



Annual Report 2010



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METRAC is a community-based, not-for-profit organization that prevents violence against diverse women and youth. Since 1984, this mandate has been undertaken through public education, training, safety initiatives, partnerships, research and policy in three program areas: justice, outreach and education and safety.

Image: Fabric of Violence: Fabricating Change project art



METRAC's Team

Staff members

- Keli Bellaire, Youth Engagement Coordinator
- Karen Darricades, Youth Alliance Project Coordinator
- Michelle Davis, Safety Director
- Zahra Dhanani, Legal Director
- Mergitu Ebba*, Justice Program Coordinator
- Mary Auxi Guiao*, Student-at-Law
- Andrea Gunraj, Outreach Director
- Paola Jani*, Girl EmPower Project Coordinator
- Wendy Komiotis, Executive Director
- Jessica Mustachi, Safety Program Assistant
- Sugandha Nagpal, Youth Safety Night
- Katharine Neufeld*, Legal Information Coordinator
- Jannette Saberon, Administrative Assistant
- Jae Thuo, Legal Outreach Coordinator
- Onyii Udegbe*, Human Rights Project Coordinator
- Jordana Wright*, Girl Guide Project Coordinator

Board of Directors

- Melanie J. Adams
- Carole Dahan, Treasurer
- Irene Darra*

- Shabnum Durrani
- Jennifer Fehr, Vice-President
- Sabine Hikel
- Min Kaur*
- Sudabeh Mashkuri (on leave)
- Kellie Scanlan*, President
- Keisha Williams
- Andrea Wobick, Secretary
- Nadine Sookermany

ReAct Youth Peer Facilitators

- Najla Edwards
- *Felipe Mendes
- Angela Musceo
- Helen Yohannes
- Harold Phillips

Placement students

- Merona Abbas
- Ann De Shalit
- Shaista Durani
- Navneet Marawaha
- Vino Shanmuganathan

*** indicates departure from agency or office in 2010*

Co-Presidents & Executive Director Report

Andrea Wobick and Nadine Sookermany, Co-Presidents, and Wendy Komiotis, Executive Director

2010 has been a year of reflection and focus on the future of the Metropolitan Action Committee on Violence against Women and Children (METRAC). This year, the Board of Directors initiated and engaged in strategic planning processes to set key priorities for our organization and programs. The result is an exciting plan that defines our Vision, and Mission and Priority Target Groups. Over the past months, we have conducted more than 65 interviews and consulted with stakeholders, including staff, volunteers, community partners, and funders, in order to take stock of our agency and to develop new directions to guide and support our daily operations over the next three years.

There is strong support in the community for METRAC

Among the many things we have learned from the strategic planning process is that there is strong support in the community for METRAC. We are seen as producing high quality, tailored, and accessible legal information. We received praise for excellent prevention work with youth in middle and secondary schools. There is a perception that our Safety Audits in communities and academic institutions lead to heightened awareness of safety for all. Other feedback pointed to effective linkages between METRAC and academic partners to produce high quality community based action research, and we are respected for our passion, innovation and commitment to the application of equity and inclusivity in program practices.

The Strategic Planning process has also enabled us to examine areas of challenge arising from within and outside our organization. In order to enhance our reach, METRAC must find efficient and effective ways to fill service gaps. Our public profile could be broadened, and; we must better integrate youth presence and programming within METRAC. The agency's space continues to be physically inaccessible, and; our administrative systems must be developed to match organizational growth. Externally, METRAC is operating within an increasingly precarious funding environment, making sustainability an issue.

On the bright side, we are delighted to share the

highlights of our new priorities with you. METRAC has set four strategic directions and these commit us to: embed anti-racism/anti-oppression into METRAC's systems and structures; strengthen the organization; expand the use of technology for greater reach and efficiency, and to rebrand and restructure METRAC.

In 2010, we received the Final Evaluation Report of METRAC's Community Justice Program 2009, prepared by PSTG. The evaluation report revealed that 99% of those interviewed "reported a positive experience with the program." The evaluation affirmed the importance and value of the program's training model and content, as well as its legal resources and effective partnerships. Overall, the evaluation confirmed that there are many areas of excellence and effectiveness of the program and it provided us with invaluable community feedback. The evaluation uncovered the need for a program vision, mission and strategic plan. It revealed the need for regular stakeholder feedback, sustainable funding, use of new technologies and training request systems. Feedback from the evaluation contributed to the development of a new strategic plan, mission, vision and directions for the Community Justice program. Evaluation findings and recommendations will also provide a benchmark for future evaluations and will inform program and organizational activities.

