
Anti Gender-Based Violence Training

SPICE Professional Learning Circle (PLC)
September 27, 2022



The settlement and anti-violence sectors have worked collaboratively on the development of a national strategy to address GBV for newcomers, immigrants, and refugees, along with other project activities through funding from Immigration, Refugees Citizenship Canada (IRCC).



- Across Canada, Indigenous women are disproportionately affected by violence due to a myriad of social factors increasing one's risk of being victimized. For many Indigenous peoples, violence has become an inevitable part of everyday life, particularly for those who have experienced violent victimizations as children and into adulthood. Significant action is urgently needed to combat violence towards this demographic plaguing the safety, security and well-being of men, women and children both on and off reserve.

Source :[Victims of Violence: Indigenous Women – NAOC \(natoassociation.ca\)](#)

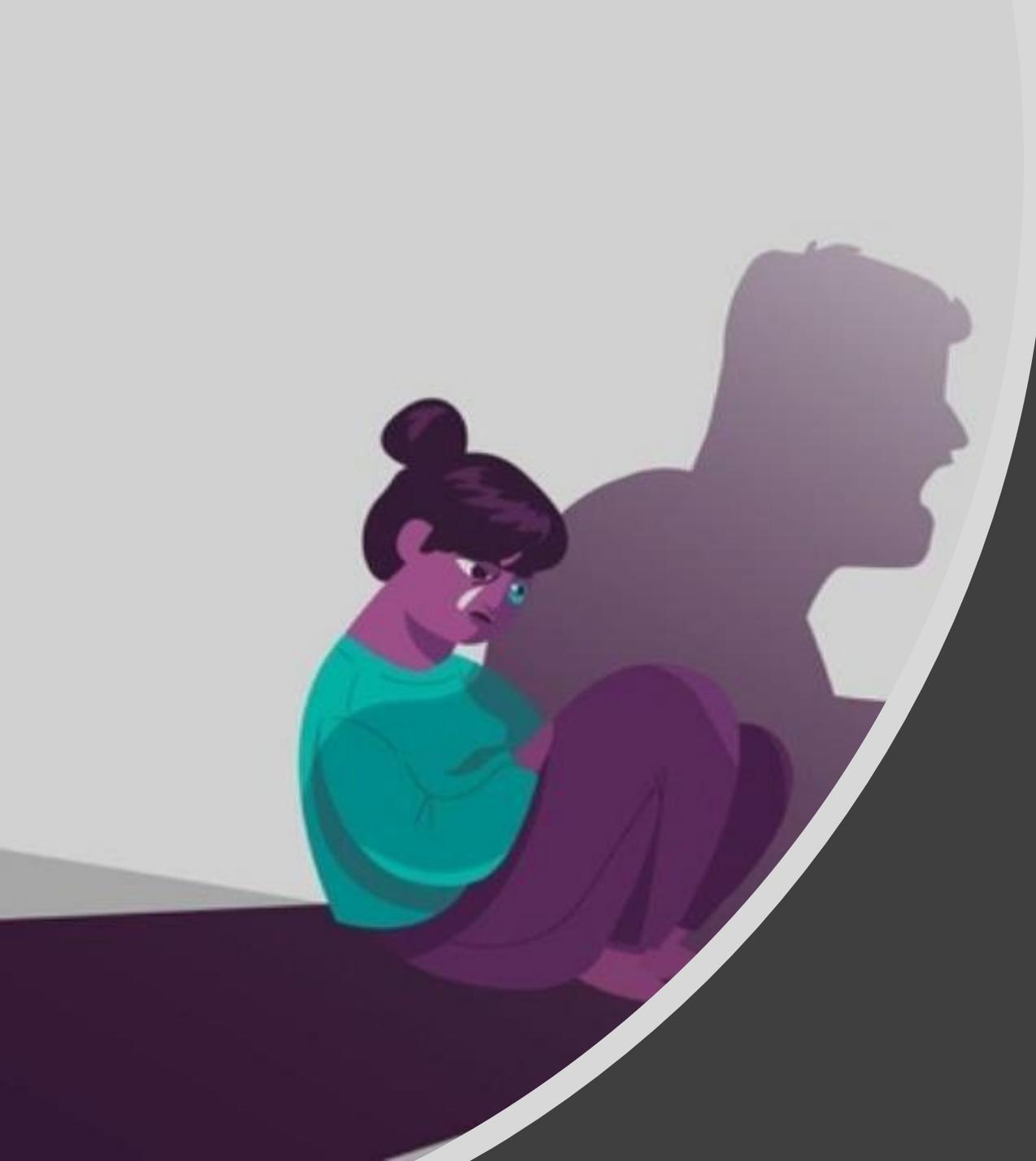
Background:

