

2021  
2022 | ANNUAL REPORT

## SASC BOARD OF DIRECTORS 2021–2022

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## Highlight of Services

### 24 Hour Support Line and Online Chat Support

Our 24-Hour Support Line and Online Chat Support are available to anyone who has experienced sexual violence. With phone support available in more than 50 languages, we supplement this service with accompaniments to the hospital, police station and courthouse.

### Counselling, Advocacy and Support Groups

Our counselling program includes Individual Counselling for people who have been sexually assaulted recently or historically and support for friends and family. We also offer group counselling, workshops, practical assistance, and advocacy.

### Family Court Support Program

This program provides practical and emotional support to women who have experienced violence in their relationships while navigating the Family Court System. This program supports system navigation, information, referrals, and accompaniments.

### Sexual Violence Legal Advocacy Program

This program supports survivors of sexual violence through the entire legal process - from the time harm occurs through to the court process and even after the trial has ended. This free service is open to all genders. This program offers case management, individual advocacy, assistance with documents, court accompaniment, practical help and more.

### Anti-Human Trafficking Program

This program provides wrap-around services to those experiencing sexual exploitation and those at significant risk. Support includes counselling, advocacy, crisis support, safety planning, accompaniments, practical assistance, support through legal processes, support with housing, connections to community supports, public education, and outreach.

### Public Education Program

This program educates for social change! We provide workshops and resource materials to schools, professionals, the community, and beyond. This program also houses our Male Allies Program, which invites and trains men to be allies in the work to prevent gendered violence.

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# Mission, Vision, and Values

## OUR UPDATED MISSION, VISION AND VALUES

*As a part of our strategic planning process this past year, we updated our Mission, Vision, and Values. We are pleased to include them in our report and look forward to having these pieces guide the future of our organization.*

### Our Mission

We support survivors of sexual violence. We listen, facilitate healing, and celebrate resiliency. Using an anti-racist, intersectional feminist approach, we work to transform systems which promote gender-based violence.

### Our Vision

A world free from gender-based violence and oppression.

### Our Values

**We believe in wrapping survivors of sexual and gender-based violence in community care.** We seek to provide a safe place. We walk beside survivors. We listen. We bear witness. We offer practical supports. We recognize the complex systems impacting survivors' lives; we help navigate. We celebrate the resiliency of the survivors that use our services. We facilitate healing. We offer hope.

**We believe each survivor has the right to control their own body, healing journey, and path to justice.** We seek to be survivor-centered, trauma-informed, and racially and culturally responsive. We believe in reproductive justice. We recognize that the justice and medical systems are often sexist and racist; we advocate for survivors and work towards systemic change.

**We use an intersectional approach.** We respect how survivors' unique social locations impact their experiences, how people respond to them, and what resources they have access to. Sexism, a root cause of sexual violence, is but one of the oppressions used to violate and control. Other forms of oppression include, but are not limited to, racism, colonialism, classism, ableism, ageism, homophobia, transphobia, and discrimination based on cultural, ethnic or religious background.

**We particularly recognize the impact of racism and colonialism on Black, Indigenous, and racialized women, girls, gender-diverse, and two-spirit survivors.** We seek to identify and remove barriers that exist for the communities we serve in accessing our Centre. We are committed to making our services accessible to all survivors and centring the experiences of survivors facing oppression.

**We balance our direct support for survivors and their families with long-term solutions to gender-based violence.** Systemic advocacy, collaboration, and education aimed to address the root causes of gendered violence and oppression makes our collective future brighter.

Finally, Audre Lorde said, "Caring for myself is not self-indulgence, it is self-preservation, and that is an act of political warfare." Building on this principle as foundational, **we promote the self-care and wellness of those working at our Centre; this is a political tool that sustains us in our work.**





**KOURTNEY PARKER**  
PRESIDENT, BOARD OF  
DIRECTORS

## Letter from the President

DEAR FRIENDS:

In my first year as President, gratitude has led every interaction and action with SASC.

