

Springtide Resources

Annual Report 2011-2012

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Message from the E.D.

“It always seems impossible until it is done.” Nelson Mandela

We are often asked how we remain hopeful after years in the ongoing struggle to end violence against women. After all, it is said, it happens everywhere in the world to women and girls regardless of age, class, race, religion, dis/ability, sexual identity etc. It has always existed. Those of us who work daily to stop and prevent woman abuse believe we cannot afford to give into despair, even in the face of setbacks, or to believe we are getting nowhere. It is often hard to believe that our hope of a world without violence will ever be realized. Yet without the conviction that our work makes a difference it would be impossible to keep going.

“The word hope has two meanings...: the first involves hopefulness, where our preferred outcome seems reasonably likely to happen; the second is about desire...knowing what... we’d like to take place...active hope is something we do rather than have...it doesn’t require our optimism, we can apply it even when we feel hopeless.”

-“Active Hope” by Macy & Johnstone

In 2011-12 Springtide once again engaged in “active hope” by effectively responding to the need for relevant,

appropriate, accessible and innovative programs. In the fall of 2011 we launched:

- A redesigned and more accessible website including videos in ASL (American Sign Language).
- 3 on-line courses described by participants as “a must for all health professionals”, “It equipped me to work in the community more”, “course was affordable, well laid out, and had excellent references!”

In addition the Women with Disabilities Program continued to collaborate on ground breaking and exciting initiatives. One of several “first of its kind” projects at Springtide was the successful Sexuality and Access Project, which aimed to increase community capacity to address issues on sexual support and abuse prevention for people with disabilities and personal service attendants. The Deaf Women’s program partnered with the Ontario Rainbow Alliance of the Deaf (ORAD) to prepare an ASL video as a companion to a face to face workshop to be delivered to Deaf Queer Women around issues of healthy relationships in same-sex partnerships.

In the Young Women’s program Springtide implemented Halo-halo a project for queer newcomer youth. And as we continue to look for new and innovative ways to connect with and expand our

community, Springtide has become increasingly active in the world of social media.

Looking forward to 2012-13 we will engage in a needs assessment to identify the gaps in services and training for service providers who work with non-status, refugee, immigrant, and newcomer communities.

Compassion, creativity, and “active hope” remain and are strengthened when we care deeply about something and have the will to make a difference. We are grateful for our staff, Board, volunteers and financial supporters all of whom practice “active hope” in their commitment to women’s equality rights and ending woman abuse.

Marsha Sfeir - Executive Director

Springtide Resources Staff List 2011-2012

AinsleyBrittain - Young Women’s Program Coordinator

Catharine Butler - E-Learning Project Manager

Ruth Dorwin- Bookkeeper

Anita Harding - Deaf Women’s Program Coordinator

ElianeMazzawi - E-learning Technical Support

Fran Odette - Program Manager

Erna Opeña- Office Administrator

LaarniParas - Immigrant and Refugee Women’s Program Coordinator

Yoon Hee Park - Network Administrator

Patty Porretta - Fundraiser

Lynda Roy - Women with Disabilities Program Outreach
and Education Mentor

Marsha Sfeir - Executive Director

Paula Wansbrough - E-Learning Program Manager

Consultants 2011-2012

Pam Cross - E-learning Curriculum Developer

Donna Joyette- E-learning Curriculum Developer

Melanie Oda - E-learning Curriculum Developer

Trainings

Training for English Language Educators

Begun in 2006 this exciting initiative is a partnership with Elementary Teachers' Federation of Ontario (ETFO), Ontario English Catholic Teachers' Association (OECTA), Ontario Principals' Council (CPC), Catholic Principals' Council of Ontario (CPCO), and Ontario Native Education Counselors' Association (ONECA). Outreach to their peers through workshops and information sessions are being done by over 800 trained teacher facilitators. 98% of the teachers report that, because of the training and/or materials, they are better equipped to recognize risks/warning signs of abuse and provide informed and appropriate support to children and their families. Over 80,000 educators in Ontario have received some information on woman abuse. Woman Abuse Affects Our Children: A Participants Manual is available free on Springtide's website. In the fall of 2012 additional training and information will be available on line. Watch for updates and announcements on Springtide's blog.

International Partnerships

Springtide played a major role in the research, development and piloting of the gender sensitivity manual for Right to Play field staff. Part of the manual was successfully tested in Accra, Ghana West Africa in

November 2010. The 2nd pilot of the manual was facilitated by Springtide in Beirut, Lebanon in April, 2011. Participants included 47 Right To Play staff members from Jordan, Palestine, and Lebanon, Through specially designed training sessions the Gender Sensitivity Manual asks participants to explore internal and external ideas of gender in order to increase understanding of gender issues and develop strategies to overcome barriers to gender inequity. This includes practical strategies for increasing the inclusion of girls and women in Right To Play's programs. The Manual is designed to challenge Right To Play Leaders and staff to examine their work and lives through a gender lens.

