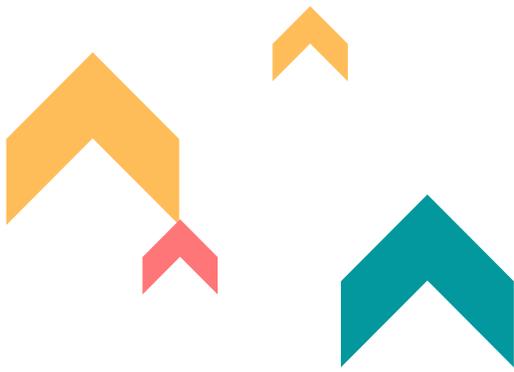




Kamloops
Sexual
Assault
Counselling
Centre

2020
**ANNUAL
REPORT**



Contents

BOARD OF DIRECTORS 2019-2020

President - Tanya Pawliuk

Vice President - Chelsea Corsi

Treasurer - Mandy Jean

Secretary - Kaitlin Lomas

Directors: Dylan Robinson

Joanne Brown

Tanya Campbell-Brown

MISSION STATEMENT

**Kamloops Sexual Assault Counselling Centre
is a feminist organization that supports individuals
who have experienced sexualized violence.
We provide counselling, support services, advocacy,
education and prevention.**

03
Message from
the President

04
Message from the
Agency Coordinator

05
Treasurer's
Report

06
Professional
Development

07
Kamloops Office

13
Chase Office

14
Logan Lake Office

15
Thank you

The Kamloops Sexual Assault Counselling Centre is situated
on the ancestral and unceded lands of the Tk'emlups te Secwepemc
within Secwepemc'ulucw

Message from the President

As I reflect on this past year I am struck by two narratives: an agency flourishing and an agency fortifying; and in both cases we relied on our collective strength, values and steely resolve to guide us.

Let's begin with flourishing. We are a tremendous collective! Regardless of our roles—staff, volunteer, member or board—we share a commitment to survivors and that commitment has elevated our work and provided a shared purpose. In areas of engagement and planning we have had a wonderful year.

KSACC staff and board members are invested in the growth and development of KSACC and as such held two retreats for the purpose of strategic goal development. These meetings were successful and rewarding in that they were designed to reflect our values—emphasizing a grassroots collective decision making model rather than a top down approach. They also allowed us to collectively focus on our current functioning as well as forecasting (dreaming) our future growth.

From this work we were able to identify the following priorities for 2020: 1) policy manual development, 2) office space evaluation, and 3) social media communication plan.

These priorities will be helpful in further shaping our work as a board and they have already informed new policies and agency practices. Of course, just as we established a plan to implement these priorities everything seemed to come to a halt, which brings us to the fortifying.

COVID-19 and the resulting necessary physical distancing measures have had significant impacts on KSACC operations and required a fortifying action. To say this global pandemic has been the focus of our work would be an understatement. Like so many others, we have had to re-imagine our work within the already realized and persistent global pandemic of domestic and gendered violence.

Our commitment to safe and responsive service provision has been steadfast despite current physical distancing guidelines, and we continue to explore ways to meet client need whilst maintaining the health and wellbeing of the staff and agency.

KSACC has instituted a robust safety plan that complies with these guiding protocols.

I would like to extend my deepest gratitude to the staff, volunteers and board members who have collectively found ways to continue to offer the

support our clients and community have come to rely on. At the start of this pandemic we recognized that our services would be “essential” and we committed to remaining “open” with service provision that felt safe, responsive and caring given the circumstances. We recognized the ramifications of the global pandemic on the safety and well-being of our communities early, and that helped us to focus through seemingly impossible measures. We remain focused on the balance of staffing and client needs, funding, confidentiality, and

Our ability to flourish in good times and fortify through challenging times has been because of Barb. I would be remiss not to extend my sincere gratitude to Barb as she concludes her work with KSACC. We are indebted to her. Under her phenomenal leadership and guidance KSACC has been strengthened despite the recent crisis. Her focus and determination has been what we have needed throughout her period of leadership. We are going to miss her terribly.

This has been a year of highs and lows, but throughout all I have remained proud to be

“Demanding justice and standing in solidarity is essential, but an examination of our own practices at KSACC is warranted as well.”

ensuring we are following best practices in these unprecedented times. Our strategic priorities will continue to frame our decision making, especially through this crisis.