In a year when we were all isolating, shutting our doors, and prioritizing our safety, you strengthened your connection to SASC through volunteer efforts, donations, participation, leadership and allyship.

In a year when we held our loved ones closer than ever, you brought SASC closer and supported your neighbours and friends through advocacy, inclusion, and opportunity.

In a time when we were told to be distant with our social interactions, our staff and volunteers facilitated a record number of interactions of support, empathy, guidance, and safety for survivors of sexual violence in our community.

In a year when many felt alone, we welcomed five new board members and several new staff members. We were able to relieve isolation in our community through new online connections and innovative programs and partnerships.

In a year when the best-laid plans were just to get by, we joined with Social Venture Partners Waterloo Region to set a new vision for our future with a three-year Strategic Plan. As part of this process, we started new conversations about what governance can look like in an anti-racist, intersectional feminist organization. We look forward to implementing our new Strategic Plan alongside leaders, changemakers, mentors and friends in Waterloo Region.

Whether you are reading this today as a staff member, volunteer, advocate, liaison, partner, ally, friend, member, client, supporter, leader, mentor, sponsor, or donor, you are an essential part of the work to support survivors. I have learned from each of you this year, and you have enriched our community and our impact in ways grand and granular.

Because of your commitment, we continue, and I am tremendously grateful.

Sincerely,

**Kourtney Parker**  
President, Board of Directors



**SARA CASSELMAN**  
EXECUTIVE DIRECTOR

## Letter from the Executive Director

DEAR FRIENDS:

As I draft this letter, recent headlines are flashing through my mind. On May 12th, 2022, the front page of The Record read: “Counselling wait list for sexual violence survivors is longest it’s been in 33 years.” On May 26th, 2022, a CBC headline read: “Ontario’s sexual assault support centres say they are stretched thin and need more funding.”

Before the pandemic, survivors were reaching out to our Centre in record numbers. In the post-#MeToo era, the demand for our services was at an all-time high.

Then COVID-19 hit. The research told us that gender-based violence would increase in communities across Canada and globally, and this projected increase is precisely what has come to pass.

The pandemic has also had a significant impact on people’s mental health and wellness. For survivors who’ve experienced trauma, this impact is magnified. Many survivors have been pushed to the brink during this period and have reached out to us in crisis.

The combination of these realities – living in the post-#MeToo era, increasing gender-based violence, and increasing mental health needs – has meant the demand for our services is up dramatically across our programs. Most notably, requests for counselling have risen 58 per cent over the last two years.

Many of those reaching out are from disenfranchised and vulnerable communities. The vast majority are women and girls; half are young survivors between 16 to 25 years old, and many are Black, Indigenous, racialized, and 2SLGBTQ+ survivors. Many are struggling with precarious or no housing and are experiencing poverty.

This year our Centre engaged in a strategic planning process; five key directions emerged. The first, unsurprisingly, focused on “reducing waiting times for survivors seeking individual counselling and advocacy.”

We have made, and continue to make, a concerted effort to grow our team to meet this demand, which has been particularly challenging due to chronic underfunding in our sector. Our team has worked hard to apply for grants, advocate with governments, fundraise, and solicit donations. We have seen some success, yet the demand continues to outpace us.



*“The important work of moving the world forward does not wait to be done by perfect (wo)men.”*

– MARY ANN EVANS, UNDER HER PEN NAME, GEORGE ELIOT

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## Letter from the Executive Director *Continued*

The reality is that this issue is systemic. This year, I have reminded our team that we are only human. We can do our best, and in doing so, we can hope to inspire others – individuals, communities, and governments - to help address the demand.

In reading this report, I encourage you to balance the reality of this struggle with the incredible, transformative work our team has been doing to support survivors and work towards social change.

Learn about our new, precedent-setting Sexual Violence Legal Advocacy Program. Get a snapshot of the creativity, responsiveness, and effectiveness of our Group Program; it has grown 369 per cent during the pandemic. Hear about our Anti-Human Trafficking Program's amazing work securing housing for survivors. Gain an understanding of how our Male Allies Program influences social change across Ontario. Read the testimonials of the survivors who have accessed our services. We hope the stories inspire.

