Gender-Based Analysis Report
Fort Saskatchewan Families First Society
February 2013
Fort Saskatchewan Families First Society is grateful to staff, Board members, community partners and program participants who contributed to this process. Staff from many community agencies and services worked tirelessly with consultant Jill Clements to develop the Gender-Based Analysis and initiate the community planning process. FSFF staff and Building Bridges partners supported the design of the analysis as well as the data collection process. Many partner organizations shared their policies, practices, and insights in a spirit of collaboration and in order to transform the landscape of how domestic violence and gender equality are language and addressed in the community of Fort Saskatchewan.

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Abbreviations/Definitions

Empowerment
Empowerment is the process of marginalized people - both women and men – gaining resources, confidence and opportunity to take control over their lives. Empowerment means being able to negotiate with and influence people and institutions with power. It can be important as an individual process, but it is most powerful as a collective, social and political process involving solidarity and collective action. Women’s empowerment is essential to end gender discrimination and reduce poverty¹.

Bullying
Bullying is a conscious, willful, deliberate and repeated hostile activity marked by an imbalance of power, intent to harm, and/or a threat of aggression. When bullying goes unchecked, it may lead to feelings of terror in the individual being bullied. Bullying may include, but is not limited to: physical intimidation or assault, extortion, verbal or written threats, teasing, putdowns, name calling, threatening looks, gestures or actions, cruel rumours, false accusation and social isolation².

DAWN
Discovery, Awareness, Wellness and New Beginnings (FSFF Group)

Evidence-based
The use of high-quality evidence (e.g., randomized controlled trials) to develop, test and adapt programs and services so that they are achieving the outcomes they are intended to achieve (originally used in the field of medicine)³.

FCSS
Family and Community Support Services

FSFF
Fort Saskatchewan Families First Society

FGD
Focus Group Discussion

GBA
Gender-Based Analysis

GBV
Gender-Based Violence

Immigrant
As per Statistics Canada: Persons residing in Canada who were born outside of Canada, excluding temporary foreign workers, Canadian citizens born outside Canada and those with student or working visas.

IPV
Intimate Partner Violence

LGBT2SQ
Lesbian, Gay, Bisexual, Transgendered, Two-Spirited and Questioning

¹ Care Bangladesh, Gender Analysis Framework, March 2005
Primary (universal) prevention
Provides interventions to the general public or an entire target population (e.g., youth) to prevent the development of risk factors associated with offending. Activities often associated with universal prevention include school education programs that focus on pro-social behaviours, and parenting programs.

Secondary (targeted) prevention
Provides interventions to individuals or specific subgroups of the population at higher risk of criminal involvement. In secondary prevention, enriched efforts are required to reach and support at-risk populations to reduce exposure to and the influence of risk factors associated with criminal behaviour by building on strengths such as coping strategies and other life skills. At-risk groups can access primary prevention services since they are provided for everyone; however, research indicates that many of those at-risk individuals we want to reach do not use primary prevention services. For example, if a youth centre is opened in a high crime neighbourhood, it is the lower-risk youth who are more likely to attend. To prevent crime in the neighbourhood, outreach to those who would not otherwise attend is required. By targeting at-risk groups through enriched programs, long-term solutions to crime can be created. Other examples of secondary prevention include providing mentors for Aboriginal children and youth, initiatives to address fetal alcohol spectrum disorder (FASD), parenting supports for at-risk families, mental health and addiction services for at-risk individuals and their families, and alternative school/vocational programs for youth at risk of dropping out.

Tertiary (indicated) prevention
Targets high-risk individuals who have already offended in order to prevent reoffending behaviour. Examples of tertiary prevention include gang-exit programs, family-violence treatment programs, diversion programs, and specialized court processes.4

STD/STI Sexually Transmitted Disease
TFW Temporary Foreign Worker
VAW Violence Against Women (and Girls)

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Introduction and Who We Are

‘Nothing is more powerful than an idea whose time has come.’ Victor Hugo

Domestic violence has devastating social, health and economic consequences for families, communities and society. Domestic violence places a significant economic burden on the Canadian public. In 1995, a study of selected economic costs of three forms of violence (sexual assault, woman abuse in intimate partnerships, and incest or child sexual abuse) estimated that the annual costs of violence against women totaled $4.2 billion in the areas of social services, criminal justice, health care and medical services, and labour and employment. More recently in Alberta, the University of Calgary School of Public Policy estimated the cost of domestic violence to provincial taxpayers at over $600 million for the past 5 years. Domestic violence then is not just an individual or private matter but instead ‘a pervasive and complex societal problem in Canada.’

Research shows that children exposed to violence are 10 to 17 times more likely to have serious emotional and behavioural problems later in life compared to children who were raised in a non-violent home. Males who have experienced abuse as children are at high risk to repeat the cycle of violence with their family. There is also increasing evidence indicating a strong relationship between violence and bullying, which represents an opportunity to better coordinate prevention and early intervention responses. The incidence of bullying in Canada is high; amongst Canadian youth, 36% report being victims of bullying, 39% report being bullies, and 20% report being both bullies and victims.

Gender-based inequality, exclusion and discrimination are at the heart of gender-based violence, which in turn acts as a constraint to sustainable human development. Gender inequality and gender-based violence have direct links to poverty. Recent studies on the global recession show that economic downturns and increasing poverty and inequality can trigger an increase in domestic violence.

Enormous strides in the domestic violence field have been made in the last 30 years internationally, nationally, and locally. Victims of domestic violence are better protected during crisis periods; criminal justice interventions are on the rise, and more organizations offer resources to address the variety of needs people face, including programs for perpetrators. A myriad of initiatives aimed at preventing domestic violence have been launched across the country and around the world.

For those working in the area of domestic violence, the focus has turned towards prevention rather than intervention as a way to solve this complex problem. Domestic violence is preventable, but its prevention requires sustained and strategic. Prevention programs need to target men and boys to challenge gender stereotypes and discrimination and promote respectful relationships. Given the global prevalence of gender-based violence, there is an urgent need of redefining existing norms and notions of masculinity. Efforts to stop and prevent gender-based violence need to include men and boys in partnership with women and girls.

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8 Ibid, Department of Justice.
9 UNDP, Commission on the Status of Women, Elimination and prevention of all forms of violence against women and girls, UNDP Fast Facts on violence against women, February 2013.
The community of Fort Saskatchewan reflects general findings within Alberta and across Canada. Domestic violence is perceived to be on the rise and comes with significant costs to taxpayers and the community. Unlike other rural or isolated communities, Fort Saskatchewan has access to resources and services both locally and in neighbouring municipalities such as Sherwood Park and Edmonton. It also has a group of dedicated support staff, agencies and leaders who are committed to listening to the voices of those directly impacted by gender-base violence and transforming interventions and attitudes in order to not only reduce – but end – domestic violence. This is their greatest resource and opportunity.

This paper is an attempt to document and capture not only the challenges Fort Saskatchewan faces in tackling domestic violence but also the assets and opportunities that it can harness and transform in order to ensure positive impact. The Gender-Based Analysis is both a product and a process – it is a point in time snapshot but it has also initiated reflection, awareness raising, and communication. If used effectively, the learning and collaboration demonstrated throughout the GBA process should act as a springboard for collective and informed action as well as ongoing critical analysis and consideration.
**Fort Saskatchewan Families First Society (FSFF)**

Families First Society is a non-profit organization established in 1996. It is guided by a volunteer board and works in partnership with many agencies across the community to offer a variety of programs and services. FSFF’s programs promote positive parenting and early childhood development as well as support to families experiencing violence. Families First Society offers parent education, programs for young children to learn and play, and family support services, as well as information and referral to other programs and services.

**Building Bridges**

Building Bridges is an informal network of dedicated human services professionals, volunteers and elected officials from Fort Saskatchewan. They are committed to improving services in their community through collaboration, learning, strengthening programming and leveraging resources. They recognize that by working together, in innovative ways, they can be more than the sum of their parts and collectively can identify gaps in program delivery and be better able to secure funds. They see themselves as catalysts for change and as a platform for shared action. Accordingly, they have articulated a community strategy that addresses, among other issues, domestic violence.

**Status of Women Canada**

Status of Women Canada (SWC) is a federal government organization. It seeks to promote the full participation of women in the economic, social and democratic life of Canada. SWC aims to advance equality for women and to remove the barriers to women’s participation in society, putting particular emphasis on increasing women’s economic security and eliminating violence against women. In partnership with its Building Bridges colleagues, FSFF submitted an application to the Status of Women Canada to support community-based efforts to reduce – and prevent -violence against women. FSFF was awarded a grant from Status of Women Canada under the funding program entitled “Women Living in Rural and Remote Communities and Small Urban Centres” to deepen their efforts to prevent family violence. As part of this grant, the SWC required that FSFF and its partners engage in a Gender-Based Analysis as a springboard to implementing their project.

**What is Gender?**

Gender is a social and cultural construct, while sex is a biological given. Because it is a construct, it is different in different societies and cultures and in different historical periods. In statistical analysis, it is correct to use the term ‘sex’ because men and women are counted on the basis of their biological characteristics.

Gender refers to the array of socially constructed roles and relationships, personality traits, attitudes, behaviours, values, relative power and influence that society ascribes to the two sexes on a differential basis. Gender roles are individually learned. Gender roles are determined by the social, cultural and economic organization of a society as well as by dominant religious, moral and legal conceptions.

Whereas biological sex is determined by genetic and anatomical characteristics and might also change, gender is an acquired identity that is learned, changes over time, and varies widely within and across cultures. Gender roles are also influenced by social and family status, ethnic and religious belonging.

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10 Please refer to FSFF website for further information: http://www.familiesfirstsociety.ca/index.html
11 Please refer to the Building Bridges Community Plan for further information. Please refer to Appendix for list of participating partners.
12 Please refer to the Status of Women Canada website for further information: http://www.swc-cfc.gc.ca/index-eng.html
Gender is relational and refers not simply to either women or men, but to the social relationships between them. Gender roles are not neutral, but connected with different options, rights and decision-making possibilities. In most cases these tend to be in favour of men.

What is a Gender-Based Analysis and why is it important?

The Status of Women Canada defines Gender-Based Analysis (GBA+) as: ‘the tool the federal government uses to advance gender equality in Canada. It represents an enhanced and modernized approach to gender-based analysis that is practical and engaging. GBA+ is used to assess the impacts of policies, programs or initiatives on diverse groups of women and men, girls and boys. GBA+ helps recognize and respond to the different situations and needs of the Canadian population. Gender is a major factor in GBA+, but we must also take into consideration factors such as age, education, language, geography, culture and income. Analysis that incorporates gender and these other diverse, intersecting factors is called GBA+.’

For example, in developing Nova Scotia’s Strategy on HIV/AIDS GBA was used ‘to ensure that differences between women and men are recognized and explicitly dealt with in the creation and evaluation of policies and programs. In part, this process helps to reduce the occurrence of unintended negative consequences for either gender and ensure that a more equitable, and inclusive result is achieved through understanding the needs of both women and men. The focus of GBA is not only on the end result that the policy, program, or research hopes to achieve, but also on the concepts, arguments, and language that comprise the work being analyzed. Diversity analysis, which includes consideration of race, culture, ethnicity, sexual orientation, and level of ability, is therefore central to the process of GBA. A fundamental principle of GBA is that it must be applied at each stage of the work process and that consideration of gender and diversity must run through the work and consistently be applied.’

Similarly, in Fort Saskatchewan, we are using GBA to reflect on learn about how gender impacts our policies, interventions and organizational priorities and to identify explicit actions throughout the course of the Status of Women grant (and ideally beyond) wherein gender analysis can support the community to improve gender equity outcomes as well as strengthen interventions focused on ending gender-based violence. It is widely recognized that violence against women in their intimate relationships is a serious, widespread, costly, and sometimes deadly problem for women, their children, the men who abuse them, and for society as a whole.

Gender-Based Analysis – A Multi-Purpose Tool

Rights-based, integrated tool: A GBA includes the crosscutting theme of rights and social justice as one of the categories of information and analysis. Rights-based questions concerning participation, influence, power and duty bearers are also asked under other categories.

Results-based planning, monitoring, review and evaluation tool: A GBA guides a process of gender-based planning towards results. Project teams are encouraged to identify project objectives, activities, results and indicators, based on sound data and analysis. These can be transferred into project logframes and monitoring, reporting and evaluation formats.

Baseline tool: Once project objectives are identified, the GBA can be used to plan and inform baseline studies.

Teaching and learning tool: The application of a GBA will help to build staff/partner capacity and confidence to work on gender issues. The process enables staff to examine (and de-mystify) practical gender issues and to reflect on what changes and actions are possible, to monitor the changes taking

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14 Please refer to the Status of Women Canada website for further information on GBA: http://www.swc-cfc.gc.ca/pol/gba-acs/index-eng.html
16 Adapted from Care Bangladesh’s Gender Analysis Framework, 2005
place, and be accountable for that change.

**An empowerment and attitude-changing tool:** Knowledge and understanding is power. The involvement of women and men in examining their gender differences and the effect on family well-being can also help to change attitudes and practices.

