

# THE NATIONAL GENDER-BASED VIOLENCE SETTLEMENT SECTOR STRATEGY

Building Capacity & Collaboration

Pathways to Prosperity Virtual Series  
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..... INITIATIVE TO END .....  
GENDER-BASED VIOLENCE



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**Valérie Auger-Voyer (she/elle)**

Stakeholder Engagement & Advocacy Coordinator  
Coordonnatrice des partenariats et des efforts de  
revendication

Ending Violence Association of Canada | l'Association  
canadienne pour mettre fin à la violence

**Kathryn Bates-Khan (she/her)**

GBV Project Manager  
YMCA of Greater Halifax/Dartmouth,  
Centre for Immigrant Programs

**Charlene Connors (she/her)**

Counselling Manager, BSW, RSW  
Elmwood Community Resource Centre (ECRC) &: The  
Canadian Immigrant Settlement Sector Alliance –  
Alliance canadienne du secteur de l'établissement des  
immigrants (CISSA-ACSEI)

**Briana Miller (she/her)**

Coordinator  
NS Gender-Based Violence Prevention Project &  
Champion Network for the GBV Settlement Sector Strategy  
YMCA of Greater Halifax/Dartmouth,  
Centre for Immigrant Programs

**Margarita Pintin-Perez (she/her)**

Senior Coordinator, Initiative to End Gender-Based  
Violence  
OCASI - Ontario Council of Agencies Serving Immigrants

# Welcome and Objectives



- Identify Sexual and Gender Based Violence (SGVB)
- Key Approaches in this work - a trauma and violence informed lens
  - Strategies for creating emotionally safer spaces
- Provide practical tools and resources
- Offer Best Practices with Disclosures Individually or in Group
- Considerations when working with newcomers
- Explain risk factors and barriers to accessing services
- Know how to find additional training and resources

# What Do You Do For Self-Care?

## Ice-breaker



Self-care can be used as a preventative measure to avoid burnout and compassion fatigue



Compassion fatigue is a sense of hopelessness about the possibilities to make change for an individual or communities



Burnout results from stresses in the work environment and its impacts can be serious





# What is Gender-Based Violence (GBV)?

Gender-based violence (GBV) is violence that is committed against someone based on their gender identity, gender expression or perceived gender.

Sexual and gender-based violence (SGBV) refers to any act that is perpetrated against a person's will and is based on gender norms and unequal power relationships. It encompasses threats of violence and coercion.

United Nations High Commission for Refugees [UNHCR](#)

**GBV is not unique to any community  
but rather affects all communities.**



# GBV disproportionately impacts women & girls globally

**Violence against women** – particularly intimate partner violence and sexual violence – is a major public health problem and a violation of women's human rights:

- Global estimates published by the World Health Organization (WHO) indicate that about **1 in 3** (35%) of women [worldwide](#) have experienced either physical and/or sexual intimate partner violence or non-partner sexual violence in their lifetime.
- One **woman or girl** is killed every other day on [average](#) in Canada. About once a week, a woman is killed by her male partner **in Canada**.
- In a [single day in 2019](#), over **1800 women** and **1500 children** were staying in **shelters or transition houses**.



