



Celebrating 30 Years

Annual Report 2024-25



Western

Centre for Research & Education on
Violence Against Women & Children

Annual Report 2024-25

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Director's Message

It is with a profound sense of gratitude that I welcome you to the 2024-2025 Centre for Research & Education on Violence Against Women & Children (CREVAWC) annual report.

The past year has been a time of reflection for our team, **as it marks just over 30 years since CREVAWC officially opened its doors**. From our inception as a three-way collaboration between The London Coordinating Committee to End Woman Abuse, Fanshawe College and Western University, CREVAWC has expanded – in name, in geographic reach and in projects – to develop, apply and share knowledge on how to prevent and stop gender-based violence.

In the decades since our original community and institutional partners came together in a commitment to end gender-based violence, it is an unwavering dedication to prevention and understanding of how violence happens that keeps us moving forward. Collaboration remains at our core and, today, our research continues to cross disciplinary fields and sectors. We are resolute in our mission to facilitate the collaboration of diverse individuals, groups and institutions to pursue research and training opportunities to understand and prevent violence and abuse.

This annual report not only highlights the remarkable work of the past year, but it also updates our commemoration of the immense breadth of research and education that has fostered the evolution of CREVAWC by **highlighting our achievements and contributions over the past 10 years**. The timeline within adds to one available in the 2013-2014 annual report, which highlights CREVAWC's work between 1992 and 2014. It is no small feat to shine a light on the wide range of partnerships and initiatives that guide the Centre's work, so this snapshot offers you a glimpse of our history.

I hope you will join me in celebrating all CREVAWC has achieved to date and as we look ahead to the future.



Dr. Katreena Scott, Centre Director

Western  Centre for Research & Education on Violence Against Women & Children



CREVAWC-commissioned artwork by Mike Cywink. The powerful eagle protects their young and provides stability and safety.

Land Acknowledgement

We acknowledge that Western University is located on the traditional lands of the Anishinaabek, Haudenosaunee, Lünaapéewak and Chonnonton Nations, on lands connected with the London Township and Sombra Treaties of 1796 and the Dish with One Spoon Covenant Wampum.

With this, we respect the longstanding relationships that Indigenous Nations have to this land, as they are the original caretakers. We acknowledge historical and ongoing injustices that Indigenous Peoples (First Nations, Métis and Inuit) endure in Canada, and we accept responsibility as a public institution to contribute toward revealing and correcting miseducation as well as renewing respectful relationships with Indigenous communities through our teaching, research and community service.

This year we continued our commitment to learn about and share knowledge and information to improve awareness of Indigenous experiences. CREVAWC's land acknowledgement can be found [on our website](#).

Below are recent CREVAWC activities and events that center the leadership and expertise of Indigenous researchers, scholars and community advocates, highlighting Indigenous experiences, healing, and responses to gender-based violence:

Forced and Coerced Sterilization: The Ongoing Genocide of Indigenous People

Presenters: Morningstar Mercredi, Dr. Karen Stote, & Nathalie Pambrun |

Date: October 22, 2024

Restor(y)ing the Balance: Indigenous Understandings of Restorative Justice

Presenter: Janice Makokis | Date: February 4, 2025

Where we've been, Where we're at, Where we're going: History of the Highway of Tears

Presenter: Mary Teegee-Gray | Date: May 22, 2025

Equity, Diversity, Inclusion and Access

CREVAWC's statement on Equity, Diversity, Inclusion and Access

At CREVAWC, we apply a gender-based and intersectional lens to all aspects of our work, guided by a commitment to decolonization and anti-oppressive practice. These commitments shape how we engage with communities, develop resources, and mobilize knowledge to address gender-based violence.

Explore recent 2024-25 CREVAWC resources grounded in Equity, Diversity, Inclusion, and Access below:

"Why Do We Have to be Almost Dead to Qualify for Help?": Criminal Legal and Protection System Responses to Intimate Partner Violence Against Indigenous Women in Canada - Authored by Julie Kaye and Alana Glecia in Canadian Review of Sociology

Addressing challenges faced by deaf women experiencing gender-based violence (GBV) . Presented by Marie-Hélène Couture on November 19, 2024.

Navigating Safety and Risk: Intersectional Considerations in Family Law Cases Involving Gender-Based Violence and International Connections - Family Violence Family Law | A2A - Western University

Understanding barriers to accessing legal support for family violence faced by immigrant, refugee and non-status women in Canada

Issue No. 35 - Family Violence Family Law | A2A - Western University

Understanding intimate partner violence (IPV) in 2SLGBTQIA+ Communities. Neighbours, Friends and Families. 2SLGBTQIA+ - Neighbours, Friends and Families - Western University

Workplace Harassment and Violence Against 2SLGBTQIA+ Populations: Microaggressions as a Form of Gender-Based Violence.

Presented by Christine Wildman on March 19, 2025.

Tracing Our Roots, Mapping Our Way Forward

Our gratitude extends to the myriad community partners, funders, agencies, researchers, students and staff who have contributed to the ongoing development and work of CREVAWC.

Over the past 10 years, we have had the privilege to collaborate with local, national and international experts and groups to mobilize research and education on violence against women, children and gender diverse groups.

CREVAWC 2014-2025

This timeline builds on the one featured in CREVAWC's 2013-2014 Annual Report, which traced our first two decades, from our establishment in 1992 through years of growth and expanded mandate.

The milestones that follow continue this story, highlighting CREVAWC's activities, partnerships, and impact from 2014 to 2025.

CREVAWC in 2014

The report *Can Work Be Safe, When Home Isn't? Initial Findings of a Pan-Canadian Survey on Domestic Violence and the Workplace* is released.

CREVAWC collaborates with unions and employers to develop workplace violence, harassment and domestic violence programs.

2015

The **Knowledge Hub** launches. This PHAC-funded project facilitates a national community of practice for projects supporting the health of victims of domestic violence and child abuse through community programs.

CREVAWC co-hosts the **It Matters to Us conference** bringing together more than 500 people to explore awareness and understanding as stepping stones to truth and reconciliation regarding abuse experienced by Indigenous people in residential schools.

The Canadian Domestic Homicide Prevention Initiative with Vulnerable Populations launches as a five-year partnership grant funded by the Social Sciences and Humanities Research Council.

Working in collaboration with international trade unions, worker federations, and women's advocacy organizations, CREVAWC conducts large national surveys of the prevalence and impact of domestic violence in the workplace in the Philippines and in Turkey.

2016

CREVAWC releases *Preliminary Findings of a Multi-Country Survey on Domestic Violence and the Workplace for Uni Global Union*; a study initiated through affiliates of UNI Global Union and involving participants from 27 countries and collaborates on an international study of the prevalence and impact of domestic violence in the workplace in Mongolia.

CREVAWC develops the *Responding to Disclosures of Sexual Violence training* for campus employees on how to intervene and provide support if they witness or become aware of sexual harassment or violence.

The International Domestic Violence at Work Network (www.dvatworknet.org) provides briefing on the Impact of Domestic Violence on Workers and the Workplace to the ILO Experts Group Meeting on a Convention on Violence against Women and Men at Work in Geneva.

