



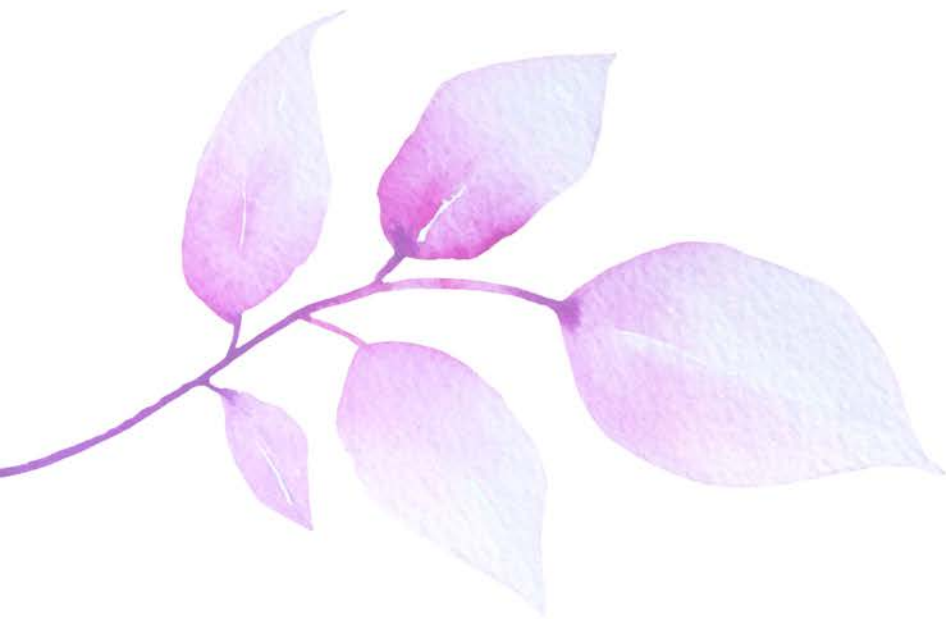
2021 **Annual Report**

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Annual Report 2021

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OUR MISSION

Ending Gender-Based Violence across communities.
Our programs educate to advance safety, justice and equity.

OUR VISION

A safe Toronto and Ontario for All.

OUR VALUES

Equity, Respect, Safety, Feminism(s), Excellence, Innovation, and Collaboration.



Annual Report

VALUE STATEMENTS

EQUITY

We promote justice and fairness for all individuals and social groups. We recognize how social inequality and unequal distribution of power can directly lead to marginalization and violence.



EXCELLENCE

We strive for excellence in all of our activities, and challenge ourselves to do better. We are committed to maintaining high standards in our operations through regular evaluations and transparent and ethical practices.

SAFETY

Safety is a fundamental right. We recognize everyone's right to live free from the threat, fear and experience of all forms of violence, oppression and discrimination.

FEMINISM(S)

Our organization and work are grounded in diverse women's movements that were and continue to be active in changing social conditions to end gender-based violence and discrimination.

INNOVATION

We are committed to participatory research, continued learning and the creation of new methods to raise awareness about violence against women and youth.

COLLABORATION

We foster teamwork and interdisciplinary partnerships. We work in consultation with and support diverse communities committed to ending gender-based violence on a local, provincial, national and international level.

RESPECT



We value individual and social diversity and treat everyone with dignity and consideration. We foster a culture of respect within our organization and in all our activities.

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METRAC'S STRATEGIC PRIORITIES



1

Strengthen METRAC's position as a provincial organization committed to reaching communities and areas with inequitable access to supports.

2

Develop and embed a progressive anti-oppression (AO) framework for guiding METRAC's internal and external work to achieve its mission.

3

Build internal capacity in finances, technology and human resources to achieve excellence in governance and operations.

4

Demonstrate METRAC's effectiveness with respect to achieving its stated goals, objectives and outcomes.

