



2022 | 2023 | ANNUAL REPORT



SASC BOARD OF DIRECTORS 2022–2023

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Highlight of Services

24-Hour Support Line

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

Counselling, Advocacy & 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 and non-binary people 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 when harm occurs to the court process and even after the trial has ended. This program offers case management, individual advocacy, document assistance, 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, help with housing, connections to community supports, public education, and outreach.

Public Education Program

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

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Mission, Vision, and Values

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 support. 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-centred, 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 can access. 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 existing barriers 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 to address the root causes of gendered violence and oppression make 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



LISA EVANS
ACTING-PRESIDENT &
TREASURER,
BOARD OF DIRECTORS



Letter from the President & Acting President

DEAR FRIENDS:

You know her. She represents one in three women who will experience sexual assault in their lifetime.

Due to various systems of oppression, if she's Black, Indigenous, racialized, disabled, young, unhoused or a member of the 2S-LGBTQIA+ community, the risk of harm is even greater. In the last year, just over one-third of people reaching out for counselling at SASC identified as racialized, and just over one-third were members of the 2S-LGBTQIA+ community. These members of our community deserve timely, wrap-around care.

The prevalence of sexual violence and its harmful and far-reaching impact on people in our community is undeniable. A day in the SASC office reveals this difficult truth; the phone never stops ringing.

Requests for individual counselling have skyrocketed over just a few years, leading to an unprecedented waitlist in our Individual Counselling Program. Today, over 200 survivors are waiting to speak to a counsellor at SASC.

Our team is striving to meet the demand. However, chronic underfunding at community-based sexual assault centres has led to a care crisis. Despite our team's hard work and advocacy, funding has not kept pace with demand.

In the current climate, each day brings significant challenges and pressures regarding the operations of not-for-profit organizations in our community and their leadership; we are no exception. Our incredible team faces these challenges daily with strength, compassion, resilience, and care.

With much of our focus on addressing ever-increasing service demands amidst dwindling resources, we must remind ourselves to acknowledge the incredible, everyday work accomplished at SASC.

Our counsellor/advocates support survivors through the most challenging time of their lives. Of those we support, 96 per cent have said that their experience at SASC has been healing and that their time with us positively influenced their life.

Our team also works to create social change, bringing sexual violence prevention education into spaces across the region to build a safer community for all. Our public education team took their work across the country this year when they created and facilitated training for a national sports organization, which you will read about in our Executive Director's letter.

Our donors who believe in us and support our mission and vision make this transformational work possible. It's also made possible by funding bodies that believe that survivors of sexual violence deserve timely, wrap-around, and trauma-specific care. In addition, it's made possible by our volunteers, who provide support any time of night or day on our 24-Hour Support Line.

Community supporters like Social Venture Partners Waterloo Region (SVP) also contribute to changing lives at SASC. This year, SVP helped us craft our Circle of Care major gift campaign, which we recently launched to increase individual philanthropy at SASC. Inspired by the tenacity of the women who founded our Centre over thirty years ago, we persist in securing care for survivors. With the Circle of Care campaign, we are turning to our community to help us address the critical funding gap in services for survivors of sexual violence.

If you're in a position to stand with us in solidarity, we invite you to reach out to us.

In gratitude,

Kourtney Parker, President & **Lisa Evans**, Acting-President and Treasurer



SARA CASSELMAN
EXECUTIVE DIRECTOR

Letter from the Executive Director

DEAR FRIENDS:

In a familiar social work parable, a man and a woman spend an afternoon rescuing people from a river. When they stop to ask where all the people are coming from, they head upstream to see an overlook along the river without any warning signs or protective barriers; in other words, a gap is causing people to fall in. This story reminds us that genuinely helping others requires both upstream efforts (prevention) and downstream efforts (direct support).

This year, our team committed wholeheartedly to the lessons from this parable, working tirelessly on upstream and downstream approaches to sexual and gender-based violence.

First, let's reflect on what was happening upstream; in the summer of 2022, Hockey Canada contacted us.