2017

The Canadian Domestic Homicide Prevention Initiative with Vulnerable Populations conference brings more than 400 people together at a conference in London Ontario.

Researchers from both Belgium and Taiwan collaborate with Crevawc and the DVatWorkNet to conduct studies of the prevalence and impact of domestic violence in the workplace.

2018

Neighbours, Friends and Families launches the *Healthy Love Lunchtime Series* with 23,000 views over nine Facebook Live events.

More than 30 universities and colleges across Canada take part in the online training, *Responding to Disclosures of Sexual Violence on Campuses*.

2019

CREVAWC receives a six-year grant from Employment and Social Development Canada to coordinate and collaborate on research and training with the Canadian Labour Congress, researchers at the University of Toronto, the Canadian Women's Foundation, and AfterMeToo, focusing on vulnerable workers in federally regulated workplaces.

CREVAWC launched a two-year project, funded by the Department of Justice, to develop a model for community-led employer engagement on domestic violence in the workplace.

2020

In collaboration with the International Transport Workers' Federation Women's Department, CREVAWC builds a **women's advocate program for India and Nepal** and develops a **national survey** on the impacts of domestic violence in the workplace in India. Over 15,000 workers take part.

CREVAWC, in partnership with the Canadian Labour Congress and the Federally Regulated Employers – Transportation and Communications, and with funding from Employment and Social Development Canada, begins work to develop policy and practice resources and online training for federally regulated workers on how to recognize and respond to domestic violence in the workplace.

CREVAWC's **COVID-19 research** projects explore key issues on gender-based violence amid a pandemic, including how to keep children safe from online sexual exploitation and abuse.

The Learning Network (LN) launches a **new website** featuring LN knowledge mobilization resources, tools and event recordings, and registers over 7000 participants for knowledge exchange activities.

CREVAWC launches a one-year project funded by the New Horizons for Seniors, Employment and Skills Development Canada to develop an ***It's Not Right! NFF for Older Adults website***.

CREVAWC continues its contributions to major national and provincial conversations on steps needed to reduce IPV. Katreena Scott prepared a commissioned report for the Nova Scotia Mass Casualty Commission and testifies at the Ontario inquest into the murders of Carol Culleton, Anastasia Kuzyk and Nathalie Warmerdam. These contributions begin to shape policy on response to individuals who perpetrate intimate partner violence.

A heritage plaque is installed in the Faculty of Education acknowledging CREVAWC's groundbreaking research and its 25-year partnership with the community.

Peter Jaffe receives the Hellmuth Prize, recognizing his pioneering research on domestic violence and its impact on women and children and the integration of new knowledge for almost half a century at Western University.

Recognizing Critical Expertise in Gender-Based Violence Work project brings together more than 70 specialists working with women survivors, men who harm their partners and children, and those who support children exposed to intimate partner violence in a WAGE-funded initiative.

CREVAWC begins two-year project funded by the Department of Justice to develop a model for **Police Services becoming Trauma and Violence Informed** to strengthen responses to officer-involved family violence. The project produced a **series of training videos**.

Publication of the book ***Preventing Domestic Homicides: Lessons Learned from Tragedies*** (1st Edition - March 31, 2020 - Academic Press), Editors: Peter Jaffe, Katreena Scott, Anna-Lee Straatman

2021

The Canadian Domestic Homicide Prevention Initiative with Vulnerable Populations concludes its six-year research project with the conference, *Preventing Domestic Homicide: From research and lived experiences to practice*. Nearly 1000 people join the four-day online event.

Preventing domestic homicide: From research and lived experiences to practice

Prévenir les homicides familiaux : de la recherche et des expériences vécues à la pratique



Peter Jaffe steps back from his role as CREVAWC's Academic Director. To honour his legacy, CREVAWC holds the inaugural *Peter Jaffe Lectures on Ending Domestic Violence*, attended by more than 1500 people.

Katreena Scott is appointed the Academic Director of CREVAWC and is awarded a Tier 1 Canada Research Chair, examining how to reduce family violence to enhance child health and wellbeing.

CREVAWC collaborates on a SSHRC grant with Muslim Resource Centre for Social Support and Integration (MRCSSI) to explore culturally responsive models to family violence. The resulting report identified barriers that newcomer families might experience when accessing services related to family violence prevention and intervention and makes recommendations for implementing the Culturally Integrative Family Safety Response (CIFSR) model in other communities.

CREVAWC launches a three-year project funded by the Department of Justice and in collaboration with Unifor to conduct research and create public legal education and information resources to build awareness on sexual harassment in the hospitality, gaming, and airline sectors in Canada and to ensure workers are informed of their rights and how to access help if experiencing sexual harassment at work.

Neighbours, Friends and Families establishes its **Youth Advisory Council**. Comprising 14 members from across the province aged 13-24, the council plays an active role in the program's youth-centric public education campaigns and special events.

The Family Violence, Family Law project hosts an Advanced Seminar, bringing together leading lawyers and court-related professionals to discuss progress in the courts' recognition and response to the risks and harms of family violence.

2022

Katreena Scott's report to the Nova Scotia Mass Casualty Commission reviews research on intimate partner violence interventions and presents a vision for a comprehensive system of specialized interventions for perpetrators of violence that prompts involvement as early as possible, through as many doors as possible, in a "web of accountability" for keeping perpetrators in view while working to promote survivor safety and perpetrator change.

Blueprint to Reduce Domestic Violence Protection Pressures in the Child Welfare Sector report is released based on in-depth review and collaborative conversations with multi-disciplinary professionals across Canada.

CREVAWC begins the *Awareness to Action project* in the Family Violence, Family Law area, bringing together partners across Canada in sharing knowledge and developing resources for developing appropriate parenting plans after family violence in the family justice system.

The Respect at Work project, a collaboration with the Canadian Labour Congress and University of Toronto researchers, releases its report on a national bilingual study on harassment and violence in Canadian workplaces. Major findings from the study include the prevalence of harassment and violence, its multiple forms and consequences, the impact of COVID-19, and respondents' experiences with reporting.

The Knowledge Hub's mandate is extended until 2026, to connect innovative projects funded through Public Health Agency of Canada's "Preventing and Addressing Family Violence: The Public Health Perspective" investment.

In partnership with ANOVA and multiple departments at Western, CREVAWC leads the implementation of *Undressing Consent: A pleasurable approach to learning about consent, rejection & sexual violence*. 1479 leaders and 6439 first year students are reached, with over 90% indicating that Undressing Consent was a valuable learning experience.

Lisa Heslop joins CREVAWC as a Research Partner, leading work related to Family Violence and Family Law projects.

Adriana Berlingieri joins CREVAWC and the Respect at Work team as a Research Partner, leading research and resource development on harassment and violence at work.

Katreena Scott testifies as part of a coroner's inquest into the murders of Carol Culleton, Anastasia Kuzyk and Nathalie Warmerdam, helping shape recommendations for changes to improve responses to intimate partner violence in Ontario.

