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Message from the Directors

THIS PAST YEAR OUR CENTRE HAS RESPONDED TO NUMEROUS MEDIA REQUESTS TO EXPLORE ISSUES OF SEXUAL AND DOMESTIC VIOLENCE IN THE WORKPLACE AND AT HOME, PARTICULARLY IN RESPONSE TO HIGH PROFILE CASES SUCH AS RAY RICE, JIAN GHOMESHI, AND BILL COSBY.

We have also responded with a series of knowledge translation and exchange activities to explore these issues through our public education campaigns, workshops, online training programs, and various Learning Network publications and activities. At the same time we released findings from the first pan-Canadian survey on the impact of domestic violence on workers and workplaces. This issue will continue to be examined nationally and globally through a newly established international network.

The Centre thrives because of its collaborative relationships and networks. We acknowledge and appreciate the input of Resource Groups, Communities of Practice, Networks, Advisory and Management Boards with whom we consult regularly. We are also strengthened by the contributions of the many students who come to the Centre to volunteer, conduct research, through work study positions, and other opportunities. The Centre’s many activities would not be accomplished without the hard work of our dedicated staff.

We are pleased to have this opportunity to reflect on the many accomplishments of everyone connected with the Centre and look forward to many new opportunities as they present themselves in the coming year.
The year in numbers

40
More than 40 conferences, forums, seminars and knowledge exchanges

21
Support for and from 21 students

19
19 publications

8
8 projects and grants valued at $2,634,000

60
More than 60 media engagements

8
8 websites
# Statement of revenues and expenses

Actual to April 30, 2015

## REVENUE

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Western University - Transfer</td>
<td>$55,000</td>
</tr>
<tr>
<td>Salary Recovery</td>
<td>$125,466</td>
</tr>
<tr>
<td>Admin Recovery</td>
<td>$88,407</td>
</tr>
<tr>
<td>Training and consultation work</td>
<td>$33,733</td>
</tr>
<tr>
<td>Donations</td>
<td>$35,261</td>
</tr>
<tr>
<td>Conference Registration</td>
<td>$31,732</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>$369,600</strong></td>
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</table>

## EXPENSES

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Wages &amp; Benefits (additional to project budgets)</td>
<td>$248,558</td>
</tr>
<tr>
<td>Professional Fees</td>
<td>$22,633</td>
</tr>
<tr>
<td>Travel</td>
<td>$27,133</td>
</tr>
<tr>
<td>Materials, Supplies &amp; Equipment</td>
<td>$46,046</td>
</tr>
<tr>
<td>Truth and Reconciliation community work</td>
<td>$13,150</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$357,520</strong></td>
</tr>
</tbody>
</table>

**Excess of revenues over expenses for the year**

$12,079
CREVAWC Faculty and staff

Linda Baker, Learning Director
Elsa Barreto, Communications Coordinator
Marcie Campbell, Research Associate
Nicole Etherington, Research Associate
Peter Jaffe, Academic Director

Joy Lang, Community Liaison Officer
Barbara MacQuarrie, Community Director
Barbara Potter, Administrative Assistant
Susan Sabondjian, Administrative Assistant
Anna-Lee Straatman, Manager

RESEARCH/PROJECT CONTRIBUTORS

Nicole Coenen
Ashley Conyngham
Jordan Fairbairn
Alison Leaney
Margaret MacPherson
Jen MacGregor

Julie Misener
Nicole Pietsch
Katherine Reif
Tracy Rogers
Katherine Vink

Research, projects and initiatives funded in 2014 - 2015

ONTARIO WOMEN’S DIRECTORATE
Sexual Violence Training
$50,000

ONTARIO WOMEN’S DIRECTORATE
Learning Network
$350,000

ONTARIO WOMEN’S DIRECTORATE
Neighbours Friends and Families
$187,087

ONTARIO WOMEN’S DIRECTORATE
Domestic violence training for professionals
$25,000

Back Row: Margaret MacPherson, Anna Lee-Straatman  Middle: Linda Baker, Barbara MacQuarrie, Joy Lang, Barbara Potter  Front: Peter Jaffe, Elsa Barreto, Katherine Reif
**NEW HORIZONS FOR SENIORS**

