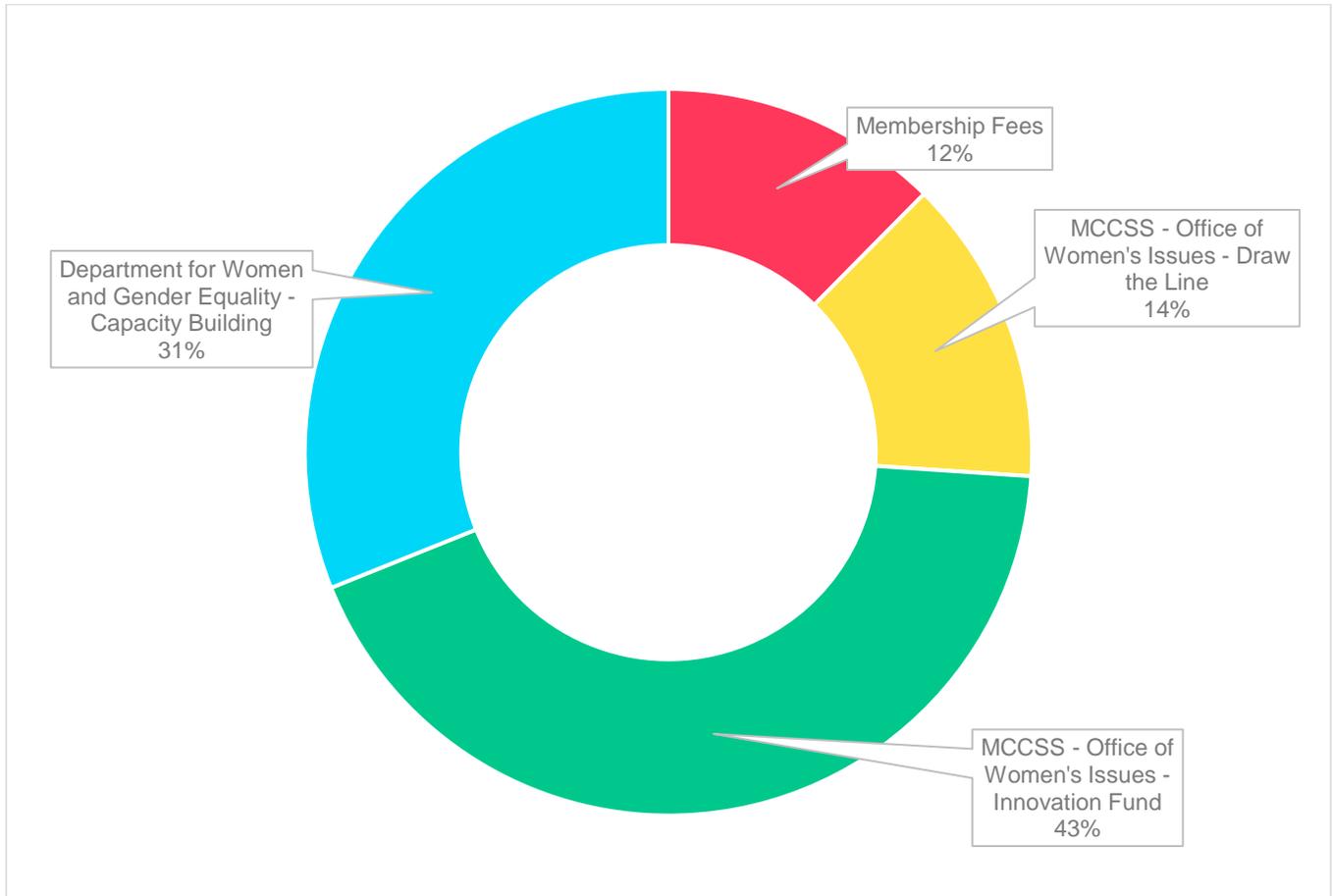
Figure 6: OCRCC Total Revenue 2015 - 2020



Unfortunately, grant funding is project-based and is not guaranteed year over year which makes long-term planning a challenge. Currently 88% of OCRCC's funding is project-based funding (see Figure 7). In this fiscal year, OCRCC has three substantial grants: \$190,000 from the Ministry of Children, Community and Social Services (MCCSS) to help agencies in their use of technology to better support survivors (i.e., Innovation Fund), \$121,800 from the Department for Women and Gender Equality (WAGE) to foster capacity in sexual assault centres, and \$60,488 from MCCSS for public education (i.e., Draw the Line). The two MCCSS grants have been ongoing for the past six years but approval for this funding has not been guaranteed and often comes very late in the fiscal planning cycle.



Figure 7: Funding Sources OCRCC Fiscal Year 2020-21





Key External Trends

The purpose of this section of the document is to identify some external trends including societal, political and funding trends that are likely to impact OCRCC going forward. The RFP and the Executive noted some areas of interest to explore initially, these included:

- The role of OCRCC as experts in sexual assault and rape crisis centre programming, and as advocates
- The expanded views of gender and gender-identity
- The impact of #MeToo on reporting of sexual assault and sexual harassment
- Impact of unfounded cases and prosecutions pre- and post- #MeToo

In addition to these themes, the review team also explored gender-specific impacts of the COVID-19 outbreak.

Gender Lens of COVID-19 Outbreak

As noted in the introduction, the COVID-19 outbreak is ongoing and continuing to change. There have been several reports of the differential impact of the COVID-19 on women. The United Nations (UN) has looked at past outbreaks to highlight the current risks and make recommendations. Research shows that women represent 70 percent of the health and social service sector (UNFPA 2020). Over half of all female workers (56%) are employed in occupations involving the “5 Cs”: caring, clerical, catering, cashiering and cleaning (Scott 2020) While clerical workers might be able to work from home, the other jobs are by nature in-person. In addition, three of these professions (care, catering and cleaning) are going to be on the frontlines of combatting the virus (Macdonald 2020). In addition, women bear more of the burden of caretaking both inside and outside of the home. This means that with schools closed and more people staying at home sick either with the virus or other illnesses, women are disproportionately impacted.

Organizations working in the sector have been vocal about the danger that forced isolation can have on women and children who might not be safe in their homes.

Increase in gender-based violence

The UN paper noted that women and girls may be at higher risk from intimate partner violence and other forms of domestic violence due to heightened tensions in the household. Within the context of gender norms, men may also feel pressure in the face of economic hardship resulting from the outbreak and the inability to work, causing tensions and conflict in the household (UNFPA 2020). In Ontario, shelters are



reporting a 20 percent increase in the number of calls and many police services have also noted increases in the number of calls related to domestic incidents (Amin 2020).