CREVAWC hosts Célyne Lalande, t.s. professeure au département de travail social Université du Québec en Outaouais as a visiting scholar and strengthens understanding and research on community collaboration.

Peter Jaffe and Maureen Reid (Research Associate) are part of expert panel in developing the *National Council of Juvenile and Family Court Judges publication - Model Code on Domestic and Family Violence* - as advice for legislative reform in US family laws.

NFF Youth holds its first Youth Conference in March 2022, featuring Sandy Hudson, co-founder of the Black Lives Matter movement in Canada.

2023

Dr. Linda Baker retires from her role as CREVAWC Learning Director, where she developed and led the Learning Network and Knowledge Hub.

Dr. Margarita Pintin-Perez joins CREVAWC as Community Partnership Leader leading the Learning Network and Neighbours, Friends and Families.

Katreena Scott is appointed one of the 15 new members of the Domestic Violence Death Review Committee, a multidisciplinary expert committee reporting to the Chief Coroner for Ontario that is tasked with exploring circumstances surrounding intimate partner violence and recommendations to prevent further deaths.

CREVAWC welcomes Dr. Aristides Vara-Horna as a visiting scholar to Western University, having supported the first North American study using Dr. Vara-Horna's methodology that makes it possible to measure the financial costs of intimate partner violence at an organizational level.

Neighbours, Friends and Families hosts a world café style conference "*Exploring the Role of Neighbours, Friends and Families in Public Education About IPV: Current Trends and Potential Directions.*"

DV@Work, a longstanding CREVAWC project, conducts a survey in partnership with the Swedish Gender Equality Agency involving nearly 3500 workers.

Barb MacQuarrie (CREVAWC) and Dr. Audra Bowlus (Economics, Western University) launch a SSHRC PDG project to collaborate with international researchers and the Conference Board of Canada to estimate the financial costs of intimate partner violence to Canadian workplaces.

2024

Barb MacQuarrie retires from her role as Community Director from CREVAWC, where she developed Neighbours, Friends and Families and Respect at Work, and multiple international projects related to the Workplace and Domestic Violence.

CREVAWC hosts two community workshops that profile *It's Not Right! Neighbours, Friends & Families* materials to initiate dialogue on cultural adaptations and to explore with a group of cross-sector professionals the concurrence of domestic violence in older couples, dementia and caregiving.

CREVAWC's work is highlighted as a major feature in Western's Alumni magazine.

CREVAWC's *Respect at Work* team hosts a national symposium on harassment and violence at work bringing together representatives from government, unions, employers, and community-based organizations.

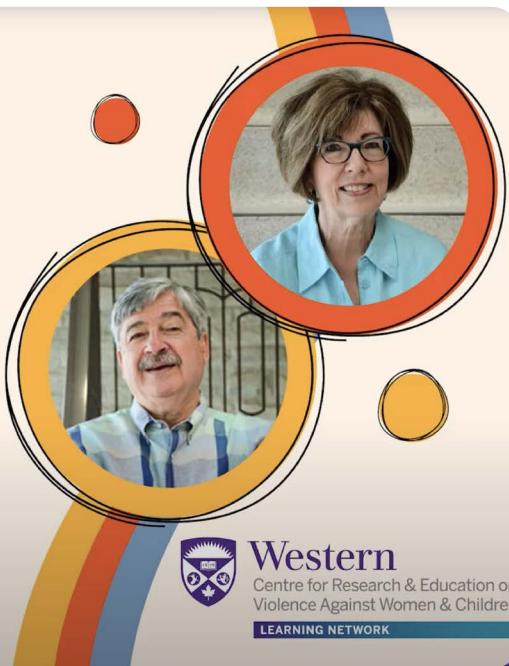
[The Little Eyes, Little Ears: Centering Children & Youth in GBV Work](#) podcast series is launched to honour Dr. Linda Baker.

Little Eyes, Little Ears: Centering Children & Youth in GBV Work

Podcast Episode 1

"Little Eyes and Little Ears Don't Miss Much": Past, Present, and Future Work on Supporting Children and Youth

Dr. Linda Baker and Dr. Peter Jaffe



Western
Centre for Research & Education on
Violence Against Women & Children
LEARNING NETWORK

Looking to the Future

Over the years, CREVAWC has been shaped by visionary research leaders whose contributions have transformed how gender-based violence (GBV) is understood and addressed. We invited five of these leaders to share their reflections on the next frontier of GBV research and prevention work.



Dr. Peter Jaffe

Professor Emeritus, Former Academic Director

To me, we are 40 kilometres down a 100-kilometre road. We've seen incredible advances in funding and awareness—and better support for and understanding of gender-based violence from friends, families and frontline professionals. We've even seen changes in our justice system with mandatory education for judges. But we still have a long way to go.

We need major commitments from funders and continued engagement with people beyond those already working in the violence against women and children sector. We've made great strides in understanding prevention and developing interventions to help men who use violence – we have the knowledge, now it's about applying it. How can the experts in gender-based violence keep connecting and partnering with smaller communities, with service providers across different fields and sectors – and even internationally – to share what we know and adapt their innovations for local contexts.

Dr. Jaffe was a founding partner of CREVAWC and was the academic director from 2005 to 2021. His work specializes in issues that bring children and families into the justice system, as well as the development of violence prevention programs for schools.



Barb MacQuarrie

Retired, Former Community Director

In the spaces where I've worked, understanding the importance of partnering with unions and with companies has been crucial. Workplaces are starting to understand that gendered violence has an impact on safety, on productivity and on morale. Leaders are thinking about policy changes in their workplaces, about training and how to have appropriate responses that aren't just about legal compliance. We need to keep finding the people within those structures that are open and receptive to talking about domestic violence at work – the passionate people who can drive change. They know their teams and unions best and know how to reach their membership. Let's identify the tools and what knowledge can we share with them, so they champion those awareness campaigns and build workplace education from the ground up.

Barb MacQuarrie served in community development roles at CREVAWC from 1997 until 2024. Her work involved deep collaborations resulting in worldwide, evidence-based education and prevention initiatives that built new approaches to address gendered violence.



Dr. Linda Baker

Retired, Former Learning Director

Gender-based violence is complex and there are so many dimensions and aspects to it, to me, lived experience—from children and youth, from workers at women's shelters and sexual assault centres, from men who have engaged in violence—must continue to underpin all aspects of education and research in gender-based violence. To keep bringing in these essential voices at the very start of program planning, to embed them in educational opportunities or research, represents a true change from earlier eras of this kind of work. It's an important shift that builds trust and deeper partnerships, and one that makes a tremendous difference in the quality of training, resources and interventions developed since they then reflect the realities and needs of the people affected by gender-based violence.

Dr. Baker was the Learning Director at CREVAWC for more than a decade. She led initiatives designed to bridge the gaps between current gender-based violence research, practice-based knowledge, and lived experience to enhance the capacity of the gender-based violence sector and movement.