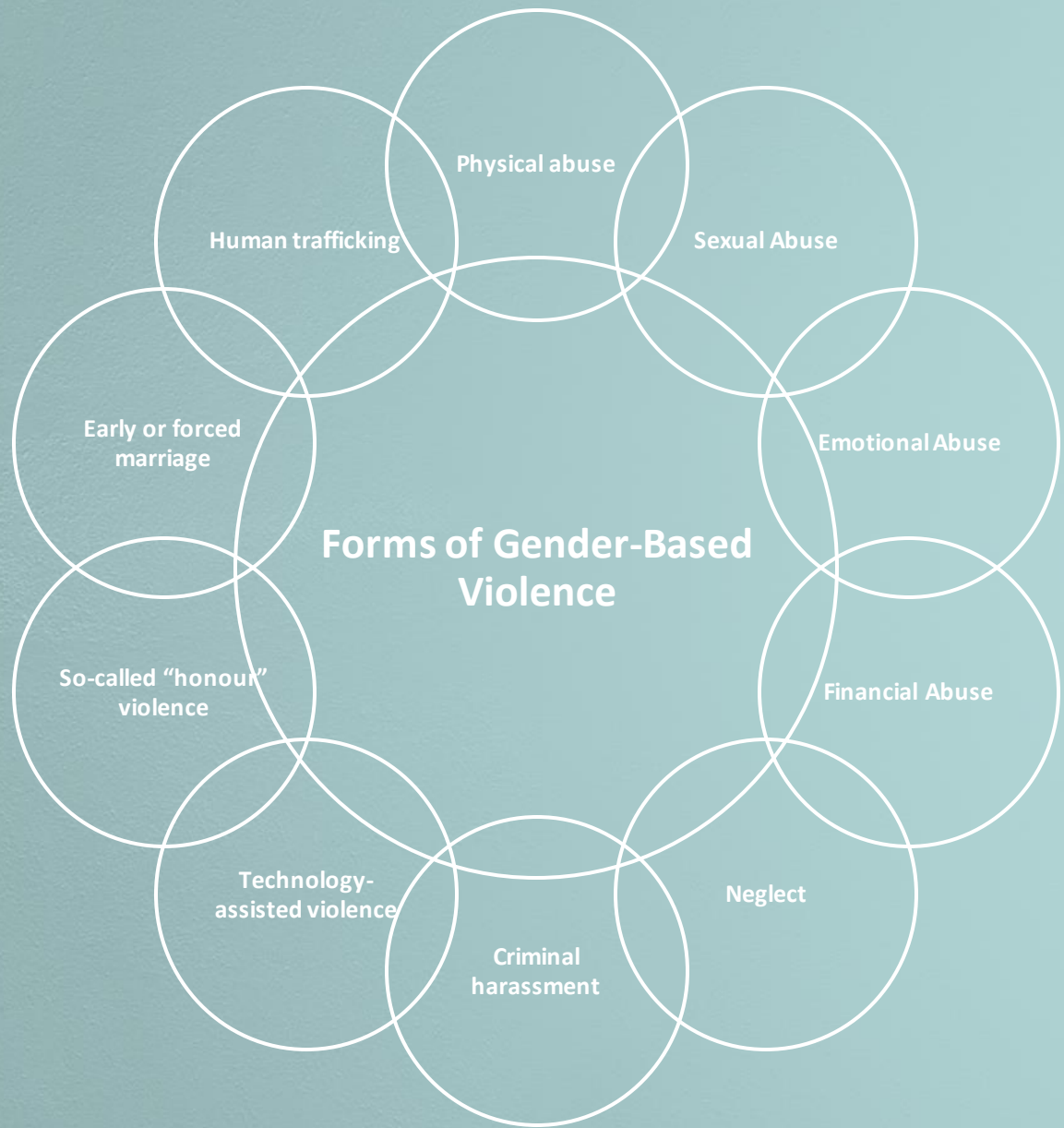


While newcomer women and girls do not report higher rates of GBV, they may be at a higher risk and less likely to report violence because of barriers to accessing services:

- Isolation
- Racism
- Language and cultural barriers
- Economic dependence
- Lack of knowledge about community resources
- Immigration status concerns
- Fear of stigma from their community
- Fear of racism from service providers
- Concern for their family in a new community
- Lack of awareness and accommodation for religious and cultural differences









# 5 Key Approaches in this work:

1. Intersectionality
2. Anti-oppression
3. Anti-racism
4. Trauma & Violence Informed
5. Cultural Humility & Cultural Safety

- **How** we interact in client-focused ways involves **key approaches** that are essential.
- They are important in working with newcomers, immigrants and refugees because they can reduce barriers, increase our understanding and empathy and promote equity in our services.







# 1. Intersectionality

This visual tool illustrates the concept of **intersectionality**:

- The innermost circle represents a person's unique circumstances.
- The second circle from inside represents aspects of identity.
- The third circle from the inside represents different types of discrimination/isms/attitudes that impact identity.
- And the outermost circle represents larger forces and structures that work together to reinforce exclusion.

The Canadian Research Institute for the Advancement of Women (CRIA-W-ICREF)







## 2. Anti-Oppression

**Anti-Oppression** refers to strategies, theories and actions that challenge socially and historically built inequalities and injustices that are ingrained in our systems and institutions by policies and practices that allow certain groups to dominate over other groups.

- **Connects** the causes of personal and social problems to society's broader social and economic structures.
- **Recognizes** the role of societal structures in creating the personal problems that both individuals and marginalized communities face.

**Anti-oppression is important for making choices about how to give, share and use power to assist and act in solidarity with people who are marginalized.**





## 3. Anti-Racism involves:

- Understanding how race and racism negatively effect racialized peoples at all levels  
**Interpersonal – Institutional – Systemic**
- Examining power imbalances between racialized and non-racialized peoples - including how they offer advantages to those in power
  - (ex. gov't, law, education, private sector-big businesses)
- Developing actions and strategies to eliminate or address racism.



## 4. Trauma & Violence Informed Approaches

Trauma and violence informed approaches are policies and practices that recognize the links between violence and trauma causing negative health outcomes and actions.

**Recently this concept has been expanded to include violence informed approaches – to emphasize the connections between trauma and violence**

### **Examples:**

Acknowledge causes of trauma without probing. Clients do not need to disclose what may have happened to them for you to help them.

Communicate in non-judgemental ways so that people feel deserving, understood, recognized and accepted.

Pay attention to welcoming intake procedures and signage, comfortable physical space, consideration of confidentiality. These can be communicated in conversations through opening with-what clients can expect in terms of confidentiality, their rights and inclusion for example: accessibility and 2SLGBTQQIA+ positivity.

These approaches increase wellbeing, control and resilience for people who are looking for services related to experiences of violence or have past experiences of violence.





# The Triple Trauma Paradigm

**Describes the three phases of traumatic stress during the migration process often but not exclusively experienced by refugees and asylum seekers.** (Congress & Gonzalez, 2013)



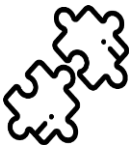
## **The Pre-Flight**

Disruption, secrecy, fear, traumatic events



## **Flight**

Food insecurity, separation, lack of trust



## **Resettlement**

Cultural isolation, loss of status, limited social support



# 5. Cultural Humility & Cultural Safety

**Cultural Humility** involves a process of **education** and **self-reflection** to understand personal and systemic biases and to develop and maintain respectful processes and relationships based on mutual trust. Cultural humility involves acknowledging oneself as a learner when it comes to understanding another’s experience.

“Culturally safe approaches are those that recognize and challenge unequal power relations between service providers and survivors by building equitable, two-way relationships characterized by respect, shared responsibility, and cultural exchange. Survivors must have their culture, values and preferences taken into account in the provision of services”

SOURCE: Government of Canada (2017). “It’s Time: Canada’s Strategy to Prevent and Address Gender Based Violence- Fact Sheets.”