In our previous meetings and workshops, we found that most procedures, practices, and protocols focus on micro-level individual interactions with GBV survivors including:

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



- This training reflects the work that was accomplished by the Anti Gender-Based Violence advisor the YMCA of Southwestern Ontario
- It includes recommendations and feedback that were received from different parties in the sector related to policies and protocols, as well as an ongoing discussions and suggestions about the importance of using a safety lens to support clients.



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

Leadership in the sector must focus on policies and protocols that:

- Address gaps in the system
- Promote cross-sectoral collaboration
- Enhance our scope of **Prevention, Support and Promotion** (The three pillars recommended by IRCC)



Physically and Emotionally Safe Spaces

A client experiencing GBV needs to know that your organization is a physically and emotionally safe space for them to communicate, disclose, and seek help. When considering how to create a safe space it is important to consider how various factors such as gender, culture, age, ability, and religion may shape how an individual understands what constitutes a safe space.



What Role Do Organizational Leaders in GBV and Settlement Organizations Play in Creating Safe Spaces?

- Evaluate, assess and be proactive about how physical spaces in your organization are allocated and set up adequate and appropriate rooms for consultations requiring privacy.
- Create physically accessible spaces
- Consider alternatives when adjustments to physical spaces are not possible



What Role Do Organizational Leaders in GBV and Settlement Organizations Play in Creating Safe Spaces?

- Develop Protocols for off-site work to keep staff and clients safe
- Ensure your agency uses visual cues like posters and information about GBV to communicate that this is a safe space to share difficult experiences.

What Role Do Organizational Leaders in GBV and Settlement Organizations Play in Creating Safe Spaces?