Dr. Helene Berman

Professor Emeritus, Former Scotiabank Chair

We've examined how violence is experienced in our homes, our schools, and in our workplaces. The research has grown and expanded, and we now know a great deal about the causes of violence, its prevalence and risk factors. We even recognize that individual change is not enough, so we need to look at how our social structures, systems and institutions allow violence to persist.

Prevention programs and intervention research have always been, and continue to be, underfunded. We need the financial support to develop comprehensive prevention strategies that work at both the individual level and the broader social levels—ultimately striving for change within systems that often seem so resistant to it.

Dr. Berman led several research projects at CREVAWC and was named its Scotiabank Research Chair from 2005 to 2010. Her ongoing work addresses the subtle and explicit forms of violence experienced by women and children with research that is participatory and activist.



Dr. David Wolfe

Professor Emeritus, Former Academic Director

A lot of it comes back to education, I think. Not only in schools, but public education more broadly, too. If we're going to stop the epidemic of gendered violence, we need a lot more education and early on. Parents can only do so much, so where can we reach youth and help them learn to form healthy relationships—with themselves and with their peers.

It can't be about fear-based messaging, telling kids what not to do; it's about engaging with them to provide a solid foundation for decision-making, so they're empowered to make healthier decisions about relationships.

Dr. Wolfe was a founding partner of CREVAWC and a research scholar with the Centre, with a special focus on The Fourth R, a school-based program to promote healthy, non-violent relationships among youth.

Centre Team

Western  Centre for Research & Education on
Violence Against Women & Children

Staff & Associates

| | | |
|-----------------------------|---------------------------------|------------------------------------|
| Abeer Hasan (Work Study) | Emily Kumpf | Mehnaz Tabassum |
| Abdulrahman Mohammed Salih | Giselle Sansano | Nasrin Hashempour Mohammadabadi |
| Abigail Withers | Hashempour Mohammad | Natalia Hidalgo Castro |
| Alexa Clerke | Immanuel Kareem (Work Study) | Nicole Pietsch |
| Alexandra Daley | Jade Vajna | Petra Owusu |
| Anna-Lee Straatman | Jasmine Sidhu | Ravinder Hans |
| Anushka Khanna | Jassamine Tabibi | Sabry Adel Saadi |
| Barb MacQuarrie | Jenna Lopez | Samantha Richard |
| Barbara Potter | Jennifer Sadler | Sarah Webb |
| Bethany Lang | Jessica Mannone | Sarah Wiley |
| Brandon Watson | Jessica Webb | Seema Hooda |
| Chantel Jeremiah | Joanna Piatkowski | Shaz Syed Bukhari |
| Christine McCaw | Julia Porter | Sofia D'Amico-Frigerio |
| Christine Wildman | Katreena Scott | Yihan Wang |
| Dan Zamfir | Laura Murray | |
| David Zhou | Maly Bun-Lebert | |
| Diana Corredor | Margarita Pintin-Perez | |
| Dianne Lalonde | May Walpole Yihan Wang | |

CREVAWC Research Partners

Adriana Berlingieri
Lisa Heslop
Margaret MacPherson

Postdoctoral Associates

Allie Wall
Nicole Jeffrey

Thesis Students and Student Research Assistants

| | | | |
|--------------------|-------------------|-----------------|-----------------|
| Aadhiya Vasudeva | Nikita Kalwani | Angela Clarkson | Maria Zangari |
| Alena Lawrence | Katherine Reurink | Brock Boden | Meaghan Furlano |
| Angela Xiang | Kaycee Stewart | Catherina Blair | |
| Erin Gurr | Seema Hooda | Deema Barahim | |
| Nicholas Ostapchuk | Syed Shaz Bukhari | Katelyn Barker | |

Advisory Committee

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|---|
| Amanda Zavitz-Gocan, <i>Professor, Fanshawe College</i> |
| Donna Kostopoulos, <i>Dean, Faculty of Education</i> |
| Jennifer Dunn, <i>Executive Director, London Abused Women's Centre</i> |
| Jessie Rodger, <i>Executive Director, ANOVA</i> |
| Jordan Fairbairn, <i>Associate Professor, King's University College</i> |
| Larissa Bartlett, <i>Senior Advisor, Workplace Culture, Western University</i> |
| Leah Marshall, <i>Sexual Violence Prevention Officer, Fanshawe College</i> |
| Marilyn Ford-Gilboe, <i>Professor, Faculty of Health Sciences and Schulich School of Medicine & Dentistry</i> |
| Pat Bethune-Davies, <i>Professor, Fanshawe College</i> |

Management Committee

| |
|---|
| Colin King, <i>School and Child Clinical Psychology Associate Professor, Faculty of Education</i> |
| Donna Kostopoulos, <i>Dean, Faculty of Education</i> |
| Jason Brown, <i>Professor, Faculty of education</i> |
| Katey Senese, <i>Financial Officer, Faculty of Education</i> |
| Rosie Triebner, <i>Director, Community Engagement & Development, Faculty of Education</i> |
| Vaughan Radcliffe, <i>Professor, Ivey Business School</i> |

Student Awards



Elisabeth Steel Reurink Memorial Award

Sabry Adel Saadi

Sabry is a committed social worker and doctoral student whose work focuses on understanding and addressing intimate partner violence, with a particular emphasis on the needs of women seeking to escape violence.

As a French Implementation Coordinator at the Knowledge Hub and a course instructor, he has contributed to multiple research projects in Quebec and Ontario. His research centers on developing innovative, victim-centered approaches to support survivors' recovery journeys and address their psychosocial and legal needs.

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Elisabeth Steel Reurink Memorial Award

Malvika D'Costa

Malvika is a 4th year PhD candidate in the psychology department at Western University. Her research interests broadly include IPV, with a particular focus on warning signs of abuse, post-trauma experiences, bystander attributions, coercive control, and barriers for disabled victims/survivors. In her spare time, she likes to draw and paint.

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Scotiabank Undergraduate Award for Studies in Violence against Women and Children

Elle Richardson

Elle is a dedicated teacher candidate in the Bachelor of Education Intermediate/Senior program. Her work focuses on breaking down barriers and oppressive forces that may limit marginalized groups of people, specifically women and children, in school environments.

Her goals as an educator are to improve inclusion and safety at schools with an emphasis on support for students who experience trauma and violence.



Scotiabank Graduate Award for Studies in Violence Against Women and Children

Kasey Egan

Kasey (she/they) is a doctoral student (ABD) in the department of Gender, Sexuality, and Women's Studies. Her research focus is on sexual and gender-based violence at universities in Canada and how institutions can implement intervention, prevention, and education and training efforts which are survivor-centered, holistic, and include EDIDJ practices.

She currently teaches in the department of Culture, Media, and Society at the University of the Fraser Valley, and is the Case Coordinator for Sexual and Gender-Based Violence at the Office of Human Rights and Equity for Lakehead University.

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Scotiabank Graduate Award for Studies in Violence Against Women and Children

Seema Hooda

Seema (she/her) is studying to become a clinical psychologist and obtaining her MA in the School and Applied Child Psychology program at Western University. Her research focuses on early children adversity, specifically exposure to trauma through experiences of domestic violence, and the long and short-term impacts this has on their mental health. She is passionate about advocating for trauma-informed approaches in educational and therapeutic settings and once registered as a clinical psychologist, aims to contribute to the development of better support systems for children who have experienced adversity.