Most recently, necessary attention has been drawn to anti-black racism and the experiences of racialized communities in Canada and around the world. Black Lives Matter. These are crucial times for learning and unlearning.

So too must we refocus our attention on implementing the MMIWG Calls to Justice. Sexual assault centres must be engaged and active participants in addressing the links between racism and gendered violence. *It is imperative.*

a part of this organization and grateful to the staff and volunteers. We have a tremendous collective of staff, board and volunteers. Thank you everyone for your outstanding work.

I know these have been challenging times, but you and your work are appreciated.

Tanya Pawliuk

Message from the Agency Coordinator

Welcome everyone to the KSACC Annual General Meeting.

Over the past year I have had the opportunity to learn more about the role of Agency Coordinator and how to navigate and grow within this position. This past year has presented me lots of learning opportunities.

The overall focus of the agency is on community connections, program growth and development, education, prevention, support, and advocacy. Our day-to-day work continues to focus on the mission of the organization. However, this past year marked the time to review strategic goals and engage in planning for the next 3 years. As we navigated how to engage in this process it became quite clear that the traditional structure for strategic planning did not fit with our organizational values and beliefs.

As a feminist agency, KSACC values collaboration, consensus, and the minimizing of power imbalances. These are core values that the organization has operated under since its grass roots development over 37 years ago. Grounding in these values, KSACC staff and board created the opportunity to meet twice in the past year. The overall goal was to review and develop strategic goals. However, these two planning sessions also provided us with the opportunity to connect and strengthen the relationship between staff and board. Although not a typical approach to strategic planning, the structure and format supported our organizational values and beliefs.

This approach to decision making, governance, and practice can present some challenges as it steps outside the traditional framework of systems. As we navigate through the patriarchal structure of our society we often connect with systems that may not share the same philosophies and beliefs. These types of situations can occur on an individual, community, provincial, national, and international level. As an agency, it is important for us to recognize that all connection outside of ourselves, both as people and an organization, are multicultural interactions. How we as an organization navigate these multi-cultural interactions provides us with the opportunity to actively engage our values and beliefs.

KSACC has focused on connecting with each other, our clients, and community in a way that represents our personal and organizational beliefs. Although we do this imperfectly, there is the overarching guidance of our mission, values, and philosophies to provide a framework for the agency.

This framework has helped us navigate our response to COVID-19. The services that KSACC provide were deemed essential by the government. As our primary concern is safety for our clients and staff, KSACC took measures to ensure that support continued in a safe manner. As we move into Phase 2 of the provincial government's plan, we begin to engage in in-person support practices. I can say, absolutely, that we all have had personal and professional challenges as a result of the pandemic. Through all of the challenges that 2020 has brought, the people that we support at KSACC continue to share with us their resiliency, courage, and kindness as they have been asked to navigate changes in community supports brought about by the impacts of the pandemic.

As I continue to learn how to navigate systems, this role, and community I am continually grounded by the grass roots foundation of this organization. As we focus on the strengths of the individual's we support, we also acknowledge the strength of our community. At this time, and always, acknowledging strengths, supporting others, and working together can ensure a better outcome for the people we support, this agency, and the community.