"I am troubled by the fact that gender-based violence is deadly as much as cancer is, yet it goes without punishment."

-Training Participant

"In general this training workshop was so vital, enjoyable and full with new information and experiences. It expanded our vision, deepened our understanding and gave opportunity to express all our thoughts freely."

- Training Participant

E-Learning

The E-Learning Program continued to offer new, well received courses:

Detect, Respond, Refer

September saw the launch of a unique partnership funded by the Ontario Trillium Foundation between Springtide and the Ontario Dental Hygienists' Association. With 75% of injuries from physical abuse occurring above a woman's shoulders, the online training Detect, Respond, Refer explains the important role dental hygienists can play in supporting clients who may be woman abuse survivors.

"I found it very informative, but disturbing at the same time. I didn't realize abuse was so prevalent"

- Detect, Respond, Refer Participant

"I would participate in another on-line course like this in a minute! It was very affordable, well laid out, and had excellent references, and links!"

- Detect, Respond, Refer Participant

After She Leaves

Also in September, in partnership with Luke's Place, we launched, After She Leaves, an eight module training for frontline workers supporting abused women involved in the family law system. Providing strategies and

resources on the legal processes and safety issues, the modules of this training have since been made individually available as well. This project was also funded by the Ontario Trillium Foundation.

“Very informative and easy to follow”

- After She Leaves Participant

“This was an excellent course. Thank you for the opportunity! It has equipped me to work in the community more”

- After She Leaves Participant

Love, Sex, Violence and Crime: An Overview of Criminal Law and Violence Against Women

Based on the success of our previous moderated online training, Criminal Law and Sexual Assault, developed in 2010 -11, this initial training has been reworked and as of December 2011 has been offered in a self-directed , continuous enrolment format. At the end of this four unit course participants will have an increased ability to provide support and advocacy for women who have experienced physical or sexual violence, or criminal harassment, and who are, or are considering becoming involved with the criminal court and/or related systems.

“This course supplied a lot of useful information, resources and interesting reads. I enjoyed the learning experience, and I especially enjoyed the online format,

allowing me to learn the course at my own pace,
allowing for a busy schedule”

-Love, Sex, Violence and Crime participant

“It was very informative - lots of material to use and
share with staff and volunteers. Happy I took the
course!”

-Love, Sex, Violence and Crime participant

Family Court Support

In December, Springtide began an innovative new project with Luke’s Place, funded by the Ministry of the Attorney General. Luke’s Place delivered in-person training to 100 Family Court Support Workers across the province, which is supplemented by an online discussion area on the Springtide learning site for participants to network, share strategies, and ask questions of a lawyer. The discussion area is a private space for registered project participants, but a public resource area is also available.

Women with Disabilities Program

The Women with Disabilities Program continues to collaborate on ground breaking and exciting initiatives. One of several “first of its kind” projects at Springtide was the successful Sexuality and Access Project, which was funded by the Ontario Trillium Foundation. The goal of this initiative was to increase community capacity to address issues on sexual support and abuse prevention for people with disabilities and personal service attendants. In winter of 2012 the project completed its final year with the launch of The Sexuality and Access Project DVD and the training of 29 peer facilitators who represent a range of lived and work experience in the area of disability, attendant services, and sexual health in Sudbury, Kitchener and Toronto. Through a variety of workshops, including a community launch and service provider forum, we’ve already reached over 300 people.

An engaging and easily relatable DVD which contains two stand alone documentaries and two video tools (which benefit from, but don’t require, live facilitation) are now available. The DVD allowed people being interviewed (PwD and attendants) to speak from their lived experiences of addressing these issues and to share with others future recommendations for change.

Many spoke frankly and honestly about the impact of myths and stereotypes related to sex, sexuality and

healthy relationships for both PwD and attendants. As well, the communication scenarios and the "Kate and Luke" story allows viewers, including trainees to identify the nuances and issues arising in talking about sexuality for persons with disabilities...In addition we completed written resources as well as digital (Power Point) material that will allow the knowledge produced by this project to be transferred in plain language to diverse communities across Ontario.

Another exciting initiative in Spring 2011 involved collaboration with Ryerson School of Disability Studies on a 3 weekend intensive interdisciplinary course on the use of storytelling and narratives in enhancing client and community-based services for health and service providers. In addition program staff gave input on the Sexual Violence Action Plan Media Campaign and partnered on The Gateways Project, Phase II – an e-learning course for Mt. Sinai screening technicians and staff.