“The evidence we do have from the Ebola and Zika outbreaks should inform the current response. In both rich and poor countries, campaigners expect domestic violence rates to rise during lockdown periods. Stress, alcohol consumption, and financial difficulties are all considered triggers for violence in the home, and the quarantine measures being imposed around the world will increase all three.”

SOURCE: (Lewis 2020).

Surveillance and response systems must also take sex, gender, occupational status and pregnancy status into consideration. Given the toll outbreaks and pandemics can have on all affected individuals, families and communities, the provision of mental health and psychosocial support must be a critical part of the overall response.

There are also increased risks of other forms of gender-based violence such as sexual exploitation. For example, the economic impacts of the 2013-2016 Ebola outbreak in West Africa resulted in an increase of exploitation and sexual violence (UNFPA 2020).

Access to life-saving care and support

Access to life-saving care and support to gender based violence survivors (i.e., clinical management of rape and mental health and psycho-social support) may be cut off and/or limited in the health care response when health service providers are overburdened and preoccupied with handling COVID-19 cases (UNFPA 2020).

Women are often under-represented in pandemic planning and response and noted that this is already evident in some of the national and global COVID-19 responses. As an example, on March 21, 2020, the Ontario government, using its state of emergency declaration, gave hospitals temporary new powers to respond to the COVID-19 outbreak. This includes the ability to immediately redeploy staff to different hospital areas or work assignments. This means that in Ontario, unless women are included in the decision-making within hospitals, the health-related resources required to support gender-based violence survivors could be exacerbated.



COVID-19 Funding

Federal and provincial governments have both recently announced economic relief packages to support people through the pandemic. On March 18th, the federal government announced \$27 billion in direct support to Canadian workers and businesses (Department of Finance Canada 2020). Included in this funding package was \$50 million to women's shelters and sexual assault centres to help with their capacity to manage or prevent an outbreak in their facilities.

On March 19th, 2020, the Ontario government convened an emergency sitting of the legislature, passed the *Employment Standards Amendment Act (Infectious Disease Emergencies), 2020*. The new legislation provides job-protected leave for employees who are in isolation or quarantine due to COVID-19, or those who need to be away from work to care for children because of school or day care closures or to care for other relatives. These measures are retroactive to January 25, 2020, the date the first presumptive COVID-19 case was confirmed in Ontario (Ontario Office of the Premier 2020) .

On March 23rd the Ontario government announced \$200 million in social services relief funding in response to the outbreak of COVID-19. The province will be providing municipalities and organizations that administer social services with funding to support them in their response to COVID-19. The funding is intended to help municipalities and social service providers such as shelters, food banks, emergency services, charities and non-profits continue to deliver their critical services, hire additional staff, and find ways to promote social distancing and self-isolation to keep clients safe and healthy. Ontario's municipal service managers will determine local needs and distribute the funding, ensuring clients are receiving the support they need (Ontario Office of the Premier 2020).

Accessing funding has proven to be a challenge. Agencies have been left off the list of agencies notified about the district (municipal) funding at the local level. Province has not provided any funding for Sexual Assault Centres to date.

The gendered impacts of COVID-19 go beyond what has been summarized in this report. It is apparent that gender norms, roles, and relations combine to influence women's and men's vulnerability to infection, exposure to pathogens and treatment received. It will be important for governments and health institutions to consider sex and gender effects both directly and indirectly and incorporate women's voices within the preparedness and response policies and practices going forward (Wenham 2020).

Measuring Gender-Based Violence and Sexual Assault in Canada

Gender-based violence is defined as violence that is committed against someone based on their gender identity, gender expression or perceived gender (Women and Gender Equality Canada 2018).

Historically, there has not been good data around measuring gender-based violence (GBV). Measuring



GBV is complex because neither the victims nor the perpetrators may necessarily perceive the motivations for the incident as rooted in social structures and systems that serve to produce and reproduce gender inequality. Advocates know that the data around sexual harassment, sexual assault and GBV is chronically under-reported.

In addition, until recently, surveys have not had good disaggregated data to look at how sexual assault/violence impacts different sub-groups including people of colour, Indigenous populations or LGBTQI2+. As a result, the evidence around the prevalence and impact of GBV on broader groups is qualitative and anecdotal.

Statistics Canada conducted the Survey of Safety in Public and Private Spaces (SSPPS) in 2018 with the goal of advancing knowledge of gender-based violence in Canada by collecting information on experiences and characteristics of violent victimization as well as the continuum of other unwanted experiences while in public, online, or at work. Because this research included a measure of the prevalence and nature of unwanted sexual behaviours while accessing public spaces, while online, or while in the workplace, this survey measured behaviours that have not been a focus in other surveys and tend not to rise to the threshold of criminal behaviour, and would therefore never be reported or included in other official data sources.

With this research, there is now quantitative evidence that confirms that in Canada, GBV disproportionately impacts women and girls, as well as other diverse populations such as Indigenous Peoples, LGBTQI2+ and gender non-binary individuals, those living in northern, rural, and remote communities, people with disabilities, newcomers, children and youth, and seniors (Cotter 2019). While this has been studied in other jurisdictions and there is a large

In addition, the SSPPS included questions on both sex assigned at birth and the gender of respondents (see Figure 8). In addition, a question on sexual orientation was revised to include more categories.



Figure 8: Definitions of gender terms in new Statistics Canada surveys

Gender, Gender Expression, Transgender, Gender-Non-Conforming

Gender refers to culturally defined identities and roles associated with males/masculinity and females/femininity. While many people confuse a person’s gender identity with their biological sex, it is clear that people’s gender identity, and the public presentation (behaviour and appearance) of that identity (**gender expression**), is not fundamentally linked with bodily differences between males and females (or with their sexual desires for that matter). How a person understands and expresses themselves in relation to these differences actually exists on a spectrum of gender identification. Some people strongly identify with the gender traditionally associated with their biological sex—**cisgendered** people. Other people’s self-identity is more strongly linked to that traditionally associated with the “opposite” sex or the sex they were not assigned at birth. Some people feel that their gender is some mix of male and female, and still others feel that they do not have a gender identity. **Transgender** acts as an umbrella term covering people with diverse gender identities and expressions. A range of other terms have been used to describe various positions on the gender spectrum—non-binary gender, gender-queer, gender variant, **gender non-conforming**, gender neutral, agender, etc.

SOURCE: (Women and Gender Equality Canada 2018).