Barb Gladdish



Treasurer's Report

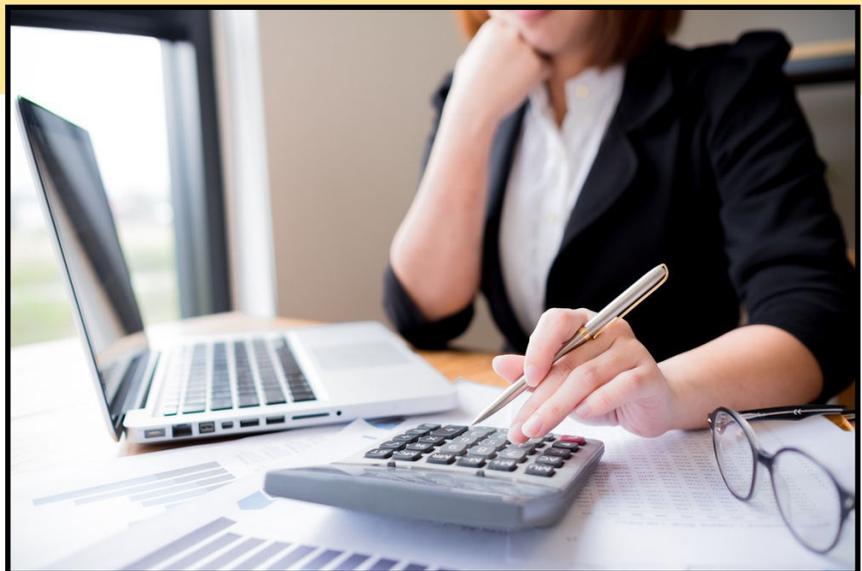
This past year was my first full year as Treasurer of the Kamloops Sexual Assault Counselling Centre Society as I had previously been on a medical leave of absence.

I have really enjoyed working with the Agency and the Board and learning from and supporting all of the great work that the Agency does. I am a member of the KSACC finance subcommittee which works to review agency financial policy and procedures and to ensure financial compliance, responsibility, and risk management and make recommendations to the Board of Directors.

I am very glad to be a member of this organization and look forward to the year ahead.

The Board has reviewed and approved the unaudited financial statements dated June 8, 2020.

Mandy Jean



Studies show that when women of colour report violence, their experiences are taken less seriously within the criminal justice system.

6,000 + women and children sleep in shelters on any given night because it isn't safe at home

Professional Development

Our hope at KSACC is to support the community in a safe and ethical manner. Professional development has always been an important part of the service delivery model that KSACC provides. Creating the opportunity for continued education provides the counsellor and support staff with tools and knowledge to best support our clients. Each counsellor and support staff have the opportunity to attend professional development based on their own area of interest as well as the needs of their caseload.

Collectively, members of the KSACC team has attended the following professional development seminars.

- ◆ Safety Planning and Risk Assessment
- ◆ Integrated Case Assessment Team Best Practices
- ◆ Stopping the Violence Feminist Counselling Core Training
- ◆ Complex Trauma
- ◆ Anxiety
- ◆ Play therapy
- ◆ Online counselling
- ◆ Dialectic Behaviour Therapy
- ◆ Workshop facilitated by Maureen McEvoy on complex trauma
- ◆ Documentation

91%
of sexual
assaults are not
reported to the
police

Indigenous
women are 54%
more likely to
experience family
violence than
non-Indigenous
women

85%
of victims know
their
perpetrator

KAMLOOPS OFFICE

Stopping the Violence Program

The Stopping the Violence Program (STV) is funded through the Ministry of Public Safety and Solicitor General. This program is aimed at providing individualized one-to-one counselling support for adult women who have experienced sexualized violence including sexual assault, childhood sexual abuse, and intimate partner violence. The STV program can be accessed through referrals from community agencies, community programs, Police Based Victims Services, Community Based Victims Services, and self-referrals.

Sexualized violence continues to occur in our community. As such, the STV program continues to maintain a waitlist for services. In the past year, there are two trends that have emerged within the STV program. We have seen an increase in service requests for individuals 55+ and an increase in people who have experienced complex trauma.

Women's Relationship Group

The one-to-one counselling provided through the STV program is a critical piece to many individual's healing journey. In addition to one-to-one support, KSACC, in partnership with the YWCA/YMCA STV Outreach services offers a women's relationship group. The group runs a few times per year and is facilitated by a KSACC counsellor and the YWCA/YMCA STV outreach worker. This is a psycho-educational peer support group for women who have experienced relationship violence. The purpose of the group is to connect women with similar experiences in a safe and supportive environment where they can share experiences, explore options, build skills and heal together.



CBVS

Community Based Victims Services (CBVS) is a program that supports survivors of sexual assault, sexual abuse, and/or intimate partner violence who are navigating the criminal justice system. Funded by the Ministry of Public Safety and Solicitor General, the CBVS program provides information about legal processes, provides court updates, attends crown appointments, and attends court with the survivor. The CBVS support worker can also support an individual, who has experienced sexual assault, to complete a Third-Party Report. Essentially, the role of CBVS support person is to ensure that there is support for the survivor of violence as they navigate the legal system. The CBVS support person can also make appropriate referrals within the community and connect survivors with additional resources. CBVS can also provide emotional support and accompaniment to family court for women who are survivors.