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MESSAGE FROM THE PRESIDENT AND EXECUTIVE DIRECTOR

Myra Reisler: Board President | **Wendy Komiotis:** Executive Director

Dear METRAC Friends and Supporters:

We hope this message finds everyone safe and well.

On behalf of METRAC's Board of Directors and staff, we extend warm greetings to all members and stakeholders. We are pleased to share with you our 2021 Annual Report on our work and accomplishments, toward fulfilling and sustaining METRAC's mission to end Gender-Based Violence (GBV) within Toronto and scaled Ontario communities.

As COVID-19 slowly receded this year, METRAC continued operating with necessary caution. During the year, our Board members met regularly via Zoom. We focused on filling Board vacancies, while preparing for Strategic Planning, and upgrading policy within an evolving pandemic context. Our Administrative Team led by the Executive Director functioned within a Hybrid model; while Program staff focused on delivering regular online programs addressing issues related to community safety, legal rights, social-isolation, youth mental health, on-line harassment and dating scams, against a back-drop of continuing partner violence.

Organizationally, we initiated a process to develop a new Strategic Plan. With the support of Board member Roxana Tavana, we began searching for a seasoned Strategic Planner/s to support the Board and staff through this important visioning and broad stakeholder engagement process, to inform METRAC's future directions and relevance. Our goal is to have a new 3-years Strategic Plan in place by Fall 2022.

This year, the Executive Director continued searching for an accessible, central and lean space to relocate METRAC's office/s and programs. Despite some promising leads, we were unsuccessful in our efforts, and will continue the search in 2022. We began planning and building a new fundraising infrastructure to grow restricted and unrestricted revenues, thereby enabling METRAC to effectively meet community needs, and better respond to emerging issues. We also greeted and met with representatives of 4 key funders, including the City of Toronto, the Law Foundation of Ontario, the Government of Ontario, and Women and Gender Equity Department, Government of Canada. Lastly, we drafted and presented new COVID-related policies to the Board, for review and approval.

Importantly, we experienced several changes within staffing positions, and warmly welcomed 3 new team members, including: Legal Director, Andrea Collins-Fitzpatrick; Program Lawyer, Angela Planas, and Fund Development Director, Joanne Abbensetts. In parallel process, we expressed appreciations and said goodbye to Estella Muyinda, Interim Legal Director.

Annual Report

2021

Our Board of Directors and Management Team are deeply proud and grateful to all METRAC staff (inclusive of Administrative and Program Assistants, Coordinators, Managers and Directors for your overall passion and dedication to community members, and for your effectiveness in the daily work to keep METRAC's operations running smoothly, and to deliver high quality, responsive programs. Your commitment to meeting the diverse needs of women, youth, Two-Spirit and Nonbinary people affected by higher rates of GBV is much appreciated. We also sincerely thank our dynamic volunteers and students for their valuable time and services to METRAC.

Our funders and donors deserve special mention of appreciation for your generosity, trust and loyalty to METRAC. Our work in diverse communities would be impossible without you. Finally, we extend deep gratitude to our members, community partners and supporters who are a testament to what it means to work cooperatively toward building a safer, violence-free society for women, youth and non-binary people.

METRAC's Board continued to represent the best interests of the organization and the community. In 2021, the Board welcomed 3 new members, Winston Vaz, Laura Spaner, and Benita King. Lastly, and importantly, we extend heart-felt thanks to our dedicated team of current Board members for their continuing commitment to METRAC, and ongoing support of the Executive Director.

In closing, we pause to celebrate our successes of the past year and to recognize the new challenges and opportunities in the year ahead.