Current statistics on sexual assault¹

- More than 11 million Canadians have been physically or sexually assaulted since the age of 15. This represents 39% of women and 35% of men 15 years of age and older in Canada, with the gender difference driven by a much higher prevalence of sexual assault among women than men (30% versus 8%).
- Two-thirds of bisexual women (63%), six in ten (58%) bisexual men were physically or sexually assaulted since age 15.

¹ Sexual assault includes: unwanted touching or grabbing, kissing or fondling; forced or attempted unwanted sexual activity, holding down or hurting, sexual activity to which consent was not possible including being drugged, intoxicated, manipulated or forced in other ways.



- The vast majority of incidents of violent crime did not come to the attention of police: 5% of women stated that police found out about the most serious incident of sexual assault they experienced, while 26% of women and 33% of men who were physically assaulted² said likewise.
- One in five victims of sexual assault—both women and men—felt blamed for their own victimization. Most commonly, the perpetrator or the victim's friends or family were the source of this feeling.

Unwanted sexual behaviour in public

- One in three (32%) women and one in eight (13%) men experienced unwanted sexual behaviour in public. For both men and women, younger age and sexual orientation increased the odds of experiencing this behaviour more than any other factor. More specifically, being younger and of a sexual orientation other than heterosexual was associated with much higher odds.
- The most common types of unwanted sexual behaviour experienced by women in public were unwanted sexual attention (25%), unwanted physical contact (17%), and unwanted comments about their sex or gender (12%). These were also the three most common types of behaviour experienced by men, though at a considerably lower rate (each 6%).
- One in five (18%) women experienced online harassment in the 12 months preceding the survey, slightly above the proportion of men (14%). Women were more likely than men to know the perpetrator.
- Women (28%) were more likely than men (19%) to have taken measures such as blocking others online or deleting accounts in order to protect themselves from online harassment.

Inappropriate sexual behaviour in the workplace

- While men (56%) were slightly more likely than women (53%) to witness inappropriate sexual behaviour in their workplaces, the opposite was true when it came to personally experiencing this type of behaviour. Three in ten (29%) women were targeted by inappropriate sexual behaviour in a work-related setting compared with 17% of men.
- More than 11 million Canadians have been physically or sexually assaulted since the age of 15. This represents 39% of women and 35% of men 15 years of age and older in Canada, with the gender difference driven by a much higher prevalence of sexual assault among women than men (30% versus 8%).

² Physical assault includes being attacked including being threatened, hit, slapped, pushed or grabbed, being shot or beaten, and being threatened with a weapon.



- While men (56%) were slightly more likely than women (53%) to witness inappropriate sexual behaviour in their workplaces, the opposite was true when it came to personally experiencing this type of behaviour. Three in ten (29%) women were targeted by inappropriate sexual behaviour in a work-related setting compared with 17% of men.

Unwanted sexual behaviour based on sexual orientation

- Half (50%) of all bisexual women had experienced online harassment in the past 12 months, while the prevalence was similar between lesbian women (21%) and heterosexual women (18%). On the whole, being a sexual minority resulted in 1.8 times higher odds of experiencing online harassment among women.
- Four in ten gay (38%) or bisexual (41%) men experience one or more types of unwanted sexual behaviour in the past 12 months, three times the proportion of heterosexual men (12%). Additionally, men who were attending school (25%), those who were 15 to 24-years old (24%), and those who were single (22%) reported a higher prevalence of unwanted sexual behaviour than men overall, similar to the findings of women.

Online harassment

- As with other types of gender-based violence, the prevalence of online harassment was higher among younger women, with one-third (33%) of women aged 15 to 24 having experienced at least one instance in the past 12 months (Table 3). When holding other demographic factors constant, 15 to 24-year old women had odds twice as high as those 35 or older of experiencing unwanted behaviour online.
- First Nations (34%) and Métis (30%) women of all ages also reported experiencing unwanted behaviour online at a higher rate than non-Indigenous women, an association that remained after controlling for other demographic factors.
- Women with disabilities and women who were single were also more likely to experience online harassment, both in terms of prevalence (27% and 31%, respectively) and when keeping other factors constant (2.3- and 2.0-times higher odds, respectively).
- Having a disability (1.8 times higher odds) and being separated, divorced, or widowed (1.4 times higher odds) were also associated with higher odds of online harassment among men, while being unemployed decreased the odds among men (0.8 times).
- Overall, living in an urban area increased the odds of being targeted by online harassment when other characteristics were held constant. Women (19%) and men (14%) living in urban areas reported a higher prevalence. This may be due in part to the nature of populated urban areas compared with rural areas, as there are not only more public spaces where people may congregate, but also a higher volume and density of people. The higher prevalence of these types of behaviour may also be related to younger populations in the urban core as well as the



higher degree of anonymity afforded to those living in urban centres, in contrast to rural areas where people are more likely to know one another and familiarity or interconnectedness may dissuade certain behaviours.

- As with unwanted behaviours in public places, sexual orientation was the most noteworthy risk factor among men when it came to online harassment as well. Overall, four in ten (40%) bisexual men and more than one-quarter (28%) of gay men had experienced online harassment in the past 12 months. When holding other demographic characteristics constant, being a sexual minority increased the odds of online harassment by 2.8 times for men.

In the departmental plan for Women and Gender Equality, they noted that in addition to the SSPPS survey, results from a new Survey on Individual Safety of the Postsecondary Student Population, focusing on sexual victimization and harassment among post-secondary students, will be completed by September 2019 with initial results expected in 2019-20; and a survey on sexual misconduct in the workplace will also be developed and launched in 2019-20, with data expected to be released in 2020-21.

The Impact of #MeToo on Reporting

In 2017, sexual violence and sexual misconduct were the centre of significant public discussion. Several prominent celebrities came forward and accused Harvey Weinstein, an American film producer, of sexual assault and misconduct. The accusations received widespread media attention, and many victims' accounts of sexual abuse and harassment were shared. In response, several social media campaigns were launched, with #MeToo being one of the most prominent, going viral in October of 2017. While most of these social media campaigns and cases originated from the United States, they arguably had an impact on the discussion of sexual violence internationally and in Canada.

These highly publicized reports and the popularity of #MeToo and #TimesUp have empowered individuals who have experienced sexual assault to seek help resulting in an increase in reporting:

- Calls to the Ottawa Rape Crisis Centre increased 100% in one year alone (Canadian Women's Foundation).
- Requests for sexual assault counselling increased 83% between 2017 and 2018 at the Barbra Schlifer Commemorative Clinic (CBC News 2018).
- In 2017, the number of victims of police-reported sexual assault in Canada peaked in October, coinciding with the widespread #MeToo social media movement. The number of reports made in October and November of 2017 were higher than any other calendar month since comparable data became available in 2009 (Rotenberg 2018).