The CBVS programs support survivors of violence of all ages and genders. Supports can be provided in the office, over the phone, or in community. CBVS support workers have partnered with Thompson Rivers University (TRU) to provide information to students on campus. This partnership minimized barriers for students by providing education and support services in an accessible and confidential space at TRU.

CBVS is an integral part of the Kamloops community and as such partners with other agencies to support survivors of violence. The past three years, the two support workers have worked closely with the Ending Violence Association (EVA BC) of British Columbia to

ensure that the Independent Legal Advice Pilot project was accessible to survivors of sexualized violence in Kamloops and surrounding areas. This partnership made legal support for survivors accessible and removed barriers when navigating the criminal justice system.

Minimizing barriers as well as working with the criminal justice system to reduce the impacts of secondary victimization are also important roles for the CBVS support workers. Using technology to reach these goals can have a huge impact on the survivor of violence. For instance, the CBVS support worker was able to coordinate with another province to facilitate the testimony of a minor. This allowed the minor to testify from Kamloops rather than having the added impact of the family travelling to testify.

Other community partnerships and education opportunities included:

- ◆ Co-facilitated training with DV/SART volunteers
- ◆ Kamloops Law Days at the Courthouse
- ◆ Active member of the Kamloops Integrated Case Assessment Team (ICAT)
- ◆ Member of the Community Response Network
- ◆ Violence Against Women in Relationships Committee
- ◆ Restorative Justice Committee
- ◆ Big Bear Child and Youth Advocacy Centre
- ◆ Take Back the Night March and Rally
- ◆ The Family Justice Centre



Indigenous Women & Domestic Violence

Spousal assault rates against Aboriginal women are almost **3x** higher than those against non-Aboriginal women

69% of victims said they did not report a domestic violence incident to police.

40% of Indigenous respondents said they were physically or sexually abused as children. That was far more than the 29 per cent of non-Indigenous people who reported family violence.

34% of Aboriginal women said that a current or former partner had been emotionally or financially abusive towards them in the 5 years preceding the survey, almost **double** that of non-Aboriginal women (17%).

9% of Indigenous respondents said they were victims of spousal violence in 2014. That's more than double the number of non-Indigenous people (4%) who reported family violence in those years.

Aboriginal women are more likely to experience severe or life-threatening family violence than non-Aboriginal women
54% vs **37%**

Sources:
<http://www.statcan.gc.ca/pub/85-002-x/2011001/article/11439-eng.htm>
<http://www.statcan.gc.ca/daily-quotidien/160121/dq160121b-eng.htm?HPA>
https://nwac.ca/wp-content/uploads/2015/05/Fact_Sheet_Violence_Against_Aboriginal_Women.pdf



Neighbours, Friends & Families

Sexual Abuse Intervention Program

The Sexual Abuse Intervention Program (SAIP) is a program that supports children and youth ages 3 – 18 who have experienced sexualized violence. This program accepts referrals from families, youth, community agencies, and Ministry of Children and Family Development.

This past year the SAIP program has seen an increase in referrals of all ages and genders to the program including an increase in clients accessing services from outlying areas. Several children, youth, and caregivers travel regularly to attend counselling appointments in Kamloops. These clients face additional barriers in accessing consistent services due to limited local community supports, travel expenses, and road or weather conditions.

In addition to direct support to the survivor of violence, the SAIP counsellors can also provide support to non-offending parents, care-givers, and family members. The last year has also seen an increase in parents and caregivers accessing the parental support services.

This demonstrates the need for a holistic approach to support a survivor of violence. In addition to an increase in family support, the SAIP program has also noted an increase in collaboration with other community agencies to support the complex needs of the people who access services.

Prevention and community education are important pieces of the SAIP program. Over the past

year, the SAIP counsellors have collaborated with elementary and secondary schools to provide education to children and youth in the community.

The group presentations included information on boundaries, consent, and healthy relationships. The collaboration with SD73 has been an important one as the program is seeing an increase in referrals from school staff and it has allowed for important community awareness and education.