METRAC is committed to maintaining a learning culture and fostering opportunities for staff, students and volunteer development. Throughout the year, we provided staff with training to better carry out their responsibilities. The board also participated in training to build members' knowledge and skills for governing within a framework of non-discrimination and inclusivity.

With respect to organizational policies, the board initiated a review of METRAC's Human Resources Policies and Procedures. To ensure staff engagement in the policy development process, we conducted an online survey with all staff and gathered their ideas for shaping the policies. As well, a few staff participated on a Human Resources Policy Development Committee responsible for reviewing and moving draft policies forward. Policies will be finalized and approved by the board in September 2011.

Fund development to support our programs is an ongoing activity at METRAC. This year METRAC was successful in obtaining funds for a number of projects and initiatives. We received a grant of \$30,000 from the Laidlaw Foundation to reconvene the Youth Alliance Project, a youth-led collective initially funded by Canadian Women's Foundation. The alliance continues to advocate for changes to violence prevention strategies in Toronto to better support young women and address gender-based violence. METRAC also received two grants, \$20,000 from TELUS and \$32,000 from Department of Justice Canada, to develop a Canada-wide digital game designed to raise awareness about sexual violence amongst young people aged 12 to 25 years. The game has been released online and on java-enabled mobile phones, and it can be played in English and French.

We continued to diversify our income streams and to tap into opportunities for social enterprise activities that align with our mission and program goals. In 2010, we concluded two major contracts that supported METRAC's work to the tune of \$187,000 from Safety Audit and human rights-related work. Pledges made for our 2010 Bowling 4 Change event raised \$5,500. In the fall, METRAC was the recipient of a generous individual gift from the estate of Ms. Gertrude Milrod Gotlib. This gift of \$50,000 is the first of its kind for METRAC and will allow us to carry out a series of violence prevention initiatives aimed at equipping individuals, families and communities with awareness, skills, supports and resources to increase the safety of women and girls. We are touched and humbled by this inspiring act of philanthropy. We are committed to use the funds to directly impact our programs and communities we serve.

Sadly, METRAC said goodbye and thank you to Mergitu Ebba, Justice Program Coordinator; Katharine Neufeld, Legal Information Coordinator; Kirsti McHenry, OWJN Coordinator; Paola Jani, Girl EmPower Project Coordinator; and Onyii Udegbe, Human Rights Project Coordinator. These team members played important roles in the success of METRAC's programs. We will continue building upon the work they have done.

Of course METRAC's impact is the result of the collective efforts of people on the frontlines and behind the scenes. We would like to take this opportunity to thank our staff for bringing unwavering passion to our mission and tireless devotion to our programs

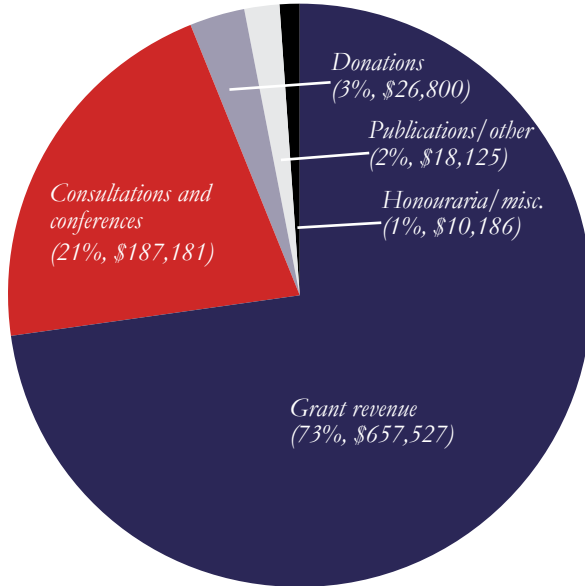
and services. We are impressed by and proud of the work they have done. Because of their efforts, there are thousands of women, children and youth in the Greater Toronto Area and Ontario whose lives have been touched by our programs. We owe our gratitude to many students and volunteers who have chosen to share their time, talents and valuable perspective with us. In particular, thank you to the members of our volunteer board, whose considerable time, efforts and decision making guide our agency towards an even stronger future. Many thanks go to Jennifer Fehr (Past Co-President), Kellie Scanlan (Past Co-President), Carole Dahan (Treasurer), Andrea Wobick (Past Secretary) and Keisha Williams (Past Secretary) for their leadership. We acknowledge existing board members Andrea Wobick (Co-President), Nadine Sookermany (Co-President), Carole Dahan (Treasurer), Melanie Adams (Secretary), Sabine Hikel, Shabnum Durrani, Min Kaur and Jennifer Fehr. Our appreciations also go to departing 2010 Board members, Kellie Scanlan and Irene Darra. Your contributions will not be forgotten. We also thank community members, volunteers and staff for helping to guide the content of our new strategic plans for METRAC and for the Community Justice Program.

