

Trauma-informed Community of Practice Meeting




**“Building supports for the GBV
workforce”**

November 6, 2024



Interpretation & Slides




This webinar will take place in English with simultaneous French interpretation.

Important!! You **MUST** select your preferred audio language. To do this, click on the interpretation button →  (on the bottom navigation panel if you are using a desktop.) Then select either  or .

To select the language of your slides, , click the tab that says either “English Slides” or “diapositives françaises” on your screenshare options at the top of your screen.

Interprétation & diapositives

Cette webinaire se déroulera en anglais avec une interprétation simultanée en français.

Important!! Vous **DEVEZ** sélectionner votre langue audio préférée. Pour cela, cliquez sur le bouton d'interprétation →  (dans le panneau de navigation inférieur si vous utilisez un ordinateur de bureau.) Sélectionnez ensuite soit  ou .

Pour sélectionner la langue de vos diapositives cliquez sur l'onglet « English Slides » ou « diapositives françaises » dans les options de partage d'écran en haut de votre écran.



Agenda



1. Welcome
2. “Building Supports for the GBV Workforce” - presentation
by Samatha Fernandes, EVA Canada
3. Small group discussion
4. Knowledge Hub evaluation highlights – Jenna Lopez
5. Fundraising consultation
6. Upcoming events



Welcome Samatha
Fernandes!





BUILDING SUPPORTS FOR THE GENDER-BASED VIOLENCE WORKFORCE



Ending
Violence
ASSOCIATION OF CANADA

Presented by:

Samantha Fernandes, MSW RSW

Nov 6, 2024

BACKGROUND

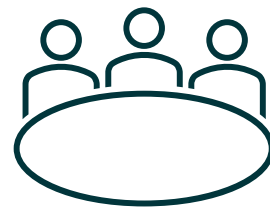
- Introduction to EVA Canada
- GBV Worker Wellbeing project: 2-year project with ongoing work, funded by Women and Gender Equality Canada
 - Focus is on issues affecting the health, safety, and wellbeing of GBV workers across Canada



Ending
Violence
ASSOCIATION OF CANADA

<https://endingviolencecanada.org/>

FACTORS AFFECTING THE HEALTH AND WELLBEING OF THE WORKFORCE



INDIVIDUAL FACTORS

Impacts of trauma exposure (ie vicarious trauma, empathic strain, compassion fatigue), personal trauma history, support network, etc

ORGANIZATIONAL FACTORS

Policies, procedures, organizational culture, leadership capacity, etc

SYSTEMIC FACTORS

Labour market trends, precarious work, perceptions of care work, myths and stereotypes, etc

Systemic factors create the conditions for individual and organizational factors to be exacerbated or addressed

NATIONAL QUESTIONNAIRE ON THE GBV

Completed by **420 GBV Workers** across Canada

Who are
GBV
workers?

Anyone whose paid or unpaid work routinely exposes them to survivors or perpetrators of GBV; the stories of survivors or perpetrators of GBV; and/or the trauma caused by GBV.



THEMES BASED ON VOICES FROM THE SECTOR

GBV workers fill gaps in community services by providing many different types of support, and helping survivors meet complex needs



“The lack of resources available, low-income housing, increase in food expenses, makes our work that much more difficult because the basic needs of many are not met”

Systemic stressors and barriers experienced by survivors are a major cause of occupational stress for workers