2021 BOARD OF DIRECTORS

Myra Reisler, Co-President | **Mohammad Akbar**, Treasurer, HR Committee

Abi Ajibolade, HR and Nominations Committee | **Roxana Tavana**, Fundraising Committee, Chair

Benita King, Board Member | **Winston Vaz**, Board Member | **Laura Spaner**, Board Member



**Program
Reports**
2021

METRAC



Program Reports

COMMUNITY JUSTICE

INCREASING ACCESS TO JUSTICE IN TORONTO AND ONTARIO

Program Director: Andrea Collins-Fitzpatrick | **Program Lawyer:** Angela Planas

Program Coordinator: Kenney-Anne Garib

Students and Interns: Andrea Almeida-Pasko, Catherine O'Connor, Donya Mashkuri, Marisa Benjamin, Sophie Bender, Susannah Schmidt, and Tiffane Richards

In 2021, METRAC's Community Justice (CJ) Program Team worked diligently to make available plain language legal information for women, youth, Two-Spirit and nonbinary people affected by Gender Based Violence (GBV), within Toronto and Ontario. We developed, produced and distributed numerous legal resources to support social service providers, their clients, and the general public. During the year, our team partnered with other lawyers, law students and community agencies to deliver facilitated workshops, trainings and webinars, with attention to policy change within the law, while integrating an equity and diversity lens.

Within the context of a COVID-19 environment, the CJ Program team managed and maintained two **(2)** legal information websites, Family Law Education for Women (FLEW) at www.onefamilylaw.ca and the Ontario Women's Justice Network (OWJN) at www.owjn.org. Both websites provided access to legal information in plain language. The FLEW website resources were also available in multiple **(12)** languages, including limited American Sign Language (ASL) information, and audio formats.

PROGRAM HIGHLIGHTS IN 2021

This year, our program delivered **39** facilitated legal information workshops on a variety of topics related to

♦ **Child and Spousal Support** ♦ **Children: Decision Making Responsibility and Parenting Time**

♦ **Cyberviolence** ♦ **Human Trafficking** ♦ **Sexual Harassment and Assault**, and more. We:

- Mentored **4** law students
- Partnered with **20** organizations to improve and increase the broader relevance/impact of our work
- Produced **350** updated and new legal resources including infographics, public legal education slides, webinars; a public service announcement to promote our programs and resources, social media posts, and audio booklets
- Answered **25** legal information requests from individuals
- Increased legal knowledge for **20** community service providers and intermediaries
- Maintained **2** legal information websites focused on interdisciplinary and intersectional areas of law. Both sites were viewed **676,722** times
- Delivered legal information presentations to **742** people with legal needs, attending workshops at shelters for abused women and children

Program Reports

COMMUNITY JUSTICE

- Engaged **263** participants in events to build awareness of the law, legal rights, and processes
- Additionally, our video and audio resources have been viewed **2931** times

PROGRAM IMPACT

Meeting high needs (virtually) for family law legal information within Ontario:

- Family Law Education for Women (FLEW) website traffic data:
 - **38,948** visits to the FLEW website
 - **58,151** views of the FLEW website
 - **92,300** Impressions capturing FLEW's resources in a user's search results
- Ontario Women's Justice Network (OWJN) website traffic data:
 - **250,333** visits to the OWJN website
 - **618,571** views of the OWJN website
- **24** new members added to the OWJN list serve

This year our team worked jointly with several diverse groups to meet their specific legal information needs. These groups included: youth ages 13-19, victims and survivors of human trafficking, exotic dancers, Two-Spirit, trans and nonbinary people. Together, we created a wide variety of legal information resources, as outlined below:

- Resources created to advance access to justice:
 - **5** Public Legal Education Info-graphics
 - **6** Webinars
 - **2** Legal Information Booklets
 - **2** Audio Booklets
 - **42** Workshops
 - **2** Podcasts

PROGRAM EFFECTIVENESS IN ACHIEVING ITS STATED GOALS, OBJECTIVES, AND OUTCOMES

In 2021, our team continued to collect quantitative and qualitative data drawn from multiple sources. We tracked social media (Facebook & Twitter) impressions, **♦ the number of materials distributed through Service Ontario/METRAC**, **♦ feedback from workshops/trainings**, **♦ data collected from webinar statistics** and **♦ one-on-one interviews with service providers** (on-going). We provide brief snap-shot data on program accessibility, quality, and impact, below:

Program Reports

COMMUNITY JUSTICE

- **88%** of participants attending public legal information (PLI) presentations, when surveyed reported they found the CJ Program legal information presentations to be accessible
- **88%** of participants found the legal information presented to them of good quality

Quotes from CJ Program Participants:

"I would like to thank METRAC Program Lawyer on behalf of participants, for very informative and valuable workshops! The information you have given us has been clear, significant, and important. Information is one of the most important means of empowering women – Counsellor, Family Services Toronto".