*Your contribution inspires us
to be the best we can be*

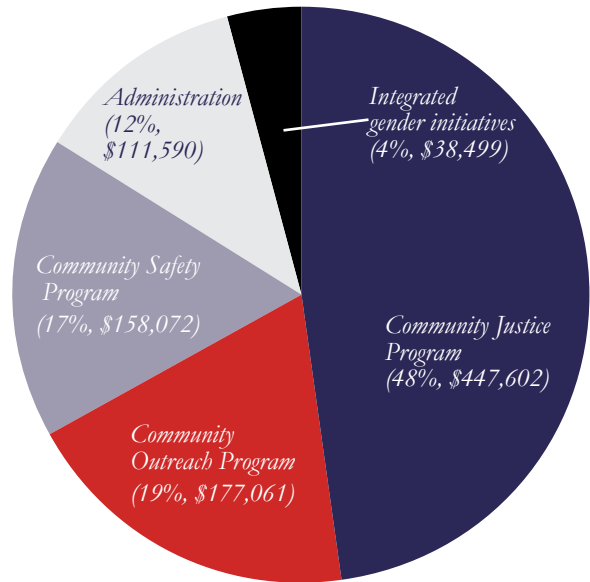
Finally, we would like to express heartfelt appreciation to our core funders, the City of Toronto and the Law Foundation of Ontario. We would like to thank project funders: TELUS, Laidlaw Foundation, the Ministry of the Attorney General, Human Resources and Skills Development Canada and Department of Justice Canada. We also thank the United Way Toronto, York University, the Ontario Human Rights Commission, Girl Guides of Canada-Guides du Canada, Elementary Teachers Federation of Ontario, Silver Tree Foundation and the Estate of Gertrude Milrod Gotlib. We thank all METRAC donors, bowling team captains, bowlers and pledge collectors, program partners, community groups and all who affirm our mission for advancing safety, equity and justice for all women, children and youth. Your contribution to our vision and mission inspires us to be the best we can be. We are truly grateful for your partnership and your investment in our agency and mission. Without your support we would not have achieved the impact we had this year and the hope for a bright future.

2010 Financial Overview

Program revenues (\$899,819 total)



Program expenses (\$932,824 total)



**Excess of program revenues over program expenses: \$33,005 (based on 2010 audited financial statement)*

Community Justice Program Report



Legal information training

In our 2009 Annual Report, we highlighted our Community Justice Program's engagement in an evaluation based on dimensions of relevance, effectiveness, efficiency and sustainability of its activities. A final report was provided by PSTG Consulting in February 2010. Overall, the evaluation results demonstrated that the Justice Program is of value because it provides high quality information to service providers, women experiencing violence and the broader community about relevant legal issues not readily available from other sources. The program is perceived as addressing diverse needs of

service providers, women they serve and community members by employing activities they find highly effective, including: development and distribution of unique multi-lingual printed resources; development and delivery of workshops; train-the-trainer education sessions; and the Ontario Women's Justice Network (OWJN) website.