With ongoing revelations that it quietly paid millions of dollars to settle sexual assault claims, the federal government had frozen their funding. Furthermore, most of Hockey Canada's corporate sponsors suspended their relationships with the organization.

With the public's attention to this issue, a national discussion about sexual violence within sports culture grew online and in the media.

SASC's Public Education team, notably our Male Allies Program, leaned into this discussion.

For the last 15 years, our Male Allies Program has been working with men and boys, with their unique ability and responsibility, to end systemic and everyday forms of gender-based violence.

When we launched this program in 2008, we were pioneers. The concept of creating a space for men to learn and grow as allies within a feminist organization was bold.

One of the first things we committed to tackling in our Male Allies Program? We knew there were undeniable problems in male-dominated sports culture that too often resulted in sexual violence. These problems include:

- Dialogue that normalizes aggression, domination and sexism (i.e., 'you throw/run like a girl', 'sissy', 'man up', etc.)
- The degradation of women utilized as a 'bonding tool' for male athletes (i.e., 'locker room talk'), which leads to the normalization of sexual violence. This harm is on a continuum – from sexist jokes and behaviours to harassment and, ultimately, to sexual and physical violence;
- Leadership in the sector that normalizes, condones, and promotes unhealthy narratives of masculinity.

These problems culminate in what we know as rape culture. It is a fact that the harm caused by rape culture in sports organizations and our broader communities predominately impacts women, girls, and gender-diverse people. And because sexism, racism, and colonialism intersect, Black, Indigenous, and racialized women and girls are at even greater risk of harm.

To help shift the culture in sports, Male Allies created anti-sexual violence sports programming called "Leading by Example." We began work with local sports teams, and soon we were developing a curriculum for the Ontario Hockey League (OHL) that still gets delivered to all OHL players annually.

The history listed above is the context in which Hockey Canada, a national organization, contacted us, a community-based sexual assault support centre.

(CONTINUED ON NEXT PAGE)



SARA CASSELMAN
EXECUTIVE DIRECTOR

Letter from the Executive Director *Continued*



Since last summer, we've delivered extensive training to their athletes, coaches, and administrative team. Training has focused on unpacking masculinity, consent, healthy relationships, and being an active bystander.

We've also participated in Hockey Canada's Training Needs Analysis Working Group to encourage a holistic approach to addressing sexual violence moving forward.

Since our work with Hockey Canada began, there's been an influx of sports organizations – locally and nationally – reaching out to us for training and support. They're starting to understand that expectations have shifted; they must address the real issue of sexual and gendered violence within their ranks to build safer communities for all.

SASC also emphasized our downstream work this year; our frontline services continue to feel the residual impacts of the pandemic. Survivors in our community are still reaching out in record numbers for direct support; we know that a 58 per cent increase in requests for help in our Individual Counselling program has led to the longest waitlist this program has ever seen.

Despite this challenging reality, our team continues to work with limited resources to facilitate healing for our clients. Consider that there has been a remarkable 509 per cent increase in participants in open support groups in our Group Counselling program compared to pre-pandemic levels.

Our Group Counselling program, much like our Male Allies program, is innovative and responsive: our Group and Workshop Coordinator designs group themes with the community's needs in mind and includes specific content for Black, Indigenous and racialized survivors and those from the 2S-LGBTQIA+ community.

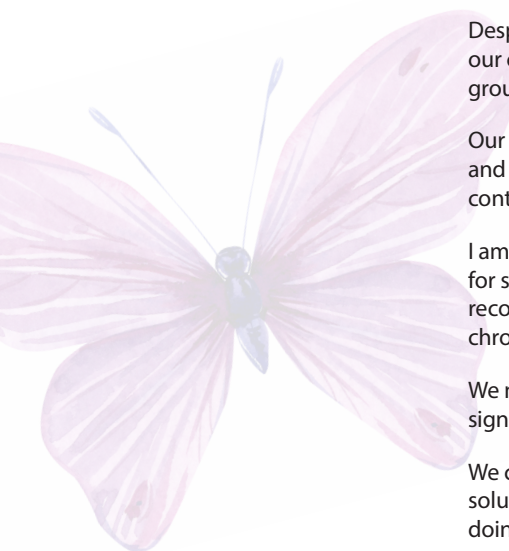
I am so proud to be part of a team that responds to challenges with innovation, grit, hard work, and a heart for social change, healing and justice. Because of their commitment, our upstream work is now nationally recognized, and our downstream work continues to evolve so that survivors have options for care, despite chronic underfunding for our core services.

