

CENTRE FOR RESEARCH & EDUCATION ON VIOLENCE AGAINST WOMEN & CHILDREN

STRENGTHENING Connections

ANNUAL REPORT 2023-2024



Western



Centre for Research & Education on
Violence Against Women & Children



Director's Welcome

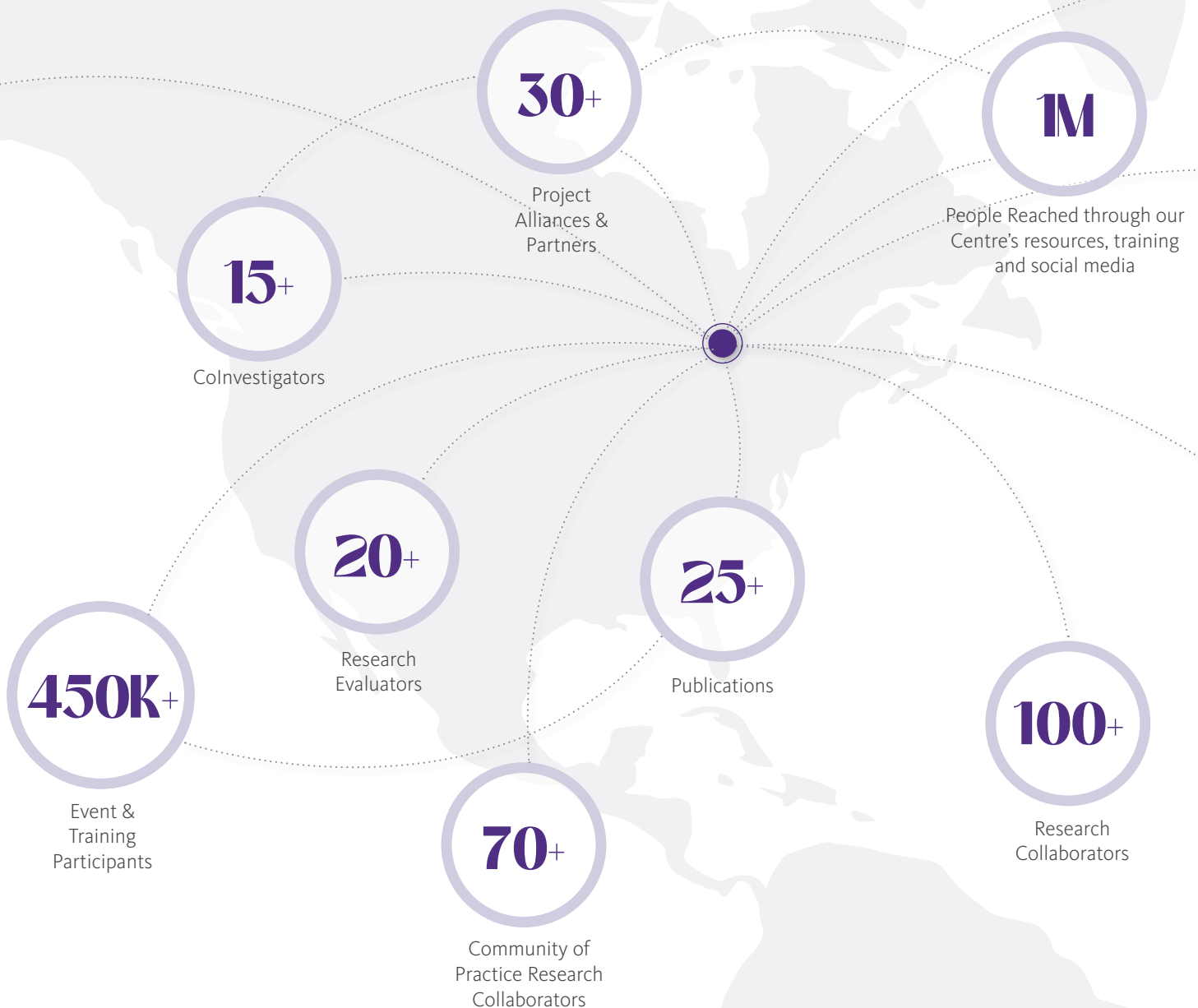
Since 1994, rates of domestic homicide and police-reported intimate partner violence either declined or remained stable for two decades. However, we now witness a troubling trend of year-over-year increases in these incidents. It doesn't have to be this way. Recommendations from research, practice, reviews and inquests have outlined a path toward safer relationships and communities in Canada. **One critical recommendation is for better connections within community:** between service-users and services, between professionals working to create safety, and between research, policy and practice. With strong connections, the risks facing those who experience gender-based violence are less likely to be missed or dismissed, and people who behave abusively can be held within a web of accountability. Innovative programs, practices and policies can be shared and implemented more quickly. With this recommendation in mind, **the theme of this year's annual report is connections.** We wanted to take this time to highlight the many ways that the Centre facilitates, supports and learns from connections and relationships with survivors, service providers, labour organizations, settlement services, employers, legal clinics, universities, communities, and more. In this report, we feature some of the events we hosted last year that brought people together to share expertise and develop best practices. We also share information about the breadth of our partnerships. Our work is made better by these opportunities to connect with others. We thank everyone who contributes to the Centre's work - over the past year and into the future. We are committed to facilitating and strengthening our connections.

A handwritten signature in black ink, appearing to read 'Katreena Louise Scott'.

Katreena Louise Scott
Academic Director

Building Connections

Our work is made better by these opportunities to connect with others. We thank all of those who contributed to CREVAWC's work this past year. We commit to continuing to facilitate and strengthen our connections.



Our Commitment to Reconciliation



CREVAWC commissioned artwork created by Mike Cywink - the powerful eagle protects their young and provides stability and safety. See more in Mike's interview below.

Over the past year, CREVAWC reviewed and renewed its commitment to continue to work collaboratively with communities to challenge colonialism, racism, and further forms of oppression that remain pervasive in Canada. We recognize that Indigenous women, girls, LGBTQIA+ and Two-Spirit people are subject to disproportionately high rates of violence. Colonization, the injustices of residential schools, the Sixties Scoop, birth alerts, and historic and ongoing forms of structural violence and anti-Indigenous racism are part of this violence. Colonial systems, such as heterosexuality, binary genders and patriarchy are continually reinforced at all levels and aspects of life. We recognize that these, among other systems of oppression, including racism, ableism, classism, ageism and other forms of structural violence are built into the structure of Canada and act to privilege some, while disadvantaging and discriminating against Indigenous Peoples.