Join us in envisioning a future in which survivors in Waterloo Region, in all their diversity, have access to counselling when they reach out, without having to navigate waiting lists. In this future, we will continue to balance our downstream, direct support for survivors with upstream, long-term solutions to gender-based violence and oppression in this hopeful future. To achieve our vision, we believe our work must be acknowledged as an essential service, supported by all levels of government, and embraced by our community.

Thank you to all those supporting us in achieving the future that we envision for SASC and for survivors.

Sincerely,

**Sara Casselman**  
Executive Director



### OUR 2022 - 25 STRATEGIC PLAN

*This year we launched our 2022-2025 Strategic Plan. Five strategic directions emerged throughout this process to guide the organization.*

1. We want to reduce waiting times for survivors seeking individual counselling and advocacy.
2. We want to support the health, wellness, and morale of our staff and leadership team.
3. We want our programs to be survivor-centred, trauma-informed, racially, and culturally responsive, and grounded in intersectional feminism.
4. We want to build our sustainable capacity to serve by investing in communications and fundraising.
5. We want to balance our direct support for survivors and their families with long-term solutions to gender-based violence.

## Pandemic Impacts

*Since the pandemic began in 2020, our Centre has seen a:*

- **58 percent increase** in requests for **individual counselling** for survivors of sexual violence
- **41 percent increase** in our **waiting list** for individual Counselling for survivors of sexual violence
- **369 percent increase** in participants in our **Open Support Groups**
- **49 percent increase** in women accessing our **Family Court Support Program**
- **23 percent increase** in clients in our **Anti-Human Trafficking Program**
- **32 percent increase** in the use of our **24-Hour Support Line and Online Chat Support**

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you are not alone!

### Sexual Assault Services

24 Hour Support Calls and Online Chat Supports	2014
Survivors in group sessions	610
Survivors receiving individual counselling	742
Individual counselling/advocacy sessions	3752
Practical assistance provided	45

### Anti-Human Trafficking Program

People receiving support	124
Percentage of survivors under the age of 18	47%
Percentage of survivors under the age of 24	74%
Family members of survivors	14

### Family Court Support Program

Survivors receiving support	216
Safety Plans	36
Court Accompaniments	61

### Across Services

Public education workshops	409
Participants receiving public education	11,763
Hours worked by volunteers	11,969

# Program Reports



**BY SARANYAA  
THARMALINGAM**  
MANAGER OF COUNSELLING

## Counsellor Advocate Program

Despite the growing need for counselling for survivors, our Counsellor/Advocate team has been providing consistent care and support to survivors.

This year, our team has grown and shifted to meet the demands of our growing waitlist. As our team evolves, they bring knowledge, experience, and wisdom to share with survivors on their healing journeys. We continue to wrap survivors in advocacy and support during these demanding times through Zoom, phone, and some in-person sessions.

We created the Counselling Manager position this year to increase support for the Counsellor/Advocate team. This new position allows for streamlined care and support, consultations, team meetings, debriefs and clinical supervision. Each of our counsellors has been doing a tremendous job supporting survivors as we face our own relationship to fatigue, stress, and grief during the pandemic. And yet, we show up each day ready to provide support, care, empathy, creativity, advocacy, and empowerment to those entrusting our team with their care.

**This year the Counsellor/Advocate team has had the capacity to:**

- Increase supports for clients requesting a racialized or 2SLGBTQIA+ identified counsellor
- Create an alternative option for short term counselling
- Increase the amount of advocacy time provided to clients
- Continue to benefit from online and virtual professional development opportunities to help sharpen our skills and knowledge on a variety of topics

In the year ahead, we will continue showing up and supporting survivors by enhancing our frontline services, growing new programs and supporting the implementation of our new client database.