**A policy/practice-influencing tool:** The involvement of local or higher-level government and institutional officials in some gender analysis processes (e.g. collecting and analyzing data on service delivery, rights violations or women’s exclusion) may help with their buy-in and support of the project and may be an entry point to eventual changes in policies or practices.

**Gender Equity and Equality**

‘The terms equity and equality are often used interchangeably, yet they represent quite different, if related, concepts. As defined by Webster’s New World Dictionary (1988), equity is fairness; impartiality; justice; anything that is fair or equitable. Equality, on the other hand, is defined as the state or instance of being equal. This in turn is defined as having the same rights, privileges, ability, rank, etc., or of being the same quantity, size, number, value, degree, intensity, quality, etc.’

Equality between the sexes is by definition impossible. Were the two sexes equal, strictly speaking, there would not be two sexes, but rather one. **Equity**, however, is possible. Equality means being the same, while equity means being fair. For example, some literacy programs may target more women than men, based on the observation that society at large benefits men, with men typically having had more opportunity for formal education. Certainly this is not equal treatment of women and men, but it can be argued that it is equitable because it is working toward equality of opportunity, which is often limited by one's gender.

Examining issues of equity and equality through a gender lens, particularly in terms of access to resources and power, is critical to a gender-based analysis. Understanding the difference between the two is also important to ensuring a meaningful process.

**What is domestic violence?**

**In 2012, half (50%) of Albertans think family violence exists ‘not very often’ or ‘not at all’ in their own community – up 6 percentage points from 44% in 2010. This follows a significant 7 percentage point increase from 2008 to 2010, and represents a 13 point increase over the past four years. Government of Alberta, Ipsos Reid Survey, Albertans’ Perceptions of Family Violence and Bullying Survey 2012 Summary Report**

The federal government uses the language of ‘family violence’ which fails to reflect the gendered nature of the problem, but rather emphasizes that violence and abuse affects all Canadians. For example, the Department of Justice states that "family violence" includes many different forms of abuse that adults or children may experience in their intimate, kinship or dependent relationships. Family violence also includes being mistreated or being neglected by these members. Some common types of family violence are:

- physical abuse
- sexual abuse and exploitation (being used for a sexual purpose)
- neglect
- psychological or emotional abuse
- economic or financial abuse

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Family violence can have serious—and sometimes fatal—consequences for victims and for those that see or hear the violence.\textsuperscript{18}

The international community has placed much greater emphasis on the gendered nature of violence, with the terms “violence against women” and “gender-based violence” commonly used. The United Nations’ (1993) Declaration on the Elimination of Violence Against Women defines violence against women as “any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.” Feminist scholars and community activists tend to use language that emphasizes the gendered nature of violence. UN Women states that violence against women and girls is one of the most widespread violations of human rights. It can include physical, sexual, psychological and economic abuse, and it cuts across boundaries of age, race, culture, wealth and geography. It takes place in the home, on the streets, in schools, the workplace, in farm fields, refugee camps, during conflicts and crises. It has many manifestations — from the most universally prevalent forms of domestic and sexual violence, to harmful practices, abuse during pregnancy, so-called honour killings and other types of femicide\textsuperscript{19}.

At provincial level varied definition abound. In a recent study the Justice Institute of British Columbia defined domestic violence, also commonly referred to as family violence, as a form of interpersonal violence, and includes intimate partner violence (also known as spousal abuse or assault), child abuse and neglect, and abuse of older adults (or elder abuse). Intimate partner violence against women refers to a variety of behaviours including physical and sexual assault, intimidation, coercion and threats, verbal, psychological, and emotional abuse, isolation, and financial abuse committed to gain or sustain power and control in the context of a current or former intimate relationship, including same-sex and dating relationships\textsuperscript{20}.

The Government of Alberta has adopted the language of ‘domestic violence’ as is reflected in the province’s Domestic Violence Action Plan. This provincial policy uses the language of ‘violence against women in relationships’ to acknowledge that domestic violence is a power-based crime, and that women are more likely than men to be the victims, although it applies equally to situations involving male victims and same-sex partners\textsuperscript{21}. Even so, in 2009 the provincial government of Alberta established a coordinated, multi-agency provincial crime prevention initiative in which the problem of violence against women and strategies for preventing it and responding to victims were conceptualized quite differently. The terms of reference for the Alberta government’s Crime Reduction and Safe Communities Task Force make no mention of gender as a vulnerability or risk factor for violence, and sexual assault is mentioned primarily in the context of the sexual exploitation of children (see Government of Alberta, 2007). After six months of public consultation, the Task Force made 31 recommendations. Included among them was the expansion of specialized domestic violence courts, the expansion of provincial support for programs aimed at preventing domestic violence, and providing support for families that are victims of domestic violence (Government of Alberta, 2007). While a commitment to providing additional support for families and prevention programs is certainly promising, it is a curious choice of phrasing to identify “families” and not women and children as the primary victims of domestic violence. In the $468 million 3-year Safecom Action Plan established to respond to these recommendations, family violence is not listed among the 11


\textsuperscript{19} UN Women, Retrieved from http://www.unifem.org/gender_issues/violence_against_women/


priority areas to be tackled first.

Fort Saskatchewan Families First and partners in the community also use a varied language to identify and define ‘domestic violence’. FSFF uses ‘family violence’ on their public website while the Building Bridges ‘Community Safety Strategy’ uses ‘domestic abuse and violence’ and stipulates that it includes family violence, bullying, date rape, sexting, child abuse and protection of children. They also use the terms domestic violence and violence against women in the same document.

For the purposes of this paper, we are using the following definition:

“The attempt, act or intent of someone within a relationship, where the relationship is characterized by intimacy, dependency or trust, to intimidate either by threat or by the use of physical force on another person or property. The purpose of the abuse is to control and/or exploit through neglect, intimidation, inducement of fear or by inflicting pain. Abusive behaviour can take many forms including, verbal, physical, sexual, psychological, emotional, spiritual, economic and the violation of rights. All forms of abusive behaviour are ways in which one human being is trying to have control and/or exploit or have power over another.”

Why a GBA on Domestic Violence in FS?

The University of Calgary’s School of Public Policy recently published a report that stated ‘Alberta has the fifth highest rate police reported intimate partner violence and the second highest rate of self reported spousal violence in Canada, and despite a 2.3 percent decline over the last decade, the province’s rate of self-reported domestic violence has stubbornly remained among the highest in Canada; rates of violence against women alone are 2.3 percentage points higher than the national average. In fact, every hour of every day, a woman in Alberta will undergo some form of interpersonal violence from an ex-partner or ex-spouse.’

As a recent study on Gender and Vulnerability in Calgary found, women disproportionately face indicators of vulnerability and risk, due partly to a society that devalues women’s work and criminalizes poverty and even those of us who enjoy some protective factors are just a lost job or sudden illness away from needing social support and assistance. Women who are vulnerable are likely to face a multitude of barriers and challenges ranging in the degree of complexity and severity from woman to woman over the course of their lives. These may include personal barriers (e.g., lack of support and security, isolation, being emotionally dependent), interpersonal barriers (family support, relationships), community or social barriers (e.g., stigma) and structural/program barriers (e.g., lack of affordable childcare and services). As well they deal with so many other problems such as substandard housing, access barriers (e.g., transportation, programs, services), family violence, sexual abuse, and poverty. Most of the findings of the Calgary YWCA study are reflected in the voices and experiences of women impacted by domestic violence in Fort Saskatchewan and the range of issues faced by service providers.

Public policy continues to ignore the specific needs of vulnerable women and girls, cutting programs and services that can assist this population. There is a need for a gender-based analysis and approach to policy, programs and services to provide them with the skills and information they require to stay strong, healthy, and to make good choices. At the same time, work is needed to reduce the stigma and

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discrimination women experience in the community, public services and employment. This narrative reflects the situation many vulnerable women find themselves in in Fort Saskatchewan as well as the challenges faced by support services in dealing with the cutbacks to social safety nets and the entrenched stigma and bias that impacts general discourse and understanding of domestic violence in the community. The occurrence and ‘stubbornly’ high rate of violence against women in intimate partner relationships across the province is present in Fort Saskatchewan and requires continued attention and transformation. Using a GBA to critically reflect on what resources exist in the community, who controls them, who has access to them, what barriers may or may not exist, and how we can ensure that our efforts to address domestic violence achieve their goals is an important step in strengthening and focusing resources.

Our Community - Fort Saskatchewan

The city of Fort Saskatchewan is described by the municipality as a vibrant economic and cultural hub located just 15 minutes northeast of Edmonton on the banks of the North Saskatchewan River. Home to more than 20,000 people, the city boasts state of the art recreation, culture and historic amenities including 50 km of outdoor trails, a performing arts theatre and fitness centre within the Dow Centennial Centre and the 1875 – 1885 NWMP Fort Representation in historic downtown.

The City of Fort Saskatchewan is one of five municipal partners that fall within what is termed the ‘industrial heartland’. Alberta’s Industrial Heartland Association identifies this region as ‘one of the world’s most attractive locations for chemical, petrochemical, oil and gas investment.

In the 2011 census, Statscan identified the following:

- The percentage of the population aged 65 and over in Fort Saskatchewan was 10.4%, compared with a national percentage of 14.8%.
- The percentage of the working age population (15 to 64) was 70.3% and the percentage of children aged 0 to 14 was 19.3%. In comparison, the national percentages were 68.5% for the population aged 15 to 64 and 16.7% for the population aged 0 to 14.
- In 2011, the number of census families in Fort Saskatchewan was 5,495, which represents a change of 25.6% from 2006. This compares to a growth rate for Canada of 5.5% over the same period.
- In Fort Saskatchewan, 71.4% of census families were married couples in 2011, while 14.8% were common-law-couples and 13.6% were lone-parent families.
- In Fort Saskatchewan, the three most common mother tongues were Ukrainian (1.3%), German (1.2%) and Tagalog (Filipino, Filipino) (1.1%), in 2011. In comparison, the most common mother tongues at the provincial / territorial level were German (2.3%), Tagalog (Filipino, Filipino) (1.9%) and Panjabi (Punjabi) (1.5%).
- Fort Saskatchewan

The municipal census of 2012 found the following:

- 44.2 percent of respondents are employed full time and that Fort Saskatchewan has a 1.6 percent unemployment rate.

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28 Retrieved from www.fortsask.ca
• When looking at employment statistics by gender, the majority of those employed in full time work are male while the majority of homemakers and part time workers are female.

• 27.7 percent of respondents work locally within Fort Saskatchewan while a large percentage work outside (i.e. ‘no usual place of work’, Edmonton, and other municipalities in Alberta) of the city and tend to be male.

• The predominant level of education in Fort Saskatchewan is a High School diploma at 18.5 percent followed by a Post Secondary Diploma or certificate at 15.6 percent while 9.7 percent have a university degree and the majority of these are women.

Figure 1. Fort Saskatchewan: Population by age and gender (Municipal Census 2012)

The statistical tracking of domestic violence in the city of Fort Saskatchewan is done in silo’s. In other words, there is no sharing of tracking data or information between agencies so no way to cross-reference clients or services accessed. Most agencies maintain internal records that may or may not be accessible to the public or partner agencies. Many agencies working with people impacted by domestic violence depend on the RCMP for data though this data reflects only a portion of the cases as it focuses on those that access the justice system.

A snapshot of partner agency data:

As part of FSFF Family Violence Prevention Program, clients receive one to one support, individual safety planning and education and information regarding family violence. They can access referrals to other support services as well as advocacy support. Between April and November 2012, this program saw 30 new clients, 20 of whom live in Fort Saskatchewan, 9 who reside in the surrounding district and one who relocated to Edmonton. FSFF also provides the only support group for women who have experienced domestic violence – DAWN – that was re-started after a funding crisis in May of 2012. Since DAWN began in May, there have been 102 women participants. This number reflects 15 different women attending the group, some regularly, some only on occasion. The smallest group consisted of 2 women, while the largest had 10 women. The norm is usually 6-8 women. In addition, there have 60 children who have had childcare while their mother attended DAWN. This number reflects approximately 4 children who attended regularly and another 6 who attend only on occasion.

The Boys and Girls Club of Fort Saskatchewan offer a variety of support programs for children across the city. Over the past year they have seen an increase in the number of school-aged children and youth who are exposed to domestic violence due to custody disputes between parents. As a result, they provided
support over the past year to 13 children through individual counseling/support of through group support. It is not clear whether the parents of these 13 children are being supported by other agencies.

In data gathered by the RCMP in Fort Saskatchewan (municipality not including the rural detachment areas surrounding the city), there was a clear increase in the number of calls and breach of peace issues related to domestic violence. There were three deaths as a result of domestic violence in the rural detachment area of Fort Saskatchewan over this same time period. Unfortunately, there is a low charge rate in most domestic violence cases. For example, in 2010, there were 189 reported incidents of domestic violence, 19 of these were unfounded and out of the 170 actual reports only 57 of them were cleared by a charge.