Recently, CREVAWC worked with local artist Mike Cywink to commission a piece of artwork that reflects our core values. The artwork, which will be displayed at our Centre and featured in web-based and in-person events, includes Indigenous symbolism and tells the story of CREVAWC's core mission. Check out the interview with Mike to learn more about the inspiration behind the piece: <https://youtu.be/mVQU8ugFkJo>

One of CREVAWC's values is to acknowledge our privilege, both individually and collectively. CREVAWC renews its commitment to decolonization- an essential process of unlearning, uncovering, and transforming the structures of colonialism. In our work, it also involves creating space for diverse knowledge systems to thrive, particularly those of Indigenous peoples and historically colonized communities. This work is ongoing. Below are some of our recent events and written resources that center Indigenous perspectives:

[🔗 Storytelling Journey of Oshkimadizijik Inéwin From the Bush \(Fall 2023\)](#)

[🔗 Considerations for Meaningful Conversation written resource \(July 2023\)](#)

[🔗 Reclaiming Power and Place – The Path Forward \(LN Forum Keynote, Hilda Anderson-Pyrz\)](#)

About Nimkii Giizhis nindizhinikaaz. *Ajjak nindoodem. Whitefish River First Nation nindoonjibaa. My spirit name is Thunder Day, I am crane clan and I am originally from Whitefish River First Nation. My English name is Mike Cywink and I currently live in Ingersoll ON, just outside of London ON. I am a woodland style artist who focuses on digital art as well as murals and paintings.*

STATEMENT ON Equity, Diversity, Inclusion & Access

We acknowledge that what we now refer to as Canada was built on the labour of many marginalized peoples, particularly those brought to this land as part of the trans-Atlantic slave trade and immigrant and migrant communities exploited for their labour. We acknowledge ongoing practices of discrimination and immigration that perpetuate racial disparities and impede the ability of all people to enjoy equitable psychological and material well-being.

Applying a racial justice lens, it is essential to center the multitude of ways that Black and racialized peoples have had their labour and lives taken. An example is how Canada was involved in the [transatlantic slave trade and had a segregated education system](#) for Black people. While Canada was promoted as a safe haven for slaves, some enslaved Black people who escaped, and came to locations like London, Ontario, while not formally enslaved, experienced extreme violence and persecution. Such anti-Black racism continues today in multiple systems including health, law, child welfare, social and community services. In both the [child welfare system](#) and the [criminal justice system](#), overrepresentation of Black individuals persists. Despite such violence, groups like [Black Lives Matter Canada](#) continue to affirm Black existence and knowledge. Other racialized peoples also face historic and continued racism and structural violence. An example is how Canada used [Chinese temporary workers in the dangerous work of constructing the Canadian Pacific Railway](#). The engagement of migrant workers in Canada in forced and dangerous workplace conditions [continues today](#). So does [anti-Asian racism](#) and [efforts to end such racism](#).

A gender-based analysis reveals how women's labour continues to be devalued through unpaid housework, the [gender earnings gap](#), intimate partner violence, [workplace violence](#), and the motherhood penalty. We recognize the intersections between [precarious employment, oppressions, and gender-based violence](#). We also recognize links between oppression and gender-based violence. [We know that different people experience violence differently and that these experiences interconnect with systems of oppression and social structures of power and privilege including sexism, colonialism, racism, heterosexism, classism, ableism, white supremacy, and many others](#). Women and survivors continue to advocate for change and gender equity.

As the Centre for Research & Education on Violence Against Women & Children, [one of our values is to use a gender-based and intersectional analysis and one of our principles is to strive to demonstrate commitment to decolonization and anti-oppressive practices in our work](#). We will support and partner with communities that are actively seeking liberation.

As a university-based Centre in particular, we commit to challenge notions of who holds knowledge by honouring diverse ways of knowing and amplifying voices that are often silenced.

Our Centre Team

STAFF & ASSOCIATES

STUDENTS

COMMITTEES



Staff & Associates

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Abigail Withers

Facilitator

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Facilitator

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Facilitator

Najla Kanaan

Facilitator

Nuha Mohamed

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Professor Emeritus

Petra Owusu

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Graduate Research Assistant (UoT)

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Allie Wall

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Nikita Kalwani

Graduate Research Assistant

Sara Hlaing

Work Study Student

Seema Hooda

Graduate Research Assistant

Shaz Bukhari

Graduate Research Assistant

Committees at the Centre

MANAGEMENT COMMITTEE

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Psychologist Associate Professor,
Faculty of Education

Jason Brown

Professor, Faculty of Education

Rosie Triebner

Director, Community Engagement &
Development, Faculty of Education

Donna Kotsopoulos (Chair)

Dean, Faculty of Education

Katey Senese

Financial Officer, Faculty of Education

Vaughn Radcliffe

Professor, Ivey Business School

ADVISORY COMMITTEE

Amanda Zavitz-Gocan

Professor, Fanshawe College

Jessie Rodgers

Executive Director, ANOVA

Leah Marshall

Sexual Violence Prevention Officer,
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and Schulich School of Medicine &
Dentistry

Jennifer Dunn

Executive Director, LAWC

Larissa Bartlett

Senior Advisor, Workplace Culture

Pat Bethune-Davies

Professor, Fanshawe College

Knowledge Mobilization

EXTENDING OUR IMPACT

WEBSITES

15

WEBSITE VISITS

662,674

EMAIL SUBSCRIBERS

38,835

SOCIAL MEDIA FOLLOWERS

24,989

SOCIAL MEDIA REACH

1,439,871

NEWS MEDIA APPEARANCES

19

ONLINE TRAINING PARTICIPANTS

348,984

PARTNERS &
COLLABORATORS

473

PROJECTS AT THE CENTRE

5 BILINGUAL
FRENCH/
ENGLISH **8** ENGLISH

RESOURCES DISTRIBUTED

850

KNOWLEDGE TRANSLATION
EVENTS

100

KNOWLEDGE TRANSLATION EVENT
PARTICIPANTS

125,253

Publications

REPORTS

Berlingieri, A., & MacQuarrie, B. (2024). Confronting harassment and violence in Canadian workplaces: Insights and evolutions. Open Access Government, 192-193. Available at <https://www.openaccessgovernment.org/article/confronting-harassment-and-violence-in-canadian-workplaces-insights-and-evolutions/171659/>

Berlingieri, A., MacQuarrie, B., Sibalija, J., Charlot, N. with Unifor. (2023). Sexual harassment in the hospitality, gaming, and airline sectors in Canada. London, ON: Centre for Research and Education on Violence Against Women and Children, Western University.