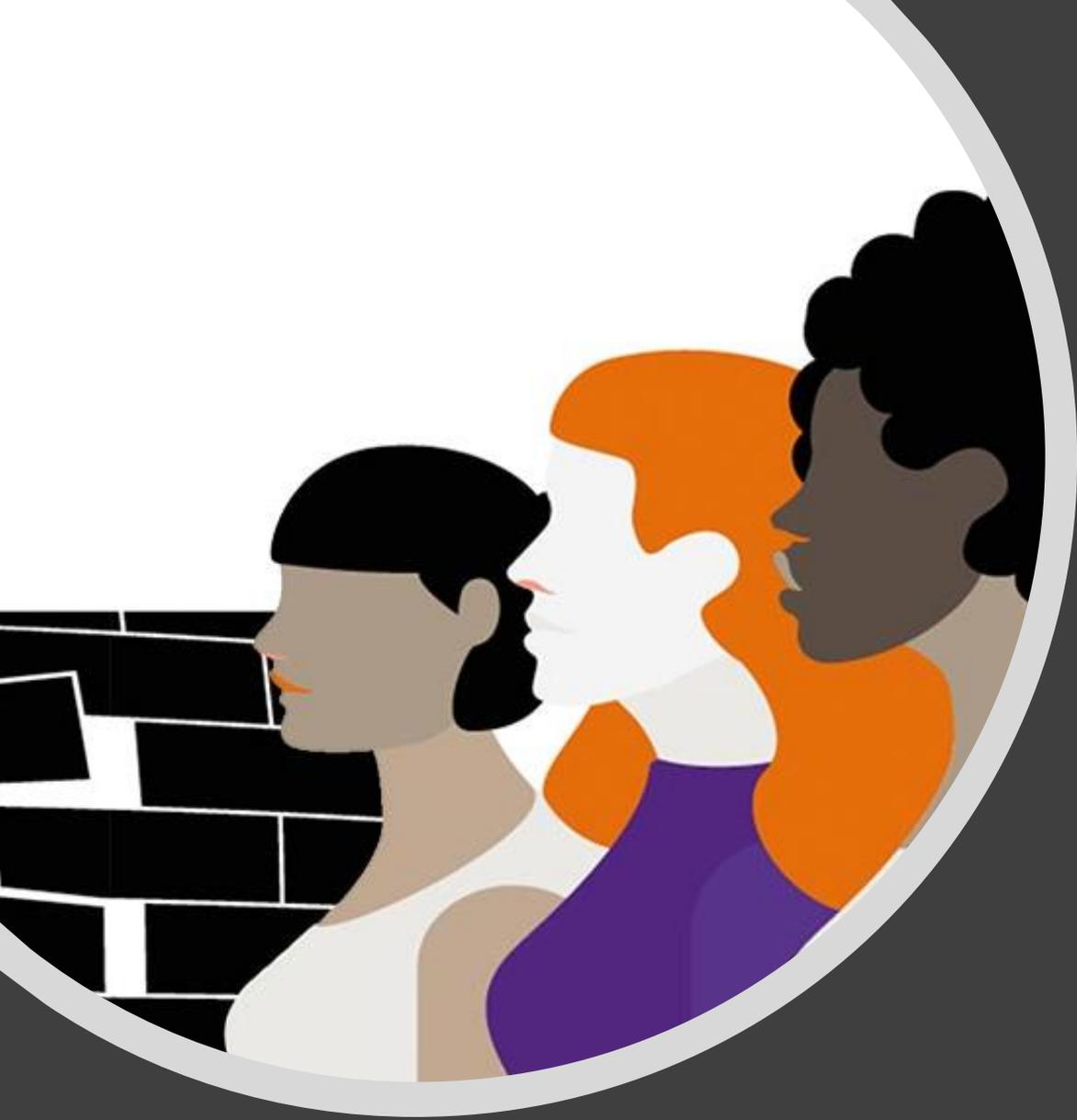
- Evaluate, assess and be proactive about physical comfort in your lobby, intake and consultation areas to ensure privacy.
- Provide training for workers in understanding physically and emotionally safe spaces by offering professional development, workshops, and conferences.



How Can Organizational Leaders in GBV and Settlement foster GBV Awareness?

- Support staff in developing and understanding about GBV. This can include providing training opportunities in collaboration with other sectors on recognizing and responding to GBV and understanding trauma related to resettlement and migration.
- Training on risk assessment/ safety planning and GBV that is specific your site, location and services.
- Include information on other types of trauma that immigrants may experience in their migration journey, resettlement and integration challenges.





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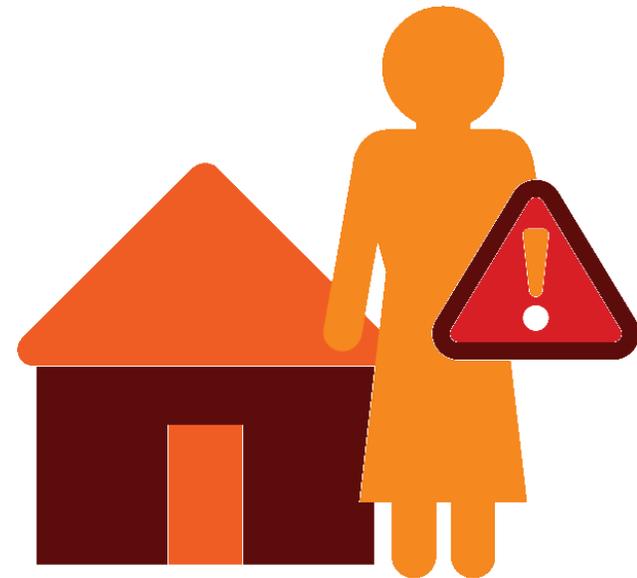
Providing clear and accessible guidelines for staff that includes information about:

- Clients who experience GBV while having a precarious immigration status,
- Legal information around GBV, immigration categories/status and criminal law,
- Proactively addressing misinformation and GBV stigma as a regular workplace practice
- Immigration categories, resources, and organizations that offer supports non-status people
- Provide specialized training to intake workers, and others likely to receive disclosures of GBV.