One of the highlights of the PSTG evaluation report is the finding that 99% of those interviewed reported a "positive experience with the Justice Program, indicating strong customer satisfaction". The report also shines light on the importance and value of our training model and content. Program staff are considered to be highly knowledgeable and skilled in legal issues that surround violence against women and in working from a community-based, woman-centred perspective. The report reveals a history and practice of collaboration, particularly with respect to Advisory Committees. Stakeholders view these partnerships as an effective means by which we produce legal products that are useful and relevant for diverse communities of women. There is recognition that the Justice Program, while situated in Toronto, is relevant province-wide. Finally, the evaluation highlights the program's leadership in

law reform as a key marker of its success.

Equally important, the PSTG evaluation provides a detailed and valuable discussion of how the Justice Program can be improved. At a high level, it is recommended that the program should:

- articulate a clear vision and mission statement, as well as a strategic plan;
- develop a regional service delivery model;
- create a stakeholder management framework;
- find more efficient ways in which to streamline service requests, outputs and delivery;
- develop a performance management system;
- review and redesign its budget development and reporting process and tools; and
- cultivate sustainable funding.

The leadership team at METRAC and the Justice Program welcomes the PSTG report for several reasons. For one, the report is an important first step towards supporting the efforts of the Law Foundation of Ontario to enhance its own funding processes. Secondly, METRAC holds its programs to high quality standards. We embrace any opportunity to monitor and improve our performance and impact. Lastly, the report findings and recommendations hold promise to build on program strengths and capacities to increase access to legal information for women, youth and service providers across the province of Ontario.

We embrace any opportunity to monitor and improve our performance and impact

Also 2010, the Justice Program undertook a strategic planning initiative as part of its response to recommendations in the PSTG evaluation report. A Reference Committee comprised of 48 diverse provincial stakeholders attended a two-day meeting in March 2010 to discuss the most pressing legal information needs of women in Ontario and how METRAC is positioned to address those needs. We also held a special consultation with 14 feminist lawyers. The event was hosted in partnership with Susan Vella of Rochon Genova LLP and Elizabeth K. Grace of Lerner LLP. Our planning process has included a thoughtful crafting of a new vision, mission, goals and objectives for the Justice Program between 2011 and 2014. We are proud to announce that the Justice

Program has a new way to tell its story.

Our vision: women and youth who experience violence have access to equal protection and benefit of the law.

Our mission: the Community Justice Program challenges violence against the most marginalized women and youth by strengthening individual, organizational and community capacity through: legal education and information; collaborative community engagement; and research for promising practices, future planning and decision-making, and policy directions.

Priority communities for impact: the program targets nine priority communities of women and youth as its primary service focus: immigrants and refugees (including those without status); those who identify as Aboriginal or racialized; those who are isolated; those who identify as LGBT*TIQQ2S; those who experience trafficking; sex workers; those who are young and older; and those living in rural and remote areas.

Program goals: we aim to:

1. integrate the Community Justice Program into METRAC's organizational-wide system as well as a regional network of services across Ontario, working collaboratively to reduce gaps in legal information services for women and youth affected by violence.
2. increase access to high quality legal education and information to address violence against women and youth for women who experience violence and their service providers.
3. encourage and promote new thinking about current and emerging legal issues which significantly affect women and youth experiencing violence.
4. stabilize the Justice Program by strengthening its administrative, planning, budgeting and evaluation capacities.

During this year of reflection and planning, we have kept our programs running. With financial support of the Law Foundation of Ontario, we delivered seven legal information trainings in Barrie, Oshweken, Red Lake, Cornwall, Niagara, Moosonee and Stratford. Staff completed an annotated bibliography of Justice Program materials produced over 25 years. We conducted one training attended by 17 service providers in Toronto focused on legal issues for immigrant and

refugee women experiencing violence. Eight pro bono students facilitated 23 legal information workshops in women's shelters and covered child protection, sexual assault and harassment, immigration and refugee women's rights. In partnership with CLEONet, we developed and completed two webinars. One focused on sexual assault and harassment and received 277 unique visits and has been played 52 times as of the end of 2010. The other webinar looked at child custody and protection. It has received 538 unique visits and has been played 119 times online as of the end of 2010.