Knowledge Mobilization

CREVAWC is a leader in knowledge mobilization, reaching broad audiences through resources, social media, publications, events, websites, and training. Our work highlights best practices, supports skill development, and creates meaningful impact across sectors.



12
Websites



557,716
Website Visits



23,951
Social Media Followers
(Facebook, Instagram, LinkedIn)



84
Knowledge
Translation Events



329
News Media
Appearances



92
New Resources
Created



42,781
Email Subscribers



12
Projects at the Centre



55,737
Youtube Views

Webinars

CREVAWC leads webinars on a variety of topics through, Awareness to Action (A2A), Knowledge Hub (KH), Learning Network (LN), and Neighbours, Friends and Families (NFF).

Awareness to Action

[Improving Access to Justice through Safeguards in Parenting Assessments](#) | March 11, 2025

[Intervening with Perpetrators Who Choose to Use Coercive Control Toward their Families](#) | Nov 22, 2024

[Navigating Safety and Risk: Intersectional Considerations in Family Law Cases Involving Gender-Based Violence and International Connections](#) | Nov 7, 2024

[Criminalizing Coercive Control: Recent Developments](#) | Sep 26, 2024

[Coercive Control & Intimate Partner Violence: Canadian police perceptions and assessment of risk](#) | June 5, 2024



Learning Network

[Seeds of Possibility: Understanding Alternative Justice Practices in the Gender-Based Violence Sector](#)

On February 4–5, 2025, the LN Forum brought together 10 guest presenters who explored Indigenous, Black, and community-rooted alternative justice practices to strengthen prevention, accountability, and healing in gender-based violence work.

[#MaybeNextTime: There Shouldn't be a Next Time](#)

Presented by Joëlle Kabisoso on Facebook Live | June 20, 2024

[Shelter Pulse Database: Building Capacity for Rural Women's Shelters Across Canada.](#)
Presented by Mary McGuire on Facebook Live | Oct 3, 2024.

[The Journey to Ottawa: Understanding and Transforming Publication Ban Law.](#)
Presented by Morrell Andrews & Carrie Low | June 11, 2024.

[Elder Abuse in the Canadian LGBTQ2SA+ Community: Qualitative and Quantitative Findings.](#)
Presented by Dr. Gloria Gutman & Dr. Claire Robson | Sep 10, 2024.

[Disabled Sexuality and Pleasure Access.](#)
Presented by Rachele Manett | May 30, 2024.

[Supporting Safety: Lessons Learned from a Culturally-Informed Peer Support Program for Newcomer Arabic-Speaking Communities.](#)
Presented by Yasmin Hussain & Taghreed Al-Soumairy | Dec 12, 2024.

[Developing and Implementing a Trauma- and Violence-Informed Approach in Digital Media Literacy Education.](#)
Presented by Dr. Kara Brisson-Boivin & Vanessa Turyatunga | March 27, 2025.

Neighbours Friends and Families

[Rural Roots, Seeing, Naming, and Changing IPV in Rural Communities.](#)
Presented by Christine Wildman, Erin Lee & Pamela Cross.

[Healthy Talk: Youth digital rights and responsibilities.](#)
Presented by Nikita Kalwani | July 23, 2024.

Learning Network and Knowledge Hub (LN/KH) Webinar Series

[Workplace Harassment and Violence Against 2SLGBTQIA+ Populations: Microaggressions as a Form of Gender-Based Violence.](#)
Presented by Christine Wildman | March 19, 2025.

[Building a protective community for all children and adolescents: Best practices in sexual violence prevention and intervention.](#)
Presented by Jessica Martin | February 25, 2025.

[Sustaining the Sector: Systemic Change to Address GBV Worker Wellbeing.](#)
Presented by Jenn Gorham, Krys Maki, & Samantha Fernandes | Jan 28, 2025.

[Addressing challenges faced by deaf women experiencing gender-based violence \(GBV\).](#)
Presented by Marie-Hélène Couture on November 19, 2024.

[Forced and Coerced Sterilization: The Ongoing Genocide of Indigenous People.](#)
Presented by Morningstar Mercredi, Dr. Karen Stote, & Nathalie Pambrun | Oct 22, 2024.

[Enhancing Judicial Practice by Integrating Coercive Control.](#)
Presented by Karine Barrette & Marie-Jeanne Gratton | Sep 24, 2024.

[Navigating trauma-informed embodiment practices with survivors and those supporting survivors of gender-based violence.](#)
Presented by Margeaux Feldman & Nicole Brown-Faulknor | July 16, 2024.

[Colonialism and Survivance: Unique experiences of multigenerational violence and cultural strengths among Indigenous peoples in Canada.](#)

Presented by Amy Bombay on June 18, 2024.

[Duty to Support: Supporting Families to Stay Together.](#)

Presented by Laraine Michaelson, Candice Noris, Kari Stout, & Linoy Alkalay | May 14, 2024.

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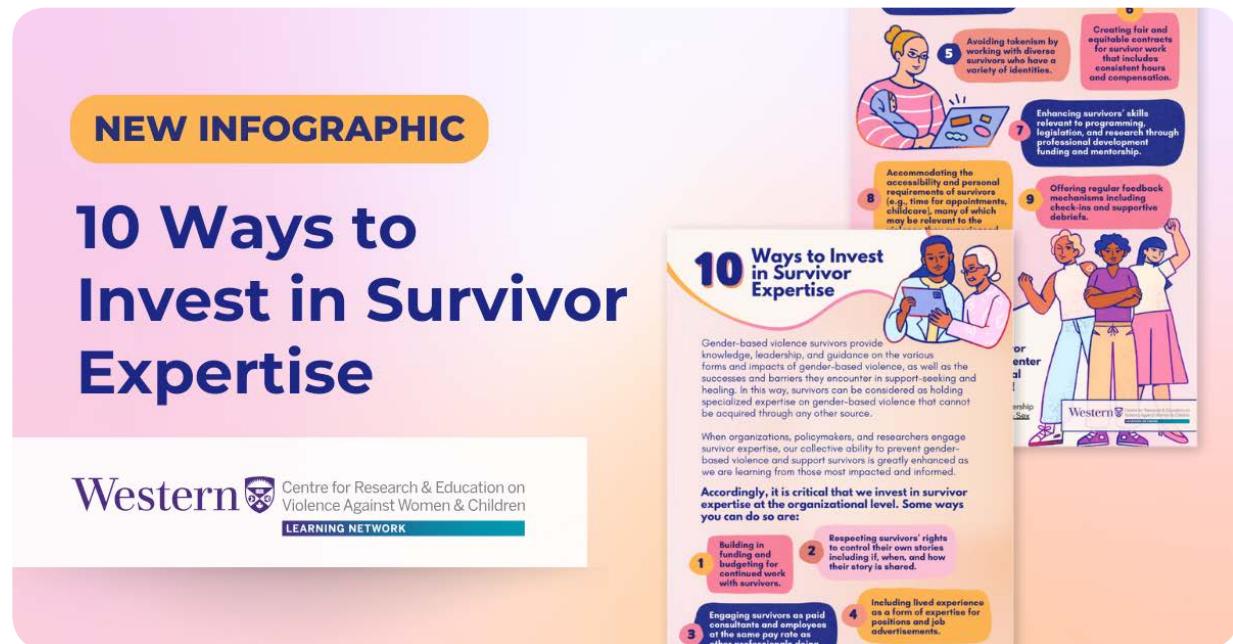
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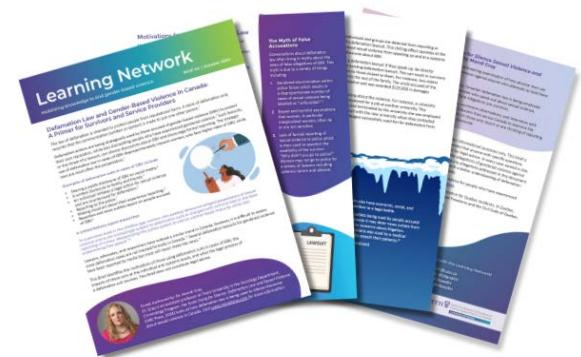
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Training and Learning Opportunities