Berlingieri, A., Welsh, S., MacQuarrie, B., McFadyen, N.D., Bigras-Dutrisac, H. (2023). What are Canadian workplaces doing to keep workers safe from harassment and violence at work? London, ON: Centre for Research and Education on Violence Against Women and Children, Western University.

Lopez, J., Berlingieri, A., McFadyen, N.D., Welsh, S., & MacQuarrie, B. (2023). Ableism in Canadian Workplaces. London, ON: Centre for Research and Education on Violence Against Women and Children, Western University.

MacQuarrie, B., Berlingieri, A., Clerke, A., & Mwera, L. (2023). Best and promising practices to end gender-based harassment and violence (GBHV) at work: A multi-pronged approach. Social Sciences and Humanities Research Council (SSHRC). Available at https://www.sshrc-crsh.gc.ca/society-societe/community-communitite/ifca-iac/evidence-briefs-donnees_probantes/gbv-vfg/macquarrie-eng.aspx

Scott, K., Khanna, A., & MacQuarrie, B. (2024). *Can Work be Safe When Home Isn't? Impact of Intimate Partner Violence in Seven Swedish Workplaces*. London, ON: Centre for Research & Education on Violence Against Women & Children.

Scott, K., Khanna, A., Vasudeva, A., Di Paolo, A., & Hooda, S. (2024). *Impact of the Undressing Consent program on attitudes, knowledge and behaviours that contribute to sexual violence on university campuses*. London, ON: Centre for Research and Education on Violence Against Women and Children.

ISSUES-BASED NEWSLETTERS

Pintin-Perez, M. (2023). Building Survivor Leadership Capacity: Sharing Lessons Learned from Non-Status, Refugee, and Immigrant Women. Learning Network Issue 40. London, Ontario: Centre for Research & Education on Violence Against Women & Children. ISBN 978-1-988412-71-9.

Lalonde, D., Brayton, B., Grand'Maison, V. & Lyons-MacFarlane, M. (2023). Addressing Sexual Violence and Promoting the Sexual Rights of Women Labelled with Intellectual Disabilities. Learning Network Issue 41. London, Ontario: Centre for Research & Education on Violence Against Women & Children. ISBN 978-1-988412-73-3.

O'Neill, S., Dulude, C., Ferreira, J., Duncan, K., & Lalonde, D. (2024). Supporting Survivors with Animals in Contexts of Intimate Partner Violence. Learning Network Issue 42. London, Ontario: Centre for Research & Education on Violence Against Women & Children. ISBN 978-1-988412-74-0

BACKGROUNDEERS

Jacobs, N., Thomson, G., LeDrew, N., Smallboy, L. (2023). Considerations for Meaningful Collaboration: Highlights from a Conversation with Indigenous Elders. Learning Network and Knowledge Hub, Centre for Research & Education on Violence against Women & Children, Western University.

Macfarlane, J., & Lalonde, D., with contributions from survivors who submitted their testimonies to Can't Buy My Silence. (2023). End the misuse of non-disclosure agreements! Informed choices for survivors of gender-based violence. Learning Network Backgrounder. London, Ontario: Centre for Research & Education on Violence Against Women & Children.

Graydon, S., Lalonde, D., & Tabibi, J. (2023). Work With Media to Get the Story Right on Gender-Based Violence. Learning Network Backgrounder. London, Ontario: Centre for Research & Education on Violence Against Women & Children.

Souffrant, KA. (2024). Sexual violence against Black women and girls in a #MeToo era. Learning Network Backgrounder. London, Ontario: Centre for Research & Education on Violence Against Women & Children.

GUIDES

Jaffe, P., Bala, N., Medhekar, A., & Scott, K. (2023). *Making appropriate parenting arrangements in family violence cases: Applying the literature to identify promising practices, 2023*. Department of Justice Canada/Ministère de la Justice Canada.

Knowledge Hub (2023). Guidelines for Planning and Facilitating Trauma- and Violence-Informed Meetings. London, ON: Centre for Research & Education on Violence against Women & Children, Western University. ISBN 978-1-988412-63-4.

BRIEFS

Linda C Neilson (2023). Failure to Protect: Social & Institutional Factors that Prevent Access to Justice in Family Violence/ Family Law Cases. Family Violence & Family Law Brief #25 Fredericton, NB: Muriel McQueen Fergusson Center for Family Violence Research. ISBN 978-1-7778342-4-1.

Haller, A., Ellis, M., & Stewart, A. (2023). Traumatic Brain Injury and Intimate Partner Violence: Challenges for Survivors Involved in the Family Court System. Family Violence & Family Law Brief 26. Winnipeg, Manitoba: RESOLVE (Research and Education for Solutions to Violence and Abuse)