It’s Not Right! Changing social norms for bystanders of abuse of older adults

$490,227

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**SSHRC**

The impact of domestic violence on workers and workplaces

$131,903

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**SSHRC**

Letter of Intent Partnership Grant

$20,000

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**SSHRC**

University of Toronto sub-grant

$5,000

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**TOTAL FUNDING IN 2014-2015**

$1,234,217

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**TOTAL VALUE OF GRANTS HELD BY THE CENTRE**

$2,634,000
STUDENTS INVOLVED IN CENTRE RESEARCH AND PROJECTS

Graduate Students
- Toria Banman, M.Ed student
- Sarah Burm, Ph.D student
- Polly Cheng, M.Ed student
- Debbie Chiodo, Ph.D student
- Mark Henshaw, M.Ed student
- Laura Hogarth, Ph.D student
- Andrea Jibb, Ph.D student
- Taryn Motostune, M.Ed student
- Laura Olszowy, M.Ed student
- Brianna O’Neil, M.Ed student
- Mike Saxton, M.Ed student
- Jessica Sciaraffa, M.Ed student
- Gloria Zhang, M.Ed student

UNDERGRADUATE, WORK STUDY STUDENTS & VOLUNTEERS
- Cynthia Chen, Student, Ivey
- Kim Gautreau, Student, Bachelors of Social Work program, Kings University College
- Kelly Geris, Student, Bachelor of Arts program
- Paden Hirstwood, Student, Bachelors of Management and Organizational Studies program
- Mouhhammad Kaddoura, Student, Kinesiology
- Sarah Kennedy, Student Bachelors of Management and Organizational Studies program
- Sara Straatman, Student, Brescia University College
- Kelly Swan, Student, Psychology

COMMUNITY RESEARCH ASSOCIATES
- Mandy Bonisteel, Assaulted Women’s and Children’s Counsellor/Advocate Program, George Brown College
- Catherine Burr, Trainer, University Instructor, Management Coach, and Workplace Consultant
- Jacqui Carr, Advocate
- Carolyn Carrier, Carrier Counselling
- Sly Castaldi, Executive Director, Guelph-Wellington Women In Crisis; Resource Group Member, Learning Network
- Pamela Cross, Lawyer
- Tracey Foreman, Ministry of Community Safety and Correction Services, Domestic Violence Inter-ministerial Coordinator, Ministry Lead, Corrections, Domestic Violence
- Cathy Hird, Vice-Principal, London District Catholic School Board
- Tim Kelly, Executive Director, Changing Ways
- Laurence Lustman, Masters of Law, Independent Legal Consultant
- Jen MacGregor, Faculty of Information and Media Studies, Western University
- Margaret MacPherson, NFF Provincial Team
- Nicole Pietsch, Coordinator, Ontario Coalition of Rape Crisis Centres
- Maureen Reid, Consultant
- Ashley Sisco-Savage, Owner and Principal Consultant, White Buffalo Consulting Inc.
- Deborah Sinclair, Member, Domestic Violence Death Review Committee, Social Worker/Consultant, Toronto

ACADEMIC RESEARCH ASSOCIATES
- Dr. Gloria Alvernaz Mulcahy, Professor Emerita, King’s University College, Western University, Adjunct Professor, Faculty of Education, Western University
- Dr. Laura Béres, Assistant Professor, School of Social Work, King’s University College, Western University
- Dr. Mohammed Baobaid, Executive Director, Muslim Resource Centre for Social Support and Integration, Adjunct Professor, Faculty of Education, Western University
- Dr. Claire Crooks, Associate Professor, Faculty of Education, Western University
- Dr. Walter S. DeKeseredy, Professor, Criminology, Justice and Policy Studies, University of Ontario Institute of Technology
- Dr. Molly Dragiewicz, Assistant Professor, Criminology, Justice and Policy Studies, University of Ontario Institute of Technology
- Dr. Roma Harris, Professor Emerita, Faculty of Information and Media Studies, Western University
- Dr. Lori Haskell, Assistant Professor, Department of Psychiatry, University of Toronto
- Dr. Gail Hutchinson, Director, Student Development Centre, Western University
- Dr. Yasmin Jiwani, Associate Professor, Department of Communication Studies, Concordia University
- Dr. Holly Johnson, Associate Professor, Criminology Department, University of Ottawa
- Dr. Beverly Leipert, Associate Professor, Arthur Labatt Family School of Nursing, Faculty of Health Sciences, Western University
Dr. Alan Lescheid, Psychologist and Professor, Faculty of Education, Western University