Centering the client means understanding culture:





# Pause & Check In



# Using a Trauma and Violence-Informed Lens



**Being trauma and violence-informed means being aware of the connection between trauma and violence and their impacts in people's lives.**

**Using this approach allows us to minimize the risk of re-victimizing survivors of violence when delivering services.**

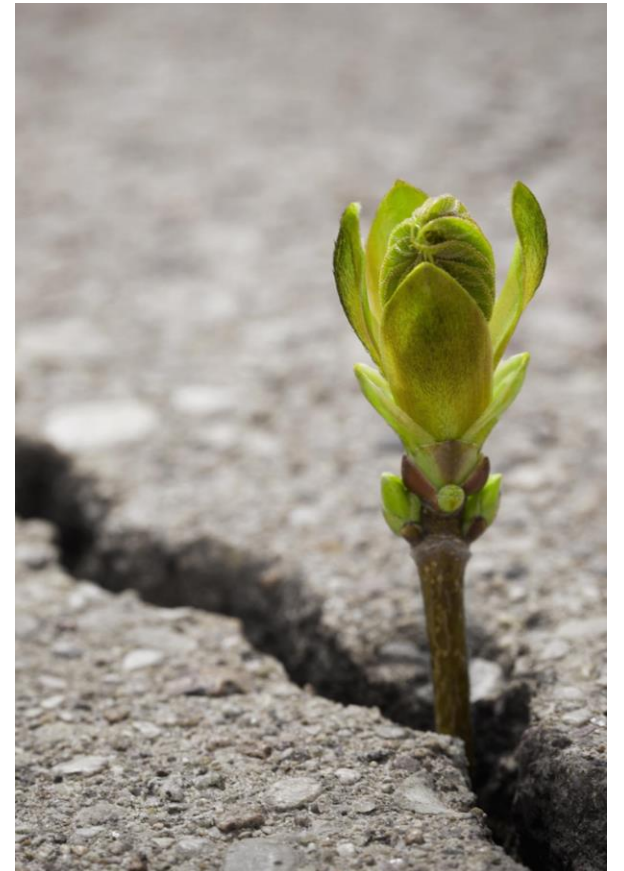


# Being Trauma-Informed

- The goal is to minimize harm, *not* to treat trauma.
- Work to enhance safety, control, and resilience as a universal practice for all programs and services.

“These approaches benefit everyone, whether or not they’ve experienced trauma in their lives, or their personal history is known to service providers”

[\(PHAC 2018\)](#).



# Understanding Trauma

“A traumatic event involves a single experience, or enduring repeated or multiple experiences, that completely overwhelm the individual’s ability to cope or integrate the ideas and emotions involved in that experience” ([Toolkit 2013](#)).

- Not determined by the event, but by an individual’s experience of the event.
- Often causes feelings of shame, due to sense of powerlessness that it creates.
- Services that are *not* trauma-informed can mirror dynamics of power and control experienced.





# Trauma & Learning

- Trauma can have lasting effects on learning.
- “In order to learn, we need spaces that feel safe and welcoming. We need to be able to take risks and take in new information. We need to be able to both focus and relax” ([Bow Valley](#) 2017).



# Trauma-Informed Facilitation for Group Programs



## What steps can we take to prepare?

1. Self-awareness
2. Acknowledge the pervasiveness of trauma in society
3. Making the training universally accessible
4. Take steps to avoid re-traumatizing participants



# Creating an Emotionally Safe Space

- ▶ Making group guidelines together and checking in on them regularly
- ▶ Having two facilitators when possible
- ▶ Include a trigger warning
- ▶ Plan for what to do if triggered
  - Encouraging participants to step away for a moment
  - Encouraging participants to engage in their self-care techniques
  - Providing opportunities for ongoing support



# Use of Language

**Be mindful of the language you use. Certain terms can unintentionally reinforce harmful myths and stereotypes.**

- Consider the Canadian Language Benchmark (CLB) level of participants
- Keep language simple and straightforward
- Match the language the client uses to refer to themselves and the perpetrator
  - They are unlikely to use terms such as 'victim', 'survivor', 'abuser', 'attacker'
  - They are likely to use words such as 'my ex', 'my spouse'
  - When in doubt, use neutral, person-centered language such as 'partner', 'person who caused you harm', 'person who experienced violence', 'spouse', 'they', etc.