We need help to continue this work. The demand we are experiencing upstream and downstream is more significant than our capacity.

We call on government and corporate sponsors to re-invest frozen funds from sports organizations into solutions and community care for survivors. The work SASC (and our sister centres across Canada) have been doing to prevent sexual violence and support those impacted by it is critical for the health and well-being of our community. We hope to see this vital work funded appropriately in the year ahead.

Sincerely,

Sara Casselman
Executive Director



Statistical Highlights | 2022-23

Sexual Assault Services

24 Hour Support Line calls and Online Chat supports	1640
Survivors in group sessions	829
Survivors receiving individual counselling	829
Individual counselling/advocacy sessions	3712

Anti-Human Trafficking Program

Survivors of human trafficking who received support	127
Percentage of clients under the age of 18	40 per cent
Percentage of clients under the age of 24	65 per cent
Family members or loved ones who received support	8

Family Court Support Program

Survivors receiving support	249
Safety Plans	18
Court Accompaniments	107

Across Services

Public education workshops	365
Participants receiving public education	9403
Hours worked by volunteers	14,653



Program Reports



**BY SARANYAA
THARMALINGAM**
COUNSELLING MANAGER

Individual Counselling Program

Our Individual Counselling Program continued to experience increased need from survivors seeking specialized, trauma-informed care. While the funding challenges identified in our President’s Letter have constrained our team’s capacity, SASC’s Counsellor/Advocates strived daily to wrap survivors in community care through counselling and advocacy.

This year, service delivery was a focus, with in-person sessions growing after many years of pivoting to virtual and phone appointments due to the pandemic. However, our team learned that phone and virtual sessions allow our clients flexibility and comfort in many situations, so we continued offering these popular options to service users.

The Counselling Manager position, created in the previous fiscal year (2021-22), continued this year and has allowed for increased supervision and support for students, staff, and community partners. With the support of SASC’s Counsellor/Advocates, this position helped move forward the program’s goals, like increasing support for clients who requested a racialized or 2S-LGBTQIA+ identified counsellor.

In a post-service survey conducted this year, clients from equity-deserving groups (Black, Indigenous, racialized, 2S-LGBTQIA+, etc.) shared feedback like “my counsellor understands and supports my intersecting identities” and “I felt connected and understood without having to explain”. Our team will continue to support equity-deserving clients in the year ahead to provide meaningful, responsive care.

In the upcoming year, we hope to work towards servicing clients on our waiting list and training our Counsellor/Advocates in holistic healing modalities to incorporate into their practice here at SASC.



“My counsellor is fantastic and has helped me work through many of my issues that intersect with my sexual assault and to understand how that trauma has reverberated throughout my life.”- SASC SERVICE USER

“My counsellor has helped me so much. She has provided amazing support throughout my time working with her. She is a great listener and provides great advice, tools, help, insights, etc. I have healed so much over time because of her help. Overall, she is great at the work she does, and she is wonderful!” - SASC SERVICE USER

“I immediately felt safe when meeting my counsellor. She is very warm, kind and empathetic. She provides non-judgmental feedback and is helping me reach my goals respectfully and without pressure. She provides appropriate tools to support my journey.” - SASC SERVICE USER



you
are
not
alone!



BY ADRIA JOEL

GROUP AND WORKSHOP
COORDINATOR

Group & Workshop Program

Our Group & Workshop Program is proud of the amount and variety of programming offered this year to meet survivors' needs and facilitate collective healing. Our closed groups (those that span multiple weeks and require pre-registration) included:

- Into the Light: Healing From Child Sexual Trauma
- Healthy Relationships After Trauma
- Disordered Eating After Trauma
- Sexual Healing: Intimacy After Trauma
- Healing Through Storytelling

Client feedback is crucial to the success of these programs; after hearing from our service users, we were proud to extend the times of the above workshops to support those enrolled further.