Fort Saskatchewan Family and Community Support Services endeavors to enhance the quality of life for children, youth, families, seniors and others by providing programs and services that are empowering, build resiliency and strengthen our community. We have noticed an increase in clients who are seeking counseling services for issues around domestic violence. In 2011 our counseling program served 9 clients who were impacted by family violence and in 2012 we served 10 clients. Our Senior Services program in partnership with the Family Violence Coordinator initiated a circle of hope for seniors who have experienced domestic violence in 2011, based on a community need. Our Youth and Family Coordinator offers a youth program call Vibrant Youth for youth who have experienced domestic violence and also works with youth on a one to one level. In 2011 she worked with 2 youth and in 2012 she worked with 5 youth with domestic violence as an issue.
**CANADIAN DOMESTIC VIOLENCE STATISTICS at a glance**

**Federal**

On average, every six days a woman in Canada is killed by her intimate partner. In 2009, 67 women were murdered by a current or former spouse or boyfriend.

Statistics Canada’s Family Violence in Canada Statistical Profile 2009 (based on the General Social Survey) states:

According to police-reported data for 2010, there were almost 99,000 victims of family violence, accounting for one-quarter (25%) of all victims of violent crime. Almost an equal proportion of these family violence victims were spouses (49%) or other types of family members, such as children, parents, siblings or extended family members (51%).

Unlike other forms of violent crimes, females had more than double the risk of males of becoming a victim of police-reported family violence (407 victims per 100,000 population versus 180 victims per 100,000). This increased risk was primarily attributed to females’ higher representation as victims of spousal violence.

In addition to physical and sexual violence, many Canadians also reported being the victim of emotional and financial abuse. As in 2004, close to one in five (17%) Canadians said that they had experienced some form of emotional or financial abuse in their current or previous relationship, with put-downs and name calling being the most common form of abuse.

In 2010, there were over 102,500 victims of intimate partner violence, including spousal and dating violence. This translates into a rate of 363 per 100,000 population aged 15 years and older and was almost 2.5 times higher than the rate recorded for family violence against a child, parent or other family member (150 victims per 100,000).

Dating violence was more prevalent than spousal violence, with a rate that was higher than all other relationship categories, including friends and acquaintances.

Police-reported rates of intimate partner violence tended to be highest among female victims and among those aged 25 to 34 years. This contrasts non-intimate partner violence, where the victims were predominantly male and where rates were highest among those aged 15 to 24 years.

Nearly 55,000 children and youth were the victims of a sexual offence or physical assault in 2009, about 3 in 10 of which were perpetrated by a family member.

Six in ten children and youth victims of family violence were assaulted by their parents. The youngest child victims (under the age of three years) were most vulnerable to violence by a parent. In 2009, the rate of

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29 For more information on the challenges of estimating the prevalence of domestic violence in Alberta please refer to Wells, Lana, Emery, J. C. Herbert and Boodt, Casey, Preventing Domestic Violence in Alberta: A Cost Savings Perspective (June 5, 2012). SPP Research Paper No. 12-17, p.5.
family-related sexual offences was more than four times higher for girls than for boys. The rate of physical assault was similar for girls and boys.

**Police-reported family violence against seniors**

Based on police-reported data, nearly 2,800 seniors aged 65 years and older were the victims of family violence in 2010. Presented as a rate, the senior population had the lowest risk of violence compared to any other age group, irrespective of whether the incident involved a family member or someone outside the family.

In 2010, the rate of spousal violence for senior women was more than double the male rate (22 versus 10 per 100,000 population). Senior women were also slightly more likely than senior men to be victimized by their children in 2010 (27 per 100,000 versus 24 per 100,000 population).

**Family-related homicides, 2000 to 2009**

**Spousal homicides**

Between 2000 and 2009, there were 738 spousal homicides, representing 16% of all solved homicides and nearly half (47%) of all family-related homicides (it is important to note that we do not know how many of these involved immigrant or refugee victims).

Women continue to be more likely than men to be victims of spousal homicide. In 2009, the rate of spousal homicide against women was about three times higher than that for men.

**Family-related homicides against children and youth**

Over the past 10 years, there were 326 homicides committed by a family member against a child or youth (0 to 17 years), accounting for 7% of all solved homicides and 21% of all family-related homicides.

**Family-related homicides against seniors**

There were 160 family-related homicides against seniors (65 years and older) between 2000 and 2009, accounting for 4% of all solved homicides and 10% of all family-related homicides.

Senior women were most likely to be killed by their spouse (41%) or son (36%), while the majority of senior men were killed by their son (72%).

**Provincial**

Alberta has one of the highest rates of domestic abuse in the country. In fact, when it comes to domestic homicides, the Alberta Council of Women’s Shelters (ACWS) says Alberta has the highest rate in all of Canada. ACWS states from 2000 to 2006 in Alberta, more than 170 homicides were identified as domestic violence related. Between 2010 and 2011, Edmonton alone recorded six domestic homicides.32

Approximately 200,000 adults in Alberta live with family violence — across all ages, income levels and ethnicities.33

Recent studies show that Alberta has the fifth highest rate of police reported intimate partner violence and the second highest rate of self reported spousal violence in Canada, and despite a 2.3 percent decline over the last decade, the province’s rate of self-reported domestic violence has stubbornly remained

among the highest in Canada; rates of violence against women alone are 2.3 percentage points higher than the national average. In fact, every hour of every day, a woman in Alberta will undergo some form of interpersonal violence from an ex-partner or ex-spouse.

Conservatively, $600 million dollars is spent over 5 years in Alberta on a select number of costs that are directly attributable to domestic violence after women have left their abusive situations. These costs include accessing basic health services, emergency room and hospital visits, counseling, employment insurance and social assistance. Once the costs for police, legal and court costs, lost time at work and the devastating effects that witnessing domestic violence has on children are factored in, the total cost of addressing domestic violence in Alberta could be up to $1 billion over 5 years\textsuperscript{34}.

\textsuperscript{34} Wells, Lana, Emery, J. C. Herbert and Boodt, Casey, Preventing Domestic Violence in Alberta: A Cost Savings Perspective (June 5, 2012). SPP Research Paper No. 12-17.
Strategic Gender-Based Analysis Process in Fort Saskatchewan

The GBA in Fort Saskatchewan was predominantly a qualitative process that attempted to accommodate a variety of needs:

- assess the needs of women and men in the community and how/if they are being met
- understand the specific experiences and needs of those impacted by domestic violence
- consider the level of gender awareness in the community and identify options for improving gender capacity
- build the capacity of partners to understand the interconnections between gender equality and the work that they do on domestic violence
- develop a set of recommendations that respond to the needs of those impacted by domestic violence, work within the capacity and resource possibilities of the community and are evidence-based, offer the possibility for collective transformation and action to end violence against women and girls

Gender-Based Analysis Framework and Methodology

In order to achieve the process as mapped out above, a framework for data collection and analysis was developed. The framework included the following strategic categories:

1) Rights and Social Justice – collective action by the community and action by duty bearers towards reducing gender discrimination, exploitation, and gender-based violence
2) Empowerment – equal participation, decision-making and influence of women and men in the household and community structures to have greater control over their lives

35 In addition to academic literature and published research, documents from partners organizations, websites, meeting minutes, protocols and tools, annual reports, strategic plans, and data were reviewed as part of the GBA process.
36 The framework used for the Fort Saskatchewan GBA is adapted from Care Bangladesh’s Gender Analysis Framework, 2005.
3) Governance – equitable participation and influence of women and men in local governance structures and accountability of those structures to the needs of women and men

4) Institutional Gender Mainstreaming – strengthened capacity and accountability of community partners to achieve the above and learn

Each of the Strategic Categories forms an area of data collection, analysis and action. Questions were developed for each category to guide the process. For some categories, data was not accessible (i.e. robust sex disaggregated data at community and/or organizational level). For others, the ‘process’ attached to the collection of data was more useful than the actual data collected (i.e. the use of the Gender Capacity Assessment Tool was an important contribution to learning and awareness raising more so than data for the baseline). These categories form the Strategic Gender-Based Analysis Framework for the community.

**GBA Methodology**

In order to collect data, assess capacity, determine needs and identify opportunities for transformative action, the following methodology was employed:

<table>
<thead>
<tr>
<th>Level of analysis</th>
<th>Organization</th>
<th>Methodology</th>
<th>Framework Link</th>
<th>Data collection purpose</th>
</tr>
</thead>
<tbody>
<tr>
<td>Provincial/regional</td>
<td>Edmonton WIN Shelters</td>
<td>Face to face interview with Executive Director (ED); tour of facilities</td>
<td>Empowerment Governance</td>
<td>Role of shelter in system/region Key challenges/issues faced as a women’s shelter in province Level of women’s/community participation Relationship with FSFF Gender awareness/level of gendered programs</td>
</tr>
<tr>
<td>Sherwood Park Safe Place (women’s shelter)</td>
<td>Face to face interview with ED; tour facility</td>
<td>Empowerment Governance</td>
<td>Role of shelter in system/region Key challenges/issues faced as a women’s shelter in province Level of women’s/community participation Relationship with FSFF Gender awareness/level of gendered programs</td>
<td></td>
</tr>
<tr>
<td>Alberta Council of Women’s Shelters</td>
<td>Interview with ED; data sharing (tbc)</td>
<td>Empowerment Governance</td>
<td>Overview of VAW in province Statistics (DV and gender) Access to services/relevance</td>
<td></td>
</tr>
<tr>
<td>Shift project: Lana Wells</td>
<td>Telephone interview</td>
<td>Governance Empowerment Rights and Social Justice</td>
<td>Linking to provincial level research and initiatives; connection to networks; macro level analysis of policy and advocacy as well as evidence-based success stories</td>
<td></td>
</tr>
<tr>
<td>Location</td>
<td>Group</td>
<td>Activity</td>
<td>Governance</td>
<td>Observation Purpose</td>
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<tr>
<td>Fort Saskatchewan</td>
<td>DAWN support group</td>
<td>FGD (x2)</td>
<td>Empowerment</td>
<td>1st hand experience with system/services/trauma - attitudes</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Governance</td>
<td>Basic gender awareness</td>
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<td>System gap analysis</td>
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<td></td>
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<td></td>
<td></td>
<td>Share personal histories</td>
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<td></td>
<td>Advise FSFF on how to move forward</td>
</tr>
<tr>
<td>Building Bridges</td>
<td>½ day workshops (x2)</td>
<td>Empowerment Governance</td>
<td>Rights and</td>
<td>Focus on ending violence – how, who, champions, level of readiness, addressing root</td>
</tr>
<tr>
<td>community network</td>
<td></td>
<td></td>
<td>Social Justice</td>
<td>causes/exploring prevention; policy and advocacy influencing</td>
</tr>
<tr>
<td>FCSS Board</td>
<td>Gender capacity</td>
<td>Rights and Social Justice Empowerment</td>
<td></td>
<td>Gender awareness capacity building</td>
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<tr>
<td></td>
<td>assessment tool</td>
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<td>Decision making; responsiveness of programming</td>
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<td></td>
<td>Leadership on ending violence; champions</td>
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<tr>
<td>Industry</td>
<td>Face to face</td>
<td>Empowerment</td>
<td></td>
<td>Gender awareness</td>
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<tr>
<td>DOW Chemical</td>
<td>interview</td>
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<td></td>
<td>Leadership role on prevention</td>
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<tr>
<td>FGD with Mayor</td>
<td>FGD</td>
<td>Empowerment Governance</td>
<td>Rights and</td>
<td>Level of gender awareness</td>
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<tr>
<td>and Councilors</td>
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<td></td>
<td>Social Justice</td>
<td>Leadership in ending domestic violence</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>Resource allocation toward frontline response as well as education/prevention</td>
</tr>
<tr>
<td>Men’s group?</td>
<td>Face to face</td>
<td>Rights and Social Justice Empowerment</td>
<td></td>
<td>Level of gender awareness and gendered programming</td>
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<tr>
<td></td>
<td>with staff (tbc)</td>
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<td></td>
<td>Understanding resources available to men</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>Understanding men’s perspectives on gender and violence</td>
</tr>
<tr>
<td>Education</td>
<td>Face to face</td>
<td>Empowerment</td>
<td></td>
<td>Level of gender awareness</td>
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<tr>
<td>representative</td>
<td>(tbc)</td>
<td></td>
<td></td>
<td>Capacity to engage in ending violence through prevention work</td>
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<tr>
<td>(i.e. principal/trustee)</td>
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<tr>
<td>FSFF</td>
<td>Staff</td>
<td>Program-level Governance</td>
<td></td>
<td>Understanding gender and GBA;</td>
</tr>
<tr>
<td></td>
<td>gender audit;</td>
<td>Institutional Mainstreaming</td>
<td>capacity building</td>
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<tr>
<td></td>
<td></td>
<td>Reflecting on organization and programs to assess gender opportunities (access, decision making, attitudes/biases, inclusivity)</td>
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</tbody>
</table>

| Board | Gender capacity and assessment tool | Institutional Mainstreaming Governance | Understanding gender and GBA; leadership role in gendering programs |

| Case Management | Frontline workers | Face to face interviews; incorporated into Building Bridges workshop | Empowerment Rights and Social Justice | Understanding how victim cycles through system; levels of coordination and information sharing; understanding of gender and how it impacts interventions/services/resource allocation Understanding root causes; addressing prevention; champions and readiness for change/action Gap and power analysis |

| GBA Framework |

1. **Rights and Social Justice**: collective action by community members and duty bearers towards realizing rights for women and men and reducing gender inequality and violence against women

<table>
<thead>
<tr>
<th>A. Gender Information and Analysis Needed</th>
<th>B. Findings</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. a) Rights and Legal Issues (specific to FSFF/Alberta/Canada) - gaps/deficiencies in legal and justice systems - lack of understanding of domestic violence/gender within legal/justice systems</td>
<td>a) At federal level, continued cuts to the social safety net have deleterious impact on women. For women, who are the majority of the poor, the majority of social assistance recipients, and major users of social programs and social services, the impact of this diminished commitment to social development and economic fairness has been harsh. Work remains heavily sex-segregated, and equal pay for work of equal value is not required in all jurisdictions. An increasing number of women are working in non-standard jobs – part-time, temporary, casual jobs, and self-employment – without union protection and without benefits, including sickness and pension benefits.37 Ongoing</td>
</tr>
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</table>

analysis of changes to the social safety net (i.e. employment insurance, child benefits, etc.) should be monitored and, where appropriate, advocacy on behalf of women and other vulnerable groups implemented.