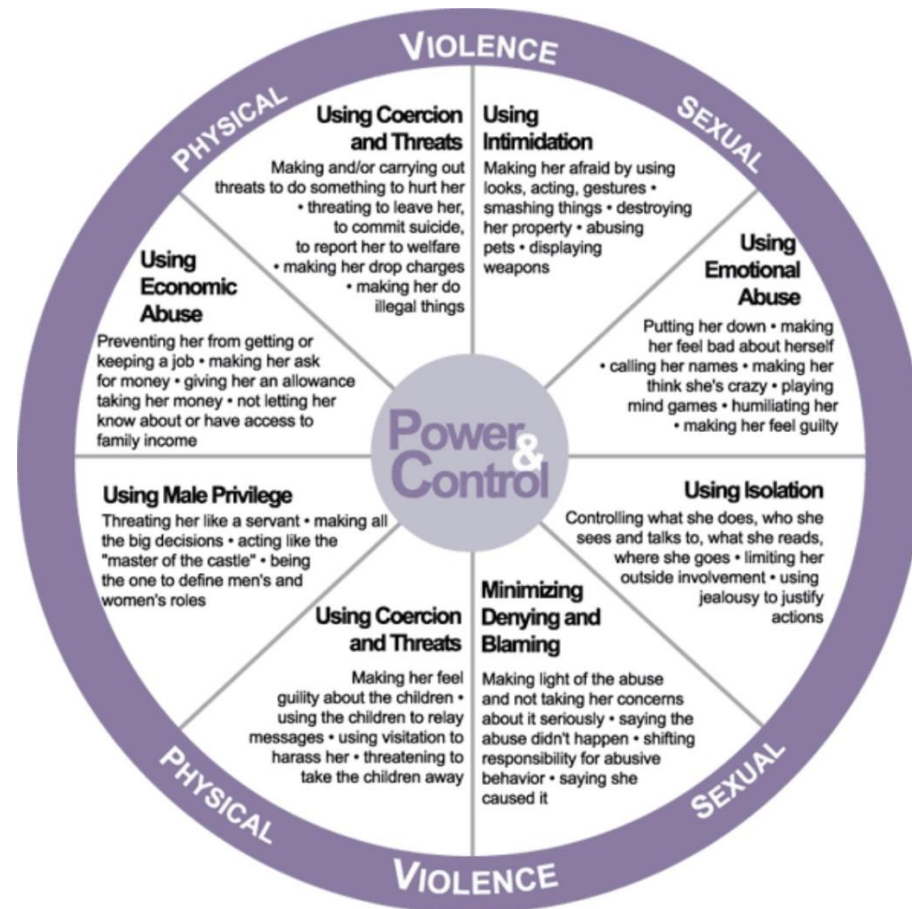




# Best Practices for Disclosures Individually or in Groups



# Understanding the Dynamics of IPV



**GBV is about exerting power and control over someone due to their gender and/or other related factors.**

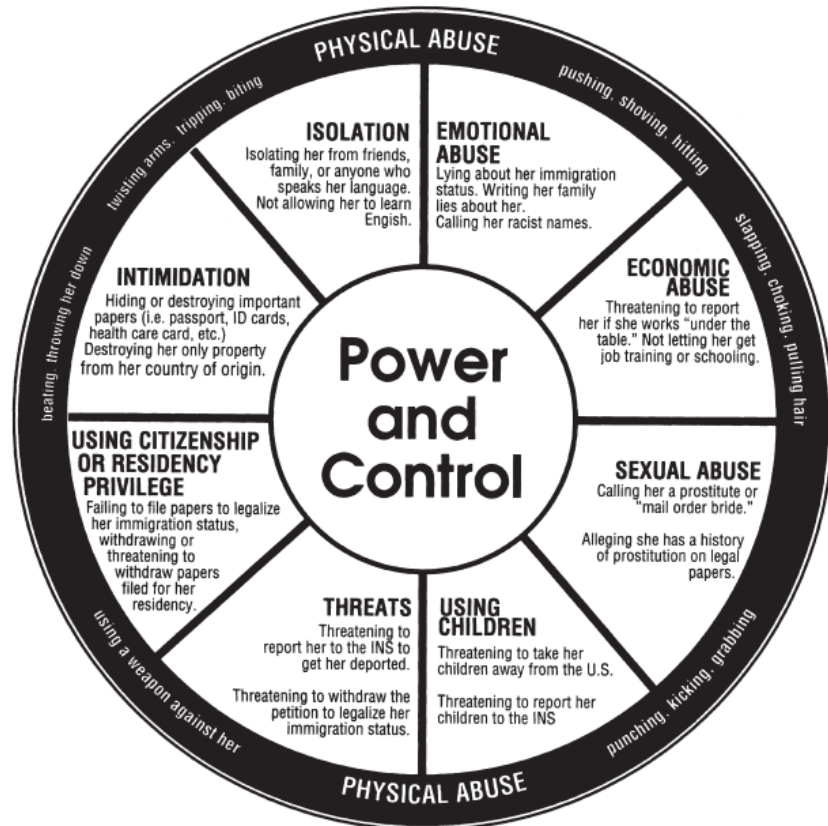
**Violence is on a continuum and is not restricted to physical assault.**



# Power and Control Wheel for Immigrant Women



Forms of Domestic Violence that Women Experience  
Immigrant Women



Immigrant Women are not a homogenous group. Newcomers to Canada have different countries of origin, backgrounds and experiences.

These examples of the ways different forms of abuse are perpetrated are part of the whole picture of understanding what is happening specifically and how to support the client with safety planning.

The women's violence risk factors wheel later in this presentation is another tool for service providers to understand how individuals may experience patterns of power and control based on their intersectional identity and the systems and services they interact with.



# If a Disclosure is Made...

In a group setting, a disclosure may look like:

- Sharing a story of violence
- Asking if a specific event in their life would be considered GBV
- ✓ Show empathy: Validate the participant's experience
- ✓ Ensure safety/confidentiality: Invite them to a private space to discuss further

***"Thank you for sharing your experience. It sounds like that may have been GBV and I would like to extend an invitation to talk about this further in private."***



# Ensuring Confidentiality in a Group Setting

Reach out to the participant to encourage a **private discussion**. Ideally there are two facilitators to allow follow up facilitation.

## **You can:**

- Take the participant to a private room
- Offer to call them after the workshop
- Use a breakout room to speak with the individual privately

Discuss the **limits of confidentiality** as you begin to address the disclosure. Inform the participant that if there is a threat of harm to a child, you may have a duty to report.



# Steps to Take after a Disclosure in Group Programming

In the context of a disclosure during/after a workshop, **if you have limited time** and cannot receive the full disclosure or go in-depth into safety planning, pull the participant aside and:

1. Reassure them that there is help available
2. Make a follow up appointment with them, or a referral
3. Ask if their number is safe to call - if not, is there another way to communicate?
4. Ask if they feel safe where they are staying, and if not, whether they would like to access a shelter
5. Provide a 24hr helpline number

**Remember:** This could be your only opportunity to intervene.



# Responding in a Trauma and Violence - Informed Manner

1. Listen without judgement
2. Believe the survivor and validate them
3. Stay calm, avoid strong emotional reactions
4. Tell them it is not their fault
5. Provide choices
  - Resist the urge to 'rescue' them, avoid replicating controlling behaviors
  - Empower the client to make their own choices by providing options
6. Reduce the number of times a client has to tell their story



# Responding in a Trauma and Violence - Informed Manner

## 7. Be patient and respect the client's rhythm

- They may not want to call the police
- They may not want to leave the relationship
- Recognize the complexity of relationship dynamics, power and control
- Average number of times someone goes back to an abusive relationship: 5-7 times
- Gaslighting (they may not see the situation clearly, blame themselves)
- Stigma and shame



# Responding to Disclosures



## **AVOID**

Asking ‘Why’ questions that reinforce harmful myths and may cause further harm, such as:

- “Why didn’t you just leave?”
- “Why were you out at night?”
- “Why didn’t you fight back?”