We know that some survivors prefer to join groups when they feel up to it instead of committing to multiple weeks of programming. Therefore, we continued to offer regular drop-in groups, including:

- Art of Healing, which focused on using expressive arts exercises to facilitate healing
- Shades of the Soul, our monthly group for Black, Indigenous and racialized survivors
- Alone Together: Weekly Check-In Group

The format of open groups allowed flexibility for those who required it due to various factors (scheduling, personal preference, family life, etc.)

SASC also provided several workshops this year. We offered 'Neurobiology of Trauma and Healing' monthly (at a minimum); this workshop explored coping tools and resources useful for survivors waiting to see an individual counsellor. Other workshops we have offered include:

- Understanding Intergenerational Trauma
- Coping With Flashbacks and Nightmares
- Supporters of Survivors
- Say What? Communicating our Boundaries
- Nature Stroll
- Nurturing You, plant art activity for International Women's Day

In addition, we partnered with Wilfrid Laurier University and the University of Waterloo to provide groups specific to students there.

This year we were thrilled to host some in-person groups and workshops after a few years of virtual programming due to the pandemic. In-person programming, like our Nature Stroll, created valuable moments of connection for survivors.

In the year ahead, we look forward to providing more in-person programming options and continuing some virtual offerings, which have been helpful to many survivors in our program. We are also planning a closed group for 2S-LGBTQIA+ survivors. We look forward to continuing to create spaces where survivors in all their diversity can connect, learn, grow, and heal together.

"I am so grateful to the SASC staff for putting these workshops on. I'm also extremely grateful for the brave individuals sharing their private and difficult experiences. I've learned so much and feel more connected to my community. Thank you." – SASC SERVICE USER

"The warm, compassionate atmosphere created by the facilitators allows everyone to feel safe and supported. Everyone should have access to support when needed, and programs such as these enable people who have experienced sexual violence to feel heard and hopeful again. It's these programs that remind me I am not alone, and there is a community of support available." – SASC SERVICE USER

"Once I accepted that I belonged to a group about childhood sexual abuse, I realized I have never felt more understood and supported by a group of people in my life. I learned important and useful strategies about self-acceptance and self-compassion." – SASC SERVICE USER



BY NICKY CARSWELL

ANTI-HUMAN TRAFFICKING PROGRAM COORDINATOR

Anti-Human Trafficking Program

Our Anti-Human Trafficking Program is proud to celebrate five years of service to our community. Looking back, we are humbled to see how this program has grown from a single staff member to a busy team of staff, students and volunteers.

With our program's growth, we continued our daily work of supporting and advocating for survivors and enhanced our ability to address issues such as housing and prevention.

Through our focus on housing, we have made many positive connections with contractors, private landlords, co-ops, and the Canadian Human Trafficking Hotline to increase housing opportunities and ensure smooth transitions. We were also excited to launch a shelter bed initiative with Women's Crisis Services of Waterloo Region (WCSWR), which provided two beds, one at each of WCSWR's shelter, for those experiencing sexual exploitation and trafficking.

Our team's prevention work included facilitating specialized training to community partners such as the Region of Waterloo. In addition, our team updated our human trafficking curriculum, RESET (Recognizing Exploitation, A Syllabus to End Trafficking)—changes to RESET allowed us to modernize language and to more fully reflect an anti-oppressive, anti-racist approach to this work.

Partnerships are an additional area where our work has grown this year; our program partnered with Sunbeam Community and Developmental Services to raise awareness and build capacity in our community regarding the high correlation between sexual exploitation and survivors living with brain-based disabilities such as Fetal Alcohol Spectrum Disorders (FASDs).



Pictured: Stress balls handmade by AHTP survivor to gift to other clients in the program.