“The services at SASC have saved my life both figuratively and literally. I have achieved an incredible amount of growth in the time I have been working with my counsellor. I am so grateful this organization and the services it offers exist in my community.” – SASC SERVICE USER

“Thank you for being here; it makes a difference to know I can come to see a counsellor from the same racialized group as me, who understands me and the culture I come from.” – SASC SERVICE USER

“Finally, I feel like I can breathe again.” – SASC SERVICE USER

you  
are  
not  
alone!





**BY ADRIA JOEL**  
GROUP AND WORKSHOP  
COORDINATOR

## Group & Workshop Program

This has been the second year of offering our groups and workshops virtually. They have continued to be an essential source of community, connection, and growth for survivors on their healing journey. With a growing waitlist for individual counselling, these spaces allow survivors the option of immediate support. There continues to be a high demand for groups and workshops, and we at SASC are perpetually grateful to witness the resilience and mutual support in these spaces.

Some highlights of the past year are:

- The Shades of the Soul group began and is an ongoing monthly group for survivors who identify as Black, Indigenous, and Racialized.
- We have found creative ways to offer art-based groups and workshops by dropping supplies off to folks ahead of time.
- The virtual space continues to increase accessibility for many. Moving forward, even when we are offering in-person groups again (which we hope to do sometime soon), we will keep offering virtual groups and workshops.

We have many exciting opportunities with community partners coming up this year! We are looking forward to continuing to build this program and adapting to the needs of the folks we support.



*"The Friday 'Alone Together' group has honestly turned my life around. When I first attended the group, I was in a bad place, and I could not even leave the house. I was abusing substances and was really stuck. The Friday group made me feel like I did not have to live like that. I wish there were more groups because I love them so much." – SASC SERVICE USER*

*"This group has provided a safe and supportive environment to talk about our struggles, things that have been going well and interesting topics, and has offered great advice from group members and facilitators." – SASC SERVICE USER*



**BY NICKY CARSWELL**  
COORDINATOR, ANTI-HUMAN  
TRAFFICKING PROGRAM

## Anti-Human Trafficking Program

This past year has been busy, yet exciting. As we continued our ongoing and necessary work supporting survivors, we focused much of our attention on the lack of housing options for survivors of sexual exploitation and trafficking.

We partnered with Seeds of Hope to provide individual housing units to two survivors ready to engage in employment and education opportunities this year. One of the survivors has discovered a passion for baking and is looking into culinary school.

Further, we have partnered with Women's Crisis Services and secured two dedicated shelter beds. Although the first year of this project is a pilot, having two beds available will allow folks to securely access wrap-around support as they begin a new chapter in their lives.



*"I truly have benefited from this program. If I did not have the resources, therapy, or support, I would not be alive right now. This is a must-needed program. There are too many survivors who need ongoing help, some who would not be able to afford it, leading to substance abuse or suicide. This program has helped me not feel ashamed of what happened to me..." – SASC SERVICE USER*

*"My experience has been nothing but a positive one, and this program has changed my life for the better and has helped me overcome many obstacles. I am very thankful to have this [program] in my life." – SASC SERVICE USER*



## Public Education Program

Dedication to preventing gender-based violence has kept our Public Education Team working hard to meet the community's growing needs; our team has delivered intersectional, trauma-informed, and empowering education. Transitioning between virtual and in-person programming did not derail our team from being adaptive, engaging, and igniting change within Waterloo Region and beyond.

This year we successfully applied to the Department of Women and Gender Equality's Feminist Response and Recovery Fund for our Male Allyship Expansion Project. This allowed us to add two full-time Male Allies staff to our team in October 2021. This project allows us to use our years of experience and innovation in male allyship work to support other feminist organizations in their aspirations to do similar work. Our team will dedicate their time over the next four years to helping feminist agencies across Ontario to engage men and boys in the work to prevent gender-based violence.

Our corporate training program #RaisetheBar brought on a new Workplace Equity Educator this year. #RaiseTheBar offers corporate training opportunities that focus on prevention and response to sexual harassment in the workplace, balancing legislative responsibilities with trauma-informed, survivor-focused education and policy review.