A Testimonial from Pro Bono Students Canada Participant:

"Last year I had the opportunity to volunteer with METRAC and it has been one of the most meaningful experiences I've had at law school. I felt supported by my supervisors and encouraged to pursue a project that I was passionate about. I was given the tools and proper training to bring in a trauma-informed approach to my project. This gave me more confidence in my abilities as a law student. Finally, I felt like the work I was doing had a tangible positive impact. I have gained so many valuable skills from the Community Justice Program and I really encourage students to volunteer here!"



Program Reports

COMMUNITY SAFETY

INCREASING SAFETY IN TORONTO NEIGHBOURHOODS

Program Manager: Ransford Kissi | **Program Peer Facilitators:** Wendy D'Souza, Zanele Chisholm, Janna Reiss
Program Student: McKevin Novis- Zukowski | **Internal Partner:** Kenney-Anne Garib, CJP

In 2021, METRAC Community Safety (CS) Program Team worked to improve the lives of Toronto residents and other neighbourhood stakeholders affected by local issues of safety, Gender-Based Violence (GBV) and intersecting types of violence. During the year, our CS activities focused on building safer, more inclusive places for all, with attention to women, youth, and nonbinary communities at higher risk of experiencing GBV and related systemic violence.

This year, we completed 6 Safety Audit (SA) trainings and 3 comprehensive SAs carried out in 3 communities and surfaced the following safety themes related to needed improvement:

♦ **Maintenance**, ♦ **Violence Prevention and Reduction**, ♦ **Drug-Trafficking and Use Prevention and Reduction**, ♦ **Traffic Safety Controls**, ♦ **Security Systems**, ♦ **Barrier-Free Accessibility**, and ♦ **Vandalism Prevention and Reduction in the audited areas**.

Working within a declining but still present COVID-19 context, audit participants including local Councillors and METRAC's team continued to wear protective masks and to practice social distancing while conducting on-site Safety Audits locally. At year-end, we marked several accomplishments, as outlined in our program highlights below:

PROGRAM HIGHLIGHTS

- Served **264** individual participants in CS Audits and of that total, **99%** lived in Toronto
- Supported **9,978** individuals online through METRAC's platform **#SISTO**
- Distributed **50+** safety information resources, re: sexual assault alerts, missing women and girls reports, and warnings from Toronto Police Services (TPS) sent via **#SISTO** to Toronto residents, to assist TPS with locating/ supporting survivors/victims.
- Led **6** CS Audit trainings
- Facilitated **3** CS Audit tours
- Analyzed and completed **3** CS assessments
- Wrote, completed and submitted **3** CS Audit Reports
- Upgraded and distributed **3** CS Resource Lists to accompany SA Reports
- Developed **125** actionable SA recommendations to improve safety in **3** audited areas
- Designed and facilitated **1** new training focused on Workplace Safety

Program Reports

COMMUNITY SAFETY

- Supported **102** Community Vaccine Ambassadors facing hostile situations, while conducting outreach – a partnership with Social Planning Toronto Dept.
- Collaborated in **2** successful internal partnerships with ♦ ReAct Youth Program and the ♦ Community Justice Program
- Coached and trained **7** youth Peer Facilitators to lead Youth Safety Audits
- Enabled **3** recently trained youth Peer Facilitators to lead **3** Safety Audit trainings facilitated by youth for youth
- Completed **1** SA training with **43** youth and they conducted **2** SAs in their communities
- Developed and co-facilitated **8** Cyber Safety workshops in partnership with CJ Program
- Engaged **99** workshop participants attending the above workshops.