## **DO**

Ask ‘How’ questions that enable the survivor to explore and make their own choices:

- “How can I help you?”
- “How do you want to go about this?”
- “How are you coping?”

# Safety Planning







# What is Safety Planning?

## **Safety Planning**

Supporting a person who is disclosing violence and evaluating their safety is an important step in the intervention process.

The purpose of a safety plan is to map out the steps a person should take to ensure their safety during a violent situation.

## **Recognizing danger**

Some common elements in a safety plan are designed for the victim/survivor to recognize the danger they may be in.

# A Safety Plan Usually Includes:

- Exploring the client's current situation and risks
- How to escape danger, personal safety including internal and external resources
- Safety when preparing to leave
- Safe places to go
- Safety tips in the home, if a survivor is living with an abuser
- Safety if the survivor is living apart from the abuser
- Creating a safer environment: in their community, at work, safety on the job and in public
- Safety planning in rural or remote areas
- Safety with a restraining order, safety with a court order
- An emotional safety plan
- Child's safety plan
- What to do during a violent incident
- Cyber Safety
- Knowing who to call
- There are safety plan considerations for specific forms of abuse

For example, [economic abuse](#)

There are many templates for safety planning, look to your provincial shelters, women's centres, and victim's services.







# Risk Assessment Factors

## Example of Risk Factors:

- The relationship is in the process of, or has recently broken down
- Escalation of violence
- Threats to kill
- Strangulation
- Sexual violence
- The survivor is being stalked
- Loss of employment
- Mental health problems and/or substance use
- Violence during pregnancy



# If there is a Crisis

**If there is a potential crisis or immediate danger these are some important things to know:**

**If a client is in crisis**, there are 24/7 telephone supports available in different provinces and communities.

Access 24 hour IPV hotline Provincial or Territorial. If they are in immediate danger or have a medical emergency, call 9-1-1 **Fire/Ambulance/Police**

**Convincing them to leave isn't always the best.**

Come up with a safety plan and resource connections they can use. Domestic violence is complex and risk of harm often increases when the survivor leaves without a plan.

**Suggest they have a friend or neighbor they can signal with a code word.** Choose and agree on a random code word like “pen,” or a hand signal to let them know you are in danger and to call the police.

**Suggest they have a “go,” bag** In case they need to leave in a hurry to find safety, pack a go bag; include clothing, spare keys, list of prescriptions, copies of important documents and other items needed if unable to return home.

**Encourage De-escalation**

Try to avoid getting into arguments, have specific reasons to leave the house if needed.

**For anyone who may know or be concerned about someone who is at risk of violence, you too can play an important role in keeping others safe.** Check in on someone you're worried about by phone or **virtually** rather than simply through text.



# Offer Encouragement

- It is important to remember that **every person's situation is unique** and that the support person can't know exactly what someone is experiencing.
- It is important to support the victim/survivor of any form of GBV using a **non-judgemental approach** to foster a supportive, trusting relationship.
- **Patience** is essential when supporting a person who is being abused. If a client decides to leave it may take time.
- In **checking in on risk** it may be helpful to ask closed ended questions from time to time: i.e. do you need me to contact someone? do you need me to call 911?



**“I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”**

**- Maya Angelou**

# Additional Considerations when working with newcomers and best practices







## When Working with Newcomers, Immigrants & Refugees:

- We may be recipients of a disclosure
- We may see signs and symptoms of GBV and need to know how to respond
- We can be proactive in providing information and orientation about GBV
- We can reach out to other service providers and work on collaboration

Clients receive a lot of information in the settlement process. This is not always processed right away. Build into the process, opportunities for review and clarification.



# Strategies

## Educate Yourself and Others

- ✓ Be aware that you could recognize signs of GBV or receive a **disclosure** at any time especially during
- ✓ Incorporate **GBV awareness** into your regular programming and into your discussions including informal opportunities and within language classes, skills workshops and currently on the phone or on-line.
- ✓ Regularly refer to information related to identifying GBV and **maintain skills** with respect to this issue.
- ✓ Become aware of **abusive behaviours** such as spreading rumors to dishonour the woman/partner or threatening to destroy their passport. (violence may look different)
- ✓ Due to the uncertainty of being in a new country coupled with the possibility of losses experienced throughout the resettlement journey, the victim/survivor may find a sense of security within the relationship and **seek to protect themselves** and children from the risk of future difficulties, hardship, or losses.



# Immigration-related Vulnerability

Newcomers and refugees face many of the same types of family and GBV as others. They also face additional types of violence such as immigration-related abuse. Immigration status not only heightens vulnerability to violence but it can also worsen the nature of the violence experienced.

## For example:

- **Immigrants** with status can face manipulation by their partner or other family members in ways that are tied to their newcomer experience. For example, they may be prohibited from learning English or French, socializing with others, from working, or having access to community programs and legal information which further isolates them.
- **Non-status individuals** face extreme vulnerabilities as they do not have any legal status. They are more reluctant to call the police as they fear deportation, loss of their children.
- **Refugee-claimants** may not be aware that they can separate their refugee claim from their abusive partner during the refugee process. They may be told by their partners that they can only receive refugee status if they remain in the relationship.



# Barriers to access services



## Challenges



# Risk Assessment Wheel



Created by Nina Condo

**Understanding factors that contribute to risks and vulnerabilities associated with GBV in immigrant and refugee communities.**

**It's important to consider participant risk, safety within the context of social location and the intersecting systems of power.**

**The impacts of GBV on individuals are profound and often have many layers.**



# Considerations When Responding

- ✓ Use simple, easy to understand **language** to facilitate communication. Do not use jargon, abbreviations or complicated language.
- ✓ Try not to make broad **assumptions**, guess what they want to do in any situation or act like an “expert.”
- ✓ Be **non-judgemental**.
- ✓ Ask about children and their **safety**.
- ✓ **Do not minimize** the signs of GBV even though they might rationalize or normalize the violence.
- ✓ Understand the impact of war on refugee families including, in some cases, that violence has **been normalized**.
- ✓ **Dispel myths** about threats of deportation if they do not stay in the relationship or of not receiving funds except through the main applicant.
- ✓ They may not know what options and resources are available. **Collaborate** with other services including anti-violence, women's rights, justice and health services, 2SLGBTQQIA+ supports and provide resources especially multi-lingual ones.