"Thank you for committing yourself to helping women like me cope with trauma and fighting the systems that try to keep us down". - SASC SERVICE USER

"I moved in [to my new place]; everything fits, and surprisingly, it fits perfectly. It is just enough for me. Thank you so much; I'm crying. Thank you so much." - SASC SERVICE USER, AFTER RECEIVING SUPPORT FROM PROGRAM STAFF ON SECURING SAFE HOUSING



BY TANEAH UGWUEGBULA

SEXUAL VIOLENCE LEGAL ADVOCATE

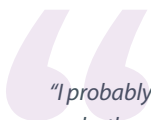
Sexual Violence Legal Advocacy Program

The Sexual Violence Legal Advocacy (SVLA) Program experienced a steep increase in the number of clients we support as they report to the police. To advocate for our clients appropriately, we established an agreement with the Waterloo Regional Police Service (WRPS), allowing program staff to accompany clients during police interviews. Our agreement with the WRPS is a significant improvement; we believe that by intervening at the first step, clients will have a more empowered experience as they proceed throughout the legal process.

The SVLA program made several presentations to community partners, including our local transition house, the Victim Witness Assistance Program (VWAP), Kawartha Sexual Assault Centre, VAW Advocate Case Review Team (WRPS), Women's Crisis Services of Waterloo Region, and Wilfrid Laurier University (Brantford campus).

This program's top services this year were emotional support through the legal system, police accompaniment, consultation (i.e., supporting those with questions about the legal process and their options), court accompaniment and communication assistance between victims and other agencies such as VWAP and the Crown Attorney's office.

We will continue supporting survivors navigating their legal journey and strengthening our partnerships with community organizations to work collaboratively to the survivors' benefit.



"I probably would not have reported my assault to the police if not for the Sexual Violence Legal Advocate's support and guidance. I wasn't sure how to make the report and what would happen if I did. The advocate walked me through my options and helped me feel confident and validated in my choice. I am so grateful to her." - SASC SERVICE USER



BY KARLEY DOUCETTE
PUBLIC EDUCATION MANAGER

Public Education Program

The Public Education Program provided a wide range of inclusive, accessible education delivered in-person and online this past year. While facilitating engaging virtual programming continued to bring with it unique challenges, it gave our team many opportunities to reach new populations.

Our Male Allies Program, which works with men and boys to end systemic and everyday forms of gender-based violence, has grown its profile this year. Training sessions on consent, healthy relationships and healthy masculinity have bolstered this program’s visibility, and program staff have developed expertise trusted by small and large organizations.

In June, Hockey Canada was one such organization that entrusted our Male Allies program with comprehensive training and expertise. Over the summer, Male Allies and our broader Public Education team offered educational sessions to players, coaches, and staff.

We then expanded our relationship with the Kitchener Rangers, which allowed us to extend training sessions and deepen conversations with their players throughout their season.

Relationships with organizations such as the Kitchener Rangers proved mutually beneficial, as demonstrated in our successful application to the Rangers Reach Community Impact Grant this year. Funds from the grant will expand our Leading by Example Sports Program to meet the needs of youth athletes in Waterloo Region. The expansion of this program is critical as we continue to receive a high volume of requests for Male Allies programming from our community.

In 2022-23, our team completed some curriculum revisions, including updates to OHL Onside (for the Ontario Hockey League, in collaboration with our colleagues at the Kawartha Sexual Assault Centre) and RESET (a curriculum on recognizing sexual exploitation, led by the experts in our Anti-Human Trafficking Program).

We also developed new, activity-based consent education programming aligned with the Ontario Health & Physical Education Curriculum for students from JK to Grade 12. This new programming drove an increase in public education requests from teachers, leading to an unprecedented number of school workshops delivered by our team. Our team provided programming in traditional WRDSB schools, alternative education schools such as UTURN, and within the Alternative Continuum of Education (ACE) program.

We look forward to growing partnerships with local school boards, sports groups, community centres, and youth groups in the coming year.