Community engagement over the past year has also included participation in: Power of Being a Girl; Be More Than a Bystander; and the TRU Barbeque. There's ongoing collaboration with community agencies such as Child and Youth Mental Health, Scan Clinic, CYAC, LMO, Away Home, Osprey and Parkview. One of the SAIP counsellors attends CAST meetings with the local school district to provide information on the services offered at KSACC.

KSACC continues to be an active member of A Way Home Kamloops, a community organization that supports youth who are facing homelessness. One SAIP counsellor represents KSACC and attends regular meetings and participates in community events. This past year, KSACC mainly served as a member of the Prevention and Supports committee as well as attending Wrapforce and larger AWH meetings. KSACC was also asked to be a part of the Youth Hub where youth experiencing homelessness can connect with

community service providers. KSACC's collaboration with AWH allows for the SAIP program services to reach more children and youth who are especially vulnerable to sexualized violence.

With the COVID-19 pandemic, counsellors have focused on providing phone support to parents and caregivers as well as some children and youth who are comfortable with this platform. This model of support has been met with some challenges in providing services to children and youth. In addition to offering phone support, the SAIP counsellors compiled resource packages with information on grounding, mindfulness, and coping strategies for youth as well as parents and caregivers.



Domestic Violence/Sexual Assault Response Team

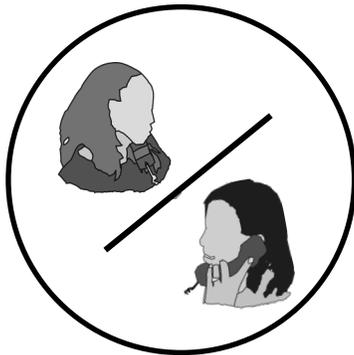
The 2019-2020 year was another opportunity for growth and change for the Domestic Violence and Sexual Assault Response team (DV/SART). We continued to offer weeknight and weekend support for survivors of both sexual and domestic violence, who are accessing health services at Royal Inland Hospital. In total, we responded to 16 callouts, providing support to survivors and the family and friends that accompanied them. Each of those survivors received immediate crisis response include emotional support, information on their options, safety planning, and community referrals.

In addition to our established training program, this year we developed an expedited program, designed for individuals that are currently working in this field. This instruction delivery method allowed us to move through the material more quickly, focusing on specific DV/SART protocols, as these volunteers were already skilled in providing emotional support to people in crisis.

We currently have 23 active volunteers available to support survivors in need. In total, our volunteers contributed a total of 9261 on-call hours, with staff providing 5551 hours as the on-call backup support. Staff also provided 1841 hours of on-call support as the primary person; most of these hours were filled by the DV/SART Coordinator.

9,261

On-call hours



23

Active Volunteers



5,551

On-call backup by staff



In March 2020, our service model shifted to reflect the challenges of in-hospital support during the COVID-19 pandemic. It became clear that in-person support was not a safe option for volunteers or staff, and thus we quickly shifted to a phone model. Building on the foundations of the successful crisis line run by KSACC in years past, the DV/SART began operating a 24/7 anti-violence hotline. Launched on March 23, 2020, this phone service is open to anyone that has experienced domestic or sexual violence. Staff and volunteers offer the same supports they would in a hospital context, but via the telephone, and to a wider range of people. During office hours, the phone line is directed to KSACC, where any available staff member can support the callers. After hours, on evenings and weekends, the line is forwarded to volunteers on the DV/SART team. While this service model is still in the early stages, we are excited to see how it will grow and evolve as we move into a post-COVID future.

Many thanks to the City of Kamloops, Gaming, and the Ministry of Public Safety and Solicitor General for funding to make this program possible!

Men's Counselling

As a feminist agency, KSACC acknowledges that sexualized violence is something that can be perpetrated against all individuals. To ensure that the agency is inclusive, KSACC continues to seek out annual funds to be able to provide counselling support to folks that identify as male. This past year KSACC continues to see an increase in requests for supports from male survivors.