Certificate in Gender Based Violence Practice Skills

Developed with and for the GBV field, each capability-based course is delivered in small, live-facilitated groups, with a focus on hands-on, skills-based learning. Courses are rooted in the *Flourishing Practice model*, a framework developed in collaboration with GBV service providers across Canada.

Offered in partnership with *Western Continuing Studies*, courses cover IPV risk assessment, IPV recognition, assessment and documentation along with client engagement, supports and advocacy.

This year, **24 courses were offered, and we awarded over 400 digital badges in recognition of skills gained.** Major partnerships were formed with the government of PEI and with YWCA to support staff development. You can access them on our website:

https://www.learningtoendabuse.ca/training_and_certificate/certificate_programs.html



Caring Dads™

Caring Dads is an evidence-based behaviour change program to support fathers who have used violence to improve their relationships with their children. Learn more about accreditation and facilitator training courses at: <https://caringdads.org/>

Online courses

A variety of courses are available free and online including topics such as:

- Domestic Violence at Work;
- Workplace Sexual Harassment;
- Risk Assessment,
- Risk Management and Safety Planning;
- Responding to Disclosure of Sexual Violence on Campus,
- Neighbours, Friends and Families, and more.

E-Safer Training

e-SAFER is designed to promote a consistent, comprehensive framework to support family law professionals in assessing family violence in the context of family law litigation.

10 workshops were held this past year to train family law professionals to use this tool.

Neighbours, Friends and Families Training - Working Together to End Abuse

NFF's evidence-based, free, self-directed online training **Working Together to End Abuse** continues to be a cornerstone resource for strengthening public awareness and community capacity to recognize and respond to intimate partner violence (IPV). The training is regularly updated with current language, data, and expanded content to better reflect and include diverse communities.

In 2024-25, over 1,450 individuals completed the training, including participants in region-specific adaptations such as the rural Huron County training.

Responding to Disclosures of Sexual Violence (RDSV) on University and College Campuses

In 2024-25, RDSV issued 2,525 Certificates of Completion through RDSV's accessible, evidence-informed online training designed to support postsecondary staff, faculty, and student leaders in responding to disclosures of sexual violence.

Workshops and Leadership Seminars

The Respect at Work area hosted several workshops and seminars this year, including:

- Harassment and Violence at Work: Prevention through System Change;
- Domestic Violence in Federally Regulated Workplaces: Creating Safe, Inclusive, and Supportive Organizations;
- Understanding Barriers to Bystander Intervention.
- Conducting Workplace Risk Assessments for Sexual Harassment

The Knowledge Hub and A to A projects also hosted in-person knowledge exchanges with project members and partners.



Little Eyes, Little Ears Podcast Series

This podcast series entitled **Little Eyes, Little Ears: Centering Children & Youth in Gender-Based Violence Work** shares the multitude of ways that individuals in Ontario and Canada are centering children and youth in gender-based violence work, including children's exposure to family violence.

This Podcast Series is to honour the contributions made by Dr. Linda Baker through her work at the Centre for Research & Education on Violence Against Women & Children on mobilizing knowledge to better support and center the experiences of children and youth.

You can find the podcast series on the [Learning Network website](#).

The Peter Jaffe Lectures on Ending Domestic Violence

The Centre for Research & Education on Violence Against Women & Children launched a lecture series in 2021 to honour Dr. Peter Jaffe, a psychologist and professor emeritus at the Faculty of Education. Dr. Jaffe was a founding partner in the creation of the Centre for Research & Education on Violence Against Women & Children in 1992 and was the Academic Director from 2005-2021. He's influenced generations of researchers, mental health professionals, lawyers, judges, school systems, families, and children. The Peter Jaffe Lectures on Ending Domestic Violence takes place annually and invites an anti-violence researcher to present a public lecture on their research.

This year's speaker was Dr. Cathy Humphreys, Honorary Professor of Social Work at University of Melbourne. A multi-million-dollar program of research in the areas of domestic and family violence and out of home care has been sustained since 2006 and supported through 20, Category, Australian Research Council grants and numerous other grants from government, philanthropy and community sector organisations.

Dr. Humphrey's talk was entitled **Keeping children visible in domestic violence research, policy and practice: What have we learned in 30 years?** In it she offered an overview of the research, policy and practice that has been developed in the past 30 years with a critical analysis of the successes and missteps along the way, while raising questions exploring both the hurdles and the facilitators in the actions to respond to children and young people living with domestic violence and charting a path for the future.



Barbara J. MacQuarrie Retires



In December 2024, Barb MacQuarrie retired from her position as Community Director, which she held for nearly 20 years. During this time, Barb developed and led the Neighbours, Friends and Families project, was a strong advocate for people with lived experience of sexual violence in their personal lives and in the workplace and championed making domestic violence a workplace issue.

Barb was instrumental in making changes to the occupational health and safety legislations recognizing harassment and domestic violence as a workplace health and safety issue. She orchestrated the first of its kind national survey on domestic violence in the workplace, clearly highlighting domestic violence as a workplace issue that could no longer be ignored.

Barb worked closely with people from many sectors. She collaborated with the Sisters of St. Joseph and local community Indigenous leaders to advance truth and reconciliation efforts, and lead to the Nah du mah du win (It matters to us) conference which brought together more than 500 people to explore awareness and understanding as stepping stones to truth and reconciliation.

She worked extensively with unions, nationally and internationally, including the Canadian Labor Congress to establish baseline knowledge and about attitudes and experiences of workers related to domestic violence, and developed and facilitated extensive training for people in various union environments.

To celebrate her retirement, Barb is working on a new video project which will highlight the stories and voices of many of the people that Barb has worked with and supported over the years.