- Jaffe P., Scott, K., Heslop, L., & Hooda, S. (2023). Sober second thoughts about the benefits and limitations of reunification therapy. *Family Violence & Family Law Brief*, 27. London, ON: Centre for Research and Education on Violence Against Women and Children, Western University. ISBN 978-1-988412-72-6
- Haller, A., Warshaw, C., Murray, B., Allan, C. (2023). Mental Health/Substance Use Coercion and Intimate Partner Violence Survivors in Family Court. *Family Violence & Family Law Brief* 25. Winnipeg, Manitoba: RESOLVE (Research and Education for Solutions to Violence and Abuse)
- Haller, A., McCormick, A., & Nixon, K. (2024). Enhancing System Responses to Survivors and Perpetrators of Strangulation in Intimate Partner Violence. *Family Violence & Family Law Brief* 32. Winnipeg, Manitoba: RESOLVE (Research and Education for Solutions to Violence and Abuse)
- FREDA (2024). Contextualizing the UN Special Report on custody, violence against women and children, and parental alienation: What does it mean for Canada? *Family Violence & Family Law Brief*, 30. Vancouver, BC: The FREDA Centre for Research on Violence Against Women and Children, Simon Fraser University.
- Kardashevskaya, M., Augusta-Scott, T., & Teryl, L. (2023). Family Law, Family Violence and Restorative Justice. *Family Violence & Family Law Brief* 27. Winnipeg, Manitoba: RESOLVE (Research and Education for Solutions to Violence and Abuse)
- Tabibi, J., Lalonde, D., & Scott, K. (2023). Mothering in the Context of Intimate Partner Violence: Realities and Resilience. *Learning Network Brief* (42). London, Ontario: Learning Network, Centre for Research & Education on Violence Against Women & Children. ISBN: 978-1-988412-70-2
- Johnson, G. F., Porth, K., Finch, A., Mhuriro, N., Omboga, B., & Waters, K. (2024). Beneath the Red Umbrella: Comic Strips as Expressions of Solidarity with Sex Workers. *Learning Network Brief* (43). London, Ontario: Centre for Research & Education on Violence Against Women & Children.

Connections Through Research

“We invest in research that examines systemic and structural barriers to the safety of women and children, echoing Western’s motivation to serve the public good and advance knowledge, locally and globally.”

Katreena Louise Scott

Academic Director

In the News

Western-led research aims to prevent workplace violence and harassment

“We’re going to try to apply the past experience and expertise we’ve gained over the years, to really work with employers first,” MacQuarrie said. “We’re not assuming, going in, that we know what they need, we’re going to let them tell us.”

The Centre has received nearly \$2 million from Employment and Social Development Canada for a project aimed at preventing workplace violence and harassment. Led by Barb MacQuarrie and Dr. Adriana Berlingieri, the initiative collaborates with employers, unions, and community organizations, focusing on federally regulated sectors like air transportation and telecommunications. Federal Labour Minister Seamus O’Regan Jr. emphasized, **“A safe and respectful workplace is a fundamental right in Canada,”** underlining the project’s mission to **support workers and foster safer workplaces.**



(From left) Terry Sheehan, parliamentary secretary to the minister of labour; Nicole Neil, Faculty of Education associate dean of research; Seamus O’Regan Jr., federal minister of labour; Barb MacQuarrie, community director for CREVAWC, and Adriana Berlingieri, research associate with CREVAWC. (Christopher Kindratsky/Western Communications)

The project, titled “Collaborating to prevent and respond to violence and harassment at work,” aims to develop customized strategies to support workers. Barb MacQuarrie stated, **“We’re not assuming, going in, that we know what they need, we’re going to let them tell us,”** highlighting the collaborative nature of the initiative. The project will also provide bilingual resources to address the unique contexts of Quebec and other regions. This work builds on CREVAWC’s expertise, including past projects like DVatwork.ca, which provides resources for navigating domestic violence in the workplace.

Source: Western News, by Andrew Graham, Special to Western News, September 14, 2023. [Visit site.](#)

In the News

Jaffe Lectures

The Commission stated that “for far too long, we have misperceived mass violence as our greatest threat without considering its relationship to other more pervasive forms of violence. We do so at the expense of public safety and community well-being.” -- Dr. Cunliffe

The Centre for Research and Education on Violence Against Women and Children launched the Peter Jaffe Lectures on Ending Domestic Violence in 2021 to honor Dr. Peter Jaffe, CREVAWC’s founding partner and former Academic Director. Held annually, this series invites anti-violence researchers to share their work. **In 2023, Dr. Emma Cunliffe delivered the keynote, “Strong Connections: Gender-Based Violence and Mass Casualties,” which examined the links between mass violence and other pervasive forms of violence, as highlighted by the Nova Scotia Mass Casualty Commission’s research.**



Dr. Emma Cunliffe

The Nova Scotia Mass Casualty Commission was tasked with examining the events of April 18 to 19, 2020, when the most lethal mass shooting in Canadian civilian history occurred. The Commission stated that “for far too long, we have misperceived mass violence as our greatest threat without considering its relationship to other more pervasive forms of violence. We do so at the expense of public safety and community well-being.” **In the 2023 Jaffe Lectures, Dr. Emma Cunliffe, who served as the Commission’s director of research and policy, explored these connections and the responses needed to prevent further tragedy.**

Source: Western News, by Megan Stacey, November 21, 2023. [Visit site.](#)



Photos of Dr. Peter Jaffe and Dr. Emma Cunliffe at the Jaffe Lecture. Bottom left, Donna Kotsopoulos, Dean and a professor at the Faculty of Education at Western University.,

In the News

Visiting International Scholar



Dr. Vara-Horna

The Centre welcomed Dr. Vara-Horna as a visiting scholar to Western. **Dr. Vara-Horna is the Director of the Research Institute of the Faculty of Administrative Sciences and Human Resources at the San Martin de Porres University in Peru.** He is an internationally known and regarded researcher in the area of the impacts of intimate partner violence on workplaces. In 2012, Dr. Vara-Horna working in collaboration with the German Aid Agency, Gesellschaft für Internationale Zusammenarbeit, developed a lost days of labor productivity scale, based on tardiness, absenteeism, and presenteeism due to intimate partner violence (IPV). The new methodology made it possible to measure the financial costs of IPV at an organizational level for the first time. Providing cost estimates based on data from their own employees gives a much stronger motivation to business leaders to understand the costs of IPV to their organization and to put measures in place to mitigate those costs (Duvvury et al., 2022).

The Centre supported the first North American study using Vara-Horna's methodology when Dr. Audra Bowlus (Economics) and Barb MacQuarrie (Education) conducted a study at a major university in Ontario. **The Centre is working on expanding this program of collaborative, internationally relevant research and having Dr. Vara-Horna as a visiting scholar allowed us to continue to make significant advances.**

Watch on YouTube [Dr. Aristides Vara-Horna Centre for Human Capital & Productivity Talk](#)

From Research to Innovation

Certificate Program in Gender-Based Violence Practice Skills



Designed for service providers to develop skills to recognize and respond to gender-based violence (GBV), CREVAWC is proud to offer a certificate program in GBV practice skills.