- As was the case before #MeToo, the majority of sexual assaults reported to police after #MeToo had taken place recently; just under half on the day of reporting (47%) and a further one-quarter (26%) within the month leading up to reporting to police (Rotenberg 2018).
- After #MeToo, an increase in historical sexual assaults over a decade old was noted, although they represented a minority of cases overall (6% in total over 2016 and 2017) (Rotenberg 2018).

It is important to note that Canada's most recent victimization survey (2014) showed that only a minority (1 in 20) of sexual assaults are reported to police (Conroy 2017), and therefore police-reported sexual assault data do not reflect the true extent of sexual assault and sexual violence in Canada. In addition, because so few sexual assaults are reported to police in the first place, changes in reporting behaviour – such as new reports prompted by #MeToo – are likely to have notable impacts on police-reported data. Consequently, increases in police-reported sexual assaults during this time period may not necessarily reflect increases in the prevalence of sexual assault itself, but rather increases in reporting to police as well as changes in police practices.

Impact of Unfounded Cases and Prosecutions Pre- and Post- #MeToo

Before the #MeToo movement went viral on social media, a national discussion surrounding unfounded sexual assaults took place in Canada in early 2017. In February, The Globe and Mail released an article on sexual assaults that were being classified as 'unfounded' by police (Doolittle 2017). Unfounded cases are a way of shutting a case without laying a charge (e.g., not enough evidence, complainant doesn't want to proceed with charges). Inflated unfounded rates create the impression that police receive fewer complaints of sexual assault than they do. In turn, that gives the appearance that more complaints lead to an arrest.

In fact, police decisions are influenced by preconceptions about "real rape" and "genuine" victims, and who is worthy of police protection. Police operate within a pervasive "culture of skepticism," where the goal of the investigation is to find evidence that the complaint is false. This skepticism is grounded in widespread assumptions among police and wider society that large numbers of women cry rape falsely. Only between 2 and 10 percent of sexual assault complaints are false, no higher than for other crimes (Johnson 2020).

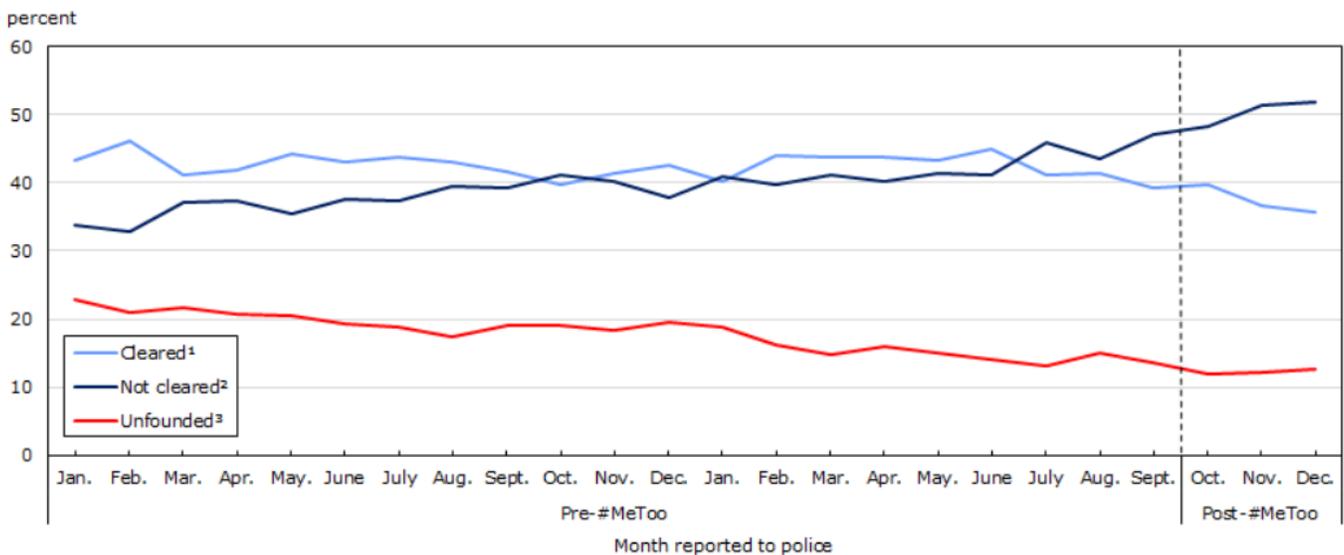
The Globe and Mail investigation compiled and reviewed national policing data and found a national unfounded rate of 19.39 per cent – nearly twice as high as it is for physical assault (10.84 per cent), and dramatically higher than that of other types of crime. According to The Globe's data, 42 per cent of sexual assault complaints lead to a charge (Statistics Canada, which has data from all jurisdictions, reports 44 per cent). When unfounded cases are factored in as complaints, however, the charge rate drops to 34 per cent.



Following this investigative article, several police services announced they would be reviewing unfounded sexual assault cases and changing their approach to the classification of all types of reported incidents moving forward.

Along with more victims coming forward after #MeToo, changes at the police policy level may have also had an impact on the increased number of sexual assaults reported by police in 2017. Overall, in 2016 and 2017, 15% of all violent crimes reported to police were classified as unfounded – in other words, it had been determined through police investigation that a crime did not take place, nor was it attempted. This was the case for just under one in five (17%) sexual assault incidents (19% in 2016 and 14% in 2017). The proportion of sexual assaults deemed unfounded by police began declining beginning in February of 2017, the same month that the unfounded article was released by The Globe and Mail. The proportion of unfounded sexual assaults continued to decline steadily over the remainder of 2017 (see Figure 6) (Rotenberg 2018).

Figure 9: Founded and unfounded police-reported sexual assaults, by clearance status and month reported to police, Canada, 2016 and 2017



1. Incidents that were cleared by police (i.e., solved) by means of 1) laying or recommending a charge be laid on an accused, or 2) clearing the case by other means (includes, in order of frequency, the following reasons: victim declined to lay charge, beyond the control of department, departmental discretionary, accused was under 12 years old, accused referred to diversionary program, death of accused, or other reason).
 2. Incidents where no accused was identified in connection with the incident (i.e., unsolved).
 3. Incidents where it was determined through police investigation that a crime did not take place, nor was it attempted.
Note: Sexual assault offences include sexual assault level 1, level 2, and level 3. Counts are based on the number of founded and unfounded incidents where the most serious violation in the incident was sexual assault. The pre- #MeToo period is defined as sexual assaults reported to police between January 1, 2016 and September 30, 2017. The post- #MeToo period includes those reported between October 1, 2017 and December 31, 2017.
Source: Statistics Canada, Canadian Centre for Justice Statistics, Uniform Crime Reporting Survey.