Projects at CREVAWC

Awareness to Action

Funder: Department of Justice

The Awareness to Action (A to A) project develops and promotes resources and builds the capacity of family law professionals to identify and respond to family violence in family law systems. This year, a major focus of our work was beta testing of the e-SAFEr guide. To this end, we developed and hosted **e-SAFEr in-person and online trainings** in New Brunswick, Ontario, Quebec, Manitoba and British Columbia, engaged in research on the utility of the guide, and made revisions based on user and expert feedback.

In collaboration with our partners in the **Canadian Alliance of Research Centres on Gender-Based Violence**, we hosted 6 webinars, wrote 7 Briefs and 9 Legal Bulletins and coordinated 15 Community of Practice meetings to share experiences and learnings in the area of family violence and family law.

These activities reached a confirmed audience of nearly 85,000 through our social media, webinars, briefs, and bulletins, with strong positive feedback.

[“Making Appropriate Parenting Arrangements in Family Violence Cases: Applying the Literature to Identify Promising Practices”](#), was referenced in the Quebec Superior Court decision Droit de la famille – 24723 (2024 QCCS 1915).

“REMARKS FROM OUR PARTICIPANTS:

“I had the opportunity to connect with professionals in other provinces doing comparable work and providing ideas to enhance my work. The relationship with CREVAWC is so valuable to my work with clients, and my professional development.”

“The e-safer guide is very well conceived and a very valuable tool for legal practitioners. Thank you for including me and valuing my perspective.”

Your Way Forward

Funder: Department of Justice

The **Your Way Forward** project brings together nine legal clinic partners across Ontario to address the lack of information about the needs and rights of survivors of GBV in order to provide better access to the legal system; to address the gaps in services (both free legal service and responsive extra-legal services); and to address the lack of holistic services for GBV survivors.

Clinic partners include:

- Justice for Children and Youth (JFCY - specialty clinic with provincial mandate)
- Advocacy Centre for Tenants Ontario (ACTO - specialty clinic with provincial mandate)
- The Community Advocacy & Legal Centre (CALC)
- The Elgin-Oxford Legal Clinic (EOLC)
- Legal Assistance Of Windsor (LAW)
- Community Legal Assistance Sarnia (CLAS)
- Peterborough Community Legal Centre (PCLC)
- Northumberland Community Legal Centre (NCLC) and
- Durham Community Legal Clinic (DCLC).

The Family Violence Family Law team has been working with YWF to provide a comprehensive evaluation of the process and outcomes for the project.



Knowledge Hub

Funder: Public Health Agency of Canada

The [Knowledge Hub \(www.kh-cdc.ca\)](http://www.kh-cdc.ca) facilitates a **Community of Practice (CoP)** for 24 projects funded by the Public Health Agency of Canada that are delivering interventions for people who have experienced various forms of gender-based violence across the lifespan, and training for service providers.

In the past year, the Knowledge Hub team hosted a knowledge exchange in Montreal, 7 “KH Presents” webinars that featured the work of CoP members, 10 LNandKH webinars in collaboration with the Learning Network, and several CoP meetings, many of which focused on sustainability. An evaluation of the Knowledge Hub and its facilitation of the CoP found that CoP members have a sense of belonging to a supportive platform which has been effective for knowledge sharing and professional development.

The Gender-Based Violence database, created to enhance understanding of the funding landscape of the GBV sector across Canada, provides information on the location, funding, and staffing of charitable organizations that engage in GBV services.

“REMARKS FROM OUR PARTICIPANTS:

“I have a great experience with the CoP. Through the different activities, I have gained more theoretical knowledge that is useful and practical in supporting survivors of IPV in my area of work.”

“It really transformed the way that we work as a whole. Because the more we went forward in the project, the more we learned from the community. And we noticed that one of the aspects was to be culturally sensitive and to double up the efforts when it comes to understanding the ways, the cultural ways in which trauma is expressed. Previously, we weren’t aware enough to be able to see how every community expresses their needs.”



Learning Network

Funder: Ministry of Children, Community and Social Services - Office of Women's Social and Economic Opportunity

The [Learning Network \("LN"\)](#) is an Ontario-wide knowledge mobilization initiative that supports gender-based violence (GBV) sector service providers and organizations working to prevent and respond to GBV. The LN provides accessible, evidence-informed education and resources grounded in trauma- and violence-informed, intersectional and equity-based approaches.



In 2024-25, the LN developed and disseminated [14 new written resources](#) on diverse and often underrepresented topics, including gender-based violence against 2SLGBTQIA+ youth, Afro-Indigenous experiences of GBV, survivor safety in relation to Defamation Law, integrating faith sensitivity in GBV work, and more.

Additionally, the LN hosted 22 Online events, podcast episodes, and an [Annual Forum on Alternative Justice Practices in the GBV Sector](#) that drew in over 2700 registrants. In 2024-25, LN events engaged 13,352 live attendees and attracted approximately 11,100 post-event views.

To support ongoing professional development, the Learning Network **issued 4,200 Certificates of Participation**, further strengthening capacity within the GBV sector.



Neighbours Friends and Families

Funder: Ministry of Children, Community and Social Services - Office of Women's Social and Economic Opportunity

Neighbours, Friends & Families (NFF) continued to strengthen public education and community capacity to recognize and respond to intimate partner violence (IPV). Its evidence-based, self-directed online training remained a cornerstone of this work, with thousands of certificates of completion issued, and an expansion of the training for tailored regional and rural communities. The **NFF Rural Roots initiative** in partnership with **Luke's Place** and **Lanark County Interval House** was launched. NFF training and resources have been embedded into regional and sector-wide IPV prevention efforts across Ontario and in New Brunswick.

A significant milestone was the launch of the [2SLGBTQIA+](#) NFF website hub dedicated to educational resources developed in partnership with **WorQshop**. This work expanded IPV prevention efforts through an inclusive lens and provided practical tools to support affirming responses to 2SLGBTQIA+ individuals.

NFF's reach extended widely, engaging the public through its website, social media channels, targeted email campaigns, and YouTube platform. Seven new blogs and resources were published on topics such as youth engagement, digital safety, psychological abuse, healthy relationships, and 2SLGBTQIA+ inclusion, many authored by members of the NFF Youth Council.

Estimating the Financial Costs of Intimate Partner Violence to Workplaces

Funder: Social Sciences and Humanities Research Council of Canada

This project, led by Dr. Audra Bowlus (Economics, Western University), is an international collaboration that aims to show the financial impact of intimate partner violence (IPV) on workplaces. Using a unique scientific methodology developed by Dr. Vara-Horna from San Martin de Porres University in Peru, the project introduces Vara-Horna's lost days of labor productivity scale, which considers tardiness, absenteeism, and presenteeism related to IPV. The survey covers victimization and perpetration across all genders and includes the impact of co-workers' IPV experiences.

In addition to introducing this costing methodology to North America, the researchers are developing a core curriculum tailored for managers on addressing the effects of IPV, mitigating the associated costs, and providing support to their employees. Along with the innovative training, they have developed an evaluation framework for determining its effectiveness in mitigating the costs of IPV. The goal is to demonstrate that by taking proactive measures and addressing the issue directly, workplaces can benefit financially, reduce turnover rates, and improve employee wellbeing and satisfaction.