Dr. Robin Mason, Research Scientist, Women's College Research Institute and Assistant Professor, Department of Public Health Sciences, University of Toronto

Dr. Virginia McKendry, Program Head, Bachelor of Arts in Professional Education, School of Communication & Culture, Royal Roads University

Dr. Susan Rodger, Associate Professor, Faculty of Education, Western University

Dr. Charlene Senn, Professor, Applied Social Psychology, Cross appointment to Women's Studies, University of Windsor

Dr. Dora Tam, Assistant Professor, School of Social Work, King's University College, Western University

Dr. Paul Tremblay, Scientist, Centre for Addiction and Mental Health

Dr. Leslie Tutt, Professor, Faculty of Social Work, University of Calgary, Academic Research Coordinator, RESOLVE Alberta

Dr. Christine Wekerle, Associate Professor, Department of Pediatrics, Faculty of Health Sciences, McMaster University

Dr. Sandy Welsh, Professor and Associate Chair of Graduate Studies, Department of Sociology, University of Toronto

RESEARCH SCHOLARS

Dr. Helene Berman, Associate Dean Research, Professor, Arthur Labatt School of Nursing, Western University

Dr. Myrna Dawson, Associate Professor, Department of Sociology and Anthropology, University of Guelph

Dr. Katreena Scott, Associate Professor and Canada Research Chair, OISE

Dr. Nadine Wathen, Associate Professor, LIS Programme, Faculty of Information & Media Studies, Western University

Dr. David Wolfe, RBC Chair in Children’s Mental Health, Centre for Addiction and Mental Health, Adjunct Professor, Faculty of Education, Western University

MANAGEMENT COMMITTEE

Linda Baker, Learning Director, CREVAWC
Pamela Bishop, Associate Dean, Graduate Education & Academic Director of Professional Programs, Faculty of Education, Western University
Lisa Heslop, Supervisor, Family Consultants/ Victim Services Unit; London Police Services, London Coordinating Committee to End Woman Abuse
Peter Jaffe, Academic Director, CREVAWC
Alan Leschied, Professor, Faculty of Education, Western University
Barbara MacQuarrie, Community Director, CREVAWC
Darlene Porter, Office of the Dean, Faculty of Education
Vaughan Radcliffe, Associate Professor, Ivey
Vicki Schwean, Chair of Management Committee, Dean, Faculty of Education
Anna-Lee Straatman, Manager, CREVAWC
Jacqueline Specht, Director, Centre for Inclusive Education, Faculty of Education, Western University

ADVISORY BOARD MEMBERS

Gloria Alvernaz Mulcahy, Adjunct Professor, Faculty of Education, Western University
Liora Barak, Professor of Sociology, Fanshawe College
Nancy Bjerring, Professor Emeritus, Fanshawe College
Katrina Craig, Professor of Psychology, Fanshawe College
Lisa Heslop, Supervisor, Family Consultants/ Victim Services Unit; London Police Service; London Coordinating Committee to End Woman Abuse
Dermot Hurley, Assistant Professor, School of Social Work, King's University College
Gail Hutchinson, Vice-Chair, CREVAWC Advisory Board, Director, Student Development Centre, Western University
Candice Lawrence, Professor, Fanshawe College
Catherine Nanton, Professor, Police Foundations, Fanshawe College
Louise Pitre, Executive Director, Sexual Assault Centre London; Chair, London Coordinating Committee to End Woman Abuse
Susan Rodger, Chair, CREVAWC Advisory Board; Associate Professor, Western University
Justice Eleanor Schnall, Judge, Ontario Court of Justice, London Coordinating Committee to End Woman Abuse
Vicki Schwean, Dean, Faculty of Education; Western University
Nadine Wathen, Associate Professor, Faculty of Information and Media Studies; Western University
Public & professional education

CANADIAN DOMESTIC HOMICIDE PREVENTION INITIATIVE

In partnership with the Centre for the Study of Social and Legal Responses to Violence, University of Guelph, the Centre for Research & Education on Violence against Women & Children launched the Canadian Domestic Homicide Prevention website on February 28, 2014 with funding from the Canadian Women’s Foundation. This website is designed for researchers, community organizations and government policy makers and features research reports, education materials, learning and training opportunities, annual reports from domestic violence death review committees where they exist, from across Canada and internationally. To learn more visit www.cdhpi.ca

CUT IT OUT

Cut It Out teaches basic warning signs of woman abuse and helps stylists and salon professionals become comfortable having a discussion with their clients. It also familiarizes them with community programs that can help the woman. Salon employees are in a perfect position to help because they work in an environment where women feel comfortable and they develop trusted relationships.