At provincial level, Alberta has many policy frameworks that impact families and interconnect with preventing domestic violence. These include: Alberta Mental Health and Addictions Strategy; Alberta Gang Reduction Strategy; Alberta Crime Prevention Framework; Ten Year Plan to End Homelessness; as well as three emergent policy frameworks (Prevention of Bullying Strategy, Ending Child Poverty, and the Social Policy Framework). The Government of Alberta is also in the process of redesigning its Prevention of Family Violence Framework. Alberta’s Protection Against Family Violence Act focuses on protecting victims of domestic violence from further violence. However, the act does not include an explicit focus on addressing the antecedents or root causes of domestic violence in order to prevent it from happening in the first place. Additionally, expanding the Act’s definition of family violence to include dating relationships and emotional and financial abuse is critical to ensuring adequate and meaningful action.

In general, the perception is that there is limited knowledge/sensitivity/innovation within both the legal and justice systems to deal effectively with domestic violence/trauma/gender. Additionally, there are significant barriers/hurdles for women ‘in the system’ that tend to diminish their control/access/confidence rather than bolster/support/improve (i.e. lack of affordable housing, limited/costly legal aid, Child and Family Services ‘de-sensitization/workload/bureaucracy).

Women experiencing the impacts of domestic violence identified considerable barriers in terms of stigma, revictimization and bias when dealing with police, the courts, and the overarching bureaucracy that pervades each system; examples include ‘attitude’ when police are called to a DV incident; court orders and affidavits that translate into both time and cost to victim; need for both parents (victim and perpetrator) to sign when trying to

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<table>
<thead>
<tr>
<th>b) understanding and community action</th>
</tr>
</thead>
<tbody>
<tr>
<td>- level of community knowledge of ‘how’</td>
</tr>
<tr>
<td>justice/legal systems work</td>
</tr>
<tr>
<td>- community efforts in place to strengthen</td>
</tr>
<tr>
<td>legal/justice systems</td>
</tr>
<tr>
<td>- partnerships in place with different actors in</td>
</tr>
<tr>
<td>legal/justice system to strengthen actions to</td>
</tr>
<tr>
<td>reduce domestic violence</td>
</tr>
<tr>
<td>- to what extent do people impacted by domestic</td>
</tr>
<tr>
<td>violence ‘know’ their rights/entitlements</td>
</tr>
<tr>
<td>- what examples of collective action for rights</td>
</tr>
<tr>
<td>change exist?</td>
</tr>
</tbody>
</table>

| access supports (i.e. counseling); increasing use of |
| peace bonds; decrease/lack of reporting to avoid |
| bureaucracy/charges; lack of ‘tools’/knowledge to deal with financial and psychological forms of violence. |

The perceived “bureaucracy” (protocols and paperwork, especially with repeat calls) associated with domestic violence calls can feed ‘bias’ within the system.

Most local organizations are ‘gender neutral’ in their languaging of domestic violence especially those that directly ‘touch’ victims. Nor do organizations that deal with DV articulate root causes.

Funding for some services is tied to local crime statistics (i.e. Victim’s Services). This can be problematic with domestic violence for many reasons but particularly because there are challenges with victim reporting.

A ‘continuum of care’ philosophy does not fully exist within the justice and legal systems so there are many opportunities for victims to fall through the cracks (i.e. hand over between RCMP and Victim’s Services dependent on whether charge is laid and whether victim is receptive to support; lack of safe house in FS means that some victims are sent to Sherwood Park or Edmonton or, at times, put up in a hotel in FS).

| b) Building Bridges provides a critical gathering place for service providers to come together to ensure action and transformation. It is both an opportunity (a strong platform for shared principles, practice and action) and a challenge (holding each other accountable to collective vision). |

Most partners agree that the legal/justice system would benefit from deepening their understanding of trauma and gender as it relates to domestic violence and that there are evidence-based initiatives available to strengthen these aspects of their work. The intended impact is that this will improve victim reporting and ensure a greater ‘continuum of care’ within and between agencies.

General consensus is that greater effort needs to be made to engage the Filipino community locally to ensure they are aware of their rights and to increase their knowledge of the legal/justice systems.
Additionally, the existence of temporary foreign workers in the community seems to be on the rise and it is important that these different groups of people (new immigrants, TFWs, refugees, etc.) are aware of their rights and the services that are available within the community.

There is limited public knowledge of rights/entitlements when dealing with the systems that interact with domestic violence cases. Most women fleeing violence are forced onto a steep and relatively unsupported learning curve to understand the bureaucracies, what is expected of them, and what they are entitled to. Complicating this are the silos that most organizations work within (i.e. criminal and civil courts don’t talk to one another). Greater awareness of rights, ‘navigation’ support for moving through and between the systems, and a higher level of domestic violence sensitivity is much needed.

c) Domestic violence statistics are generally derived from the RCMP. These statistics are currently not cross-referenced with other agencies serving victims of domestic abuse making it challenging to draw a clear picture about extent of vulnerability. Sex disaggregated data is limited. No formal mechanism for sharing data with shelter system or healthcare system. Most support agencies ‘sense’ a rise in the prevalence of domestic violence and the ‘fallout’ from its impact on children in the community.

‘Children who witness’ – area of great concern by most of the frontline agencies in FS as well as women who have experienced domestic violence and are concerned for their children’s well-being. This is backed by recent studies: one of the largest, clearest and most compelling studies conducted to date found that any one of three childhood experiences—physical abuse, sexual abuse or growing up with a battered mother—doubled the risk of domestic violence victimization or perpetration in adulthood. Having all three experiences increased the risk by three-and-a-half times for women and even more for men.39

Though a relatively well-off community, FS is vulnerable to economic ‘shocks’ due to its

dependency on a few industries as well as the fluctuating oil and gas sector where many people (generally men) work out of town for extended periods. Vulnerability in this community is varied: single mom’s who are isolated and have limited control over financial resources (many are married but single parenting while partner is working outside of town); under-employed and unemployed; limited access to affordable housing and public transportation as well as childcare; mental health and addictions with limited supports available; limited knowledge of prostitution or human trafficking in the area. Hidden poverty is a challenge in this relatively well-off community.

Root causes of domestic violence have not been purposefully examined in the community – and not through a gender or diversity lens - until recently. As a result of the GBA, these include: gender inequality/power imbalances; male attitudes of disrespect; changes in family structure (loss of male power, traditional practices, isolation), empathy and apathy deficits; boredom, lack of services/programs to engage youth; poverty; mental health and addictions; economic status. Emphasis has not been collectively placed on primary prevention initiatives but instead frontline, reactive (much needed) resources.

As a relatively wealthy community, FS has a significant number of resources available to support people experiencing domestic violence. Gaps seem to exist in mental health and addictions services as well as counseling for victims. There is mixed feelings about whether a shelter/safe house is needed locally and general frustration with the need to go to Edmonton/Sherwood Park. Stronger relationships with the shelters in Edmonton and Sherwood Park would benefit the local agencies (data collection, sharing resources) as well as women using the system. A focus on ‘seamless coordination’ and ‘wrap around services’ would be beneficial.

Most organizations involved in DV are either linked to Building Bridges or interested in finding ways to coordinate supports and work more effectively together as well as learn. This is an opportunity that should be harnessed.

Lesbian, Gay, Bisexual, Transgendered, Two-Spirited and Questioning (LGBT2SQ) populations are important to consider in any domestic violence
| d) Social protection from crisis  
- community perspectives on domestic violence  
- safety nets |
| --- |
| prevention strategy but limited work is being done to support this population and there is little data on the prevalence and experiences of this group.

FS depends on the shelter resources of Edmonton and Sherwood Park yet there are no formal relationships/practices in place to share data, communicate regularly around client needs, share policies/tools or even communicate.

d)
Though the community is generally aware of domestic violence and services locally available to support victims, there is enormous leeway to work on raising awareness about the link to gender equality, talking about root causes, working on prevention (particularly in terms of engaging youth, men and boys), and in strengthening the linkages between services providers to ensure no one falls through the cracks (especially vulnerable communities/groups who have not been previously engaged such as TFWs, immigrants, etc.).

The recent Ipsos Reid survey undertaken by ACWS indicates that many Albertans still believe domestic violence does not exist very often in their communities. Work needs to continue to educate the general public on the prevalence – and costs – of domestic violence as part of a robust prevention strategy.

Limited generation of gender sensitive statistics locally; sex-disaggregated data at national and provincial levels is being eroded rather than strengthened.

Numerous barriers exist within the social safety net funded predominantly by federal and provincial governments (i.e. lack of support for people fleeing ‘stalking’ situations; ‘spouse-in-the-house’ welfare regulations, general stigma/bias in dealing with welfare recipients\(^{40}\))

C. Implications and Actions for the Project

Addressing the causes and consequences of domestic violence is the responsibility of multiple sectors, and strong inter-sectoral collaboration and joint planning within government is critical to preventing and reducing domestic violence in Alberta. At local level, the same is true for service providing agencies. Building Bridges offers a unique platform to articulate a joint strategy, share resources and hold each other accountable to achieving targets.

Low level of gender awareness and high level of ‘gender blindness’ – need to continue to build awareness, learning within practitioners and policy makers but also raise education levels of media and general public.

Deepen/expand work on primary violence prevention within initiatives already underway (with parenting and family groups) and with new target audiences (i.e. local businesses, men and boys, school kids). Ensure gender issues, power analysis etc. are built into interventions as core practice. Secondary and tertiary prevention interventions should strengthen their efforts by mainstreaming gender/power/trauma elements. Particular emphasis should be given to addressing the needs of ‘children who witness’ (i.e. within parenting programs that work with ‘at-risk parents’).

Acknowledge critical role of gender in work on domestic violence and need to mainstream throughout partner agencies. Attempt to collect sex-disaggregated data across partner agencies in order to map and monitor more effectively.

Engage in advocacy and capacity building between and within legal and justice systems to enhance knowledge of domestic violence, trauma, gender. Work with agencies to streamline and de-bureaucratize systems and practices where possible. Seek to reduce stigma within agencies and to increase reporting by victims. Seek to ‘empower’ rather than judge.

Formalize ‘community’ (as well as agency to agency) relationship with shelter system in Edmonton and Sherwood Park to ensure, at minimum, data sharing and, ideally, policies, practices and learning in order to strengthen client support.

Monitor federal and provincial policy changes and, where appropriate, advocate on behalf of women and other vulnerable groups to ensure barriers are reduced, access improved, and sensitivity to the unique needs of those impacted by domestic violence are acknowledged.

| 2. Empowerment: equal participation, decision-making and influence of women and men in household and community structures to have greater control over their lives |
|---|---|
| A. Gender Information and Analysis Needed | B. Findings |
| 2. a) Decision-making and influence - household/community level decisions and constraints - role of women/men in FSFF project and ability to influence decisions | a) and b) In a FGD with women experiencing domestic violence, the home was identified as the location of greatest ‘fear’ in their communities. Examples of household level vulnerability include: lack of financial control (income dependency); child and homecare burden; lack of affordable housing; lack of stable/secure employment or employment that fits needs of family. DAWN is the only support group available to women in need in the community as well as the Seniors Circle of Hope open to older women. |
### b) Participation, association and leadership
- local/regional groups that women participant in and to what extent
- interaction among women (level of collective action)

Currently, there female and male Board representatives and predominantly female staff at FSFF who directly influence the organization and/or project. Similarly, Building Bridges is mainly made up of women with 2-3 men who regularly attend/contribute.

There is a wealth of impressive female leadership within the community yet a weak articulation of gender equality within most of the partner agencies. Purposefully linking gender to the work that is being done on domestic violence and modeling good leadership practices is essential to breaking down barriers.