Safety Information System (SISTO) This year, we continued delivering this METRAC prevention and education cyber-violence project utilizing social media platforms to issue alerts, information and resources aimed at protecting people from incidents of sexual violence; raising safety awareness and helping to keep communities safer.

YOUTH SAFETY AUDIT UPGRADES: NEW ONLINE TRAINING PLATFORM

This year, the SP Manager upgraded METRAC's Youth Safety Audit (SA) features, to enable online access to youth SA trainings, by developing an e-course based on our Youth Safety Audit methodology. We piloted and implemented the new SA e-course with Youth hailing from Woburn, Cedarbrae and Orton Park in Scarborough. These youth groups successfully completed the e-course and received Certificates of Completion. All expressed pride in being first-time successful users of METRAC's new SA e-course. .

INTERNATIONAL AND LOCAL MEDIA INTERVIEW

Lastly, the SP Manager closed the year on a high note, with 2 media interviews. METRAC's Safety Audit is internationally recognized as a best practice, and by UN-HABITAT Safer Cities Campaign (2008-2013). Late this year, we were approached by 2 journalism students, 1 student living in France, attending Université Paris 2 Panthéon – Assas); and 1 student attending Ryerson University, Toronto. They conducted 2 interviewed with the Safety Program Manager to learn about and feature METRAC's Safety Audit methodology. Both students were in awe of METRAC's community safety work within Toronto and its impact across the globe. After the interview, Louis Bothe, the French journalism student returned to express appreciations to METRAC, and to share news of her success in passing with higher grades in her class, thanks to the information she gathered from the interview.

Program Reports

COMMUNITY SAFETY

PROGRAM RESULTS

- **95%** of youth SA participants indicated the SA training helped them to understand safety issues in their community
- **98%** of SA training participants mentioned the training helped them to understand cyber violence, and how to be safer online
- **92%** of adult SA participants indicated the SA training helped them to understand safety concerns in their community.
- **69%** of SA participants indicated they feel ready to plan a SA tour in their community.



Orton Park, Scarborough

Program Reports

COMMUNITY EQUITY

RESPECT-IN ACTION (REACT) YOUTH PROGRAM: PROMOTING HEALTHY NON-VIOLENT RELATIONSHIPS

METRAC Program Director: Laura Hartley | **ReAct Program Coordinator:** Wendy DeSouza
Program Peer Facilitators: Quierra Kotsikas-Robinson, Janna Reiss, Zanele Chisholm
Nada Albaradan, and Alexandra Parra-Ortiz

2021 was a successful year for METRAC's Respect in Action (ReAct) Gender-Based Violence (GBV) prevention program. The program team continued to operate online using Zoom technology, to broadly reach and engage diverse youth within Toronto, the Greater Toronto Area, and less parts of Ontario. Our work focused on improving the lives of Toronto youth residing in areas affected by GBV, with unequal/ less access to social and economic opportunities and supports.

A main highlight of our youth program this year was the continuing delivery of two (2) effective virtual Afterschool Support Groups. These were first piloted in June 2020, during the height of the COVID-19 crisis. Program activities for 2021 are outlined below:

- **GRL PWR:** An education and mentorship After-School support group offered weekly for girls only, ages 10-13, to promote Healthy and Respectful Relationships with self, with peers, family and community members, toward ending GBV. Program themes focused on:

◆ **Empowerment by Using Photovoice**, ◆ **Boundaries**, ◆ **Healthy Friendships**

Art-based activities enabled group members to:

- develop and build self-confidence, self-esteem, and leadership skills
- create a digital zine capturing girls' experiences of resiliency during social isolation in 2020
- **Drop in the Zone:** A drop-in support group offered weekly for mixed gender and non-binary youth ages 14 - 17, identifying as Black, Indigenous, People of Colour (BIPOC), newcomers/immigrants. Group members may also identify as Two-Spirit, lesbian, gay, bi-sexual, Trans, queer, intersex, a-sexual+ (2SLGBTQIA+).