Essential to a strong community-based and societal response to gender-based violence are service providers with the cross-sectoral knowledge and skills needed to support and collaborate with survivors, recognize and respond to infants, children, and youth who have been exposed to violence, and intervene with those causing harm to end abusive behaviour. Yet, GBV is not a core part of training in social work, counselling, HR, nursing or in other fields. We are working on filling this gap. **CREVAWC's program brings GBV specialist service providers together for small group, live-facilitated, skills-based learning opportunities.** These courses are taught by experienced GBV service providers from different areas, agencies and parts of Canada. Between 2023 and early 2024, we piloted 11 short certificate-based programs covering topics such as: risk assessment, advocating for survivors who are navigating the criminal justice system, multi-agency high-risk committee work, engaging men in conversations about family violence and intervention with children exposed to intimate partner violence.

For more information: https://www.learningtoendabuse.ca/training_and_certificate/certificate_programs.html

Projects at the Centre



Project 01

Awareness to Action

Funder: Department of Justice, Federal Government of Canada

From Awareness to Action (A2A), co-led by Drs. Katreena Scott and Lisa Heslop, builds on the foundation set by the Family Violence Family Law project. The project represents a collaboration with the Alliance of Canadian Research Centres on Gender-Based Violence, U.S. partners from the Battered Women’s Justice Project and is informed by an expert stakeholder committee and communities of practice across Canada.

The project has two primary goals. The first responds to knowledge gaps in the area of family violence and family law through the creation of webinars, briefs, and legal bulletins. In the past year, the A2A project produced and shared eight legal bulletins, highlighting key family court decisions, three webinars, including one featuring the UN Special Rapporteur on Violence against Women and Girls and five briefs. The second project goal focuses on the development and promotion of standardized and empirically supported screening and assessment of family violence and its impact on survivors and their children who are engaged in family litigation. Through this project we developed an online guide to assess family violence for family law professionals that aligns with the federal and provincial/territorial legislation best interests of children criteria. The beta guide, named e-SAF^eR, will be field tested by experts across Canada and is scheduled to be released in Canada in May 2025.



From Awareness to Action goals

- Enhance training opportunities for GBV specialists and Family law specialists to support trauma-informed practice.
- Promote standardized screening tools to enhance the substantive and procedural decision- and recommendation-making by multidisciplinary family law professionals involved in family violence-related child custody matters (including judges, lawyers, and assessors).
- To create a standardized guide for parenting plans where there has been family violence.

Project 02

Barbra Schlifer Commemorative Clinic: #AndMeToo: A Project for Survivor Rights and Employer Duties in the Precarious Workplace

Funder: Department of Justice, Federal Government of Canada

The Barbra Schlifer Commemorative Clinic, in collaboration with CREVAWC, has developed this project to provide public legal education aimed at women and gender-diverse individuals. The focus is particularly on those who are precariously employed or have unstable immigration status, especially in the hospitality and service industries. This initiative addresses issues related to sexual harassment in the workplace, targeting those who are experiencing or are at risk of experiencing such harassment. The resources created include infographics, educational workshops and trainings for workers in their communities in their chosen languages, sexual harassment training for employers in the service and hospitality industry on their responsibilities and duties, the creation of webinars in multiple languages, and resources for service providers (lawyers, paralegals, social workers, settlement workers, Violence Against Women workers, and non-profit sector actors who assist workers experiencing sexual harassment).

Project 03

Best and Promising Practices to End Gender-Based Harassment and Violence at Work: A Multi-Pronged Approach

Funder: Social Sciences and Humanities Research Council of Canada and Women and Gender Equality, Federal Government of Canada

Notwithstanding the evidence of the prevalence, consequences and costs associated with harassment and violence at work, information surrounding best and promising practices is often vague and inaccessible. This project is primarily concerned with the identification, design, and use of organizational practices to prevent and respond to gender-based harassment and violence (GBHV) at work. Between 2023 and early 2024, the project gathered what is known about best and promising practices from the research literature and other sources across the globe, with a particular focus on the Canadian context, and spans across sectors and industries. The report provides guidance and practical information to employers, unions and governments on how to effectively prevent and respond to GBHV and inequities at work.



Read the full report

[Best and promising practices to end gender-based harassment and violence at work: A multi-pronged approach](#)

Project 04

Collaborating to Prevent and Respond to Workplace Harassment and Violence

Funder: Employment and Social Development Canada,
Federal Government of Canada

CREVAWC is leading a national, bilingual project in collaboration with experts in harassment and violence, Federally Regulated Employers – Transportation and Communications, and the Canadian Labour Congress. The research focuses on the challenges and successes employers face in adhering to new federal regulations on workplace harassment and violence and guidance for best practices. It includes a nationwide survey of workers' experiences with harassment and violence at work. The first two learning and development sessions (2023-2024), focused on sexual harassment at work and best-practices for conducting gender-responsive workplace risk assessments. Information and resources are freely available on the project [website](#) in English and French.



Visit Website

[Respect at Work: Harassment and Violence in Canadian Workplaces](#)