# Considerations When Responding

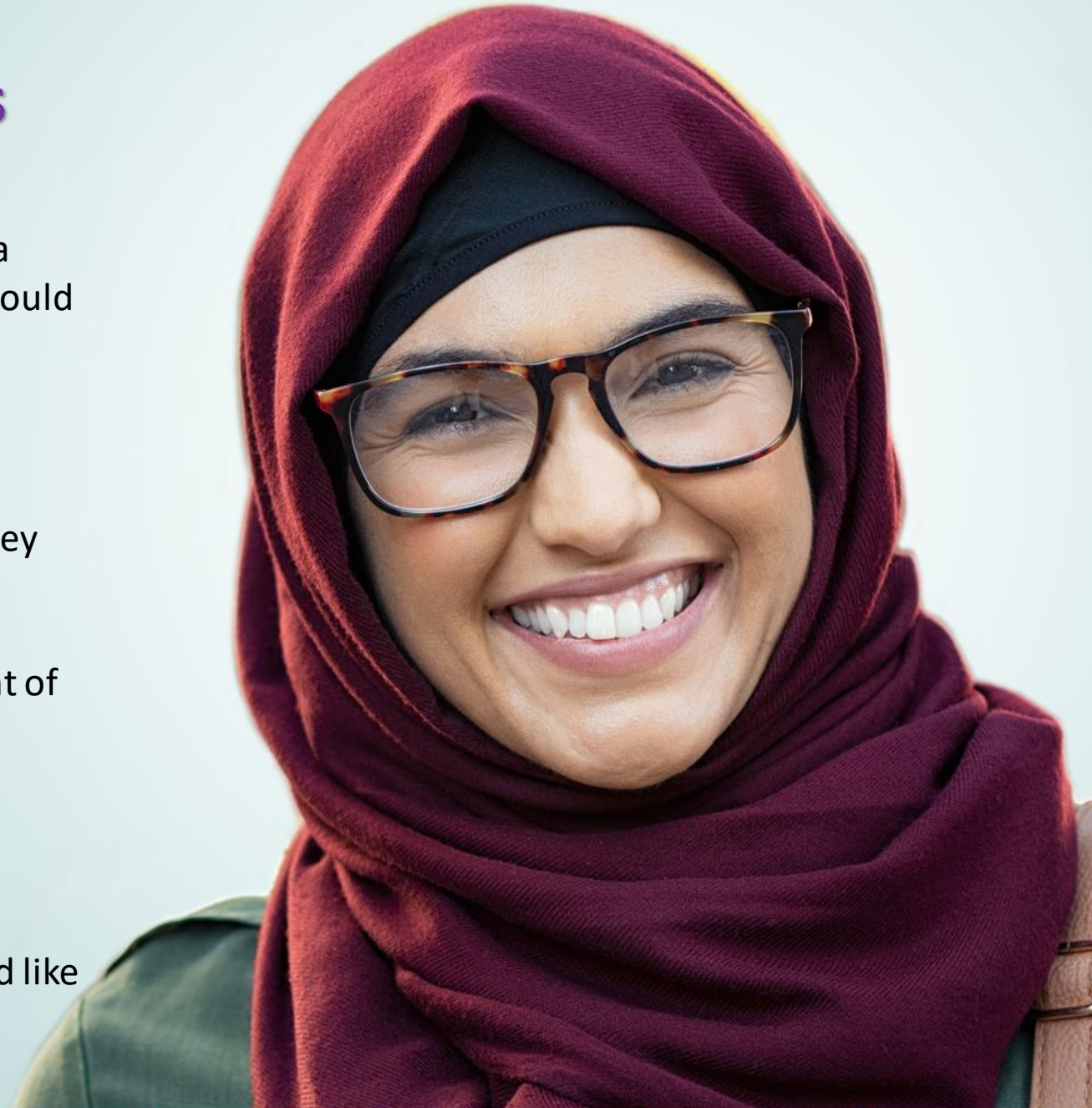
- ✓ Explain that abuse is not tolerated in Canada (referring to **human rights** laws) and that many forms (ex. threats, physical assaults, sexual offences) are subject to charges under the **Criminal Code** of Canada.
- ✓ Be aware of your own biases regarding what has been witnessed and/or disclosed. Convey **“this isn’t your fault.”**
- ✓ **Be careful** not to give out information without consent (unless deemed necessary) or inform the partner that they are talking with you even if they are in group programming together, for language instruction for example.
- ✓ The victim/survivor may not have family or community support. **Privacy** may be important to prevent stigma and discrimination within their community. They may or may not prefer to seek support from within their cultural community.
- ✓ Provide support and inquire about any **informal connections** they may have through community, family and cultural or faith-based spaces.
- ✓ DO NOT feel as though you need to have all of the answers. **Consult with colleagues** and supervisors about what you are noticing.

# Overcoming Language Barriers

Service providers can locate interpretation services to ensure they are receiving accurate information during a disclosure or meeting and should ask what the client would prefer with regards to interpretation.

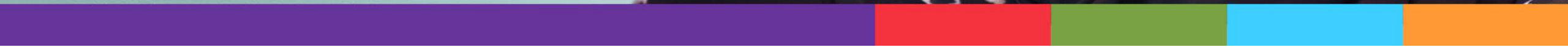
## Some things to keep in mind are:

- Even if someone has strong English-speaking skills they may still prefer interpretation.
- Family members providing interpretation in the event of a disclosure could present a conflict of interest and increase safety risks.
- Even with professionally trained interpreters, the community may be small, and the client may have specific concerns or requests around who they would like to speak with.