The program provided a welcoming, safe and peer-facilitated space for youth to socialize and reduce isolation; engage in artistic and creative expression, and to access physical and mental health wellness resources. Group members also learned about non-violent, respectful relationships with self, peers, family and community members. During the year, support group themes focused on:

◆ **Wellness and Self-care Skills**, ◆ **Healthy Communication and Boundaries**, ◆ **Reintegrating into Community during the Pandemic**

Program Reports

COMMUNITY EQUITY

We participated in multi-disciplinary partnerships to enhance program activities, while increasing access to needed resources, thereby enabling group members to interact with 3 community artists, and to be introduced to alternative avenues to self-care and wellness:

- African Dance, Meditation, and Creative Writing

PROGRAM HIGHLIGHTS

During the year, our React Program engaged **1331** youth/participants in its virtual activities. Of that number, **366** youth attended **2** main After-School and Summer support groups held weekly. Further program highlights are provided below, we:

- Facilitated **16** workshops attended by **965** participants, with a focus on topics related to equity, diversity and anti-oppression practice, conflict mediation, consent, and healthy communication.
- Offered **62** unique online weekly after-school and summer program groups
- Partnered with **10+** multi-disciplinary organizations to increase program relevance and impact
- Contributed to increasing youth employment opportunities by hiring **8** residents of Toronto Neighbourhood Improvement Areas (NIAs).
- Equipped **8** youth with new knowledge, skills and work readiness training/experience in:
 - Developing and Facilitating Online Youth Violence Prevention Programs;
 - Creating and Sharing Youth-Centred Social Media Content on Program Activities;
 - Collecting and Demonstrating Proof of Program Impact and Outcomes
- Developed and distributed **145** new resources to support youth safety, physical and mental wellness, legal rights and responsibilities - distributed via Facebook & Instagram.
- Partnered with METRAC's CJ Program, and developed and distributed **3** new online information resources on: ♦ **Cyber Violence**, ♦ **Cyber Stalking**, and ♦ **Cyber Harassment**,
- Launched GRL PWR, a digital zine on social media to share participants' tips and strategies for building healthy relationships and staying resilient during social isolation.
- Reached **950** followers on Instagram
- Trained **7** Youth Peer Facilitators to lead **3** youth safety audits
- Facilitated **3** Safety Audit trainings with **43** community youth, and enabled them to independently lead **2** SAs within their community

GRL PWR GROUP: SNAP-SHOT DATA

Program impact summaries from participants' evaluations, as outlined below:

- **90%** increased confidence

Program Reports

COMMUNITY EQUITY

- **100%** can recognize healthy, equal relationships
- **100%** feel more connected and have more friends
- **100%** “feel good about myself”

Participants’ Quotes:

- “When your friends say mean things or bully you..., you can say no and find new friends...”
- “How to feel better about who I am as a person of colour”
- “The program helped me deal with my friend that has been bullying me for the last year, and find new friends that understand me.”

DROP-IN THE ZONE GROUP: SNAP-SHOT DATA

Participants’ evaluations:

- **82%** connected to other youth
- **27.9%** identified as 2SLGBTQIA+ community members
- **87%** felt connected to the facilitators
- **85%** felt they could participate and engage with the group

Participants’ Quotes:

- “I loved the energy and speaking about healthy relationships from all perspectives, like the queer and male perspective too and letting everyone share their ideas in the group.”
- “This is so important for youth because all the examples we talked about are “normal” now in dating, and youth need ways to deal with this now”

EQUITY AND ANTI-OPPRESSION WORKSHOPS: SNAP-SHOT DATA

Participants’ evaluations:

- **85%** said they “have more knowledge of equity and anti-oppression, after attending trainings”
- **87%** of participants had more knowledge on the topic as a result of the workshop
- **95%** felt the topic was very important

Program Reports

COMMUNITY EQUITY

Overall, ReAct youth program activities increased and improved equitable access to needed services for diverse underserved, under-resourced Toronto and GTA youth, broadly impacted by the risks of GBV and related types of violence. We supported youth struggling with the isolation of social distancing and with less access to recreational, health and social services. Our online workshops were well attended by diverse youth, with 78% located in central Toronto, Etobicoke, and North York. Other youth hailed from across Ontario. Program snap-shot data suggest that our program activities met the needs of youth served by METRAC.