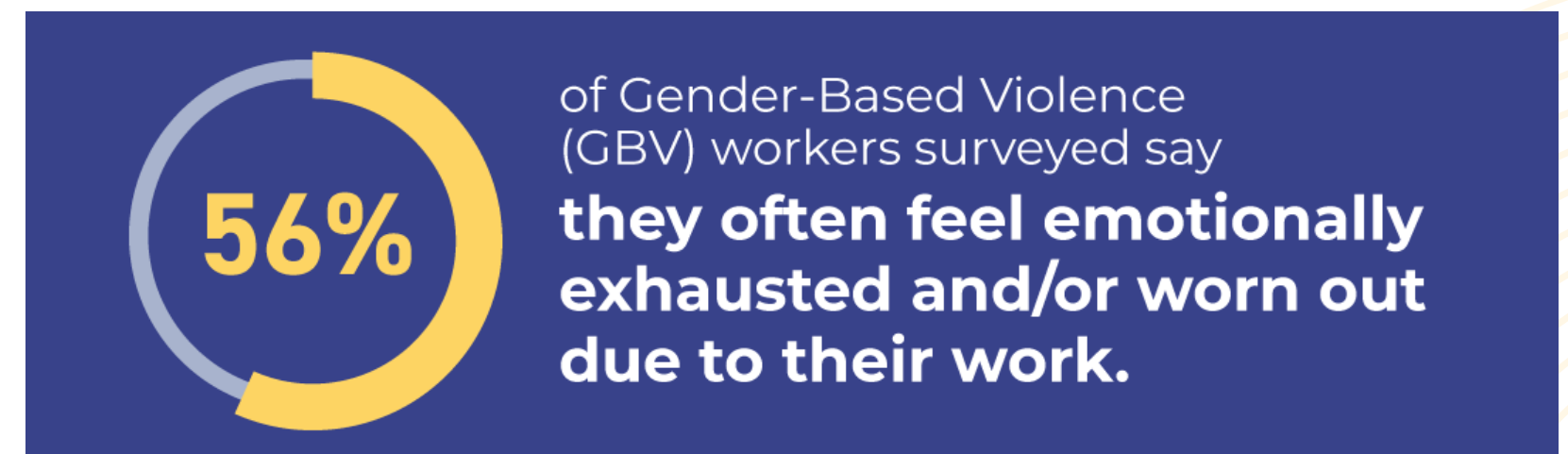
“The lack of resources and the gaps in the system that create more difficulty for victims is what mainly affects my mental health negatively”




A DIVERSE, WOMAN-MAJORITY GBV WORKFORCE



IMPACTS TO WORKERS



WORKING CONDITIONS

1 **in** **3** Gender-Based
Violence
workers 

surveyed do not think they are fairly compensated for the work they do

1 **in** **4** 

Gender-Based Violence Workers
surveyed are worried about
becoming unemployed

1 **over** **3**
in
BIPOC workers

were worried about
becoming unemployed.

Supporting GBV workers can mitigate the negatives of occupational stress and help them thrive

Workers feel positively about creating change at the individual and societal levels

“The fatigue and rough experiences are much easier to recover from with a supportive team”



“While the work can indeed be emotionally tiring, there are also positive feelings associated with supporting survivors and advocacy/education/contributing to positive societal change”



STRENGTH AND RESILIENCE

THE ROADMAP TO A STRONGER GENDER- BASED VIOLENCE WORKFORCE





SYNTHESIS OF RECOMMENDATIONS

Four Areas for Action identified:

1. The GBV sector needs to receive annualized funding in line with other public services, as well as wage, benefit, and pension parity with public sectors
2. Organizations in the GBV sector need to have stable permanent funding
3. A comprehensive GBV workforce strategy is developed which addresses recruitment and retention of workers, fair wages, professional and leadership development, equity, and diversity initiatives
4. Occupational health and safety concerns for GBV workers are recognized, researched, and addressed, including trauma exposure and lack of appropriate mental health supports

THE WORK MOVING FORWARD

- Moving towards putting together a workforce strategy for the GBV sector
- First step will be to define and articulate who we are as a sector by developing a model of our work
 - Focus groups will be held at the end of November
 - Please consider signing up and share with your networks!



Focus groups will be held in English. However we recognize that there are unique needs in Francophone communities and invite Francophone service providers to contact us to share your perspectives

Mapping the Gender-Based Violence Sector




Do you work in the area of domestic, sexual, or gender-based violence (GBV)? Would you like to contribute to a national project to build a model of the GBV sector? Join one of our focus groups to share your thoughts and have your voice heard! We are looking for front-line workers, educators, researchers, administrators, and leaders from the GBV sector to inform a national initiative.

Front-line workers, educators, researchers, administrators or other type of workers, register for:

- **November 18, 1-3:30pm EST OR**
- **November 19, 3-4:30pm EST**

Leadership roles, including supervisors, managers, and executives, register for:

- **November 25, 1-3:30pm EST OR**
- **November 26, 3-4:30pm EST**

[**Sign up here**](#) 



While focus groups will be in English we recognize the unique needs of Francophone communities and invite Francophone service providers to contact us to share your perspectives.