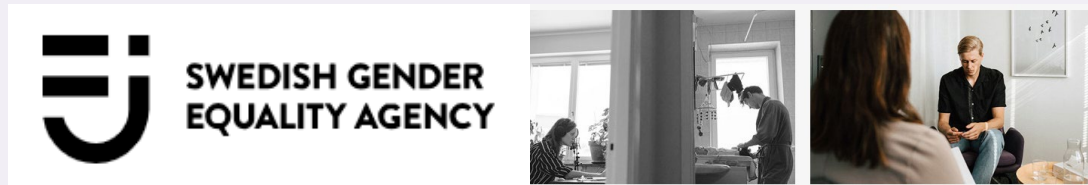
Project 05

DV@Work

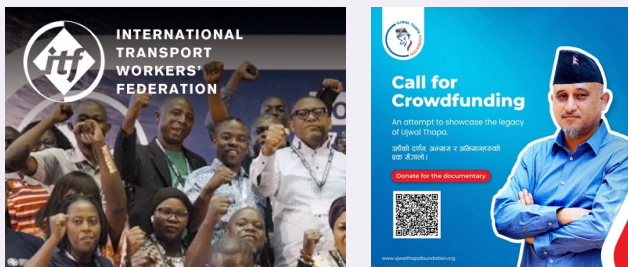
DV@Work is a long-standing project and network with a primary goal of accelerating the development of the emerging knowledge base on the issue of domestic violence at work around the world. Several domestic and international partners have participated in and collaborated on national and international survey research to understand the scope and impact of the problem and the impacts of abusive behaviour on workers and workplaces. This year, we conducted and released a survey in partnership with the Swedish Gender Equality Agency involving a total of 3,495 workers. The results showed that there was overwhelming support among respondents for recognizing the impact of IPV on the lives of workers and for employers to take action to address this issue. Recommendations were made for employers to undertake activities to plan for change, implement better support to workers, provide training, communicate their actions, and engage in ongoing review of their progress in making workplaces safe and supportive. We are also in the process of replicating this study in the context of Nepal in partnership with International Transport Workers' Federation (ITF) and Ujwal Thapa Foundation and, in collaboration with ITF, to explore best practices in polices to promote workplace safety in the civil aviation sector.



“This year, we conducted and released a survey in partnership with the Swedish Gender Equality Agency involving a total of 3,495 workers.”



“We are also in the process of replicating this study in the context of Nepal in partnership with International Transport Workers' Federation (ITF) and Ujwal Thapa Foundation.”



Project 06

Estimating the Financial Costs of Intimate Partner Violence to Workplaces

Funder: Social Sciences and Humanities Research Council of Canada

This project, an international collaboration led by Co-Principal Investigators Barb MacQuarrie (CREVAWC) and Dr. Audra Bowlus (Economics, Western University), aims to show the financial impact of intimate partner violence (IPV) on workplaces. Using a unique scientific methodology developed by Dr. Vara-Horna from San Martin de Porres University in Peru, the project introduces Vara-Horna's lost days of labor productivity scale, which considers tardiness, absenteeism, and presenteeism related to IPV. The survey covers victimization and perpetration across all genders and includes the impact of co-workers' IPV experiences. The team is partnering with the Conference Board of Canada to engage Canadian companies in estimating IPV's financial costs due to productivity losses. In addition to introducing this costing methodology to North America, the researchers are developing a core curriculum tailored for managers on addressing the effects of IPV, mitigating the associated costs, and providing support to their employees. Along with the innovative training, they are developing an evaluation framework for determining its effectiveness in mitigating the costs of IPV. The goal is to demonstrate that by taking proactive measures and addressing the issue directly, workplaces can benefit financially, reduce turnover rates, and improve employee wellbeing and satisfaction.

Project 07

Family Violence Family Law

Funder: Public Health Agency of Canada

The FVFL project was designed to address the needs of survivors of family violence within the family justice system through the production and sharing of knowledge to support trauma and violence informed practice and improve coordination of services. The project drew on the expertise of 60 community of practice organizations across Canada, hosted by the five Alliance of Canadian Research Centres on Gender-Based Violence to identify emerging issues and knowledge gaps in the area of family violence and family law. By the end of this project in 2023, the combined efforts of the Alliance partners produced 30 webinars, 28 briefs and 20 legal bulletins on key issues related to family violence in the context of the family legal system. Reaching over 140,000 professional/service providers, this project set the foundation for ongoing dialogue within and across communities to change the experience of survivors of family violence in family court. As one of our final events, we hosted an in-person Advanced Seminar for Family Law lawyer that brought together leading legal and social science researchers to dialogue and consider future steps. The proceeds from this seminar summarizing the key issues, critical dilemmas and practical advice and strategies, will be published in our new book, *Understanding Intimate Partner Violence in Family Court Proceedings: Providing Effective Responses for Victims & Perpetrators* (Bala, Jaffe, Scott & Heslop, 2025).



Project 08

Knowledge Hub

Funder: Public Health Agency of Canada

The Knowledge Hub facilitates a community of practice for 24 projects funded through the Public Health Agency of Canada's investment, Preventing and Addressing Family Violence: The Public Health Perspective (2022-2026). Community-building activities include virtual and in-person meetings and knowledge exchanges. The KH team visited nine projects in Montreal, Calgary and Vancouver. A new knowledge mobilization activity launched in 2023-24 is the *Knowledge Hub Presents!* webinar series that features activities and new knowledge products developed by the community of practice members. We featured four projects through this series this year. The Learning Network and the Knowledge Hub webinar series has expanded to include francophone speakers, interpretation for French, English, American Sign Language and Langue des Signes Québécoise. Two working groups were established to focus on developing resources on evaluating trauma and violence-informed practice within organizations and research frameworks.



Community of Practice meeting

In June 2023, 50 people came together in London, Ontario to share information about trauma- and violence-informed practice in the gender-based violence field; learn more about each other's projects; and explore ways of measuring change at the individual and organizational level, and collectively of the investment.



Project 09

Learning Network

Funder: Women's Issues, Provincial Government of Ontario

The Learning Network (LN) electronically shared a range of multimedia resources over the past year. With nearly three million successful deliveries, recipients learned about GBV across the lifespan. Through more than 55 community partnerships, the Learning Network produced and disseminated 14 evidence-based resources enhancing the knowledge of service providers in the GBV sector on emerging issues and research topics including femicide, sexual violence against women labelled with intellectual disabilities, weight-based discrimination and violence, and supporting survivors with animals in contexts of intimate partner violence. The Learning Network also hosted a special event entitled "*Lessons Learned from the Nova Scotia Mass Casualty: Reflections from the Commission and Community*". In their annual forum, Learning Network focused on leveraging survivor expertise and leadership in the GBV sector (featured below). The Learning Network and Knowledge Hub continued their webinar series by co-hosting 11 bilingual and accessible webinars on GBV, reaching diverse communities while employing trauma- and violence-informed practices. Overall, close to 9,600 people joined live Learning Network events, nearly 31,000 individuals watched event recordings online, and 4,000 individuals received Certificates of Participation for their professional development.