Many SACs have been involved in the police reviews across the province and noted that some reviews have truly gone well with police services beginning to deepen their understanding of the neurobiology of trauma and to begin to implement accountability and community oversight to identify where systemic



discrimination occurs. Other police agencies concluded – in closed-door case reviews – that there were no problems with investigations or how cases were classified. Reviews conducted behind closed doors offer no transparency or accountability, allowing police to evade scrutiny of how thoroughly they pursued certain lines of evidence, or about prejudicial or incomplete questioning of complainants or suspects (Johnson 2020). This resulted in many police services simply re-classified cases without making meaningful changes to policies or procedures (Johnson 2020).

Indigenous Experiences of Sexual Assault and Gender-based Violence

In June 2019, the National Inquiry on Missing and Murdered Indigenous Women and Girls (MMIWG) final report was released. The final report pointed to two persistent and deliberate human and Indigenous rights violations and abuses declaring these actions as a form of “cultural genocide” (see textbox). The report delivers 231 individual Calls for Justice directed at governments, institutions, social service providers, industries and all Canadians. Included in the Calls for Justice is a call to create a national strategy, through the Canadian Association of Chiefs of Police, to ensure consistency in reporting mechanisms for reporting missing Indigenous women, girls, and LGBTQI2+ people. The RCMP indicated that it accepts the findings and has established a national unit to help with major investigations and in updating policies and procedures for missing-person and sudden-death investigations (Canadian Press 2019).

While the Canadian genocide targets all Indigenous Peoples, Indigenous women, girls and 2SLGBTQQIA people are particularly targeted. Statistics consistently show that rates of violence against Métis, Inuit, and First Nations women, girls, and 2SLGBTQQIA people are much higher than for non-Indigenous women in Canada, even when all over differentiating factors are accounted for. Perpetrators of violence include Indigenous and non-Indigenous family members and partners, casual acquaintances, and serial killers.

SOURCE: (National Inquiry into Missing and Murdered Indigenous Women and Girls 2019)

The findings from the inquiry were broad and described in detail the impact 500 years of colonialism has had in disempowering Indigenous women, dispossessing them of their ancestral lands and forcibly assimilating them into wider settler society.



The report documented that Indigenous women are 12 times more likely to be murdered or disappeared compared to any other demographic group and 16 times more likely than white women. Although they make up only 4 percent of Canada's female population, they account for at least 16 percent of female homicide victims. Those who do escape such physical violence remain subjected to a particularly devastating brand of structural violence through rampant racism, discrimination and economic, social and cultural marginalization.

Unfortunately, we still do not know how many indigenous women and girls have been murdered or forcibly disappeared, with families reluctant to report such crimes to the police or other authorities. When survivors and families did come forward, they were often ignored, disbelieved or otherwise denied access to justice.

Accessing Mainstream Services

Indigenous people in Canada are often reluctant to participate in surveys and research that is general and where the purpose is not entirely clear. An Indigenous worldview of research often includes healing as an explicit goal of the research. In a recent study undertaken by a Research Group consisting of both Indigenous and non-Indigenous peoples (Naadmaagewin Aboriginal Domestic Violence Committee (NADVC) members and a university-based researcher) (Maranzan 2018).

In this study, 70% of survey participants reported at least one experience of sexual abuse or sexual violence. However, 38% of people who experienced sexual abuse/violence did not seek support for it. Amongst people who reported sexual abuse/violence a large majority also reported other experiences of abuse (emotional, physical), relationship difficulties, depression, and anxiety.

This study also found that cultural practices (e.g., meeting with Elders, Healing circles, connecting with family, friends, self-reflection, being with nature) were relied upon for coping amongst those who experienced sexual abuse and violence.

Summary of Societal Trends

COVID-19

The experience of COVID-19 has deeply impacted women's shelters. While the Sexual Assault Centres and Rape Crisis Centres have closed and counsellors are continuing their work from home, shelters are continuing to function. They are operating with fewer staff, as staff are self-isolating, and supporting survivors both in the shelter and in transitional housing. They are working to keep both their staff and their clients safe, fed and cared for though this crisis.



The COVID-19 crisis has resulted in unprecedented emergency measures and policies from government. Leadership has been focused on managing the crisis. The economy has also taken a tremendous hit. In the short- to medium-term it is likely that government and decision-makers will be focused on managing through the crisis and planning through the recovery. After SARS, we saw increased attention in emergency preparedness planning for all government funded programs. Advocacy will be critical to highlighting the impact of the crisis on women and to identify where funding is needed to recover from and to be better prepared to mitigate the impact of an outbreak in the future. For example, some countries and regions have identified hospitals for different functions so that women who are giving birth are not going to the same facility where they are treating COVID-19 cases.

Shifts in society's understanding of sexual assault/ violence

There appears to have been a societal shift in the understanding of both the prevalence of gender-based violence and sexual assault and the impact of these forms of violence. While norms may have shifted societally, institutions including workplace environments, educational institutions, and the criminal justice system seem to be slower to make the adjustment.

For example, the research on unfounded cases seems to point to a shift in how police are addressing women who report their sexual assaults. Recently, Provincial governments across Canada have lifted "limitation periods". A Limitation Period is a deadline when a lawsuit must be filed. Once a Limitation period runs out or expires, the plaintiff may be prevented from being able to file a compensation claim (McKiggan 2019).

In 2016, the Provincial government enacted Bill 132 in response to its report *"It's Never Okay: An Action to Stop Sexual Violence and Harassment"*. Included in this act was a requirement for every university and college set out a process for how they will respond to and address incidents and complaints of sexual violence involving students. A recent Ontario Undergraduate Student Alliance (OUSA) report noted little progress towards this (Siekanowicz 2018),

The Canadian government is implementing changes to Bill C-65 which amended the Canada Labour Code to address harassment and violence in the workplace with changes anticipated coming into force sometime in 2020 (Employment and Social Development Canada 2019).