**1 in 6 males will be assaulted
in his lifetime**

CHASE OFFICE

PEACE Program

The PEACE (Prevention, Education, Advocacy, Counselling, and Empowerment) Program provides counselling and support services to children, age 3 to 18 years, who have experienced domestic violence in their homes. The PEACE counsellor in Chase works with children and youth to find creative ways to understand their experiences of violence, manage their responses, and resolve conflict. The lives, issues and concerns of these children and their families have become increasingly complex this past year. Sadly, the opioid crisis has played a damaging role in the lives of many kids currently on the PEACE caseload and several have lost biological parents due to addiction or overdose.

The PEACE counsellor in Chase has continued to build on collaborative and supportive relationships with Haldane Elementary and Chase Secondary schools, which have both generously provided counselling spaces for the program. In April 2019, the PEACE counsellor partnered with our KSACC SAIP (Sexual Abuse Intervention Program) counsellor to produce a full day of presentations on 'rape culture' for the Chase Wellness Summit at the Chase High School. These interactive and lively classroom presentations included discussions of popular YouTube and music videos. In June 2019, the PEACE counsellor also attended the Chase Kindergarten Fair to share program information with parents and engage preschoolers in mindfulness activities.



Prevention
Education
Advocacy
Counselling
Empowerment

When working with young children, it is important to include caregivers in any strategies aimed at helping children to deal with difficult life experiences. In the fall of 2019, The PEACE counsellor collaborated with the Chase Child and Youth Mental Health counsellor to facilitate a Circle of Security Parenting Group. This 8-week program, for parents of 0-7 years old, helped caregivers to understand their child's emotional world, support their child to manage emotions and enhance the parent-child relationship. It also brought awareness to some of the hidden needs beneath difficult behaviours that often show up when children experience trauma.

Stopping the Violence Program

Two Stopping the Violence (STV) counsellors continue to be kept busy with one-to-one counselling in KSACC's Chase office. The requests for counselling support are consistently high which requires the Chase STV program to maintain an ongoing waitlist. In response to the need, the Chase STV program facilitated a women's group in the spring of 2019 for clients who had experienced intimate partner violence. This group gave clients an opportunity to connect with other women with similar stories, discuss coping and healing strategies, and share mutual support. Several of the women have continued to provide peer support to each other after the group's closing.

Connections between the STV program and other service providers are integral to effectively supporting survivors of violence in a small town. One of the STV counsellors is a member of the Chase Wellness Committee which provides a bi-monthly venue for service providers to get to know each other, share information about programs, discuss community concerns, and problem solve gaps in service. In February 2020, the Chase Lions Club and Chase Heat hockey team hosted a Community Mental Health Fair allowing the STV program to share information about KSACC services. The STV Program in Chase continues to value and build on connections made with RCMP Victim Services, Adult Mental Health, and First Nations Wellness Teams as many referrals to the program are received from these services.