“I learned that any action is better than none. I also learned how to be sensitive to others on the topics presented. You might think that my [lived] experiences would help guide me to do the right thing – but I didn’t realize how uneducated I was until this training.” – BYSTANDER INTERVENTION WORKSHOP PARTICIPANT

“I think the presentation was fantastic and informative, especially [for those] who are young and fresh out of college/university, just started working in the social services field, and not previously exposed to such behaviours.” – WORKPLACE EDUCATION WORKSHOP PARTICIPANT

“I liked how internally consistent the content was. The workshop provided evidence-based, realistic tools for complex and challenging scenarios. There are no magic solutions.” – LEADING BY EXAMPLE WORKSHOP PARTICIPANT

“It’s important to emphasize that no one is trying to erode or eliminate the concept of masculinity; rather, we need to eliminate the extent to which masculinity is used as an oppressive force. So, this part of today’s session was wonderful.” – MALE ALLIES TRAINING WORKSHOP PARTICIPANT





Family Court Support Program

The Family Court Support Program grew this year to include two full-time workers as we continued to see a sharp increase in demand for this service; our statistics note a staggering 90 per cent increase in clients accessing our program since before the pandemic.

With the increase in domestic violence cases, our program's waitlist grew from days and weeks to months. Our team implemented an online workshop for new intakes to address the increased wait times. We are back processing new intakes within days, so survivors seeking family court support receive timely care.

In addition to addressing the increased need for family court support, our program continues navigating a hybrid in-person and virtual court accompaniment system.

Outreach is another area where we have focused our efforts. We continue to offer our Monthly Peer Support Group virtually and provide public information sessions to local agencies.

As our program evolves, both family court support workers have deepened their confidence and understanding of the family court process. We look forward to sharing our knowledge and expertise with clients in the year ahead.

**BY NOURA SAAD AND
DIANNE PILUK,**
FAMILY COURT SUPPORT
WORKERS



"You have an incredible way of making the most broken person feel they are worthy and capable of anything they set their mind to." - SASC SERVICE USER

"I am very grateful to have met you and to have your support in my current situation. As busy as you are, you always make the time." - SASC SERVICE USER

"You are making such a difference to many people's worlds." - SASC SERVICE USER



BY OLIVIA DAVITT
VOLUNTEER COORDINATOR

Support Line and Volunteer Program

The Support Line and Volunteer Program had another great year; our fabulous team of volunteers continued to support various areas of the organization, including the 24-Hour Support Line, Public Education, Groups and Workshops, and our Fundraising Committee and Board of Directors.

Because of the significant number of members of our community who want to donate their time to SASC, we increased the number of training and onboarding sessions from two to three. As a result, we onboarded 70 new volunteers in 2022-2023. We also revamped our training overall to ensure our volunteers receive comprehensive training to provide the best support possible to survivors and their supporters.

In another positive development, we decided to switch from our previous answering service to a new support line system which caters to agencies that provide sexual assault support services. This switch allowed us to streamline the process of accessing support for callers, improve our knowledge of how the support line operates, and ensure a rapid response to calls. The new system also offers many exciting opportunities for growth and new service offerings.

We are so grateful to our team of amazing volunteers for their dedication and service to their community, and we can't wait to see what the next year holds.



"To me, volunteering at SASC means providing a safe and non-judgmental environment for survivors to reach out to. Opening up about trauma can be healing, but it is also difficult to do, and my hope as a volunteer is to assure survivors feel heard, supported, validated and valued." - VOLUNTEER

"It's a beautiful thing to be a part of someone's healing journey, and volunteering with SASC has given me the unique opportunity to do so." - VOLUNTEER

"Helping to lighten the burden that survivors carry has been so rewarding to me, and witnessing their undeniable strength has inspired me to show similar resilience in my own life." - VOLUNTEER

"Volunteering with SASC has provided me with skills that I truly believe everyone should cultivate in their lifetime: compassion, attentive listening, and community care." - VOLUNTEER

"The flexibility that the volunteer roles provide has allowed me to continually support the important work SASC is doing - to ensure there is always an empathetic & nonjudgmental support available when survivors need it most." - VOLUNTEER