Cut It Out education sessions provide spa and salon workers with information and resources to reach out to their clients and connect them to supportive resources in the community. The Cut It Out program has focused on reaching students in colleges and private schools who are about to embark on their professional careers. For more information go to www.cutitoutcanada.ca.
IT’S NOT RIGHT CAMPAIGN: CHANGING SOCIAL NORMS FOR BYSTANDERS OF ABUSE OF OLDER ADULTS

It’s Not Right! Neighbours, Friends and Families for Older Adults has been developed to educate and engage all Canadians on the issue of older adult abuse and neglect. We want to teach everyone to recognize warning signs and risk factors and to learn small practical steps that can add up to a big difference in someone’s life and in our communities. There are little things that everyone can do to help. Together we can create the society where we feel respected, valued, safe and supported throughout our lives. For more resources and more information go to www.itsnotright.ca. This project is supported with funding from the New Horizons Program of Human Resources Skill Development Canada. This was the final year of this project which benefitted from a partnership with a national Community of Practice representing provincial and territorial networks on elder abuse. Margaret MacPherson and Alison Leaney were lead facilitators on this project and offered more than 30 workshops across Canada in the past year.

LEARNING NETWORK

The Learning Network increases the effectiveness and reach of public education and professional training materials developed to address violence against women. It flows from the recommendations of the Domestic Violence Advisory Council and is funded through the Ontario Women’s Directorate. The Learning Network benefits from the support and input of a Resource Advisory Group consisting of members of various VAW provincial organizations and women with lived experience of violence. The Learning Network was given a three year renewal mandate. This year the Learning Network hosted Knowledge Exchanges on Social Marketing and Intimate Partner Violence in Rainbow Communities, issued newsletters on sexual violence, gender equity, Remembering Dec 6th, and intimate partner violence in rainbow communities. All resources are available on the website at www.vawlearningnetwork.ca
MIOB generates awareness, engages leadership and provides co-workers with the ability to recognize potential warning signs and abuse along with practical tools to respond.

MAKE IT OUR BUSINESS

Violence against women is a complex, multifaceted, global social issue that must be addressed through an ecological approach that spans individual, organizational, community and societal levels. Domestic violence in Canadian workplaces costs millions of dollars each year, presenting an opportunity for collaboration and education. The Make It Our Business (MIOB) program takes the original mandate of the Neighbours, Friends and Families (NFF) public education campaign to teach all Ontarians to recognize warning signs and risk factors of domestic violence into workplaces. MIOB connects local experts with employers to optimize existing resources by building relationships between the public, private and not-for-profit sectors. MIOB uses a “whole company” change model focusing on pro-social bystander approaches to address social norms that enable or inhibit violence against women and to grow the in-house capacity of partnering organizations to continue the education process after MIOB training. MIOB generates awareness, engages leadership and provides co-workers with the ability to recognize potential warning signs and abuse along with practical tools to respond. This initiative is supported with funding from the Ontario Women’s Directorate. The Make it Our Business program is the proud recipient of the 2015 Avon Communications Award in the Innovative Campaign Award category. For more information, or to book a session, go to www.makeitourbusiness.com
NEIGHBOURS, FRIENDS AND FAMILIES

The simple, but powerful message that we all have a role to play in ending woman abuse is at the heart of this campaign. Because repeated violence and potentially lethal violence can often be predicted, lives can be saved with appropriate and timely interventions. Through the efforts of Neighbours, Friends and Families we make information on how to recognize abuse, how to offer support and where to turn for help accessible and usable to all communities across the province. The campaign teaches about small steps we can all take to help keep a neighbour, a friend, a family member safe. The website has been updated and features a free webinar. This year we have focused our efforts on extending our reach through social media. Find us on facebook at www.facebook.com/neighboursfriendsfamilies To order free brochures or to find more information about the campaign, visit www.neighboursfriendsandfamilies.ca.