So, norms have shifted, and these legislative changes are the first step of larger structural changes. The implementation of these laws is the next step and they will be implemented within white, male dominated, patriarchal institutions. There is an important role that OCRCC plays in guiding these institutions and holding these institutions to account.



Political/ Funding Trends

In Canada, like other jurisdictions, liberal and new democratic governments tend to be more “friendly” to women than more conservative governments. Currently, the Trudeau Liberal government is in place in Canada and the Ford Conservatives are in place provincially. However, regardless of which political stripe is in office, there is room to advocate for women’s issues and to find traction.

Federal Government

When the Trudeau Liberals first came into office in 2015 there was a great deal of promise for women and issues of equality. The Prime Minister positioned himself as a feminist and promised gender parity in his Cabinet. And undoubtedly, language from the government has improved around women’s issues and equity. And the government has made legislative changes to better protect women.

In addition to Bill C-65 noted above which is intended to add protection around workplace harassment and sexual violence. The government also introduced Bill C-25 which includes a requirement to increase women’s representation and diversity on corporate boards and in senior management. The federal government is also working to pass Bill C-86 where gender budgeting within the federal budget-making process will be enshrined into law.

In 2017, the government launched [“It’s Time: Canada’s Strategy to Prevent and Address Gender-Based Violence”](#). The strategy included support for diverse populations including Indigenous Peoples, LGBTQI2+ community members, gender non-binary individuals, those living in northern, rural and remote communities, people with disabilities.

However, as pointed out by legal advocates, it is a myth to believe that laws are enough to protect women (Gerster 2019). For example, during his term, the Trudeau government was forced to pay two \$100-million class action lawsuits for sexual misconduct against the RCMP and a \$900-million settlement and the Department of National Defense (Canadian Lawyer 2019). Critics point to the increased risk of violence for Indigenous women, racialized women, LGBTQI2+, and people with a disability.

There have been similar issues with the implementation of the MMIWG recommendations. Upon receiving the report, Prime Minister Trudeau said, *“The commission has outlined the way forward. You have my word that my government will turn the inquiry’s calls to justice into real, meaningful, Indigenous-led action.”* (Galloway 2019)

Despite this promise, the government approved the building of the 670-kilometre Coastal Gaslink pipeline. The inquiry found substantial evidence that natural resource projects increase violence against Indigenous women and children and two-spirited individuals. In February 2020, there were cross-Canada protests regarding the building of the Coastal GasLink pipeline in support of the Wetsuwe’ten hereditary



chiefs. Despite these protests, the RCMP were asked to enforce a court injunction against members of the Wet'suwet'en and supporters occupying cultural camps in areas of Wet'suwet'en traditional territory that were preventing work along the Coastal GasLink pipeline route. There are fourteen work camps planned to support the construction of the Coastal GasLink pipeline. Nine are already in operation, with additional camps expected to be built in 2020 (Linnitt 2020).

Federal Investments

Despite these obvious setbacks, investment in Canada's strategy to address gender-based violence has been significant. In the 2017, when the strategy was announced, the federal budget included \$100.9 million over five years, and \$20.7 million per year ongoing, to support implementation (see Figure 10 below). The 2018 budget provided an additional \$86M over five years and \$20M and in addition to a focus on preventing teen dating violence, anti-bullying and supports to health professionals, the 2018 investment also included investments for rape crisis centres to help population groups who are at the at the highest risk of experiencing violence and additional supports to sexual assault centres that are close to Canadian Forces bases so that members of the Canadian Armed Forces can better access services and address GBV (Women and Gender Equality Canada 2018).

Figure 10: Federal Investments in GBV Strategy (2017)

Department	Budget Commitments 2017
Women and Gender Equality Canada	<ul style="list-style-type: none"> • \$77.5M over five years, and \$16M ongoing • For a Gender-based Violence Knowledge Centre for data collection, research and programming
Public Health Agency of Canada	<ul style="list-style-type: none"> • \$9.5M over 5 years and \$2M ongoing • Implementing and testing ways to prevent GBV, child maltreatment and teen dating violence
Public Safety Canada	<ul style="list-style-type: none"> • \$6M over 5 years and \$1.3M ongoing • Enhance efforts to address online child exploitation
Department of National Defense	<ul style="list-style-type: none"> • \$4M over 5 years and \$800K ongoing • Support members of the Canadian Armed Forces and their families affected by violence



Department	Budget Commitments 2017
Royal Canadian Mounted Police	<ul style="list-style-type: none">• \$2.4M over five years and \$600K ongoing• Cultural competency training
Immigration, Refugees and Citizenship Canada	<ul style="list-style-type: none">• \$1.5 M over 5 years• Enhance the settlement program

SOURCE: (Women and Gender Equality Canada 2018)

Provincial Government

While federal investments in GBV have begun to increase, provincial investments have been declining. Just before the 2018 election, the Wynne liberals announced ["It's Never Okay: Ontario's Gender-Based Violence Strategy"](#). Under this strategy, the government promised new investments of \$181.8M including up to \$84.2M over three years to direct service delivery including Sexual Assault Centres (Ontario Government 2017).

The Conservative Government was elected in 2018. Since coming into office, the focus has been on restoring fiscal balance. This has resulted to cuts to municipal funding and social programming, some of which was walked back after criticism from the public. During his first year as Premier, the Ministry of the Status of Women was reduced to a non-portfolio responsibility under the Ministry of Children, Community and Social Services (MCCSS). The Provincial Conservatives took a step back from the original strategy which included fewer investments and announced new consultations:

- In November 2018, the government announced consultations with the 48 Violence Against Women Coordinating Committees across the province to help stop violence against women and improve services for survivors (Ontario Office of the Premier 2019).
- In March 2019, the government released a report that looked at student perception and understanding of sexual violence.

The full funding under the original strategy would have been a 33% increase in funding and would have allowed SACs to hire additional staff to address wait times for services. Instead, in February 2019, the Ministry of the Attorney General provided \$1 million additional one-time funding to sexual assault centres however this funding was cut for fiscal year 2020/21 (Ontario Coalition of Rape Crisis Centres 2020).



Further, the Ministry of the Attorney General has announced a comprehensive review of victim services which could result in further cuts (Ministry of the Attorney General 2019).