# REFERRALS







# Referrals

- ✓ Explain resources available & provide written information in **preferred language** when possible and have an interpreter available when necessary to assist with information sharing.
- ✓ Request written **consent** (disclosure of information) to speak/refer to external organizations.
- ✓ Help to make a **safety plan** and obtain the assistance of a women's/intimate partner violence organization.
- ✓ If required, research more information about immigration status and ability to stay in the country. There are specific clinics and supports for **rights of those without status** to offer more support and information.
- ✓ Help with access to financial and other resources that might be **beneficial** ex. Income assistance, social services. Offer information about other resources that will increase self-sufficiency such as: language, employment, driver's education.
- ✓ Call ahead to any referral, to ensure services are still available and **accessible**.
- ✓ Make a referral to an organization or specific person when they indicate wanting assistance. **Explain** what will happen at any organizations you refer to and provide context/background information. Accept that they might not agree to access other services that have been discussed.
- ✓ Support them in making their own decisions and provide clear information about existing resources. **Follow up**.



# Making Effective Referrals

- We need to be **knowledgeable** about services available in the community and ensure they are appropriate.
- **Proactive referrals** may be necessary when working with GBV cases, particularly in high-risk situations.
- **Confirming consent** with a client to make a referral is recommended because it is empowering. It is also important to respect a decision not to interact with a specific service, unless it is required by law.

# Collaboration & Coordination Among Service Providers

- ✓ Families affected by GBV are often involved with many systems and organizations.
- ✓ Critical information can be missed if service providers are working alone.
- ✓ Collaboration and coordination among systems and service providers can increase family & individual's safety networks through information sharing.

Our project is an example of moving towards meaningful collaboration by encouraging GBV awareness & coordination within & between anti-violence & settlement organizations working with newcomers, immigrants & refugees.

Creating Safety Plans with Vulnerable Populations to Reduce the Risk of Repeated Violence and Domestic Homicide [Domestic Homicide Brief 6](#)







# Connecting to Resources

- Get to know your local resources
- Make warm referrals when possible
  - Have pamphlets ready
  - Offer to call with the client or connect directly with a service provider you have connections to
- Use helplines

# Project Tools & Resources





# GBV Violence settlement Sector Strategy



## GENDER-BASED VIOLENCE SETTLEMENT SECTOR STRATEGY

Building Capacity & Collaboration

In April 2019, with funding from Immigration, Refugees and Citizenship Canada (IRCC), four organizations from the anti-violence and settlement sectors partnered to begin collaborative work on developing a national strategy to address Gender-Based Violence (GBV) for newcomers, immigrants, and refugees. In coming together, the partners saw it as critically important to build on the expertise of the many organizations and individuals working with newcomers and leading anti-violence work across Canada.

### Why is a GBV Settlement Sector Strategy needed?

Gender-based violence is not unique to any community but rather affects all communities. Diverse newcomer, immigrant, and refugee communities in Canada represent an underserved population when it comes to GBV awareness and supports.

Our research found that no national GBV strategy currently exists for the settlement sector. Yet we know that migration stress is a key factor in shaping risks of gender-based and sexual violence. Service providers in our survey were nearly unanimous in supporting a national strategy that would prioritize:

- increasing coordination between settlement and anti-violence sectors
- challenging victim-blaming attitudes and beliefs
- ensuring more information/resources is provided to newcomers, immigrants, and refugees

Capacity building in these areas will enhance culturally responsive interactions and reduce the risks and effects of violence for newcomers and refugees who continue to experience structural barriers.

### GBV: An Urgent Priority

Gender-based and sexual violence is a human rights violation and a major public health concern:

- Global estimates published by the World Health Organization indicate that about 1 in 3 (35%) of women worldwide have experienced either physical and/or sexual intimate partner violence or non-partner sexual violence in their lifetime.

- One woman or girl is killed every other day on average in Canada. About once a week, a woman is killed by her male partner in Canada.

- In a single day in 2019, over 1800 women and 1500 children were staying in shelters or transition houses.

- The United Nations has called violence against women and girls a "shadow pandemic" as the COVID-19 crisis has increased social isolation and raised concerns over health, financial security and access to supports.

# Bridges to Safety Course [Register here!](#)



**Bridges to Safety | April 17th, 2023**  
Building the capacity of the settlement sector to respond to gender-based violence, together with the anti-violence sector.



**Ponts vers la sécurité | 10 juillet 2023**  
Renforcer la capacité du secteur de l'établissement à répondre à la violence fondée sur le genre, en collaboration avec le secteur de la lutte contre la violence.

[Read the strategy](#)

[Register for the  
French online course](#)

# Organizational Framework for responding to GBV

## Setting the Stage: Organizational Framework for Responding to Gender-Based Violence

### INTRODUCTION

The settlement and anti-violence sectors have worked collaboratively on the development of a national strategy to address gender-based violence (GBV) in newcomer, immigrant and refugee communities, along with other project activities through funding from Immigration, Refugees and Citizenship Canada (IRCC).

This framework reflects recommendations for settlement organization leaders related to policies and protocols that were identified as part of our initial needs assessment, as well as through ongoing consultations about the importance of considering safety when supporting newcomers, immigrants and refugees experiencing GBV.

### BACKGROUND

In our project needs assessment we found that most organizational policies and protocols focus on micro-level interactions with GBV survivors, including:

- Recognizing the signs of GBV
- Understanding different forms or patterns of GBV
- Assessing risk and planning for safety

However, for frontline staff in the settlement and anti-violence sectors to carry out recommended actions requires support from organization leaders. Existing policies and protocols rarely consider organizational and systemic factors in GBV response. This framework aims to address this gap by offering recommendations for organization leaders for policy development and implementation, as well as strategies for cross-sectoral collaboration.