The Justice Program also continued to be involved as Intervenor in *Mavi v. Canada (Attorney General)*. The main issue is whether or not governments must exercise discretion on a case-by-case basis and comply with a duty of procedural fairness when enforcing undertakings given by citizens or permanent residents to sponsor a relative's immigration to Canada. This case impacts women who escape violent situations and are impacted by sponsorship debt. Fourteen students also continued to observe trial proceedings of sexual assault cases in seven Toronto courts: Alex Sair, Anastasia Mandziuk, Angelieta Sterling, Cindy Olivo, Joanna Vavavu, Joanne Pontbriand, Lauren Rock, Mahroze Khan, Mateen Pourgol, Sandy Zhao, Sarah Ronbeck, Simonne Horwitz, Shaista Durrani and Stefania Zilinskas. They examined various proceedings and gathered data about case outcomes to develop recommendations and strategies for improving the criminal response to sexual assault.

In collaboration with the Institute for Feminist Legal

Studies (IFLS), the Justice Program held its 4th Annual "What's New in the Law Forum" on the Ontario Superior Court of Justice decision to strike down the *Bedford v. Canada* ruling, which deals with *Criminal Code of Canada* provisions relating to solicitation and impacts the future of sex work and sex workers in Canada. The panel was moderated by Professor Sonia Lawrence, Director of IFLS. Panelists were Alan Young, professor and lawyer; Christa Big Canoe, First Nation feminist lawyer; and Emily van der Meulen, community researcher and post-doctoral fellow.

We provided placements for three Masters of Social Work students and an articling student. We reached out to more than 40 agencies and distributed more than 4,000 legal information publications to them.

In closing, we want to thank the Law Foundation of Ontario and the City of Toronto for funding that has propelled our work this year. Many thanks to the program team: Zahra Dhanani, Mergitu Ebba, Mary Auxi Guiao, Jae Thuo, Katharine Nuefield, Vino Shanmuganathan, Shaista Durani, Anne De Shalit, volunteers, placement and Pro Bono Canada students, and Advisory Committee members. We also want to thank all those who shared time, ideas and experiences during evaluation consultations. Special thanks go to the Reference Committee and hosts and participants of the Feminist Legal Community Consultation. We extend appreciations to consultants Radha Nayar and Betsy Kappel for facilitation and tools. As always, we are grateful to community members who inspire us to continue, question and move forward boldly.



In 2010, we worked with over 1,500 individuals on to support them and provide tools as they made their communities and neighbourhoods safer.

Image: METRAC's Community Safety Audit process used in a Scarborough neighbourhood

Community Safety Program Report

Michelle Davis, Safety Director



More than twenty years following the creation of the first women's safety audit, METRAC's Community Safety Program continues to engage with and support communities, neighbourhoods and organizations to improve safety for diverse women and youth. Our Community Safety Audit is unique in that it is led by persons who use a space each day and not by an external safety "expert". Instead, we believe that each person is an expert on their own safety.

We believe that each person is an expert on their own safety

In 2010, we worked in solidarity with many groups across Toronto to help to make public and community spaces safer for women and youth. We focused on community-based responses to safety issues. We worked with more than 2000 persons on community safety issues, including leading 16 Community Safety Audit trainings with 244 persons, who then led 17 audits around Toronto. Neighbourhoods where audits were conducted include: Rexdale, Scarborough Village, the Peanut, St. Jamestown, Malvern, Dorset Park, Sparrow Ways, the East Mall area, Moss Park, Neptune and the Esplanade. Some groups held more than one audit. For example, some did one audit in the afternoon and a second in the evening, and some held audits in different locations throughout the neighbourhood.

The Safety Program also focused on strengthening partnerships with a number of different agencies. This includes the City of Toronto, through its Tower Renewal Project and Community Crisis Response Program. We worked very closely with Toronto

Community Housing Corporation (TCHC) and facilitated trainings with a number of TCHC residents. We also continued our collaboration with Girl Guides of Canada-Guides du Canada. Our commitment to partnerships was also reflected internally, where we teamed up with METRAC's Community Justice and Respect in Action (ReAct) programs to offer integrated programming. To this end, the Safety Program team lead joint workshops on Bill 168 and Youth Safety Audit trainings. Partnerships allow us to innovate and accomplish much, both inside and outside of the agency, when we pool together our talents and other resources.