The provincial government has made some investments including:

- In 2019, the Ministry of Colleges and Universities doubled the investment in the Campus Safety Grant to assist colleges and universities in supporting the prevention of sexual violence.
- MCCSS invested \$11.5 million to better support frontline shelter workers serving women and children and delivering counselling programs across the province (Ontario Ministry of Children, Community and Social Services 2019).
- In November, 2019 the Premier announced \$20 million in yearly funding to prevent and provide specialized services for victims of human trafficking (Ontario Office of the Premier 2019).
- In December, MCCSS invested an additional \$1.5 million in funding for rural frontline agencies to increase collaboration, strengthen service delivery, improve culturally relevant supports for Indigenous women, and reduce geographic and transportation barriers (Ontario Ministry of Children, Community and Social Services 2019).

While it is apparent that women's issues and sexual assault/ violence are not a priority for this government, the OCCRC continues an important advocacy role.

Summary of Political/ Funding Trends

The provincial government continues to be the primary source for operational funding for SACs and OCRCC. There has been a clear shift in new investments from the provincial government to the federal government. The federal government has a different mandate and is not responsible for delivering services. As a result, funding tends not to be for operational concerns and instead focuses more on systems-level issues and national policing organizations (e.g., special funding to support members of the Canadian Armed Forces and the Royal Canadian Mounted Police) and funding is project-based.

Federally, there is an emphasis on developing the Gender-Based Knowledge Centre, data collection, and research. Results from two new surveys focused on workplaces and university and college campuses are expected later this year. Members of the OCRCC Executive have noted one of their core strengths is their knowledge, expertise and intellectual property. As the coalition considers their future and possibly accessing research-based funding, it will be important to position OCRCC in terms of the unique contribution and role in Ontario.

As noted earlier, the level of awareness of sexual assault/ violence has increased particularly in workplace environments and on school campuses. This new awareness is reflected in funding both provincially and federally. OCRCC is committed to ending gender-based violence in all forms including in



these public spaces and stands out from some of the other provincial organizations by having this broad perspective.

Finally, there is an increased awareness of and funding to address of the disproportionate risk of sexual assault/ violence on vulnerable groups including members of the LGBTQI2+ community, Indigenous people, racialized individuals, and people with a disability.

The opportunities for increased operational-based funding from the provincial government do appear to be limited in the current environment and as noted, project-based funding makes long-term planning a challenge. One of the Executive members noted that there may be opportunities for more private sector funding from organizations looking to make a province-wide impact.



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APPENDIX A: OCRCC Strategic Planning Outcomes, Activities, Performance Measures and Indicators 2012-2015

1. To be a *sustainable*, strong and healthy organization.

Outcomes	2012-2013 Activities	Performance measurement	2013-2014 Indicators	2014-2015 indicators	✓
OCRCC maintains a system and processes for mentoring new member Centres into the Coalition.	<p>Identify what documents will be contained in the member orientation package</p> <p>Create member orientation/welcome package</p> <p>Create list of OCRCC contact persons for new members</p>	<p>New member orientation/welcome package</p> <p>List of OCRCC contact persons</p>	<p>New member orientation package and contact list is distributed to new Centres</p>	<p>New member orientation package and contact list is distributed to new Centres</p> <p>New member orientation package and contact list is updated</p>	
OCRCC maintains a system and processes for preserving the Coalition's Herstory.	<p>Circulate the Herstory timeline and ask SACs to review it, make corrections, additions and suggestions</p> <p>Put the completed Herstory timeline on the OCRCC website</p>	<p><i>OCRCC Herstory</i> document updated</p> <p><i>OCRCC Herstory</i> document on the website</p> <p>Executive Committee TOR</p>	<p>Update document <i>OCRCC Herstory</i> to include current year</p> <p>Identify where herstory documents will be kept and with whom</p>	<p>Update document <i>OCRCC Herstory</i> to include current year</p> <p>Call for "herstorical" documents to SACs</p> <p>Compile "herstorical" documents into video/book/other resource</p>	

		Executive Committee member orientation package			
OCRCC maintains processes for mentoring in newer Executive members, including shadowing and succession planning.	<p>Create Terms of reference for Executive Committee</p> <p>Create new Executive member orientation package</p>		New Executive members receive orientation package following election	New Executive members receive orientation package following election	
OCRCC has a secure funding base.	<p>Apply for provincial education campaign funds (OWD) 2012</p> <p>Apply for Victim's Fund operational funding 2012</p> <p>Apply to OWD for project funds 2013</p>	One or more successful funding application annually	Apply to two or more grant opportunities	Apply to two or more grant opportunities	
OCRCC maintains a secure membership base	<p>Update membership lists:</p> <ul style="list-style-type: none"> ● Email list ● Google Sisters list-service <p>Mail outreach package to non-member Centres</p>		<p>Update membership lists:</p> <ul style="list-style-type: none"> ● Email list ● Google Sisters list-service <p>Mail outreach package to non-member Centres</p>	<p>Update membership lists:</p> <ul style="list-style-type: none"> ● Email list ● Google Sisters list-service <p>Mail outreach package to non-member Centres</p>	

2. To support Centres to be *sustainable*, strong and healthy.

Outcomes	2012-2013 Activities	Performance measurement	2013-2014 Indicators	2014-2015 indicators	✓
OCRCC actively encourages Centres to share <i>operational successes and challenges</i> .	OCRCC encourages members to identify and discuss operational issues via: <ul style="list-style-type: none"> ● Google Sisters list-service ● OCRCC meeting space 	OCRCC meeting agenda reflects operational issues, as identified by members	OCRCC encourages members to identify and discuss operational issues via: <ul style="list-style-type: none"> ● Google Sisters list-service ● OCRCC meeting space 1 operational issue is reflected on each meeting agenda	OCRCC encourages members to identify and discuss operational issues via: <ul style="list-style-type: none"> ● Google Sisters list-service ● OCRCC meeting space 1 operational issue is reflected on each meeting agenda	
OCRCC actively encourages Centre <i>resources-sharing</i> .	OCRCC encourages members to share local campaigns, resources, workshops, initiatives. OCRCC circulates resources shared by Centres (i.e. via email) 2 or more Centres shares a resource/local campaign	OCRCC meeting agenda reflects the sharing of Centres' accomplishments (i.e. via presentations, sharing of resources)	OCRCC encourages members to share local campaigns, resources, workshops, initiatives. OCRCC circulates resources shared by Centres (i.e. via email) 2 or more Centres shares a resource/local campaign	OCRCC encourages members to share local campaigns, resources, workshops, initiatives. OCRCC circulates resources shared by Centres (i.e. via email) 2 or more Centres shares a resource/local campaign	