Our program is grateful for the funded partnerships we have with our major post-secondary institutions - Conestoga College, the University of Waterloo, and Wilfrid Laurier University. We are also thankful for honorariums that community organizations contribute for professional development training delivered by SASC; these contributions support wrap-around care for survivors and essential prevention education.



*"The healthy relationship presentations by Sarah covered a number of topics related to consent, boundaries, and internet awareness in a way that was informative and engaging...This is a critical topic for this upcoming generation, and I hope this wonderful resource is available in future years."* – GRADE 4/5

TEACHER



**BY ANDREA ARTHUR-BROWN**

DIRECTOR OF SERVICES

## Family Court Support Program

The Family Court Support Program continued to deal with the challenge of meeting the increased demand for service. The pandemic backlog of court hearings and changes to the divorce act contributed to a 49 per cent increase in service to women, trans, and non-binary folks who received support. In this program, we were proud to be able to respond to most requests for support within 48 hours.

Over the past year, unsolicited feedback about this program found its way to SASC through various channels. Some of the comments in a focus group described the program as a turning point, a lifeline, and indispensable. For some of the participants, support from the program was the only aspect of their journey that they considered helpful and supportive.



*"Really, for women like me, you are heaven-sent. This entire court process is so exhausting and mentally challenging, and then to also deal with an ex-partner who is violent and abusive...well, it increases fear and other emotions. To know that you do not have to face this challenge alone, that there will always be a kind face waiting for you when you walk through the big doors into an intimidating building and situation, brought me so much calm and relief that it is hard to put into words. Every time I had a question, big or small, you answered with clear and direct direction and advice. This is a gift of a resource that I hope can continue."* – SERVICE USER



**BY NATALIE PERSAD**  
SEXUAL VIOLENCE LEGAL  
ADVOCATE

## Sexual Violence Legal Advocacy Program

With financial support from The Law Foundation of Ontario, this year we were pleased to announce the launch of a precedent-setting, pilot program at our Centre - the Sexual Violence Legal Advocacy Program.

Introduced in October 2021, this program supports survivors of sexual violence in seeking the justice they deserve. This free service is open to all genders and includes case management, individual advocacy, assistance with documents, and court accompaniment.

Thus far, our program has worked with 68 clients, all with varying needs for support around legal issues – criminal and civil. At their request, we have facilitated several reports to the police and accompanied survivors to the police station to make reports.

Some clients have been happy with one or two conversations seeking to understand the system and their options, while others have requested regular support as they explore options, or as they navigate the justice system.

In one situation, we attended court to support a client testifying about the assault she endured. It was challenging when the offender was acquitted. However, the client reflected on the experience and said that having access to our Sexual Violence Legal Advocacy Program gave her “the confidence and knowledge of what to expect, so just getting into the courtroom felt like a victory and a weight lifted off of me.”

Through this program, we understand that people who reach out with legal questions are also seeking support and affirmation. Everything related to court, legal issues, or police contact can be so traumatizing, especially for clients from disenfranchised communities; walking alongside our clients helps create some balance to that sense of intimidation.

We believe this pilot will demonstrate the ability of this model to improve access to justice for survivors of sexual assault. It is our hope that similar positions could be funded at Sexual Assault Support Centres across the province.



## Support Line and Volunteer Program

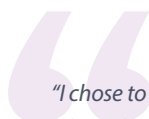
Our volunteers have continued to be an essential support in all areas of our work, including our 24-Hour Support Line, Online Chat service, Public Education Program, and Anti-Human Trafficking Program. By delivering our comprehensive training program in the Fall and Winter months this year, we gained 40 volunteers to support our services.

This influx of new volunteers was especially helpful on our 24-Hour Support Line. We were able to eliminate the need for our staff team to cover the line during working hours. We also successfully grew our backup volunteer list and significantly reduced the number of evening and overnight shifts where staff members were on-call.

This year saw an increase in our Online Chat Support services. With more volunteers, we expanded our hours of operation to run from 9 a.m. to midnight, Monday to Friday. Extended hours have allowed us to offer more consistent, comprehensive support to survivors in our community.