The Safety Program welcomed Jessica Mustachi as Safety Program Coordinator in March. Jessica has been an incredible asset to the program and has worked very hard to revise our audit training and tools to ensure that these best meet the needs of women and youth. It has been an absolute pleasure to work alongside Jessica. We also said goodbye to Paola Jani, who worked arduously on the Girls for Safer Communities Project. Thanks very much to Paola for her incredible support of and commitment to the project. We wish her continued success. In the fall of 2010, we welcomed Merona Abbas, a social work student from York University who began a placement with the program. Merona has provided wonderful assistance to our youth work.

In 2010, we expanded our Youth Safety Audit work. Youth are often blamed for a lack of safety in public spaces. However, we know that youth have very real safety concerns that are often ignored. From our work with youth, it is clear that police harassment, sexual harassment and the need for more community youth spaces are recurring themes. We held Youth Safety Night 2010 in October to create another space wherein youth could discuss and strategize around their safety concerns. Youth used creative arts to tell their stories. We had wonderful presentations by a number of artists including Red Slam Collective, *MgO*, Baby Boyz Dance Crew, Controversy Entertainment, Shi Wisdom, Sun and Kim Davis. Jessica Yee gave a wonderful keynote that perfectly set the tone for the afternoon's workshops. Thanks to Sugandha Nagpal, our summer student who expertly coordinated the event. Thanks also to workshop facilitators and all of the volunteers

who helped to make the event a success!

The Safety Program continued to work on a number of projects. These included the City of Toronto's Tower Renewal Project that makes high rise apartment buildings across the city more livable through improved social resources and energy retrofits. As part of this project, we held Safety Audit training sessions at the four pilot sites for both youth and adults with 150 persons participating. These trainings helped persons understand community safety issues and assess their physical and social environments. Tower renewal is an important component in the provision of affordable housing, not just in Toronto, but also across southern Ontario. Governments will not be able to sell this housing to private developers because of the extensive repairs these buildings require - renovating the units is the most viable option. The project's leaders, ERA Architect, wrote a report for the Government of Ontario recommending tower renewal across Ontario's Golden Horseshoe area. We await the addition of new sites to this very important project.

In March, we presented findings from our study, *Pushed (Back) In the Closet: Research Findings on the Safety Needs of LGBTTIQQ2S Women and Trans Communities* at the Rainbow Health Conference. This research explores safety needs of lesbian, gay, bisexual, transsexual, transgender, intersex, queer, questioning and two-spirited (LGBTTIQQ2S) women and trans persons in Toronto. The purpose of the research is to understand women and trans community members' experiences with and fear of violence in public spaces. The study

was conducted in partnership with the 519 Church Street Community Centre's Anti-Violence Program. Findings were very well received and we will consider next steps to improve safety for members of Toronto's LGBTTIQQ2S communities.

METRAC's partnership with Girl Guides of Canada-Guides du Canada on its Girls for Safer Communities Challenge continued. The focus of this project is to encourage and support girls across Canada to participate in and lead Safety Audits in their neighbourhoods. Paola Jani, Project Coordinator, developed audit tools appropriate for girls between the ages of five and 17. The tools were also made to reflect the realities of girls living in urban/suburban, rural and remote communities across Canada. In September, we trained adult project mentors who will support older girls aged 12 to 17 to lead Safety Audits with younger girls in local neighbourhoods around the country.

Community-led responses to safety issues lie at the core of METRAC's distinct approach to improving safety of women and youth. From our first audits of the Toronto Transit Commission system and High Park in 1989, METRAC has always focussed on the needs of those most vulnerable to experiencing violence in public spaces. By working in partnership with community members, we challenge all forms of violence including personal, community and systemic forms. Our critical analysis of women's safety and youth safety is needed as much now as ever to ensure that, together, we create safer public spaces for everyone.

"I liked the dynamics of skill and knowledge-sharing that was fostered throughout the day." (THRIVE Women's Voices Rising! Forum participant)

Image: THRIVE Women's Voices Rising Forum





ReAct's services
were delivered to over
4,500 youth, educators
and service providers in
Toronto and beyond in
2010.