Contact:
[**fernandes@endingviolencecanada.org**](mailto:fernandes@endingviolencecanada.org)

Cartographier le secteur de la VFG



Travaillez-vous dans le domaine de la violence conjugale, sexuelle ou fondée sur le genre (VFG)? Vous souhaitez contribuer à un modèle national destiné au secteur de la VFG? Rejoignez l'un de nos groupes de discussion pour partager vos idées et faire entendre votre voix! Nous recherchons des intervenantes de première ligne, des éducatrices, des chercheuses, des administratrices et des leaders du secteur de la VFG afin de contribuer à une initiative nationale.

Intervenantes de première ligne, éducatrices, chercheuses, administratrices ou autre membre du personnel luttant contre la VFG, peuvent s'inscrire le:

- **18 novembre, de 13h à 15h30 (HNE) OU**
- **19 novembre, de 15h à 16h30 (HNE)**

Les leaders, y compris les gestionnaires, les cadres, ou les personnes occupant un poste de supervision peuvent s'inscrire le:

- **25 novembre, de 13h à 15h30 (HNE) OU**
- **26 novembre, de 15h à 16h30 (HNE)**

[**Inscrives-vous ici**](#) 



Les groupes de discussion se dérouleront en anglais, mais nous gardons en tête les besoins particuliers des francophones et nous invitons les prestataires de services de ces communautés à nous contacter pour nous faire part de leurs points de vue.

Contact:
[**fernandes@endingviolencecanada.org**](mailto:fernandes@endingviolencecanada.org)



QUESTIONS/COMMENTS?

THANK YOU!

Samantha Fernandes, MSW RSW
Project Manager

fernandes@endingviolencecanada.org



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Q&A

Large Group Discussion



Midterm Evaluation of the Trauma-Informed Community of Practice (CoP)

**Presented by Jenna
Lopez**



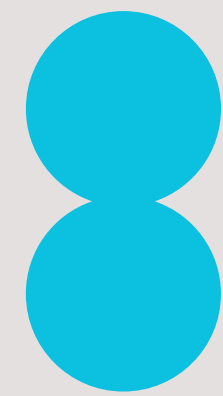
Purpose and Methods

- **The evaluation aimed to:**
 - **Evaluate the Knowledge Hub's effectiveness in facilitating CoP activities.**
 - **Understand how CoP members are experiencing value from their participation.**
- **Mixed methods approach**
 - **22 survey respondents(47.8% response rate)**
 - **3 Focus groups with a total of 9 participants**



Key Findings

- **High Engagement and Satisfaction**
- **Community and Connection**
- **Professional Growth**
- **TVI Approach**



Challenges and Areas for Improvement

- **Need for more time to share experiences across projects**
- **Sustainability**



Recommendations

1. Enhance Meetings

2. Support for Financial

Sustainability

3. Continue commitment to TVI

Principles



Conclusions

- **The CoP is making a positive impact, fostering a collaborative and trauma-informed community.**
- **Implementing the recommendations from this evaluation will help sustain the CoP's effectiveness and prepare it for long-term impact.**

Small Group Discussion



SYNTHESIS OF RECOMMENDATIONS

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4. Occupational health and safety concerns for GBV workers are recognized, researched, and addressed, including trauma exposure and lack of appropriate mental health supports

FREE Fundraising Consultation w/ Capital W

To access free 30-minute fundraising consultation
with capitalW email

Niti Bhotia - niti@capitalW.ca

Upcoming Events

1. Community of Practice Meetings

- January 22, 2025 @ 1pm
- March 5, 2025 @ 1pm

2. Sustainability Working Group

- December 4, 2024 @ 1pm
- January 15, 2025 @ 1pm
- February 12, 2025 @ 1pm

Upcoming Events



LN and KH Webinars [Upcoming Webinars | Webinaires à venir - Learning Network - Western University \(gbvlearningnetwork.ca\)](#)

November 19, 2024 - Addressing challenges faced by deaf women experiencing gender-based violence.



Upcoming Events

Knowledge Hub Presents!

David Burnes & Andria Allen

RISE: Toward Evidence-Based Elder Mistreatment

Prevention and Response

December 10th @ 1pm



Upcoming Events



Knowledge Hub Presents!

January 14, 2025 – Art et contes

February 2025 - Cross-sectoral collaborations

(Traumatic Brain Injury)

March 2025 – to be confirmed

April 23, 2025 – STEP project





Knowledge Exchange (2 days, in person)

November 2025

Dates to be confirmed,

Possibly Toronto



Thank you!

"See you...."