Client- Centered interactions

What does Client–Centered Interaction mean for Leadership?

- Create organizational procedures that:
- Reduce instances of clients being moved from one counselor to another
- Reduce and address long waitlists
- Move clients from crisis to long-term supports as quickly as possible
- Ensure that staff receive cultural humility/awareness/ safety training
- Provide staff the room to build rapport and trust





Client- Centered interactions

What does Client–Centered Interaction mean for Leadership?

Checklist:

- Become trauma-informed
- Believe survivors
- Be patient and non-judgmental
- Do not blame the victim
- Tell them it isn't their fault
- Become aware of rape myths and intimate partner violence (IPV) myths and avoid reinforcing them
- Use active listening
- Enhance self-awareness of our own implicit and explicit biases
- Follow the client's lead and adapt to their needs.



Risk Assessment and Safety Planning

- Build and model relationships between settlement organizations and other sectors to support quick and efficient referrals
- Maintain and share current lists of crisis lines, information, and pamphlets with all staff to provide to clients when necessary
- Ensure a clear protocol, specific to your organizations and provincial laws, to be followed if a disclosure is made and there is a danger to someone's life



Risk Assessment and Safety Planning

- Provide practical safety strategies for staff to be aware of when supporting clients (i.e., a second exit to the office in case the client does not want to be seen coming in and out of the building)
- Templates and procedures for risk assessment and safety planning should be reviewed and discussed with front-line staff for input.



Support Front line staff to:

- Understand that assessing and planning for safety is an ongoing process- it is not just a one-time conversation.
- There are specific protocols and procedures that need to be followed for risk assessment and safety planning. (if you are not a designated GBV support staff and /or do not have specific training or organizational policies in place - please consult with anti-violence experts in your community(sexual assault centers, transition houses or victim services, crisis line).

Support Front line staff to:

- Have accurate knowledge from victim services or other anti-violence experts of the processes AND the implications of reporting so clients can make an informed decision on their own. (i.e., women may choose not to report, and the police should not be called by a worker unless the client asks for accompaniment to do so or unless a crime is in progress).
- When making referrals offer to call the chosen resource with the client for a “warm referral”.
- To enhance cultural safety, provide clients with information about what to expect and conversely provide the federal agency with information about client needs (i.e., considerations for food, clothing, prayer, and quiet spaces). It is important to use and model anti-racist and anti-oppressive approaches.



Collaboration and Referral

Cross-sectoral collaboration requires an investment from organizations in developing policies and protocols around communication, clarity of roles and logistics that build strong, supportive networks between organizations



Programming Ideas:

What does it mean for leadership?

- Support information sharing and skill building between the settlement and the other sectors.
- To learn more about GBV, migration, and settlement; work together to create culturally safe spaces.
- Consider planning social mapping exercises that look at :
 - Shared understanding
 - Shared language and concepts
 - Creating and affirming values and practices that promote collaboration
 - Guidelines for the warm referral process



Programming Ideas:

- Plan individual and group sessions or host an event to share information about GBV for clients.
- Think about diverse ways to share GBV information, online, in person, through social media campaigns, etc.
- Work with children and youth around this topic (i.e., partner with schools or after-school clubs to provide dating safety workshops that promote healthy relationships, or “bystander intervention” workshops for youth.)

Programming Ideas:

- Look for entry points to introduce GBV awareness using positive strengths-based approaches such as parenting or healthy family workshops.
- Use Gender-Based Analysis Plus (GBA+) lens to see who is missing/left out/impacted in your programming.
- Create programs and activities that focus on rebuilding after GBV and developing self-esteem and confidence
- Consider creative ways to engage men and boys in GBV awareness.



- A special thanks to all community partners and especially members of the AGBV Committee



Immigration, Refugees
and Citizenship Canada

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et Citoyenneté Canada



partenariat local d'immigration
windsor essex
local immigration partnership





Q&A