### PURPOSE

The overarching objective of this framework is to enhance awareness that client safety related to GBV should be considered and included in organizational policies and protocols.

It is also intended to provide settlement agencies and anti-violence organizations with guidelines for developing or enhancing existing policies and protocols using a safety lens to better support newcomer, immigrant and refugee clients experiencing or affected by GBV.

Recognizing the importance of addressing the unique and distinct needs of individuals experiencing GBV, the recommendations included here aim to promote greater consistency across the settlement and anti-violence sectors in recognizing and responding to the needs of newcomers, immigrants and refugees.



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8. References and Useful Resources

### FOCUS OF THIS FRAMEWORK

This framework focuses on GBV awareness for organization leaders in relation to supporting staff and working with newcomer, immigrant, and refugee clients experiencing or impacted by GBV.

The legal obligation of employers to ensure a workplace free of harassment and violence is another consideration for agencies to address through their Human Resources (HR), Labour Standards and Human Rights laws.

### WHAT ARE POLICIES AND PROTOCOLS?

**Policies** are principles, guidelines or frameworks that are adopted or designed by an organization.

**Protocols** are solution-oriented. They are a set of decision-making rules, instructions and standards based on best practice.

[Read the Framework](#)



# Webinars

## Gender-Based Violence Awareness During COVID-19

for Service Providers working with Newcomers, Immigrants & Refugees

### Welcome & Introductions Webinar #1

**Salina Abji, PhD**  
Research Consultant

**Erin Whitmore, PhD**  
Executive Director | Directrice générale  
Ending Violence Association of Canada | L'Association canadienne contre la violence

**Margarita Pintin-Perez, PhD, MSW**  
Senior Coordinator, Initiative to End Gender-Based Violence  
OCASI - Ontario Council of Agencies Serving Immigrants

**Lauren Barker, BSW, RSW**  
Social Change Agent  
Elmwood Community Resource Centre

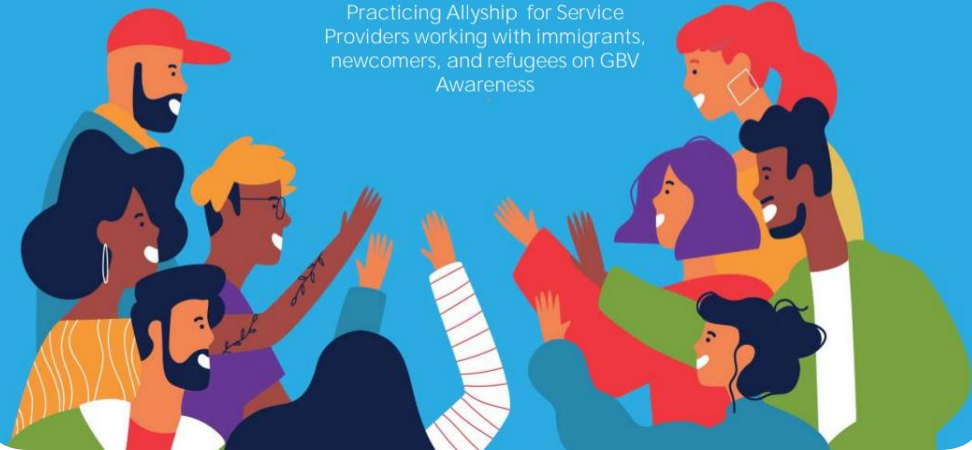
**Kathryn Bates-Khan, BA (Hons), B.Ed**  
Manager Gender-Based Violence Prevention Project  
YMCA of Greater Halifax/Dartmouth, Centre for Immigrant Programs



[Check out our Webinars](#)

## Engaging Men & Boys

Practicing Allyship for Service Providers working with immigrants, newcomers, and refugees on GBV Awareness



Allyship with 2SLGBTQIA+ Newcomers, Immigrants and Refugees

# The project website: [ngbv.ca](http://ngbv.ca)

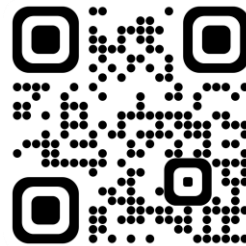


The screenshot shows the homepage of the GBV Settlement Strategy Project website. At the top, the GBV logo is followed by the text "GENDER-BASED VIOLENCE SETTLEMENT STRATEGY PROJECT". Below this are logos for partner organizations: CISSA ACSEI, Ending Violence, OCASI, and Y. A central image features a diverse group of six people smiling. Below the image, the text reads: "Welcome to the Gender-Based Violence (GBV) Settlement Sector Strategy Project." followed by "Thank you for visiting our website!" and "Our project is dedicated to raising awareness about Gender-Based Violence and to offer tools and resources for the settlement sector in collaboration with the". A small orange speech bubble icon is visible at the bottom right of the text area.

## How to engage with us:

Visit our website [ngbv.ca](http://ngbv.ca) where you can:

- Access the resources (EN/FR)
- Take our online course & join our Champion Network
- Check out our webinars
- Join our group in [settlement.org](http://settlement.org): Gender-Based Violence Settlement Sector Strategy- Collaboration across Canada



Scan the QR code to visit the project website

# Join our group in settlenet.org for the GBV Settlement Sector Strategy resources, project updates and discussions!

## Steps:

1. Sign up or login to [Settlenet.org](https://settlement.org)
2. Under the tab "**connect**" click **groups**
3. **Search & join** our group:

Gender-Based Violence (GBV)  
Settlement Sector Strategy  
Collaboration across Canada



Gender-Based Violence Settlement Sector Strategy  
Collaboration across Canada

Open group

[Click to join our group](#)



Scan me



THANK YOU!