Some organizations in FS have programs that seek to engage community members. FSFF holds parenting workshops and programs and encourages participation of participants in strengthening the program. Boys and Girls Club similarly has programs for youth that focus on leadership and community action.

Gender issues are dominantly still understood as ‘women’s issues’ with limited incorporation of men’s perspectives.

### c) Mobility/access
- do women face mobility/access constraints
- ability to participate in project

Mobility within FS is basic and can cause problems for people who live in certain parts of the community and do not have access to private or public transportation options. Some organizations attempt to address these challenges in their programming along with other potential barriers to participation (i.e. language, immigrant community, gender, childcare etc.). For example, the DAWN group provides childcare for participants and can also provide transportation if necessary. Victim’s Services will provide temporary hotel accommodation of the shelter system is full.

### C. Implications and Actions for the Project

Seek to develop an Advisory Committee for the Status of Women project that includes women and men and people impacted by domestic violence.

Strengthen gender capacity of partner organizations to ensure a focus on leadership, participation and influence for women and men who are working on domestic violence and committed to prevention efforts.

Analyzing possible barriers to program/project/service access is critical component of gender capacity assessment and could be undertaken by all partner organizations (particularly with regards to under-
Advocate and support initiatives that focus on expanding female leadership and participation in politics and other forms of civic life within the community. Share success stories of women’s leadership as well as men’s participation and engagement in services and supports that seek to end gender-based violence.

Work to engage men and boys: violence prevention programming as well as ensuring our current programs and practices do not deter from men/boys from engaging (where appropriate).

Advocacy with municipal, provincial and federal bodies on specific issues linked to the root causes and consequences of domestic violence.

3. Governance: equitable participation and influence of women and men in local governance structures and accountability of those structures to the needs of women and men

A. Gender Information and Analysis Needed

3. a) Participation and capacity
   - representation of women in local government?
   - influence of women and men in local non-profit and civil society structures

b) Accountability and responsiveness
   - to what extent are local government services and programs responsive to needs of women and men?
   - to what extent are civil society organizations effectively addressing the needs of women and men?
   - to what extent do people ‘claim’ their entitlements?
   - where does decision making lie?

B. Findings

a) FS is led by a female Mayor who is a vocal supporter of ending domestic violence. Her leadership - alongside other local advocates - on issues of gender equality is essential to inspiring other women to engage in politics and embrace leadership roles (especially young women).

As is typical to the social services sector in Canada, there are many female role models in positions of leadership and influence. We need to continue to support their voices and energy in bringing about gender equality as well as highlighting and celebrating the successes of men in making a difference in this sector (i.e. supportive leaders in the RCMP, municipality and/or local businesses can play a critical role in advocating for greater gender awareness)

b) The municipal government responded to the needs of FSFF when a funding crisis nearly closed their work on violence against women in the community. This resulted in recognition of the need for collective action and for all partners to come to the table with solutions. Additionally, it spurred on the application to Status of Women to secure project funding for deepening the community efforts to end domestic violence.

Very few of the agencies (government and non-governmental) in the community have clearly articulated gender policies (even, at basic, sexual harassment policies) nor do they use gender analysis to determine whether they are meeting the
c) Macro level policy and advocacy
- national/provincial policies and structures
- changing public opinion possibilities

needs of the local population. As a result, most interventions operate in isolation (there is no formal platform for frontline workers to share information on clients hence a typically silo’d approach) and use very different language for what they are attempting to achieve and how they work (domestic violence/family violence/gender-based violence).

Need to better emphasize the inter-sectionality between gender, age, ethnicity, social class, disability, etc. in order to strengthen interventions

c) There is excellent communication and access to municipal leaders and very positive and supportive channels in place to work closely together on critical issues (such as domestic violence) to the community.

These relationships could and should be used more effectively to advocate on specific issues that impact multiple levels of government (i.e. legal and justice system capacity building; affordable housing, transportation, etc.).

As in the section on Rights and Social Justice, it is imperative that the community utilizes and strengthens the Building Bridges platform to provide for collective action, advocacy and policy coordination for macro-level change.

Numerous provincial/federal policies impact the supports available to people impacted by domestic violence. For example, stalking is seen as part of family violence however it is not an applicable component in applying for a provincial Social Services grant (for fleeing abuse/starting over). There is also a gap between agencies that fund ‘bricks and mortar’ and those that fund supports, especially in the shelter system.

C. Implications and Actions for the Project

Invest in raising awareness of gender equality and domestic violence within the general public and use progressive leaders such as the Mayor and others (male and female) in positions of influence to articulate this platform of change.

Engage political leaders at the municipal level in an advocacy campaign that highlights the voices and needs of vulnerable people impacted by domestic violence (i.e. gender equality, violence prevention, affordable housing, public transportation, economic diversification, childcare, etc.).

Strengthen Building Bridges platform to create springboard for advocacy as well as better coordination at
service level.

Encourage non-traditional partners to engage in violence prevention work (i.e. corporate sector).

Support municipal body to invest in women leaders and building their political participation.

Create platforms for frontline workers to share client information (recognizing privacy concerns) as well as tools to ensure no one is falling between the cracks and that partner agencies are working from a similar baseline of language and intent.

Strengthen work on gender by also incorporating issues of inclusivity and diversity into program design/analysis/monitoring and evaluation.

Advisory committee (including women impacted by domestic violence) to hold partners accountable to targets and well as ensuring inclusion of the voices of vulnerable groups.

4. Institutional Gender Mainstreaming: strengthened capacity and accountability of community partners (organizations and staff) to achieve the strategic directions above and learn

<table>
<thead>
<tr>
<th>A. Gender Information and Analysis Needed</th>
<th>B. Findings</th>
</tr>
</thead>
<tbody>
<tr>
<td>4. Capacity and knowledge (to undertake gender capacity assessment, GBA, monitor and report on progress against gender equity goals)</td>
<td>“Most of us are gender-aware but not purposeful about it.”</td>
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<tr>
<td></td>
<td>There is a general level of gender sensitivity within the community, especially among those agencies working directly with people impacted by domestic violence. Though there are not overt policies or practices in place in most agencies there is organizational will and commitment to strengthen gender capacity and knowledge.</td>
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<tr>
<td></td>
<td>As part of the GBA (which was essentially new to most participants and required significant awareness raising), both FCSS and FSFF boards agreed to undertake a gender capacity assessment and use this as part of the project baseline. Ideally, all Building Bridges partners will also use this tool.</td>
</tr>
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</table>

C. Implications and Actions for the Project

Roll out gender capacity and assessment tool and continue to build gender awareness within partner agencies.

Use Building Bridges as a platform for implementing the community plan and holding each other accountable for achieving objectives. Walk the talk.

Share success stories, policies and tools, and celebrate the diversity and wealth of knowledge that exists within the partners and community. Do this with the general public and as collaborators.

Engage men and boys in the solution; identify leaders and spokespeople who can inspire and advocate for change. Use the media to support this process of transformation.
Four-in-ten (41%) Albertans agree that ‘most women could leave an abusive relationship if they wanted to’ while 58% disagree. When it comes to men, however, more than six-in-ten (62%) agree that ‘most men could leave an abusive relationship if they wanted to’, while 37% disagree. Government of Alberta, Ipsos Reid Survey, Albertans’ Perceptions of Family Violence and Bullying Survey 2012 Summary Report.

Data Sources and Limitations

There is very little in the way of available sex-disaggregated data and what does exist is weak at all levels including community, provincial and federal. In a recent study on policy related to domestic violence in Alberta, the authors recommended that the province of Alberta establish a comprehensive system for collecting data and monitoring domestic violence.

At federal level, Statistics Canada collects data on domestic violence through its General Social Survey on Victimization. This is done every 5 years with the last completed in 2009. Through a telephone based survey it attempts to inform policy by analyzing the extent of criminal victimization, rates of reporting to police, factors related to victimization (i.e. demographics, habits), reasons for non-reporting to police and the impact of crime on victims. For example:

![Percent of victimization incidents not reported to police, by type of victimization, 2009](image)

**Note:** Responses of "Don't know" and "Not stated" are included in the totals.

**Source:** Statistics Canada, General Social Survey, 2009

Unfortunately, there is a declining response rate for this type of survey and it does not provide local level results for many communities (such as Fort Saskatchewan) and even at provincial level it can be incomplete. At this stage, these surveys are the only way to analyze unreported crime however significant changes are required to enhance the usefulness of the information it produces. Additionally, with

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42 Babyak, C. The General Social Survey on Victimization a Statistics Canada, May 23, 2012, PPP
significant cut backs to Statistics Canada we will continue to witness a decline in the quality and depth of data collected, particularly on social issues. These cuts will likely affect the agency’s ability to introduce new surveys and update existing surveys to reflect current population trends. Statscan now produces about 350 surveys on topics ranging from crime rates and mental health to the country’s gross domestic product.\(^{43}\)

The GBA process was not intended to gather information from a statistically representative sample of community members but, rather, provide an opportunity for in-depth qualitative exploration of gender awareness and its application as well as its interplay with domestic violence interventions.

There is a general lack of knowledge on gender and specifically how its shapes the root causes, consequences, and resulting local interventions on domestic violence within the community. As a result, and as noted in the sections above, an approach that incorporated ‘capacity building’ on basic gender awareness (i.e. during FGDs and key informant interviews) was required.

As detailed in the methodological section above, a variety of techniques were employed to gather information, cross-reference findings, share knowledge, and deepen learning. These ranged from key informant interviews, confidential focus group discussions with partner agencies or women who have experienced violence, community workshops and feedback loops, organizational audits and capacity assessments, as well as a literature review and scan of available statistics and policies. Examples of questions asked during some of these GBA experiences as well as the workshop report and the assessment tool are found in the appendix.

In the following sections, highlights from four processes are provided to demonstrate the utilization of different methodological strategies as well as the nature of the data collected. These include:

- Voices of DAWN participants (community mapping)
- Community Partners (Building Bridges gender and community planning workshops)
- Community Leaders (focus group discussions, face to face confidential interviews)
- Organizational Assessments (gender capacity assessment tool with FCSS and FSFF Board Directors)

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VOICES OF WOMEN IMPACTED BY DOMESTIC VIOLENCE

This group used the following set of guiding principles to frame their discussion:

- no one deserves to be abused
- violence has no place in relationships or society
- relationship and societal violence arise from an imbalance and misuse of power and control
- women and children are diverse and have the right to have their differences respected
- the community has a right and responsibility to become involved (domestic violence is not a private matter)
- education and awareness are essential to the prevention of violence
- equality, mutual respect, self esteem and interdependence are values that foster healthy relationships and a healthy society

Perceptions of Inequality and Exclusion in Fort Saskatchewan
As part of a focus group with women impacted by domestic violence the women identified a variety of factors that shaped their experience or the experience of others of inequality/exclusion in Fort Saskatchewan. This included:

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44 5 women, 4 of whom live in the community, attended the focus group discussion. It based on the following guidelines: confidentiality and anonymity; respect for one another and the process; safety; voluntary; community focus not personal histories; right to pass.

45 Adapted from Haven Society, Nanaimo, BC, Retrieved from www.havensociety.com
The group also ‘mapped’ the community of Fort Saskatchewan in terms of its assets (local economy, political context, organizations, services, environment, cultural and spiritual resources) in order to both acknowledge what the region provides but also identify gaps. Assets included the parks and green space throughout the community, the service agencies that they access for supports (i.e. FSFF, FCSS, Boys and Girls Club), City Hall, the recreation centre, restaurants and bars, places of employment.

This exercise was meant to also locate those places of ‘fear’ or danger in the community as perceived by the group. The unanimous conclusion was that the only place where they experienced fear or danger was in their home.

RESTRAINING ORDERS  POWER AND INEQUALITY
LACK OF POLICE EFFECTIVENESS  VIOLENCE
COURT ORDERS  ASSUMPTIONS/BIAS/STIGMA
LACK OF SENSITIVITY/EDUCATION WITHIN ‘SYSTEM’
CHILD VICTIMIZATION/CHILD WELFARE NOT CONSIDERED
Perceived gaps/challenges in supporting victims of domestic violence:

- support for victims of psychological abuse
- loss of power and control
- lack of safe shelter locally
- limited counselling options (especially in schools)
- legal aid Edmonton-based; financial barriers to accessing legal support
- ‘system’ navigators required
- bureaucracy that re-traumatizes and treats victim like a perpetrator
- need for both parents to provide consent for child supports (revictimized)
- lack of coherence between service providers
- education system as advocates of healthy, safe relationships
- wealthy community tends to ignore domestic violence as private matter/stigma
- lack of affordable housing/public transportation

Opportunities for action as expressed by women impacted by domestic violence:

- systems and agencies that ‘touch’ victims of domestic violence generally do not set women up for success – there is a sense that bureaucracy, workloads, and engrained bias have created an environment of judgment and de-sensitized ‘support’ stuff
- expose domestic violence through prominent campaigns, champions for change, and events that bring the community together to ‘name’ the issue of violence against women and children and begin to reduce the stigma
- ensure schools and other agencies do not view domestic violence as a ‘private’ matter
- advocate for the rights and needs of children impacted by domestic violence (especially ‘children who witness’): access to counseling that is not based on 2-parent consent; learning about healthy relationships in school; learning about rights from an early age; parenting support
- reduce stigma and bias in the systems that touch victim’s of domestic violence: educate service providers and members of the legal and justice systems to understand trauma, domestic violence and how certain policies and practices re-victimize (i.e. court orders, 2-parent consent, affidavits, RCMP house calls, need for ‘physical’ evidence ignores mental/psychological abuse)
- independent counseling resource not tied to child welfare
- increase affordable housing available in the community; access to a ‘safe house’ in Fort Saskatchewan
- increase and improve drop-in facilities/programs focused on children
- reduce financial barriers associated with securing legal assistance
- reform AISH (i.e. if woman is living with a room mate whose income is higher than cut off then woman’s access is reduced because of common law status being applied)
- improve employment/educational opportunities for women fleeing abuse (rather than allowing cycle of abuse to continue)
- address the barriers that exist for low-income residents (i.e. operating hours of food bank, lack of transportation options, costs of public facilities such as pools/arenas) and expose ‘hidden’ poverty in the community
VOICES OF COMMUNITY PARTNERS – BUILDING BRIDGES

Community partners gathered for two half-day workshops to explore concepts such as power, gender-based violence, the causes and consequences of domestic violence, gender equality, gender-based analysis, and their community strategy to end domestic violence in Fort Saskatchewan.46

What is POWER (real and perceived)?