Springtide's WWD program also partnered with Nellie's women's shelter to provide leadership in the development and delivery of their first workshop series for women with physical disabilities. Women with disabilities participated in the pilot project in 2011, to help guide the direction of the workshop series. Areas of interest included ways to stay safe, how to reduce isolation, community policing initiatives and also participated in social outings. Springtide staff is a

member of Nellie's Social Justice Committee, and its subcommittee Women and Access and co-authored the position paper on women and access.

The Outreach and Education Mentor continued working in partnership with Scarborough Women's Centre Expanding the Reach (ETR): Empowering Women with Disabilities Program. ETR completed a 6-week leadership development series for women with a variety of disabilities residing in East Scarborough. The WWD program provided support around various initiatives out in the community, including presenting on a panel to commemorate December 6th at Central Neighbourhood House, to an audience of over 80 women.

Deaf Women's Program

The Deaf Women's Program has been very busy this past year. Anita Harding, the Program Coordinator, created ASL videos for the launch of SR's new website. Springtide plans on regularly adding to the number of ASL videos available at www.springtideresources.org on key issues for Deaf women who are or who have experienced violence/abuse.

Anita has also continued to translate materials into ASL for participants attending the Building Bridges Across Barriers (BBAB) group. The BBAB group brings volunteers from the WWD/DW program together with

the Immigrant and Refugee Women's volunteers to work on collaborative projects. The goal is to deepen each participant's understanding of the issues faced by women with disabilities/Deaf women and immigrant and newcomer communities. This group is helping to deepen the conversation around community development, anti-oppression and violence against women.

SR has partnered with the Ontario Rainbow Alliance of the Deaf (ORAD) to prepare an ASL video resource as a companion to a workshop format to be delivered to Deaf Queer Women around issues of healthy relationships in same-sex partnerships. Workshops will be held in Toronto, Milton and Ottawa in summer of 2012.

Finally, SR has partnered with the Barbra Schlifer Commemorative Clinic to develop and deliver the first-ever, training curriculum to both ASL-English Interpreters and Deaf Interpreters interested in working with abused Deaf women within the context of enhanced service delivery with Violence Against Women services across the GTA.

Immigrant Women and Refugee Program

Building Bridges Across Barriers

Due to the overwhelming success of Building Bridges Across Barriers, a collaborative project bringing together the Immigrant and Refugee Women Program with the Women With Disabilities Program and the Deaf Women's Program, we continued the work into 2011 - 2012. The project, initially bringing together women with disabilities and deaf women with immigrant and newcomer women to develop strategies and best practices for working across differences, has developed new and exciting training for the women involved. From facilitation to developing their own workshops to presentations in the communities, our participants have expressed that they gained tremendous leadership skills and experience they would not have received in other community initiatives. Ashrafi, a program participant, said 'Personally, I feel now more stronger and thank you for Springtide for giving me this chance.'

Additionally, the project was also an opportunity for those who are already working in the violence against women sector for professional development. Jasmine shared that 'Building Bridges Across Barriers gave me the opportunity to review some of the knowledge I hadn't used and also enabled me to gain new knowledge.'

The Building Bridges Across Barriers will continue into the next year with more participants and new partnerships.

Community Work

The Immigrant and Refugee Women's Program prides itself in the community work and connecting with diverse groups to address issues faced by immigrant and newcomer communities. In addition to our existing partnerships, we worked with Regent Park Health Centre, Thorncliffe Neighbourhood Office, and Yonge Street Mission over the past year to work with newcomer South Asian women. The workshops we provided discussed issues around violence against women, accessing services, nutrition, and healthy relationships.

The program also worked with Toronto Public Health to provide culturally- and religious-specific information for young mothers who are new to Canada around the areas of parenting and sexual health.

Springtide also joined the Bengali community and co-hosted an event celebrating the Bengali New Year. With over 100 people in attendance, we were able to distribute a range of resources specifically for immigrant, newcomer, refugee, and non-status women.

Needs Assessment

During winter and spring of 2011-2012, the program undertook a needs assessment to identify the gaps in services and training for service providers who work with non-status, refugee, immigrant, and newcomer communities. The needs assessment included focus groups, a service provider survey, and interviews with key informants in the violence against women sector. The results of the needs assessment will be released in the fall of 2012.

Young Women's Program

Springtide was able to support two youth projects over the summer of 2011.