These achievements have had a significant impact on our clients and the community we serve. By increasing the capacity of our frontline crisis services, we have been able to widely support survivors of sexual violence with emotional support, resources, and referrals. We have been able to connect folks with not only internal programming such as counselling and groups, but also relevant community services tailored to their individual needs.

We are continuously amazed by the wide range of support our volunteers provide to survivors. We feel so grateful to see their work each day firsthand.



*“I chose to volunteer with SASC because I believe that everyone deserves a safe space where they feel heard, validated, and supported. A response as simple as “I believe you” can make a difference. I am glad to be a part of the change SASC facilitates within our community!”* – **DAPHNE CECIL, SASC VOLUNTEER**

# SASC Volunteers in 2021–2022

We're inspired by the dedication and compassion of our volunteers, who play a vital role in the delivery of many of our services.

## VOLUNTEER MEMBERS

Aanavi Mudgal	Emma Godin	Lindsay Moise	Shanice Adams
Aileen D'Souza	Emma Kehoe	Lotus Sahanna Alphonsus	Shannon Zintel
Akanksha Krishnan	Gillian (Zilei) Guo	Madison Harper	Sheila Berg-Weir
Alanna Zuber	Giselle Young	Maia Norman	Shirley Lichti
Alley McDonald	Heather Powers	Margo Williams	Sofia Troop
Amanda Vinette	Hilary Potts	Marina Zefferino	Sophie Whitcomb
Amber Patchett	Hope O	Marita Martin	Stacey Champathong
Anise Ebrahimian	Ingrid Berkeley	Marwa Dabbagh	Stephanie Ernst
Antonietta Gutierrez	Jay Michaud	Masa Raskovic	Sultan Daiji
Ashton Pilkey	Jennifer Ullrich	Maureen Long	Sunny Mei
Avneet Dhiman	Jessica Park	Meghan MacMillan	Talia Gellatley
Aysegul Bagci	Jessica Roberts	Melissa Matthies	Tamara Buckley
Bianca Boboc	Josi Pape	Michelle Meggs	Tamara Cooper
Brenda Bredenoort	Julia Lumini	Munaya Nouredine	Tanisha Trivedi
Briana Cunningham	Julie Gillett	Nancy Schnarr	Tanya Lewis
Caitlin Cull	June Dutfeld-Hughes	Natasha Mills	Tara Innes
Caitlyn Jaipersaud	Kaitlyn Roth	Neliah Shapiro	Taylor Damaren
Carla Laubach	Kaitlyn Ulmer	Nichole Mader	Thanuja Selvanayagam
Cassie Myers	Kaleigh Robinson	Nicole Hopper	Tiffany Chen
Ceyda Yetkiner	Kara Jonas	Nicole Ramsoomar	Tina Wallace
Charlotte Baker	Karen Paik	Nicole Walker	Tracey Sebastian
Cheryl Lifford	Kari Hueber	Nina Maness	Trishia Eby
Christie Lim	Kate Blackman	Nithya Abraham	Victoria Seng-Low
Christina Parke	Kathleen Turner	Olivia Hahn	
Cindy Gosso	Katie Henderson	Olivia Yu	
Courtney Bauman	Katie Montague	Qudsia Alvi	
Dana Rourke	Katie Wagner	Rachel Seath	
Dani Tobert	Kayla Arias	Raveena K	
Daphne Cecil	Kayla Hunter	Rebecca Nordquist	
Dawn Freingruber	Keren Mann	Rebecca Rourke	
Deborah Strauss	Konstance Gebhardt	Reid Nold	
Denise Vaz	Kritika Gahlawat	Rosie Samra	
Elise Wan	Krysta Brownlow	Sahara Kular	
Emily Faiola	Laura Black	Sara Graham	
Emily Martins	Laura Coakley	Sarah Ferguson	
Emily West	Laura Wood	Sarah Thompson	
Emma Fazal	Leah O'Reilly	Savannah O'Donnell	
Emma DeRose	Lindsay Goulden	Shae-Lynn Stelmach	