Virtual Forum: Survivor-Led in Practice

At the Learning Network Annual Virtual Forum, entitled "[Survivor-Led in Practice: Supporting Intersectional Expertise and Leadership in the GBV Sector](#)," they welcome over 1,200 live attendees, bringing together service providers, organizational leaders and community advocates. The forum featured 10 guest presenters who shared survivor-led practices and strategies to foster intersectional and equitable survivor leadership. Leading examples of survivor-led initiatives across Canada were also highlighted.

Project 10

Neighbours, Friends and Families

Funder: Women's Issues, Provincial Government of Ontario

Neighbours, Friends and Families (NFF) continued expanding its work to engage and empower everyday people in recognizing and responding to intimate partner violence (IPV). NFF, in partnership with community partners, Luke's Place and Lanark County Interval House, developed and launched a new educational resource entitled "Rural Roots: Seeing, Naming and Changing Intimate Partner Violence in Rural Communities". This innovative resource, available on the NFF [website](#) in both printable and digital formats with QR codes, provides insights to understand the unique dynamics and challenges of IPV among rural communities, including practical information on safety planning and related supports. As part of the continued Healthy Talk for Young Adults series, NFF hosted four sessions on topics including IPV in 2SLGBTQIA+ communities, pronouns and creating Safer Spaces, and online safety. The 2023-24 NFF Youth Book Club NFF Youth Book Club partnered with A Room of Your Own Book Club, expanding the Club's reach to include 12 schools and 274 participants from across the province. The topic of online violence and harassment was facilitated through the book "Accountable" by Dashka Slater. The NFF also hosted an in-person conference with 54 expert participants, that focused on current trends and potential directions for building inclusive public education about IPV (featured below).



World Café Conference

In November 2023, the NFF hosted a world café style conference "Exploring the Role of Neighbours, Friends and Families in Public Education About IPV: Current Trends and Potential Directions." The event gathered 54 expert participants to discuss addressing IPV, focusing on inclusive and collaborative approaches in public education. The discussions covered current trends, potential directions, identified gaps and strategies in IPV public education, 2SLGBTQIA+ inclusion, outreach in rural communities, and the role of NFF in supporting shelters in public education initiatives.

Project 11

Research and Training for Marginalized Workers Experiencing Sexual Harassment and Violence

Funder: Employment and Social Development Canada,
Federal Government of Canada

CREVAWC's Respect at Work project, a collaboration with the Canadian Labour Congress and University of Toronto researchers, led a national bilingual study on harassment and violence in Canadian workplaces. Almost 5,000 people took part in a survey and interviews, from which evidence-based online training on sexual harassment and violence for employers and employees was developed and continues to be freely available on the [CREVAWC website](#). An array of downloadable and shareable resources is also available on the website. The Respect at Work report – *Harassment and Violence in Canadian Workplaces: It's [Not] Part of the Job* - has been taken up by government, employers, labour groups and community-based organizations to raise awareness of harassment and violence at work and the actions needed to address this problem. Additional reports that emerged from the study are: *Ableism in Canadian Workplaces and What Are Canadian Workplaces Doing to Keep Workers Safe from Harassment and Violence at Work?*. The research findings and resources were shared via multiple social media campaigns, conferences and workplace presentations.

Project 12

Research, Consultation and Collaboration to Provide Legal Resources and Supports for Workplace Sexual Harassment

Funder: Department of Justice, Federal Government of Canada

In collaboration with Unifor, CREVAWC conducted research on sexual harassment and violence in the hospitality, gaming and airline sectors in Canada. The research findings informed the creation of public legal education and information resources for workers, the design and implementation of public education awareness campaigns to prevent sexual harassment, and the creation of resources for union representatives including women’s advocates, health and safety representatives, human rights representatives, and union educators to prevent and address sexual harassment at work. A key focus of the campaigns is to ensure that workers are informed of their rights and how they can access help if experiencing sexual harassment. The research report and resources were shared via multiple social media campaigns and presentations to a variety of audiences and are freely available on the [project website](#).