Halo-halo was a project led by Kim Abis for queer newcomer youth. This project provided workshops on settlement issues, mental health concerns, and violence in relationships. Many queer immigrant youth who are new to Canada do not access mainstream youth and settlement services due to the lack of culturally-sensitive approach to queer issues. Halo-halo aimed to bridge the gaps that the youth face by providing the space to gain information on services as well as share experiences of what it's like to be queer, racialized, and new to Canada.

Terri-Lyn Langdon developed *Women with DisAbilities Discuss Ways to Prevent Violence on University and College Campuses*, a resource that documented the stories of women with disabilities who experienced violence while they were students and their suggestions for making campuses safer. Included are recommendations for (1) Universities and Colleges, (2) Organizations Working on DisAbility and Anti-Violence Issues, and (3) Students. The document is available on our website www.springtideresources.org

myMSG Project

In 2011, Springtide initiated a new youth project, myMSG (pronounced “my message”), with the help of an Access Equity and Human Rights grant from the City of Toronto. The intention of the project was to use the concept of messaging to engage youth in conversations about power-imbalances and harm, as well as empowerment and healing. We recruited five diverse Toronto youth Peer Educators and with them we developed interactive, personal-narrative-based workshops for youth.

From there, they set out to classrooms and youth groups across the city to engage their peers in conversations about the experiences and impacts of negative messages in their lives, and to give them tools to think critically about and speak back to these messages, as well as create new and affirming ideas and messages in their place.

Social Media

Always looking for new and innovative ways to connect with and expand our community, Springtide has become active in the world of social media. We connect with individuals and organizations from Canada and the rest of the world through our:

- Blog - www.springtideresources.org/blog
- Facebook - www.facebook.com/springtide.resources
- Twitter - @springtide_vaw

Social media has enabled us to reach out to different groups, access and share tremendous amounts of resources, and connect with organizations who are also doing amazing work to end violence against women. Join us on Facebook and Twitter for updates on resources, online courses, new projects, volunteer opportunities, and community events!

Volunteers

Springtide is grateful for all the volunteers who have generously donated their time and energy. Thank you to Ashrafi Ahmed, Christine Austin, Victoria Bispham, Jean Blancher, Michelle Bourgeois, Afi Browne, Joanne Bryan, Tamyka Bullen, Gabriela Carafa, Crystal Chin, Mandy Corbeill, Justin Cormie, Teresa Flemming, Melannie Gayle, Rose Harding, Ellen Hibbard, Fanny Ho, Ashley Judge, Maria Lanza, Madeleine Lunney, Heather Maybee, Campbell McDermid, Viktoriya Mikhaylova, Shelly Nafshi, Jasmine Ngan, Marko Radosevic, Margaret Shalma, Amanda Weingarten, Niko Young, and Megan Youngs for your enthusiasm and positivity. You all inspire us in our work every day!

We were also joined by amazingly dedicated students from Ryerson and Richmond Hill High School, Azza and Tae-Hu. Thank you for your hard work!

Azza Abbato

Azza is a Visual Communication/Graphic Design Consultant with an MA in Professional Communication from Ryerson University, and an Hon. B.A. in Visual Studies from University of Toronto. Combining her passion for art and social justice, she has worked alongside non-profits and grassroots groups for over eight years to help design materials/develop visual communication strategies that brand and promote their various initiatives and reflect their values and missions.

With three years of experience as a Community Health Youth Worker, she also brings a unique perspective to her work, which she approaches from an inclusive, anti-oppressive framework.

Tae-Hu Kim

Joining Springtide Resources on a co-operative education placement from Richmond Hill High School, Tae Hu is an aspiring novelist, and also a peer facilitator for Springtide's MyMSG project. He is an award-winning prose author and internationally ranked debater. He was recognized by the York Region District School Board for his contributions to public education in 2011. In September 2012 Tae-Hu will begin undergraduate studies at Harvard University.

Board of Directors

Springtide consistently has a hardworking, productive and supportive volunteer Board of Directors. Their leadership and expertise contributes substantively to the success of the organization. This year we welcomed Maya Jacob, Ashley Lewis, Lenore MacAdam, and Maggie Panighel to the Board. We also said goodbye to Terri-Lynn Langdon, Mariela Morales and Karen Turner, three incredible women with infinite wisdom.

We are grateful to you and wish you all the best.

A Special Thank You to **Mariela Morales**: It is always hard to say goodbye to dedicated, passionate, always there when needed, board members. It is especially difficult when it is Mariela Morales, past chair, and director for 10 years. All of us at Springtide Resources are grateful for her insight, her belief in our ability as a community to create a more just, loving and peaceful world and her persistence in working to end violence against women and children. All of us who have had the privilege of working with Mariela wish her well and know we are more effective as an agency because of her commitment.