TRUTH AND RECONCILIATION WORK: IT MATTERS TO US

The Centre for Research & Education on Violence against Women & Children continues to work with The Sisters of St. Joseph and local Indigenous representatives to support the work of the Truth and Reconciliation Commission locally. This year we hosted the It Matters to Us conference on March 10-11, 2015 featuring residential school survivors, educators, Susan Aglukark and Wab Kinew. This event brought together more than 500 people to explore awareness and understanding as stepping stones to truth and reconciliation regarding abuse experienced by aboriginal people in residential schools. The committee’s work has been guided by Dan and Mary Lou Smoke who have helped provide spiritual and cultural guidance. To learn more about this conference visit: www.learningtoendabuse.ca
Curriculum materials

**Domestic Violence Risk Assessment and Management**
Funded by the Province of Ontario through the Ontario Women’s Directorate; this online program is directed at health, social service and education professionals to understand domestic violence risk assessment, the importance of collaboration and information sharing. A certificate is available upon completion.
www.onlinetraining.learningtoendabuse.ca

**Sustainable strategies for safe schools**
This is a professional resource developed for principals and all stakeholders in school communities to support the implementation of school, board and Ministry safe school initiatives.
www.learningtoendabuse.ca/learn/educators

**Curriculum for healthy relationships—the Fourth R**
The Fourth R is an evidence-based program that uses best practice approaches to target multiple forms of violence, including bullying, dating violence, peer violence, and group violence. The program is implemented in schools through course curriculum and has been adapted for Aboriginal and Catholic programs.
www.youthrelationships.org

**Critical media literacy**
This resource includes teacher-friendly lesson plans for elementary and secondary school students that are clearly connected to existing curriculum expectations. Material is available for teachers, parent groups, and public forums on media violence. www.learningtoendabuse.ca/critical-media-literacy

**Responding to disclosures of sexual violence**
This free online course is directed at social workers, police and educators to learn about sexual violence, consent, forms of coercion, roots of sexual violence, and myths about sexual violence. The goal of this training is to teach you to respond to victims/survivors who disclose or report an experience of sexual violence in effective and supportive ways that will sustain support and intervention from that point forward. The training examines a range of critical issues that affect positive relationship building and intervention from the moment a victim/survivor makes an initial disclosure or report. A certificate is available upon completion.
www.learningtoendabuse.ca/responding-disclosures-sexual-violence
Research

THE IMPACT OF DOMESTIC VIOLENCE ON WORKERS AND WORKPLACES

With funding support from the Social Sciences Humanities Research Council (SSHRC) the Centre is forming a Canadian-led international network of researchers, domestic violence experts, labour organizations, and employers to conduct research and mobilize knowledge about domestic violence in the workplace. A Canadian–wide survey of domestic violence in the workplace, “Can work be safe, when home isn’t?” was launched on December 6, 2013. Extensive analyses are being conducted to understand pan-Canadian and jurisdiction-specific findings and trends. Research will also be conducted to examine the specific impacts of offender behaviour on the workplace. Principal Investigators: Barbara MacQuarrie, Nadine Wathen, Jen MacGregor, and Katreena Scott. Preliminary results of the study were released on November 27, 2014. For more information: http://www.learningtoendabuse.ca/learn/domestic-violence-workplace-0

COMMUNITY FIRST: IMPACT OF COMMUNITY ENGAGEMENT, VIOLENCE AGAINST WOMEN HUB

CREVAWC is a partner on this Partnership Grant hosted at Carleton University. The VAW hub seeks to: maximize value for the community by reframing and rebalancing community/academic partnerships addressing violence against women locally and nationally; develop local projects to complement the scholarly and policy efforts currently in place to combat and eliminate violence against women in Canada. Nationally, the VAW Hub will develop a pan-Canadian community/academic partnership to develop an agenda and implementation strategy for reframing the legal and public policy approach to violence against women in Canada; and build strong data and analysis, and better policies for women subjected to violence, through multi-level consultations and partnerships ranging from the local to the national. Principle Investigators: Diana Majury and Kim Pape. For more information: https://carleton.ca/communityfirst/about-us/hub-2/

Front row left to right: Vickie Smallman, Ludo McFerran, Lise Martin, Jen MacGregor, Nadine Wathen  Second row left to right: Melsa Arafat, Maya Raghu, Raphael Crowe, Peter Jaffe, Barbara MacQuarrie, Robyn Dixon, Birte Rohle, K.C. Wagner, Sevda Alkan, Katreena Scott, Barb Byers
Consultation and collaboration

The Centre was invited to participate in a number of consultations and meetings this past year to address issues regarding violence against women and children.