Depending on how power is wielded it can result in decreased choice and increased vulnerability...

<table>
<thead>
<tr>
<th>COMMUNITY</th>
<th>INDIVIDUAL</th>
<th>INSTITUTIONALLY</th>
<th>POLITICAL/SOCIAL</th>
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<tbody>
<tr>
<td>Decision Making</td>
<td>Cultural Identity/Race</td>
<td>Decision Making</td>
<td>Age</td>
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<tr>
<td>Freedom</td>
<td>Gender</td>
<td>Freedom</td>
<td>Gender</td>
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<tr>
<td>Authorities vs. Gangs</td>
<td>A voice</td>
<td>Financial</td>
<td>Decision Making</td>
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<tr>
<td>Financial</td>
<td>Decision Making</td>
<td>Control</td>
<td>Freedom</td>
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<td>Safety</td>
<td>Resources</td>
<td>Hierarchy</td>
<td>Financial</td>
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<tr>
<td>Control</td>
<td>Freedom</td>
<td>Power</td>
<td>Control</td>
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<td>Religion</td>
<td>Age</td>
<td>Gender</td>
<td>Status</td>
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<tr>
<td>Gender</td>
<td>Control</td>
<td>Age/Seniority</td>
<td>Religion</td>
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<tr>
<td>Age</td>
<td>Safety</td>
<td>Work place</td>
<td>Cultural Identity/Race</td>
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<tr>
<td>Cultural Identity/Race</td>
<td>Privilege</td>
<td></td>
<td>Majority</td>
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<tr>
<td>Hierarchy/Status</td>
<td>Financial Status</td>
<td></td>
<td></td>
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<tr>
<td>Attitudes/respect</td>
<td>Psychological/Physical Well being</td>
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</table>

46 The full workshop report can be accessed via FSFF.
The Equality Tree – Equality in Fort Saskatchewan

ROOTS: Personal Actions

Parenting:
As a parent, try to be sensitive to not steering my children in a gender-biased direction (dad’s ‘parent’ not ‘babysit’).
Build confidence; focus on positive actions; provide meaningful consequences.
Model accountability and social responsibility.
Do not support entertainment (music, video games, TV, movies) that glorify violence or diminish the seriousness of domestic violence.
Time. Focus on learning together. Open communication.
Clarity about difference between discipline and punishment.

Household:
Shared control of and access to household accounts and financial management.
Model shared responsibility in the home through shared chores, decision-making, maintenance, finances, childcare.

Community:
Model good public behavior: don’t pass judgments or perpetuate stereotypes/myths.
Help seniors through respectful and supportive actions.
Endeavour to use gender sensitive language.
Challenge (respectfully) or identify gender insensitive actions and/or inequality.
Build connectivity with community/nature/spirituality.

TRUNK: Institutional Initiatives

Some organizations have sexual harassment policies (i.e. City of Fort Saskatchewan); not clear if any have more comprehensive gender equality policies.

Multicultural Society of FS beginning to work with different agencies to explore issues of equality in terms of access to services.

Workplace violence training and awareness-raising underway by municipality.

Status of Women grant provides opportunity to deepen community-wide gender awareness and mainstreaming of gender equality into our work.

BRANCHES: Political Actions

Female Mayor (only female on Council) and female MLA with position and opportunity to inspire and encourage more women to enter into local politics.
Municipal funds channeled to domestic violence initiatives (i.e. Families First). Strong support for social services agencies active in the community by the municipality.

**SKY: Opportunities**

Public advocacy for greater diversity in elected officials and investment in building capacity of women in politics. However, always vote for best candidate not by gender.

Support values and principles of Idle No More campaign: diversity, inclusivity, democracy.

Support better gender equality within elementary and high school teachers.

Continue to support organizations and programs that work to improve equality and end violence against women.

Building Bridges partner agencies to commit to completing gender audit and monitoring progress as part of Status of Women grant. Share learning/expertise.

Advocate for creation and implementation of gender policies in Fort Saskatchewan organizations/institutions.
VOICES OF COMMUNITY LEADERS

“Fort Saskatchewan is generally regarded as a well-off municipality with its fast growth, high salaries, and industry-based economy. However, there is hidden poverty – an invisible minority not known to most residents. Youth are living rough in our community with limited options for employment. There are many part-time temporary workers without benefits or security. Young families or single parents can’t pay the bills (over 100 families accessed the food bank last year). And we have experienced 11 years of zero new housing starts resulting in a very low vacancy rate and significant lack of affordable housing options.”

“There exists in Fort Saskatchewan and elsewhere a socially constructed view of mothers that shapes and defines our approach to human resource development as well as our general attitudes toward the role and expectations of women at household and community levels.”

“Many organizations in Fort Saskatchewan perceive themselves to be gender sensitive – and many of them most likely are – but the question really is are we purposeful about this commitment? I believe we are ‘intuitive’ about gender but we haven’t, until now, named it a such.”

“An important part of our work as service providers is to reflect on who we serve and why (questions of inclusivity and accountability) as well as how do we know we are meeting the needs of the vulnerable. I don’t think that we do this well or consistently.”

“How do we know the statistics around domestic violence demonstrate that incidences are on the rise in our community? Is it simply RCMP data? Is it a greater number of people reporting? How do we interpret the data meaningfully, especially if we all have different definitions and frameworks for intervention?”

“The main challenges with our domestic violence files include recidivism, break down of traditional core values, employment trends that impact male association with power and status, the internalizing of power by men, the interconnectedness between mental health and addictions and domestic violence. Even with our enormous resources, Alberta has one of the highest rates of domestic violence in the country. And why do domestic violence calls go up during the Christmas holidays. What are we missing? Why are the incidents not going down?”

“In general we lack evidence-based programs (across the province) so we need to be very clear what real prevention looks like: prevention, intervention, or postvention?”

“So much of what we do is about ‘gut instinct’. We ‘feel’ that domestic violence is on the rise, especially emotional/psychological violence however this is not a prioritized focus of what we assess for…(h)aving a domestic violence screening tool that we use in all of our programs rather than just a couple would be beneficial as would training for staff in assessing domestic violence and providing appropriate support. At this point in time there is a lack of skills and fear around tackling domestic violence, especially in immigrant communities where cultural traditions play into the situation.”

“Like every community we have service gaps and funding gaps and training/knowledge gaps. The gap in mental health and addictions services however is acute and most agencies feel this when trying to refer or find additional supports for clients in need.”

“Abuse to animals, elder abuse (financial scams), intimate partner strangulation, psychological abuse are all on the rise in our community. Education and action on prevention is needed.”

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47 All interviews and focus group discussions (outside of the Building Bridges two ½ day workshops) were carried out on the basis of confidentiality with participants.
“Protocols around disclosure in healthcare are under-developed, if you ask a question about domestic violence then the supports to deal with the answer need to be in place and this is not the case.”

“We are a resourceful community and small enough that we should be able to continue to improve the ways in which we work together – these are assets that we need to strengthen. We should seek all opportunities to transform/change the way we address domestic violence because, although we all work very hard and do our very best, we are not stemming the tide of incidents.”
ORGANIZATIONAL GENDER CAPACITY ASSESSMENT TOOL

As part of the gender-based analysis an assessment tool was developed to assist participating organizations in determining their gender ‘readiness’ and to provide a framework for action on gender mainstreaming. This checklist is a quick and effective way to determine the extent to which an organization embraces and integrates gender into its core operations and programs (e.g. through the promotion of gender equality). The checklist used in Fort Saskatchewan is adapted from InterAction’s (American Council for Voluntary International Action) Gender audit: a tool for organizational transformation and the Organizational Gender Assessment Tool developed by Australian Red Cross Society.

A unique feature of this resource is that it draws attention to four different aspects of an organization’s capacity and readiness for gender mainstreaming. The four aspects are political will, technical capacity, accountability and organizational culture. Like so many of our gender tools, this checklist conceptualizes gender capacity and readiness as a tree. It is rooted in strong political will that allows and encourages gender equality and the empowerment of women to grow and branch out into areas of technical capacity, accountability and organizational culture.48

Planning processes and frameworks must be sensitive to the lives of men and boys, women and girls and how their experiences are shaped by their gender. By not mainstreaming gender we risk overlooking the fundamental needs of men and boys, women and girls in policy and programming responses. Gender is an essential part of quality programming and this tool assists organizations in developing and/or strengthening their gender analysis and action capacity. It is critical that an organization’s Board understands, supports and leads the organization’s commitment to gender equality in order to ensure quality programming and organizational that is relevant, timely, and has positive impact.

The checklist is a quick way to audit the gender capacity and readiness of an organization at the present time and can be used as a monitoring tool to see how things have progressed. It consists of questions organized into four sections that gauge the extent to which equality between women and men is sought by your organization – both in its programs and operations. Gender mainstreaming can only be

48 See the InterAction’s brochure on their Commission on the Advancement of Women at http://www.interaction.org/document/commissionadvancement-women-caw-brochure.
reasonably expected when organizations provide a supportive environment for program managers, staff and volunteers to do so.

As part of the gender-based analysis, the staff of FSFF and the Board Directors of FSFF and FCSS utilized the tool to learn more about gender and identify strategies to strengthen their programs/projects/organizations accordingly\(^{49}\). Their open and honest approach enabled lively discussion as well as meaningful reflection on areas for improvement and action. Overall, most participants felt that their organization was gender-aware yet not ‘purposeful’ in its articulation of this commitment. There exists considerable organizational will to continually improve access to and quality of services and it was generally felt that a strong foundation in inclusivity and diversity was essential.

Below are a few examples of organizational aspects that consistently came to the forefront in discussions as having potential for significant impact if implemented:

- ideally, all Building Bridges partners would employ the tool and use this as one element of the Community Plan baseline against which progress would be monitored
- incorporate gender analysis into program/project planning, implementation, and evaluation (including gender-sensitive indicators and data collection)
- staff understand and are committed to gender equality (included in job descriptions, performance assessments, and as part of the organization’s mission or values); organizations invest in raising gender sensitivity and awareness
- development of a gender equality policy (ideally adopted by all Building Bridges partners and monitored as part of Status of Women grant)
- protocols, policies, tools developed on gender could be shared between Building Bridges partners and used as part of any communications linked to collaborative work on addressing domestic violence
- ideally, all Building Bridges partners commit to a process of program/project reflection in terms of gender/inclusivity/diversity to identify possible barriers to accessing services as well as opportunities for engaging vulnerable communities (immigrants and refugees, temporary foreign workers, men and boys

All organizations are different and will inevitably score differently when completing the assessment checklist. Some organizations in Fort Saskatchewan have a sexual harassment policy and collect sex-disaggregated data yet do not use the term ‘gender equality’ or work on mainstreaming gender concepts into their operations. Some organizations have men and women on their Boards and seek to ensure diversity within their staffing alongside providing workplace training on inclusion and violence prevention. Other organizations struggle with funding, have no resources (human or financial) in place for gender mainstreaming and are incrementally evolving their policies and procedures to reflect issues pertaining to gender and/or diversity. Resources and knowledge exist within the community and could potentially be shared and by using the same tool, partners have a similar baseline to work from.

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\(^{49}\) The completed checklists are confidential however the tool is available for all partners to use and can be accessed from FSFF.
As with bullying prevention, there is strong consensus that family violence prevention should be an urgent priority at both the community (91% agree) and provincial government (90%) levels. Further, nine-in-ten (90%) Albertans also agree that they have a personal responsibility to reduce family violence in their own community – up 4 percentage points from 2010. Government of Alberta, Ipsos Reid Survey, Albertans’ Perceptions of Family Violence and Bullying Survey 2012 Summary Report.