## MALE ALLIES VOLUNTEERS

Anthony Saldutto  
Chris Harrison  
Liam Healey  
Mike Hyde  
Nic Saville  
Phil O'Donnell  
Scott Calway

# Collaboration Highlights

Our Centre collaborates with regional and provincial partners to prevent and respond to sexual violence and to enhance our presence in the community. This year, members of our team were active on the following committees:

**Anti-Human Trafficking Working Group – Ontario’s Ministry of Education**



**Connectivity Cambridge**



**Connectivity KW4**



**Domestic Assault Review Team of Waterloo Region (DART)**



**DART’s Health-Engagement Task Force**

**KW United Family Court Community Resource and Liaison Committee**

**Sexual Assault Response Team of Waterloo Region (SART)**



**SART’s Anti-Human Trafficking Sub-Committee**

**Sex Workers’ Action Network of Waterloo Region**



**SGBV Prevention Sub-Committee at Conestoga**



**WLU’s Sexual Violence Education and Action Group**



**WLU’s Sexual Violence Response Working Group**

**Ontario Coalition of Rape Crisis Centres (OCRCC)**



**OCRCC’s Public Educators Group**

**Parenting Alliance of Waterloo Region**



**The Rainbow Community Council**



**VAW Advocate Case Review – Waterloo Regional Police Service**



**Volunteer Managers’ Network**



# SASC Supporters in 2021-22

## Thank you to our annual funders, including:

**Ontario's Ministry of the Attorney General**, for their support of our Sexual Assault Services, our Male Survivor Program, and our Family Court Support Worker Program.



**Ontario's Ministry of Children, Community and Social Services, via the Provincial Anti-Human Trafficking Coordination Office**, for their support of our Anti-Human Trafficking Program.

**Canada's Department for Women and Gender Equality**, for their support of our Development and Communications Coordinator role, Anti-Human Trafficking Program, and Male Allyship Expansion Project.



**Canada's Department of Justice**, for their support of the #RaiseTheBar Program.

**The Canadian Women's Foundation**, for their support of our Counselling Program and Development and Communications Program.



**The Region of Waterloo**, for their continued support of our Counselling and Public Education Programs.



**The City of Cambridge**, for their support of our Cambridge Counselling Program.



**The Wilfrid Laurier University**, for their support and partnership to ensure Counselling and Public Education is available to students on campus.



**The University of Waterloo**, for their support and partnership to ensure Counselling and Public Education is available to students on campus.



**The Conestoga College**, for their support and partnership to ensure Public Education is available to students on campus.



**The Astley Family Foundation**, for their ongoing support of our Male Allies and Counselling Programs.



**The Kitchener Waterloo Community Foundation**, for their support of our Counselling Program and General Fund.



**The United Way Waterloo Region Communities**, for their support of our Counselling Program.



**The Social Venture Partners Waterloo Region**, for their general support of our programs.



**The YWCA-Cambridge and the Lyle S. Hallman Foundation**, for their support and partnership in our Male Allies Program.



**Libro Credit Union**, for their support of our Anti-Human Trafficking Program



**The Law Foundation of Ontario**, for their support of our Sexual Violence Legal Advocacy Program.



## We also extend our gratitude to:

- 1832 Asset Management LP (Dynamic Funds – Scotiabank)
- Bob and Judy Astley
- Equitable Life of Canada
- Harkins-Manning Family
- Harris Law, Personal Injury Lawyers PC
- Toyota Motor Manufacturing Canada
- Graham Mathew Professional Corporation
- Saav Kitchens
- 570 News, 96.7 CHYM FM, Country 107.6
- Bob Bender Design
- Marketing Magic

## Last, but not least, we thank:

All the amazing individuals and businesses in our community who generously supported our work this year!

Graphic design support for this annual report by Bob Bender Design / [bobbenderdesign.com](http://bobbenderdesign.com)

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Find our Anti Human Trafficking Program on Twitter: [@HTsupportWR](https://twitter.com/HTsupportWR)

Charitable Registration Number: 132274093RR0001