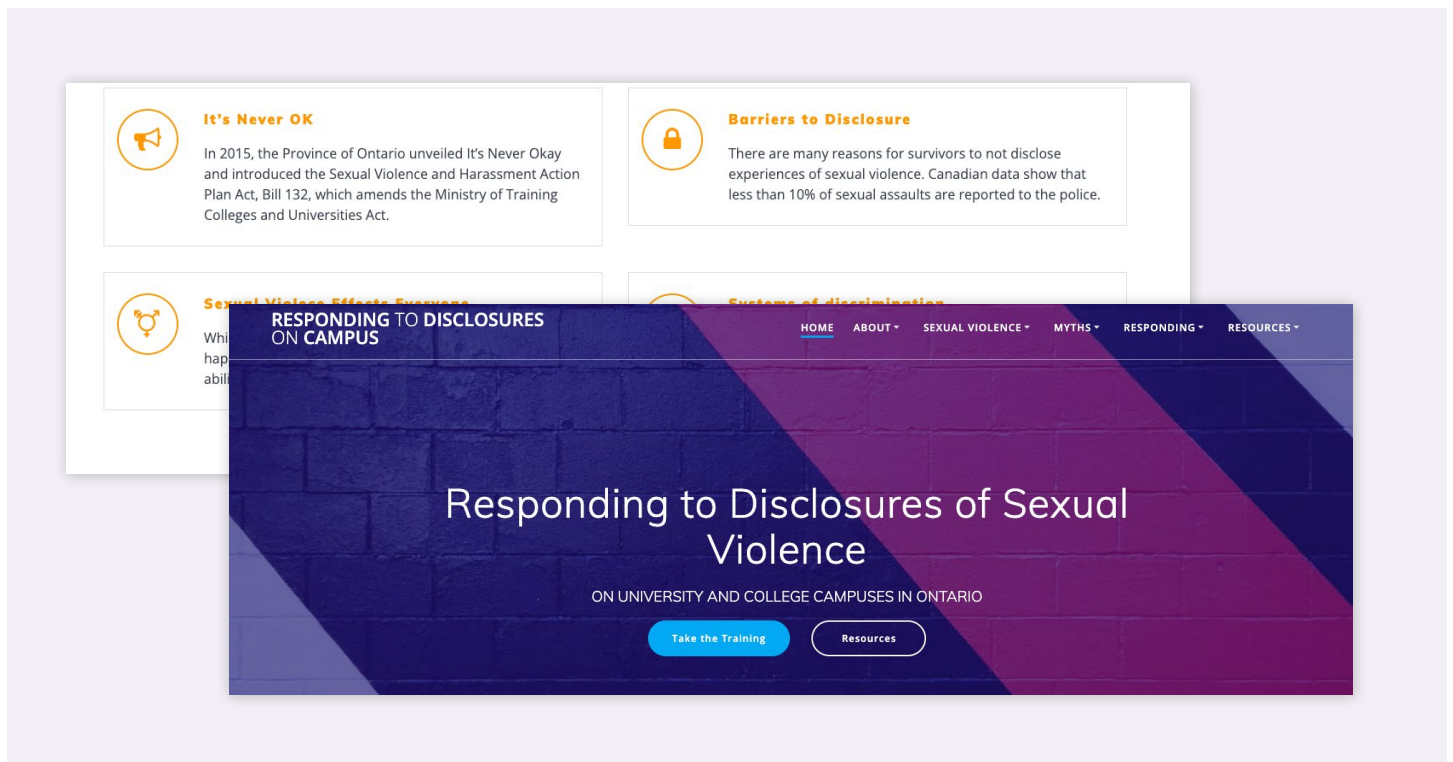


Project 13

Responding to Disclosures of Sexual Violence on Campuses

Funder: Women's Issues, Provincial Government of Ontario

Responding to Disclosures of Sexual Violence (RDSV) on Campuses expanded collaborations with various colleges and universities, including York University and Georgian College, to tailor trainings to meet their specific student and campus needs. RDSV kept learning materials up to date in terms of language and resource links and focused on enhancing the training evaluation process. In addition, RDSV on Campuses engaged in strategic conversations about future updates with sector experts to better assist and provide tools and resources to those working within universities and colleges.



Project 14

Addressing Gender-Based Sexual Violence on University and College Campuses

Funder: Western University

CREVAWC has a longstanding history of collaborating within and across campuses to prevent Gender-Based and Sexual Violence. Over the past year, we have continued this effort by participating on Western's GBSV committee and conducting research on "Undressing Consent," a 90-minute facilitated training program designed for all incoming undergraduate students at Western. Last year, with the support of Western's affiliate colleges (Huron, Brescia and King's), CREVAWC conducted a program evaluation of Undressing Consent to better understand student perspectives of this program and this program's effectiveness in changing student knowledge, attitudes, and self-reported behaviours related to GBSV. Over 650 students took part. Results found that almost 90 per cent of the students are satisfied with the program and found it to be important and valuable. Students also reported using the learning from the program to help navigate sexual interactions during their first few weeks of university. In addition, participation led to positive increases in student knowledge and attitudes about consent. Evaluation was helpful for identifying areas of potential program improvement which could further contribute to efforts to prevent GBSV in post-secondary settings.



Read the Report

[Read CREVAWC's evaluation report on Undressing Consent \(PDF\)](#)

Project 15

Moving Upstream in Violence Prevention

Funder: Ottawa Police Services

CREVAWC is collaborating with the Ottawa Police Services to create a screening tool designed to identify police calls related to intimate partner conflicts, often referred to as family trouble calls, where there is a risk of escalation to violence. This screening tool will be an integral part of an early intervention strategy. The screener, completed by front-line police officers, will trigger an outreach call to the couple from OPS victim services or specialized IPV officers.

Project 16

Your Way Forward

Your Way Forward is a collaboration of nine Ontario legal clinics funded by the Department of Justice to provide enhanced legal services to GBV survivors. Your Way Forward clinics are providing legal advice, legal representation, and social work support. CREVAWC has been engaged in this project to conduct an evaluation of the impact of these services.

Project 17

Canadian Domestic Homicide Prevention Initiative with Vulnerable Populations Mini -Institute

Between 2015 and 2021, CREVAWC hosted the SSHRC Partnership Grant “Canadian Domestic Homicide Prevention Initiative with Vulnerable Populations (CDHPVP)” with partners from across Canada. The final phase of work in CDHPVP was the collection of in depth interview data from 129 survivors of near domestic homicide or from family members of those killed in domestic homicides. Major themes of these interviews were shared in 2021 conference, but there is so much more left to learn. CREVAWC is currently hosting a collaborative group of researchers from across Canada who are working on understanding, documenting, and sharing learning from these interviews. Publications to-date include 15 published peer-reviewed papers ([Journal Articles | Canadian Domestic Homicide Prevention Initiative](#)), several others submitted or in preparation, over a dozen MA and PhD theses and plain language summaries and presentations shared through CDHPVP and Learning Network and Family Violence Family Law projects in order to reach broad audiences with these critical insights.



Check out this publication written by collaborators:

Glecia, A., & Moffitt, P. (2023). Indigenous Mothering in the Context of Intimate Partner Violence in Rural, Remote, and Northern Places: A Secondary Analysis of the Canadian Domestic Homicide Prevention for Vulnerable Populations (CDHPVP) Phase 3 Database. *Journal of Family Violence*, 1-14.

Finances

CREVAWC Operating Account

From May 1, 2023 to April 30, 2024

REVENUE	\$242,900.00
Consulting Fees, Social Enterprise, Other Contracts	\$251,952.00
Transfer from UWO and Ancillary Services	\$11,945.00
Transfer from Intrafund (Fund 4 Projects)	\$83,563.00
Services	\$38,875.00
Salary and Benefits Recoveries- Staff	\$68,637.00
Donations	\$1,779.00
TOTAL REVENUE	\$456,751.00
EXPENSES	
Salary and Benefits	\$251,662.00
Professional Services	\$188,937.00
Supplies/Telephone/Subscriptions	\$81,504.00
Travel/Hospitality	\$49,033.00
TOTAL EXPENSES	\$571,136.00
TOTAL (Revenue-Expenses)	-\$114,385.00



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