Conclusions

Violence against women in society seriously affects the ability of women to achieve equality. It is not only the incidence of violence against women which limits women’s lives, but the fear of violence which affects their daily existence, how they dress, where they go, with whom they associate, and their mode of transportation. Violence against women continues to be a significant and persistent social and economic problem in Canada with serious impacts on our health, justice and social services systems.

Though Canada has many laws and legal instruments pertaining to women’s human rights, the reality is that women in Canada are still far from enjoying equality in their society. Current policies and practices, rather than advancing women, are, in fact, ignoring women’s entrenched disadvantage and maintaining a backward motion. Governments at provincial and federal levels have cut social programs and services, cut women’s “good” jobs, diminished social assistance benefits, and tightened eligibility rules for social assistance and unemployment insurance.

Women’s poverty and economic inequality restrict women’s enjoyment of their civil and political rights. They severely reduce their likelihood of voting, standing for public office, and influencing political decision-making. They also restrict women’s access to the exercise of their legal rights, and increase their likelihood of being jailed. They hamper women’s ability to leave violent domestic situations, and to protect themselves and their children from intimidation, abuse and physical harm. Poor women are also subject to different laws because welfare regulations and practices subject them to invasions of their privacy not experienced by others. Some laws and rules respecting public housing also deny them of due process rights available to others.

Cutbacks to funding of women’s shelters and transition houses limit the options available to women victimized by spousal violence, particularly when there are not enough shelter spaces to accommodate the number of women and children impacted by domestic violence. At the same time, all levels of government have only limited legal and policy commitments to the prevention of domestic violence and require significant investments in this arena if an end to violence against women and children is going to come to fruition.

The law and order approach is also gender neutral. Rather than supporting women’s rape crisis centres and shelters for battered women, these women-led, non-governmental services have had funds cut, while public money is being given to “victim’s assistance” programs, which do not recognize that violence against women is a problem caused by women’s inequality. “Victims’ assistance” programs and “victims’ assistance” organizations are not focused on violence against women, but rather on the needs of the

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surviving family members of women and men who have been killed or abused.53 Building the capacity and knowledge of the legal and justice systems to understand domestic violence, trauma and ensure a more sensitive and seamless approach to the rising incidences of violence in the municipality would have significant benefits.

The underreporting of victimization, particularly for domestic violence, is a serious concern in Canada. A growing number of spousal violence victims are not reporting such incidents to police. In 2009, only 22% of spousal violence victims got the police involved, down from 28% in 2004. Victims of spousal violence continue to rely on informal sources of support (such as family and friends) more often than formal services or the police. According to the latest Transition Home Survey, about 6 in 10 abused women residing at shelters had not reported the most recent incident to police. Increased public awareness may encourage more family violence victims to approach formal services or the police.54

Myriad studies have identified contextual factors related to housing, poverty and employment as key issues preventing victims of domestic violence from leaving or returning to their abusive partners. This was expressed on numerous occasions by both support services and women who have experienced domestic violence in Fort Saskatchewan. Addressing ‘invisible poverty’ and the challenges faced by low-income vulnerable families in the community is a key element in any prevention strategy. Helping parents who are victims of domestic violence to become independent from their abusive partners is an important strategy in preventing children’s exposure to domestic violence and its consequences.55

Finally, there is little doubt about the importance of training and education, building trusting relationships with cultural and other minority groups, creating effective communication strategies and implementing new tools that are inclusive and embrace diversity to improve on cultural competency. Professionals need to be aware of the challenges minority cultures and groups face and how these challenges can act as barriers to accessing resources and reaching out for support. Training and education around cultural differences should be mandatory for professionals that work with victims and/or perpetrators of domestic violence.56 This also applies to the critical need for deeper more meaningful engagement with men and boys in addressing key challenges related to today’s perceptions of masculinity and culture.

Action on domestic violence and its prevention requires sustained commitment of resources, people and leadership across all sectors. No one sector or organization can bring about societal level transformation of this nature. Nor can this occur over night or in isolation. Fort Saskatchewan has a unique opportunity to address violence against women by recognizing the link between gender equality and gender violence and taking focused and strategic action on primary prevention and greater seamless community coordination. The GBA process is a community-owned testament to the resources, assets, and potential that exists within Fort Saskatchewan. It is not a bible of must-do’s but rather a point in time perspective on what challenges and prospects are available to the community in order to make a difference in the lives of women and children impacted by domestic violence.

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## GBA Recommendations

### Strategic Focus

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<thead>
<tr>
<th>Gender Equality Mainstreaming</th>
<th>EMPOWERMENT RIGHTS AND SOCIAL JUSTICE GOVERNANCE MAINSTREAMING</th>
<th>Gender Capacity Assessment Tool</th>
<th>Public Education Campaign</th>
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### Violence Prevention/Education (Promoting Promising Practices)

<table>
<thead>
<tr>
<th>RIGHTS AND SOCIAL JUSTICE EMPOWERMENT</th>
<th>School-based primary violence prevention project</th>
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<tbody>
<tr>
<td></td>
<td>Enhance existing programming (i.e. parenting, children who witness, etc.)</td>
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<td></td>
<td>Engaging men and boys</td>
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<td></td>
<td>Work-place violence prevention</td>
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<td>Engaging local business (public awareness)</td>
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<td>Engage vulnerable minority communities</td>
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<td>Advocacy (government relations)</td>
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<tr>
<td>Legal/Justice Capacity Building</td>
<td>RIGHTS AND SOCIAL JUSTICE GOVERNANCE</td>
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<tr>
<th>Strengthening Local Policy Coordination</th>
<th>EMPOWERMENT GOVERNANCE MAINSTREAMING</th>
<th>Advisory committee</th>
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<tbody>
<tr>
<td></td>
<td></td>
<td>Frontline workers coordination platform</td>
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<tr>
<td></td>
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<td>Shared language/tools/protocols</td>
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<td></td>
<td></td>
<td>Bridgemender position</td>
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<td>Partnerships with shelter system</td>
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**FSFF**

- Ensure **overall consensus within the organization** on the importance and meaning of gender mainstreaming together with increased gender sensitivity,
- **Build capacity** of the organization and the staff to apply gender mainstreaming in everyday life practice and program activities; capacity building of partner organizations to ensure successful implementation of Community Plan
- **Strategy** to ensure implementation of Status of Women grant in partnership with Building Bridges partners
- **Enhance and strengthen** what organization already does; initiate violence prevention work in partnership with Building Bridges organizations committed to collection vision and action

**Building Bridges**

- Ensure **overall consensus within the group** on the importance and meaning of gender mainstreaming together with increased gender sensitivity,
- **Build capacity** of the group to apply gender mainstreaming in everyday life practice and program activities focused on addressing domestic violence in FS,
- **Strategy** to ensure implementation of Community Plan and support FSFF in their management of the Status of Women grant,
- **Enhance and strengthen** what each organization already does; carry forward specific actions of Community Plan to ensure commitment to violence prevention and gender awareness work.
<table>
<thead>
<tr>
<th>Strategic Focus</th>
<th>Activities</th>
<th>Expected Outputs</th>
<th>Indicators</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender Equity:</td>
<td>1) Implement FSFF Gender Capacity Assessment Tool throughout Building Bridges</td>
<td>1) Gender policies in place and being used in each organization</td>
<td>1) X organizations have used tool and are implementing recommendations</td>
</tr>
<tr>
<td>Improve level of gender awareness in community</td>
<td>2) Spearhead a public awareness campaign on gender and domestic violence</td>
<td>2) Public awareness events (i.e. Take Back the Night, International Women’s Day; call-in radio program) designed and implemented</td>
<td>2) Rates of attendance/participation at events</td>
</tr>
<tr>
<td>EMPOWERMENT RIGHTS AND SOCIAL JUSTICE GOVERNANCE MAINSTREAMING</td>
<td></td>
<td>Ads/PSAs/IEC materials developed and in use</td>
<td>Ads/PSAs/IEC materials recognized by members of general public</td>
</tr>
<tr>
<td>Violence Prevention/Education</td>
<td>3) School-based primary violence prevention pilot (i.e. The Fourth R with junior/high school students)</td>
<td>3) Learning partnership with other implementers</td>
<td>3) Evaluation indicating student awareness</td>
</tr>
<tr>
<td>Develop and strengthen primary violence prevention and education initiatives and promote promising practices</td>
<td></td>
<td>Small-scale pilot developed (curriculum etc.) implemented and evaluated.</td>
<td>School commitment to pilot and expanding pilot</td>
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<tr>
<td></td>
<td>4) ‘Engaging men and boys’ pilot possibly using Mentors in Violence Prevention Program (partnership with ACWS); alternatively targeted public awareness campaign; build on efforts of CIAFV</td>
<td>4) Partnership with ACWS and local Minor Hockey Association in FS</td>
<td>4) Evaluation indicating coach and player awareness</td>
</tr>
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<td></td>
<td></td>
<td>Small-scale pilot developed to work with coaches on integrating violence prevention</td>
<td>Hockey league commitment to pilot</td>
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<tr>
<td></td>
<td>Workplace violence training in</td>
<td>Workplace violence</td>
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</table>

57 The Fourth R is an evidence-based healthy relationships curriculum designed for junior and senior high school-aged students delivered by teachers. Comprehensive in its approach, the program is unique in that it addresses risk factors that are highly correlated with dating violence (substance abuse, media violence and sexuality). Developed in Canada, The Fourth R is one of the few programs that have been proven to reduce violence and to improve decision-making and communication skills among students. The Fourth R has expanded to schools in Manitoba, Quebec, Northwest Territories, Nunavut, Yukon and Nova Scotia. The Fourth R is slowly gaining ground in Alberta as well. The program is now operating in 40 schools in Calgary; in addition, the Strathmore School District has adopted the program, and six educational jurisdictions in Alberta have expressed interest in implementing the Fourth R in 2012-13.

58 The Alberta Council of Women’s Shelters and the Whitemud West Minor Hockey Association in Edmonton have partnered to implement the Whitemud West Bantam Coach Training. Based on the successful, evidence-based Mentors in Violence Prevention program, the Whitemud program offers training and support to help hockey coaches integrate information and intervention practices to address violence. For further information please refer to Shift: Policy document, p.27. Focus on male leadership using a public awareness campaign building on the work, for example, of Jackson Katz: http://www.jacksonkatz.com/

59 Recently, CIAFV determined that their collective strategic focus would be to engage men and boys in the effort to address family violence in the region. FSFF and partners can build on this work and focus and contribute learning.
Lessons learned from domestic violence tragedies:

London, Canada: Centre for Research and Education on Wells, L. Pol doc, p29)

64 in the community.

61 primary prevention initiative that builds the capacity of ethno-cultural communities to address the systemic, structural and cultural root causes of domestic violence. SHARE (Sustaining Healthy and Awesome Relationships) uses a number of strategies, including: public awareness and education; leadership training; community organizing; social mobilization and cross-sectoral collaboration. Community-based participatory action research is being used to test, explore and support effective and emerging practices that lead to primary prevention of domestic violence. (Refer to Wells, L. Pol doc, p29)


61 Family-Business Connect is designed to “build connections between major businesses and the Alberta Council of Women’s Shelters to raise awareness of domestic violence and its impact upon the workplace, the family and the community.” Participating businesses are provided with tools, information and support. In turn, they make a commitment to fund and host domestic violence seminars and disseminate information about domestic violence to their employees. (Wells, L. policy doc, p.33)

62 Improve parenting skills of at-risk parents, including victims of domestic violence – deepen Triple P within Parent Link program. Also ensure (where possible) parenting programs include content on trauma, early brain development, the impact of adverse childhood experiences on parenting skills and the effects of violence on child development (Wells, L. policy doc)

63 Build on, expand and learn from the existing programs implemented by Boys and Girls Club, FCSS, FSFF and others in the community.