Board of Directors 2011 - 2012

Maya Jacob is a Canadian lawyer by background. During her law school days, Maya worked at Parkdale Community Legal Services where she advised and represented members of the community on issues involving domestic violence, consent and capacity, policing and disability benefits. Through her involvement in developing community outreach projects and public legal education workshops, Maya gained a deep understanding of the many ways cultural experiences, language barriers and disabilities intersect. Maya also volunteered at the Scarborough Court in the Pro Bono Canada Family Law project. During her spare time, Maya enjoys working out, reading, shamelessly learning to play acoustic guitar, and volunteering for a local healthcare foundation.

Lenore MacAdam works at Deloitte as an Employee Engagement Manager in the area of Innovation. She was a former Co-Chair of the Board of Pride Toronto and the Community One Foundation. She is currently the Treasurer of NeXus Consulting Group, a non-profit consulting group based at the University of Toronto.

Josephine Ho (Secretary) works as a Global Diversity Specialist at KPMG International where she collaborates with member firms across the globe on diversity and employment equity projects. She obtained her B.Sc.(Hons) from the University of Toronto and is also a certified human resources professional (CHRP) in Canada. Josephine is passionate about the arts as well; she volunteers on the Young Leadership Council of the Toronto Symphony Orchestra.

Ashley Lewis works as a Global Marketing Manager at KPMG International. In this role she manages internal communications to a network of over 14,000 professional in over 140 countries, the execution of a quarterly industry magazine, and works with a diverse set of stakeholders worldwide. She holds a Bachelor of Arts from Wilfrid Laurier University and a Master of Arts from the University of Westminster in London, England, and speaks French and Spanish. Ashley is also an avid volunteer with the United Way Toronto, as a member of their GenNext cabinet.

Ellen Nichols has recently retired from 25 years of fundraising in the charitable sector but remains active as a volunteer. In addition to her work with the Springtide Resources Board, she is active in fundraising for The Hammer Band (Violins against Violence) and Santa Comes to Bay Street (Fulfilling the wish lists of persons in shelters). Raised in the southern USA by parents who were civil rights activists, Ellen has maintained a lifelong dedication to social justice.

Maggie Panighel works at TELUS as a Business Analyst in the Diversity and Inclusiveness Office and on the Employer Brand. Maggie has worked and volunteered for a number of not-for-profits, gaining 12 years of experience in engagement work which focuses on diversity, anti-oppression and social justice.

SollangeSauterUmwali (Board Chair) is a manager of Community Programs and Services at Central Neighbourhood House. She brings a wealth of personal and professional experience in woman abuse and trauma, human rights and equity issues, refugee and immigrant experiences, international development, Genocide and war studies. She has over twelve years' experience in the non-profit sector working with diverse communities. Umwali has Masters in Public Policy, Administration and Law, and a Master's Diploma in Democratic Administration from York University.

Our Funders

Canadian Women's Foundation (CWF)

Elementary Teachers' Federation of Ontario (ETFO)

Law Foundation of Ontario (LFO)

Sisters of Charity of Halifax

United Way of Greater Toronto (UWGT)

Women's Inter-Church Council of Canada (WICC)

Government

City of Toronto, Community Services Grants Program (CSGP)

City of Toronto, Access, Equity and Human Rights (AEHR) Grant

Human Resources Development Canada (HRDC)

Ministry of Citizenship, Culture and Recreation, Ontario Women's Directorate (OWD)

Ministry of Community and Social Services (MCSS)

Ontario Trillium Foundation (OTF)

Status of Women Canada

Organizational Supporters and Members

Chadwic Home Inc.

Corporation Sisters of Saint Martha

Counterpoint Counselling and Educational Co-operative

Ernestine's Women's Shelter

Greenwood Secondary School

Interval House of Hamilton – Wentworth

KPMG MSLP

Leon's Furniture Limited
Muskoka Women's Advocacy Group
Nellie's
Ontario Dental Hygienists' Association
Peel Elementary Teachers' Local
People in Transition Inc.
Perth and Smiths Falls District Hospital
Phoenix Place Stage 2
Rainy River District, Women's Shelter of Hope
Redwood Shelter
Shield of Athena Family Services
Sistering - A Woman's Place
St. Mary's General Hospital
Sym Engineering Ltd.
Times Change Women's Employment Service Inc.
Women's House Serving Bruce and Grey
Xolhemet Society

Individual Supporters and Members

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Lori Archer
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Marilyn Wilcoxon
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Beverley Wybrow
Karen Yarmol-Franko

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