SASC Volunteers in 2022–2023

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

VOLUNTEERS

Nithya Abraham	Meher Ghuman	Amanda Moll	Tanisha Trivedi
Kayla Arias	Emma Godin	Reese Mooney	Jennifer Ullrich
Arielle Arnold-Levene	Mya Gosselink	Aanavi Mugdal	Daniela Vanderzand
Aishah Atcha	Cindy Gosso	Jen Mugford	Sana Vayani
Mireya Avila	Gillian Guo	Jaden Mullings	Denise Vaz
Amber Bacchus	Chris Harrison	Teresa Navarro	Melynda Visouvath
Charlotte Baker	Eliza Hayhoe	Rebecca Nordquist	Meagan Walker
Ingrid Berkeley	Katie Henderson	Munaya Nouredine	Elise Wan
Daisy Birch	Emma Higham	Maria Ojaily	Songqin Wei
Michelle Bridgman	Elysse Howard	Carolyn Osborn	Emily West
Juliana Camillo	Amelia Howey	Josi Pape	Jadyn Williams
Daphne Cecil	Chimdira Igboanugo	Chiquitah Paul	Margo Williams
Emily Charman	Kara Jonas	Alexsia Persaud	Nanami Wilson
Tiffany Chen	Madeleine Kenyon	Dakota Piluk-Ostiguy	Giselle Young
Kim Coffin	Kalista Kochanek	Rachel Podaras	Kristen Young
Jacqueline Covey	Hope Kole	Navneet Saini	Olivia Yu
Caitlin Cull	Alison Kolodziejczak	Nancy Schnarr	Amy Zhou
Kristen Dempsey	Akanksha Krishnan	Britt Scowen	
Avneet Dhiman	Rachael Kryskow	Carlee Seiler	
Hayley Dick	Oriel LaFontaine	Thanuja Selvanayagam	
Laura Dyet	Rachel Lee	Sara Sheikh	
Nadia Ebrahim	Shirley Lichti	Jayati Singh	
Trishia Eby	Amanda Lim	Sherry Slejska	
Emily Faiola	Julia Lumini	Jashandeep Swaich	
Kate Flanagan	Nina Maness	Patricia Tasca Santana	
Kennedi Fletcher	Katlyn Melcher	Sarah Thompson	
Oksana Gaiseniuk	Natasha Mills	Dani Tobert	

MALE ALLIES VOLUNTEERS

Daniel Ballantyne
Steve Moores
Anthony Saldutto
Nic Saville

Collaboration Highlights

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



Community Liaison and Resources Committee, KW United Family Court

Connectivity Cambridge

Connectivity

Connectivity KW4

CARIZON

Harm Reduction Partners/Ontario Harm Reduction Network



Hockey Canada's Training Needs Analysis Working Group



Ontario Coalition of Rape Crisis Centres (OCRCC)



Public Educators' Group, OCRCC



Sex Workers' Action Network of Waterloo Region



Sexual and Gender-Based Violence Prevention Sub-Committee, Conestoga College



Sexual Violence Education and Action Group, Wilfrid Laurier University



The Rainbow Community Council



Trans-link



VAW Advocate Case Review, Waterloo Regional Police Service



SASC also co-chairs the Waterloo Region Gender-Based Violence (GBV) Strategy including:

Waterloo Region Gender-Based Violence (GBV) Strategy

GBV Leadership Table

- Sexual Assault Response Team of Waterloo Region (SART)
- SART's Anti-Human Trafficking Sub-Committee
- Domestic Violence Service Coordinating Committee

SASC Supporters in 2022-23

Thank you to our annual funders, including:

Ontario's Ministry of Children, Community and Social Services for their support of our Sexual Assault Services, Family Court Support Worker Program and Anti-Human Trafficking Program.



The Sexual Assault Crisis Centre of Essex County for their support of our Sexual Assault Services (Male Survivors).



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



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

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



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



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



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



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



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



Waterloo Region Community Foundation, for their support of our Counselling Program and General Fund.



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



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



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



With Gratitude to our Donors

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With special thanks to our event sponsors:

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Follow us on LinkedIn: **Sexual Assault Support Centre of Waterloo Region**
Follow our Male Allies Program on Twitter, Facebook, and Instagram: [@MaleAllies](https://twitter.com/MaleAllies)
Follow our #RaiseTheBar Program (Showcase Page) on LinkedIn: [#RaiseTheBar](https://www.linkedin.com/company/sexual-assault-support-centre-of-waterloo-region)
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