Image: Youth community mapping workshop

Community Outreach Program Report

Andrea Gunraj, Outreach Director



Screenshot from What It Is. game

METRAC's Outreach and Education Program has been heavily active over 2010. Our Respect in Action (ReAct) youth violence prevention program team has done excellent work across the city and beyond. Over the year, over 1000 diverse youth and educators participated in our workshops, speaking engagements and trainings on violence against women and youth. Of 896 youth workshop participants surveyed, 56% said they learned "a lot" of new things and 38% said they learned "some" new things; 87% said ReAct Peer Facilitators did "great" and 12% said ReAct Peer Facilitators did "okay"; 86% rated the workshop "great"; and 12% rated the workshop "okay". Of 33 educators and youth workers surveyed, youth

participants' response to workshops was rated at an average of 8.7 out of 10; Peer Facilitator performance was rated at an average of 9.3 out of 10; and 100% said they would bring ReAct back and recommend ReAct. An average rating of 8.9 out of 10 was given to the question, "How well were your needs met?" and an average rating of 9.1 out of 10 was given to workshops overall.

In addition to ongoing violence prevention work with youth, ReAct launched into It's On: Challenging Violence through Digital Video. The Liaison of Independent Filmmakers of Toronto received funding from Canada Council for the Arts and partnered with ReAct to mentor media students at Bloor Collegiate Institute and build their video production skills. ReAct's Youth Facilitators are supporting artists and students by increasing their understanding of violence and developing a "lens" from which the youth will create their own digital videos. Many thanks extend to our team of ReAct Peer Youth Facilitators.

Phase II of the Youth Alliance Project (YAP II) was also launched with funding from the Laidlaw Foundation. Five young women members who were a part of Youth Alliance Phase I reconvened to address policing, sexual assault and gender-based violence against Toronto youth. By doing community-based research, a literature

review and making systemic recommendations to the Toronto Police Service, the Youth Alliance will help build more supportive police-youth relationships and contribute their perspectives to improve police training, policies, and processes. The project is in progress and will be completed in June 2011.

On November 25, the start of the 16 Days of Activism Against Gender Violence, we released **What It Is.**, a bilingual mobile and online game challenging sexual violence against youth. **What It Is.** was funded by TELUS and the Department of Justice Canada and created in partnership with ZMQ Systems Inc. Mobile applications are increasingly popular and mobile technology is pervasive. Plus, statistics demonstrate that youth do not often go to adults or authorities for support when they experience sexual violence - they go to each other and, as such, must have tools to support each other. This game is an important tool for youth to know the signs of sexual violence, understand how to support each other and become aware of where they can get help. While the game is available to play online and on Java-based cell phones, in 2011 we will create versions for iPhones, Blackberry phones and Android phones. Many thanks to our Youth Advisory Team and all the young people who informed and tested the content of the game. We also thank Toronto artists Shi Wisdom and Myk Miranda, who created “Zalaura”, a track that players who win the game can download for free (produced by ENJ, engineered by Ron Dias,

spoken word recorded by Definitive Sound).

On June 13, we hosted “Challenging Hate Crimes ... Celebrating our Survival” at The Gladstone Hotel. Funded by the Ontario Victim Services Secretariat, this event featured performances and speakers, including Barbara Hall, Chief Commissioner of the Ontario Human Rights Commission. The event drew attention to the connection between gender-based violence and hate crimes and celebrated what women and communities are doing to support victims.

Take a moment to read our blog, Megaphone Diaries (metrac.wordpress.com), launched in 2010. It includes the perspectives of METRAC’s staff and volunteers on a variety of topics – it’s not your typical organizational blog. Finally, we released an online sexual harassment survey in partnership with Holla Back!, a movement dedicated to ending street harassment using mobile technology. Findings will inform the creation of an iPhone application to raise awareness about and challenge sexual harassment, planned for development in 2011.

Many thanks to the Outreach team at METRAC, including our amazing staff members Keli Bellaire, Karen Darricades and Jessica Mustachi; ReAct Youth Peer Facilitators; Youth Alliance group members; the Youth Advisory Team that led creation of **What It Is.**; and all of our volunteers and community partners.

THRIVE Coalition Update

THRIVE, the Multicultural Women’s Coalition against Violence and Oppression, is made up of diverse women and youth committed to ending violence and oppression against women of colour, Aboriginal Women and their communities. Jessica Mustachi coordinated THRIVE in 2010 and helped focus activities of the group to ensure it met group members’ current and future needs.