Collaborating to Prevent and Respond to Workplace Harassment and Violence

Funder: Employment and Social Development Canada, Government of Canada

CREVAWC is leading a national, bilingual project in collaboration with experts in harassment and violence, the **Canadian Labour Congress**, and **Federally Regulated Employers – Transportation and Communications**. The project includes the development of sector-specific tools and resources related to harassment and violence prevention and effective intervention, online training modules and facilitated learning activities with subject matter experts, and guidance to workers regarding harassment and violence regulations.

In September 2024, the project organized a national symposium on harassment and violence at work bringing together subject matter experts and 130 participants across Canada from government, unions, employers, and community-based organizations. Research focuses on exploring and offering insights and recommendations to build healthy, safe, and productive workplaces, including the challenges and successes employers face in adhering to federal regulations and examining and dismantling barriers to reporting experiences of harassment and violence at work and improving related processes. Additionally, a second national survey of workers' experiences with harassment and violence at work will be conducted. Information and resources are freely available on the project website in English and French: <https://www.itsnotpartofthejob.ca/>



Responding to Disclosures of Sexual Violence on University and College Campuses in Ontario

Funder: Ministry of Children, Community and Social Services - Office of Women's Social and Economic Opportunity

The **Responding to Disclosures of Sexual Violence (RDSV) on University and College Campuses in Ontario** initiative continues to provide evidence-based, trauma-informed online training that equips campus staff, faculty, and student leaders to respond effectively to disclosures of sexual violence. In 2024-25, over 2,500 certificates were issued, reflecting strong engagement from post-secondary institutions across the province.

This initiative is continually enhanced through collaboration with the RDSV Advisory Committee and Sexual and Gender-Based Violence Response Advisors (SGVRAs), who provide critical insight into emerging needs and best practices. Based on their guidance, updates were made to improve the training content and website, and a second phase of enhancements is currently underway to further increase accessibility, depth, and responsiveness to the evolving realities of Ontario's college and university campuses.

Sexual Harassment in the Skilled Trades in Canada

Funder: Department of Justice, Federal Government of Canada

The trades represent entry into well-paying jobs and promising career trajectories. Access to these jobs, therefore, is important for women, gender-diverse workers, and other marginalized groups. Sexual harassment represents a significant barrier to accessing and maintaining jobs and training and advancement opportunities in the trades. In collaboration with **Unifor** and **GAIHST (Groupe d'aide et d'information sur le harcèlement au travail)**, CREVAWC is conducting research and developing training on sexual harassment and violence for workers and students in the skilled trades sector in Canada. The research will increase understanding of prevalence rates, risk factors, barriers to reporting experiences of sexual harassment, etc. and a deeper understanding of workers' (especially women and gender-diverse workers) experiences of sexual harassment.

The research findings will also inform the creation of public legal education and information resources to increase awareness of sexual harassment for workers, students, union representatives, Women's Advocates, Health and Safety representatives, Human Rights representatives, union educators, and employers in the skilled trades sector.

Visit the website at: <https://www.itsnotpartofthejob.ca/>

Canadian Domestic Homicide Prevention Initiative with Vulnerable Populations Mini-Institute

An important legacy of the **Canadian Domestic Homicide Prevention Initiative with Vulnerable Populations** project is in depth interview data from 129 survivors of near domestic homicide or from family members of those killed in domestic homicides, and who identified with one or more of the following groups:

- Indigenous (34%),
- immigrant and/or refugee (27%),
- living in rural and remote northern regions in Canada (52%),
- and/or in situations where children were exposed to IPV (82%).

Major themes of these interviews were shared in 2021 conference, but there is so much more left to learn. The mini-institute is a collaborative group of researchers from seven universities and 10 departments who are working on understanding, documenting, and sharing learning from these interviews. A series of papers from mini-institute researchers was accepted for presentation as a symposium at the **2025 European Conference on Domestic Violence**. These papers add to the significant body of knowledge and understanding derived from this important initiative.

Addressing Gender-Based Sexual Violence on University and College Campuses

CREVAWC has a longstanding history of collaborating within and across campuses to prevent Gender-Based and Sexual Violence. Over the past year, we have continued this effort by participating on Western's GBSV committee and conducting research on "Undressing Consent," a 90-minute facilitated training program designed for all incoming undergraduate students at Western.

Last year, with the collaboration and support of Western and Western's affiliate colleges, CREVAWC conducted a program evaluation of Undressing Consent to better understand student perspectives of this program and this program's effectiveness in changing student knowledge, attitudes, and self-reported behaviours related to GBSV. Over 800 students took part. Results found that almost 90 per cent of the students are satisfied with the program and 94% agreed that consent and sexual violence training is important or very important.

Students also reported using the learning from the program to help navigate sexual interactions during their first few weeks of university, specifically in identifying cues in sexual interactions, thinking more about what may influence their perceptions of sex, supporting diverse choices, and reflecting more on their interactions with others and on their own boundaries and preferences.



“REMARKS FROM OUR PARTICIPANTS:

“Undressing Consent made a difference in the way I reflected on my own desires. I was aware how media influences the various aspects of my life but I didn't consider that it impacts my sexual life too. After the workshop, the idea of sex scripts/common sex stereotypes helped me navigate sexual relationships better.”

“Undressing Consent opened up new ways to see how consent is displayed (especially non verbally) and it also helped me rethink and understand my own sexual boundaries compared to my partner.”

DV@Worknet

DV@Work is a long-standing project and network with a primary goal of accelerating the development of the emerging knowledge base on the issue of domestic violence at work around the world. Several domestic and international partners have participated in and collaborated on national and international survey research to understand the scope and impact of the problem and the impacts of abusive behaviour on workers and workplaces.

This year, we conducted and released a survey in partnership with the **Swedish Gender Equality Agency** involving a total of 3,495 workers. The results showed that there was overwhelming support among respondents for recognizing the impact of IPV on the lives of workers and for employers to take action to address this issue. Recommendations were made for employers to undertake activities to plan for change, implement better support to workers, provide training, communicate their actions, and engage in ongoing review of their progress in making workplaces safe and supportive.

We are also in the process of replicating this study in the context of Nepal in partnership with **International Transport Workers' Federation (ITF)** and **Ujwal Thapa Foundation** and, in collaboration with ITF, to explore best practices in polices to promote workplace safety in the civil aviation sector.

Financial Statement 2024-2025

REVENUE

Transfer from UWO \$55,000.00

Consulting Fees, Social Enterprise, Contracts \$392,441.00

Total Revenue: \$447,441.00

EXPENSES

Salaries and Benefits \$189,418.00

Professional Services \$134,995.00

Materials, Supplies, Telephones \$78,227.00

Travel and Hospitality \$35,207.00

Total Expenses: \$437,847.00

Revenue - Expenses: \$9,594.00

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Centre for Research & Education on
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