- Male Survivors of Sexual Abuse Provincial Advisory Committee
- Provincial Safe Schools Advisory Committee
- Domestic Violence Death Review Committee
- Sexual Violence Prevention Education Committee, Western University
- Partner to the SSHRC Partnership Grant: Community First: Impact of Community Engagement, Violence Against Women Hub. Principal Investigator: Diana Majury
- Development of a workplace violence, harassment and domestic violence program with Bombardier Transportation Canada Ltd and the Teamsters Canadian Rail Conference, Division 660
- Development of an Evaluation Plan for the Circles Program for the Women’s Rural Resource Centre (WRRC), Strathroy
- Evaluation of the Scaling The Wall Together project for the Sarnia Sexual Assault Survivors’ Centre
- Community partner to “Promoting health through collaborative engagement with youth in Canada: Overcoming, resisting and preventing structural violence” also known as Voices against Violence. Learn more at www.voicesagainstviolence.ca
Communication and knowledge transfer

COMMUNITY FORUMS HOSTED BY CREVAWC
As part of the Centre’s mandate to pursue research questions and create a community dialogue to understand and prevent abuse the Centre facilitates forums throughout the year to further the discussion and enhance community knowledge.

Eighth Annual Father’s Day Breakfast
May 28, 2014, Marconi Club, London
Featuring: Joel Hilchey and Damon Allen – 300 attended

CREVAWC Annual meeting and 20th anniversary celebration
May 28, 2014, Windermere Manor
Guest speaker: Natalie Des Rosiers, Dean and Professor, Faculty of Law, Ottawa University

Launch of report: Can work be safe, when home isn’t?
Initial findings of a pan-Canadian survey on domestic violence and the workplace.
Faculty of Education, Western University, November 27, 2014

Learning to respond effectively to disclosures of sexual violence
Presenter: Mandy Bonisteel
January 27, 2015, Faculty of Education, Western University

Closing the circle – Women survivors of sexual violence & partner abuse: Exploring transformative learning through social action participation
March 25, 2015, Faculty of Education, Western University
Left to Right:
Anna-Lee Straatman, Marcie Campbell, Kim Gibson,
Elsa Barreto, Gloria Alvernaz Mulcahy, Barbara Potter,
Sara Straatman, Joy Lang, Linda Baker
It’s Not Right! Neighbours, Friends and Families for Older Adults
One and two-day Train the Trainer workshops
More than 30 held across Canada

CONFERENCES AND KNOWLEDGE EXCHANGES HOSTED BY CREVAWC

Impact of domestic violence on workers and workplaces
September 23-24, 2014. Toronto: OISE. The inaugural meeting of the international network of partners to support research on impact of domestic violence in the workplace. Funded by SSHRC.

Social Marketing Knowledge Exchange
Hosted by the Learning Network, October 29-30, 2014, Toronto, ON

Partner Violence in Rainbow Communities Knowledge Exchange
Hosted by the Learning Network, November 13-14, 2014, London, ON

It Matters to Us Conference
March 10-11, 2015, Faculty of Education, Western University in partnership with Indigenous Education Centre, Faculty of Education, Western University and Sisters of St. Joseph.
Publications and Posters


Cindy is a fourth-year business student at Western, where she led the Ivey Women in Management club as Co-President this year. Over the school year, she also worked as a Research Assistant, and volunteered with CREVAWC and the Kinette Club of London. Having previously organized a fundraiser for her local women’s shelter, Dr. Roz’s Healing Place, Cindy has long supported initiatives that help victims and survivors of domestic violence. In the future, she hopes to pursue a career in data analytics, and become an active mentor for other women entering the professional workforce.