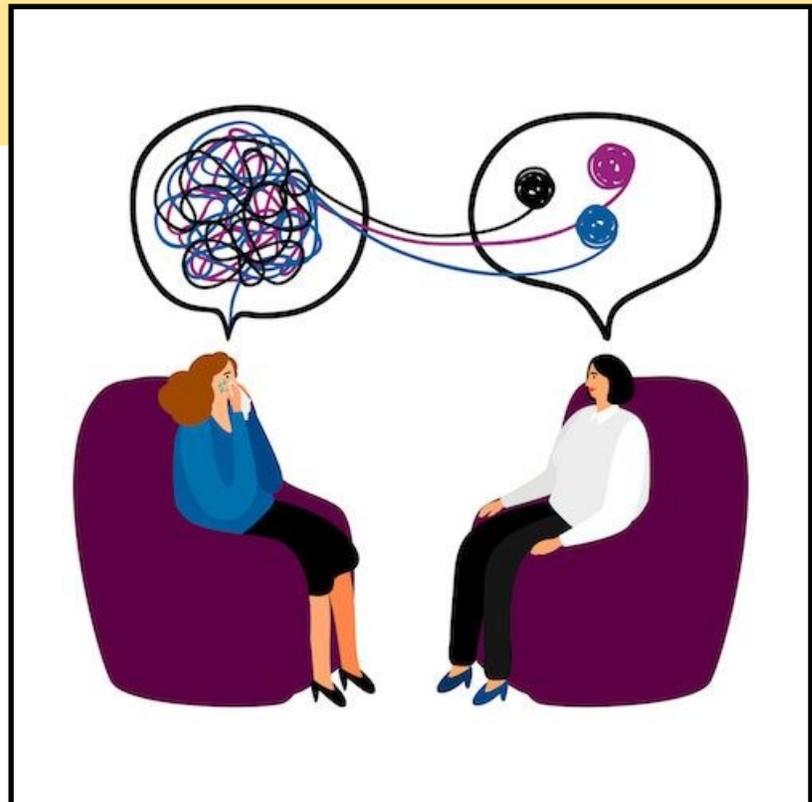
LOGAN LAKE OFFICE

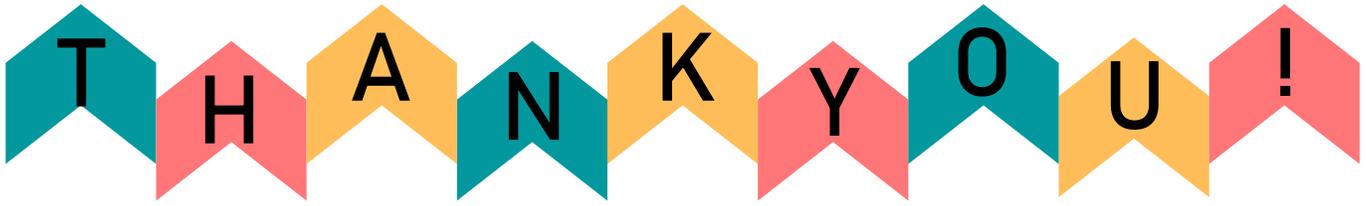
Stopping the Violence

KSACC continues to provide counselling support to the Logan Lake area for approximately two days per week. Community collaboration is an important part of providing services. As such, the KSACC counsellor has attended and participated in Logan Lake Lions Club Family Picnic and the Logan Lake Secondary School's Wellness Fair. In addition to these public events, the KSACC counsellor continues to be a member of the Logan Lake Wellness Action Group and the Municipal Emergency Program meetings.

Smaller communities can have limited access to resources. Through community connections with Ashcroft Police Based Victim Services, Ashcroft Mental Health and Ashcroft Elizabeth Fry Society the STV counsellor has been able to also support people from Cache Creek and Ashcroft who have experienced sexual and intimate partner violence.

This program has been made possible through funding from the Ministry of Public Safety and Solicitor General.





A Way Home	Haldane Elementary School	Logan Lake WHY
Adams Lake Indian Band	Interior Community Services	Ministry of Children & Family Development
ASK Wellness	Interior Health	Neskonlith First Nation
BC Society of Transition Houses	Kamloops Y	Phoenix Centre
Canadian Mental Health Association	Violence Against Women Intervention and Support Services	Police Based Victim Services RCMP
Chase Literacy Program	Kamloops Immigrant Services	SCAN Clinic
Chief Atahm School	Kamloops Aboriginal Friendship Society	School District 73
Child & Youth Mental Health	Lii Michif Otipemisiwak Family and Community Services	Secwepemc Child and Family Services
Crown Counsel	Little Shuswap Indian Band	Thompson Rivers University
Elizabeth Fry Society - Kamloops & Ashcroft	Logan Lake Health Centre	Village of Chase
Ending Violence Association of BC	Logan Lake Secondary School	
Family Tree Family Centre		

Thank you to our many community partners, funders, donors, supporters and volunteers who work with us to support individuals in our community.

BDO Canada	Mary S.	Tara D.	Cassia McL.
Barb T.	Provincial Employees Service Fund	Melissa F.	Nadine M.
CanadaHelps	Blenz Coffee	Edie F.	Sobia N.
J. McCormick	The Shoebox for Shelters	Alyson F.	Michelle O.
Steve K.	United Steelworkers Local 7619 - Women of Steel	Darcy G.	Danielle P.
Jenna D. - Vagina Monologues	Shoppers Drug Mart Valleyview Square	Danyel H.	Abigail S.
Eileen McB.	Chloe B.	Jodee H.	Kelti S.
K. Miller - United Way Toronto	Hannah C.	Kim J.	Corrie T.
K. Bates		Jehn J.	Ashleigh W.
L. Korobanik		Christine M.	Coral Y.
		Gemma McN.	Patricia Z.