64 Explore partnership with the Ethno-Cultural Council of Calgary (ECCC) is currently piloting a community-based primary prevention initiative that builds the capacity of ethno-cultural communities to address the systemic, structural and cultural root causes of domestic violence. SHARE (Sustaining Healthy and Awesome Relationships) uses a number of strategies, including: public awareness and education; leadership training; community organizing; social mobilization and cross-sectoral collaboration. Community-based participatory action research is being used to test, explore and support effective and emerging practices that lead to primary prevention of domestic violence. (Refer to Wells, L. Pol doc, p29)
<table>
<thead>
<tr>
<th>Legal/Justice Capacity Building</th>
<th>9) Gender/domestic violence/trauma sensitive training for RCMP, local courts, lawyers (drawing on ARC Framework)</th>
<th>Greater number of legal/justice officials aware of and sensitive to issues specific to domestic violence (i.e. trauma, child protection, re-victimization)</th>
<th># of legal/justice officials receiving training Change in policies and practices to reflect learning</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>10) Education/awareness campaign to improve victim reporting and reduce stigma</td>
<td>Victims of domestic abuse report a greater sense of confidence and trust in legal/justice system</td>
<td># of victims reporting incidents of domestic violence Confidential interviews with victims</td>
</tr>
<tr>
<td>RIGHTS AND SOCIAL JUSTICE GOVERNANCE</td>
<td>11) Create joint advisory committee for FSFF Status of Women grant (including women who have experienced domestic violence)</td>
<td>Build capacity/confidence of women impacted by domestic violence; ensure project plans reflect needs/voice of those directly impacted.</td>
<td># of women impacted by violence on advisory committee Skills developed as a result of involvement</td>
</tr>
<tr>
<td>Strengthening Local Policy Coordination</td>
<td>12) Hold frontline workers session to ‘map’ services, identify gaps, create opportunities for improved services, share/develop protocols/tools/knowledge (work toward ‘continuum of care’)</td>
<td>Clear community ‘mapping’ of services/gaps/opportunities that prioritizes a shared learning and action platform</td>
<td># of agencies attending workshop Commitment to shared platform (partnership agreements, protocols, language)</td>
</tr>
</tbody>
</table>
|  | 12) Develop tools for greater services coordination, awareness of services, shared learning. | Shared language/tools/protocols in place and operational | Victim feedback Design and piloting of

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65 Professionals working with the family court system need to recognize the differential responses that are required for domestic violence cases. In the same way that the criminal courts have developed a more specialized framework of intervention with police, crowns and specialized court, the family court needs to examine the service system to address and manage these cases. Issues need to be addressed such as the increased level of risk during a separation/divorce; the dangers to children from a high-risk offender during visitation; and best practices for creating safe parenting practices. There needs to be enhanced communication between family courts and criminal courts. Family courts should have mandatory screening for family law matters that include screening potential high-risk offenders. For further information refer to the ‘Lessons Learned from Domestic Violence Tragedies: Emerging Research, Policies and Practices to Prevent Domestic Homicides’.

66 Gender and domestic violence awareness training for RCMP, local lawyers, judges to build capacity, strengthen partnerships and identify roadblocks within system. Ensure inclusion of trauma-sensitive perspectives and approaches based on ARC Framework. These trauma-sensitive strategies and tools ensure that mental health, and justice services/supports are sensitive to the needs of traumatized children. The best developed and researched is the ARC Framework (Attachment, Self-Regulation and Competency). For more information refer to Shift: Policy paper, p.21.
EMPOWERMENT GOVERNANCE MAINSTREAMING

<table>
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<tr>
<th></th>
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<th>new tools/approaches</th>
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<tr>
<td>13) Bridgemender coordinating position within FSFF</td>
<td>Progress against shared objectives</td>
<td>Meeting minutes Informal monitoring reports</td>
</tr>
<tr>
<td>14) Strengthen/formalize relationship with shelter system in Edmonton and Sherwood Park to ensure data sharing, service protocols, learning opportunities</td>
<td>Ensure ‘continuum of care’ for women experiencing domestic violence (seamless coordination)</td>
<td>Partnership agreement(s) in place and operational</td>
</tr>
</tbody>
</table>

CIAFV – Community Initiatives Against Family Violence
PSA – Public Service Announcement
IEC – Information, Education, Communications
ARC – Attachment, Self-Regulation, Competency Framework (trauma-sensitive approach)
ACWS – Alberta Council of Women’s Shelters
Fourth R – evidence-based healthy relationships curriculum designed for junior and senior high school-aged students delivered by teachers

Communications

Develop communications strategy to share findings from GBA and Community Plan, secure partnerships, and support implementation.
Create ‘public’ version of GBA and Plan (brochure/interactive online tool) to ensure accessibility and engagement with findings and strategies.

Decision-makers and Change-makers
- share GBA report and community plan with municipal leaders and local MLA (presentation to City Council)
- ensure the Boards of each Building Bridges members are fully apprised of the GBA findings and Community Plan and as well as implementation of Gender Capacity Assessment Tool
- advocacy campaign that demonstrates commitment of political and non-political leaders to the Community Plan (posters, PSA’s)

Partners
- workshop with Building Bridges partners to refine strategy, identify working groups for each action area, confirm resource commitments, agree to monitoring and evaluation strategy (to be developed)
- partnership agreements for specific pieces of work in the community plan
- web-based portal on a partner website for BB partners to access key community plan documents (i.e. GBA, tools, example protocols, etc.)
- agree on a monitoring and evaluation tool for the Status of Women grant that builds capacity and informs ongoing policy/intervention action

Public
- web page on each partner agency website to articulate community plan and that agency’s commitment
- radio show to raise awareness about gender, domestic violence, community plan; identify ways for public to ‘get involved’
- communications campaign to raise awareness, educate, and inspire action; explore option for developing Community Report Card accountability mechanism
**Resource Centre (a selection of useful and sourced materials)**

**General**

Building Bridges Fort Saskatchewan Community Strategy; FSFF Gender Workshop; FSFF Gender Primer (see references)

Community Initiatives Against Family Violence - http://www.ciafv.com/

Canadian Women on their own are Poorest of the Poor. Monica Townson, Canadian Centre for Policy Alternatives, September 8, 2009

Canadian Women’s Foundation: http://www.canadianwomen.org/stop-the-violence

- Fact Sheet on Moving Women Out of Violence
- Healthy Relationships 101: An overview of school-based healthy relationships programs

As detailed in the Scan on Funding and Policy Initiatives to Respond to Violence Against Women (VAW) for the Canadian Women’s Foundation, ‘the federal public departments and agencies that fund the VAW sector in Canada are the 15 partnership organizations that comprise the Family Violence Initiative (FVI). The FVI is led by the Public Health Agency of Canada on behalf of 15 partner departments, agencies and crown corporations, with the goal of reducing family violence in Canada. The Government of Canada provides approximately $7 million per year to support and complement activities across eight member departments: Public Health Agency of Canada, Canada Mortgage and Housing Corporation, Citizenship and Immigration Canada, Department of Justice Canada, Department of Canadian Heritage, Royal Canadian Mounted Police, Statistics Canada and Status of Women Canada. Other departments, Indian and Northern Affairs Canada, Health Canada, Human Resources and Skills Development Canada, Correctional Service of Canada, Public Safety Canada, Service Canada and the Department of National Defense also address family violence issues. The FVI manages the National Clearinghouse on Family Violence, an information hub on violence within the family.\(^{67}\)

Government of Alberta, Ipsos Reid Survey, Albertans’ Perceptions of Family Violence and Bullying Survey 2012 Summary Report. RECOMMENDATIONS:

Power and Equality Wheels: http://www.theduluthmodel.org/training/wheels.html


UNICEF Training of Trainers on Gender-based Violence: Focusing on Sexual Exploitation and Abuse.


http://www.wikigender.org/index.php/Gender_Equality_in_Canada


Prevention


Wells, Lana, Claussen, Caroline, and Hurlock, Debb, ‘Building a Base: The Domestic Violence Primary Prevention Initiative, The Centre for Criminology and Justice Research at Mount Royal University, March 2011.

Appendix A: Guiding Questions for Interviews

Gender – Community level

What is your understanding of gender and gender analysis?

To what extent have you/your organization incorporated gender into your work (i.e. specifically exploring gendered aspects of a program or project such as how that intervention impacts different population groups; how does the intervention impact women? Who is not included in this services and why? Are there negative outcomes for women/men from the intervention?).

What are some of the barriers to women’s participation in social, political, economic, legal and cultural life in FS?

What are some of women’s practical (related to conditions in the present workloads of women & men which may lighten them but will unlikely change the unequal aspects of gender relations; immediate necessities) and strategic needs (arises from the analysis of women’s subordination to men and related to changing this position. Requires long term planning and changes of attitudes of men and of structures; these include gaining legal rights, closing wage gaps, protection from domestic violence, increased decision making, and women’s control over their bodies) and how are they being addressed in FS? Are there opportunities to improve these programs/services?

To what extent is the general public aware of gender? To what extent is the community aware of VAW and the services that are available to address this issue?

Who holds power/controls resources in the community? Why?

Who, in the community, experience barriers to service? Why?

How successful do you think your community is at responding to the needs and priorities of vulnerable women and families? What could the community (specific organizations, the general public, people in positions of authority/leadership) be doing better/differently to address domestic violence and gender inequality?

Gender – organizational level

Does your organization have philosophical or strategic principles that guide your work on domestic violence?

Does your organization have a gender policy?

How does your organization currently deal with family violence (standards, policies, practices, services, partnerships)? Are any of these shared with other agencies (i.e. screening tool, data tracking)?

What are the root causes of domestic violence from an organizational perspective? What are the values/principles that inform action to end violence against women (i.e. gender equality, feminism, challenging power structures/patriarchy)?

What kinds/levels of analysis have informed your domestic violence programming? Is there room for improvement? Expansion of mandate?

What monitoring and accountability systems do you have in place to ensure you are meeting outcomes? How do you use gender to monitor the outcomes of your interventions/services?
How do you engage different populations in developing/monitoring the impact your programs (i.e. women/children/men)?

How do you coordinate and/or collaborate with other agencies on linked strategies (i.e. domestic violence)?

Do you use specific strategies to include marginalized groups, particularly women in your work? What are these?

How do you know you are delivering the right/best services for women in the community?

Gender and violence against women – individual (experiential) level

What is your understanding of gender?

What organizations or services in the community provide you with a sense of ‘empowerment’ and what does that look like? To what extent are you aware of your rights/entitlements?

What are the resources in your community to address domestic violence?

What are the gaps in services or barriers to accessing services/entitlements?

Have you ever been consulted on how a service or program that you are or have been involved in is shaped (i.e. what it should look like, how it should be managed/monitored/resourced)?

What actions should the community (or specific organizations) take to better address or prevent violence against women?
Appendix B: Fort Saskatchewan Building Bridges Partners

Fort Saskatchewan Families First Society
Family and Community Support Services
City of Fort Saskatchewan
Boys and Girls Club of Fort Saskatchewan
Careers Under Construction
RCMP
Pioneer House
Special Transportation Services Society
Multicultural Association
Probation (Solicitor General)
Municipal Enforcement
Elk Island Public Schools
Fort Saskatchewan Hospital
Policing Committee
Alberta Heartland Primary Care
Fort Saskatchewan Mental Health and Addictions
Child and Family Services
Community Justice
Restorative Justice
Appendix C: List of services in Fort Saskatchewan and surrounding areas

<table>
<thead>
<tr>
<th>EDMONTON &amp; AREA</th>
<th>FORT SASKATCHEWAN</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>EMERGENCY:</strong></td>
<td>Emergency (Police/Fire/EMS) - 911</td>
</tr>
<tr>
<td><strong>HOSPITALS:</strong></td>
<td>Fort Saskatchewan RCMP – 780-992-6100</td>
</tr>
<tr>
<td>Grey Nuns Hospital – (780) 735-7000</td>
<td>Victim Services Unit – 780-992-6126</td>
</tr>
<tr>
<td>U of A Hospital – (780) 407-8822</td>
<td>Emergency Preparedness – (780) 992-6235</td>
</tr>
<tr>
<td>The Stollery (children’s) – (780) 407-8822</td>
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<tr>
<td><strong>SHELTERS:</strong></td>
<td>Fort Saskatchewan Community Hospital – 780-998-2256</td>
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<tr>
<td>A Safe Place (24hr Crisis Line) – (780) 464-7233</td>
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<tr>
<td>WIN House (24hr Crisis Line) – (780) 479-0058</td>
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<tr>
<td>Camrose Women’s Shelter (24hr Crisis Line) - (780) 672-1035</td>
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<tr>
<td>Lurana Shelter (24hr Crisis Line) – (780) 424-5875</td>
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<tr>
<td><strong>COUNSELING/SUPPORT</strong></td>
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</tr>
<tr>
<td>The Family Centre (24hrs) – (780) 423-2831</td>
<td>Fort Saskatchewan Addictions &amp; Mental Health – (780) 342-2388</td>
</tr>
<tr>
<td>The Support Network (24hrs) – (780) 482-0198</td>
<td>Preventing Alcohol &amp; Risk Related Trauma in Youth (PARTY) – (780) 992-5811</td>
</tr>
<tr>
<td>Family Violence Hotline (24hrs) – (780) 310-1818</td>
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<tr>
<td>Saffron Centre Ltd. – (780) 449-0900</td>
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<tr>
<td>YWCA of Edmonton – (780) 429-8715</td>
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<tr>
<td><strong>CHILDREN &amp; FAMILY</strong></td>
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<tr>
<td>Child &amp; Family Services (CFS) – (780) 422-2201</td>
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<tr>
<td>Crisis Line (After hours) – (780) 427-3390</td>
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<tr>
<td>Kids Help Phone – 1-800-668-6868</td>
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<tr>
<td><strong>ADDITIONS AND MENTAL HEALTH</strong></td>
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<tr>
<td>Distress Line (24 Hours) – (482-HELP) (780) 482-4357</td>
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<tr>
<td>AADAC Recovery Centre (detoxification) 24 hours – 1-866-332-2322</td>
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<tr>
<td>Al-Anon &amp; Alateen Information – (780) 433-1818</td>
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<td>Alcoholics Anonymous – (780) 424-5900</td>
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<td>Gambling Anonymous – (780) 463-0892</td>
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<tr>
<td>Narcotics Anonymous – (780) 421-4429</td>
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<tr>
<td>Overeaters Anonymous – (780) 423-2546</td>
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