<p>OCRCC coordinates communication amongst Centres, including:</p> <ul style="list-style-type: none"> • General communication efforts to support Centre engagement • Informative critical analyses of provincial trends and initiatives • Updates on relevant political and policy issues/changes 	<p>4 Executive newsletters annually</p>	<p>Executive newsletters</p>	<p>4 Executive newsletters annually</p>	<p>4 Executive newsletters annually</p>	
<p>OCRCC supports Centres in advocating for women and survivors of violence</p>	<p>OCRCC creates written advocacy on issues affecting women/survivors</p> <p>OCRCC creates templates for written advocacy that Centres can use</p>				

3. To strengthen existing relationships with current allies, and establish new provincial partners and allies.

Outcomes	2012-2013 Activities	Performance measurement	2013-2014 Indicators	2014-2015 indicators	✓
OCRCC and SAC connections with educational institutions are strengthened.	Implement Draw The Line campaign at colleges and universities	<p>Colleges and universities using Draw The Line materials</p> <p>OCRCC has knowledge of provincial coalitions related to education</p> <p>OCRCC partners with provincial coalitions related to education on events/initiatives/campaigns</p>	<p>Identify provincial coalitions related to education (list)</p> <p>Make contact with provincial coalitions (introduce OCRCC)</p>	<p>Successful partnerships</p> <p>Partner/ally with educational coalitions on advocacy endeavors</p>	
OCRCC's connection with women's shelters and the shelter movement is strengthened.	Publish OCRCC article in Building A Bigger Wave newsletter	OCRCC partners with shelters/OAITH/BBW on events/initiatives/campaigns	<p>Publish OCRCC article in Building A Bigger Wave newsletter</p> <p>Continue to participate in Step It Up campaigns</p> <p>Partner/ally with shelters on advocacy endeavors</p> <p>Work with allies on events in which we both have an interest: i.e.</p>	Successful partnerships	

			International Women's Day, December 6, International Day for the Elimination of Racial Discr.		
OCRCC's capacity to address human trafficking is strengthened.	OCRCC offers human trafficking community response training (2012)		OCRCC on provincial committee addressing HT	OCRCC on provincial committee addressing HT	
OCRCC partners with other allies: <ul style="list-style-type: none"> • special projects • work-groups • initiatives that address sexual and other forms of gendered violence • funding applications 	Invite one in-service training at membership meeting, facilitated by allies	Continue existing partnerships Work with new allies	Invite one in-service training at membership meeting, facilitated by allies OCRCC attends ally's meeting to present on the Coalition's activities	Invite one in-service training at membership meeting, facilitated by allies OCRCC attends ally's meeting to present on the Coalition's activities	

4. To strengthen the practice of an anti-racist/anti-oppression and inter-sectionality approach in OCRCC, its membership and within public and government forums.

Outcomes	2012-2013 Activities	Performance measurement	2013-2014 Indicators	2014-2015 indicators	✓
Ongoing education and training on AR-AO analysis occurs at the Coalition level.	Offer one in-service training at membership meeting facilitated by allies representing or working with marginalized populations of women	Guest speakers	Facilitated discussion at membership meeting on trans inclusion	Offer one in-service training at membership meeting facilitated by new allies	
Revive the AR-AO subcommittee	Review AR-AO Terms of reference Compile list of activities for AR-AO committee (based on strat planning discussions) Two or more Exec members are on AR-AO committee Invite new members to join AR-AO committee	OCRCC uses mindful, inclusive language in all internal and external documents. Active membership on AR-AO committee	AR-AO subcommittee is active	AR-AO subcommittee is active Internal mechanisms are implemented	
Put AR-AO on the agenda!	OCRCC considers mechanisms which will allow members to		OCRCC considers how SACs can better build AR-AO analysis	OCRCC considers a tool that will assist with difficult	

	offer feedback on issues of difference, access and representation – i.e., evaluations, surveys – and how we as a coalition are addressing these issues		into their own staff and volunteer trainings (this may involve us sharing effective tools, training facilitator contacts, activities etc. at the coalition table)	conversations that raise or address issues of oppression, privilege and difference, i.e. caucus	
OCRCC's connection with allies supporting diverse, marginalized and exploited populations of women is strengthened.			Offer one in-service training at membership meeting facilitated by new allies Enter into one partnered project with new allies	Offer one in-service training at membership meeting facilitated by new allies Enter into one partnered project new allies	

5. To be a credible voice on issues of sexual violence in all aspects of public discussion, policy and decision-making.

Outcomes	2012-2013 Activities	Performance measurement	2013-2014 Indicators	2014-2015 indicators	✓
<p>OCRCC has the capacity to create and issue backgrounder papers on topics impacting women.</p>	<p>Coalition member discussion on positions/statements</p> <p>Identify process for taking positions</p>	<p>OCRCC has a clear process/format for articulating united views.</p> <p>United views are articulated by OCRCC as needed.</p>	<p>United views are articulated by OCRCC as needed.</p>	<p>United views are articulated by OCRCC as needed.</p>	
<p>OCRCC can clearly articulate how sexual assault centre services and framework are unique, innovative, and effective.</p>	<p>Identify and articulate competencies of SACs in human trafficking initiatives (written document, 2012)</p>	<p>Competencies of SAC Crisis lines identified and articulated</p> <p>Competencies of SAC counselling framework identified and articulated</p> <p>Seek out research opportunities for OCRCC/SACs</p> <p>Survivors' voices are integrated into the work that OCRCC and SACs do (and this aspect is highlighted as an innovation and strength)</p>	<p>Identify and articulate competencies of SAC Crisis lines (discussion; written document)</p> <p>Identify and articulate competencies of SAC counselling framework (written document)</p> <p>Share these documents with SACs</p>		

<p>OCRCC facilitates knowledge transfer internally and externally</p>	<p>OCRCC responds to conference and journal Calls for Proposals with timely, relevant and strong contributions reflecting our AR-AO, intersectional and non-institutional framework for understanding sexual violence.</p> <p>OCRCC presents at one or more relevant conferences, political spaces or events</p>	<p>OCRCC has a presence at relevant conferences, political spaces and events</p>	<p>OCRCC responds to conference and journal Calls for Proposals with timely, relevant and strong contributions reflecting our AR-AO, intersectional and non-institutional framework for understanding sexual violence.</p> <p>OCRCC presents at two or more relevant conferences, political spaces and events each year.</p>	<p>OCRCC responds to conference and journal Calls for Proposals with timely, relevant and strong contributions reflecting our AR-AO, intersectional and non-institutional framework for understanding sexual violence.</p> <p>OCRCC presents at two or more relevant conferences, political spaces and events each year.</p>	
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