With Jessica’s leadership, THRIVE embarked on two new initiatives as part of the 16 Days of Activism against Gender-Based Violence campaign from November 25 to December 10. The first of these was the “Fabric of Violence: Fabricating Change” art project and exhibition. Two local artists, Meera Sethi and Karen Darricades, led creative art workshops for women around Toronto. Using simple white handkerchiefs, 30 women created pieces depicting

their stories around violence, oppression and hope. This wonderful art was exhibited at The Raging Spoon during the 16 Days of Activism. The second activity THRIVE organized was a community forum entitled “Women’s Voices Rising!” held on December 11 at Metro Hall in Toronto. Sixty women participated in a plenary and workshops that explored the issues of racism and decolonization, mental health, substance use, sex work and the challenges of community-based work. Feedback from these initiatives was very positive and will allow THRIVE to move forward grounded in the realities of women’s lives.

THRIVE would like to thank all of its members, The Redwood and the Toronto Women’s City Alliance for their support throughout the year!

METRAC Thanks Our 2010 Supporters

Funders and donors



Department of Justice
Canada

Ministère de la Justice
Canada



Human Resources and
Skills Development Canada

Ressources humaines et
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Gift of Gertrude Milrod Gotlib



METRAC extends its deepest thanks to all donors and supporters, including anonymous donors, those who purchased tickets and attended events, and those who contributed volunteer hours and gave gifts in-kind.

METRAC Thanks Our Community Partners

A short list of community partners includes: Girl Guides of Canada-Guides du Canada; Springtide Resources; Claimant's Choice; Woman Abuse Council of Toronto; Sexual Assault Centre, Hamilton and Area; Canadian Mental Health Association; Malvern Family Resource Centre; Ernestine's Women's Shelter; The Redwood; Nellie's; Sexual Assault/Domestic Violence Treatment Centre, Women's College Hospital; North York Women's Centre; KCWA Family and Social Services; Centre médico-social communautaire; Women's Habitat; Workers' Action Centre; Rexdale Women's Centre; Street Health; West Scarborough Neighbourhood Community Centre; Toronto Rape Crisis Centre/Multicultural Women Against Rape; Catholic Family services Peel Dufferin; Polycultural Immigrant and Community Services; Elizabeth Fry Society of Toronto; St. Christopher House; Elizabeth Fry Society of Peel-Halton; Ryerson University; Ontario Aboriginal HIV/AIDS Strategy; Rotholme Women's and Family Shelter; Jane/Finch Community Family Centre; Northwood Neighbourhood Services; Barrie Community Health Centre; Family Service Association of Toronto; Mount Sinai Hospital; Centre for Independent Living in Toronto; Sexual assault/Rape Crisis Centre of Peel; Jewish Family and Child services; Interval House; Malvern Women's Place; Student Association of George Brown College; Black Creek Community Health Centre; Chine Drive Public School; Supporting Our Youth (SOY); Bayside

Secondary School; Ontario Institute of Studies in Education; Forest Hill Collegiate Institute; West Toronto Collegiate Institute; Bloorlea Public School; YWCA Toronto; West End Alternative School; Bloor Collegiate Institute; North Hastings High School; Bayside Secondary School; Moira Secondary School; Sir Sandford Fleming Academy; Access Alliance Multicultural Health and Community Services; Ontario Human Rights Commission; Cedarbrae Collegiate Institute; Robert Service Public School; Central Technical High School; For Youth Initiative (FYI); St. Christopher House; Thorncliffe Neighbourhood Office; Antibes Community Centre; Youth Action Network; Oolagen Community services; Canada World Youth; Bishop Marrocco/Thomas Merton Academy; Inglenook Community High School; Malvern Collegiate Institute; Pathways to Education; Anson Park Public School; Toronto Community Housing Corporation; Sex Crimes Unit, Toronto Police Service; TELUS Toronto Community Board; Toronto Women's City Alliance; Action for Neighbourhood Change Malvern; Toronto Tower Renewal Project; Hollaback!; York University; TAKE ACTION Games; Jamaican Canadian Association; Albion Boys and Girls Club; Agincourt Community Services Association; LGBT Youthline; Native Child and Family Services Central Neighbourhood House; Centre for Women and Trans People; Covenant House; Crescent Town Youth Service Network; First Stop Woodlawn; and Griffin Centre.