Program Reports

TRANSFORMED PROJECT

INTEGRATED GENDERED INITIATIVES (IGI) TRANSFORMED PROJECT REPORT

METRAC Summer Director: Laura Hartley | **TransFormed Project Coordinator:** Maiesha Zarin
TransFormed Project, Summer Employment, Program Support Worker: Sky-Ravinn Ffrench

METRAC's TranFormed Project guided by a Peer Leadership Group (PLG) brings together Two Spirit, Trans and Nonbinary (2STNB) people to examine and address current issues, challenges and barriers to health and social supports for community members affected by Intimate Partner Violence (IPV).

In 2021, the TransFormed Project had several accomplishments, which we are proud to share with you. Our staff team conducted outreach, participated in research, hired and supported one (1) Summer student to increase their knowledge and build skills in community development and support group facilitation work. During the year, we:

- Facilitated 3 consultation meetings of the TransFormed Project, Peer Leadership Group (PLG) to determine the focus, content and design of 2 legal information infographics. Consultations involved a process of shared input, shared feedback and shared reviews of the 2 resources, through active partnership with PLG members Two-Spirit, Trans and Nonbinary (2STNB) people. PLG members worked collaboratively with METRAC's Justice Program staff and a graphic designer, while drafting and developing the infographics.
- Conducted outreach at Sistering Drop-In for homeless people, to share information about the TransFormed Project while reaching out to 2STNB drop-in participants. We found many commonalities between Sistering Drop-In and METRAC's model and values. These included offering a safe space, acceptance of everyone, no judgement, inclusive, compassionate and an anti-oppressive service delivery framework.
- Engaged fully in Women's College Hospital TransLink research project focused on bringing together members of the 2STNB community and diverse agencies interested in improving and increasing access to non-judgmental and badly needed services for members of the 2STNB communities, inclusive of those affected by Gender-Based Violence (GBV).
- Participated in a research survey and media interview on the impact of hate crimes against 2STNB people with attention to incidents occurring in Toronto and Canada. The interviews were conducted by students of Investigative Journalism studies at University of Toronto and Humber College StoryLab, in addition to other seasoned journalists and researchers.
- Hired, trained and worked to increase the knowledge, skills and experience of a Summer Employment Program Support Worker (PSW). Our TransFormed Project Coordinator and the PSW jointly consulted with Peer Leadership Group (PLG) members on how best to develop and build an online Peer Support Group (PSG), with a focus on delivering a program curriculum centred on Healthy, Equal Relationships.

Program Reports

TRANSFORMED PROJECT

- Developed program plans with attention to outlining goals, objectives, activities, outcomes and needed supplies for delivering Peer Facilitated high quality structured online program activities for 2STNB people.
- Carried out base-research for designing and piloting 3 relevant new workshops, with a focus on topics related to Safety, Mental Health, Healthy Relationships, Justice, and Support Services. Accompanying tasks also required us to:
 - create new program resources and workshop content with input from 2STNB peer leaders provided at 3 facilitated consultation sessions
 - plan and coordinate outreach and promotion activities, including effective communication strategies for reaching and engaging our target groups through social media, and to ensure integration of 2STNB-centred content and relevant approaches.
 - offer facilitated workshops/professional development opportunities for interested partners with organizations seeking to improve services for 2STNB people.
 - design data collection tools for evaluating the pilot program (i.e. surveys for informing further program development and for reporting purposes).
- Developed, launched and co-facilitated an online peer support program and healthy relationship curriculum focused on current issues affecting diverse 2STNB people at risk of experiencing intimate partner violence (IPV) and barriers to accessing resources. Three (3) pilot workshops/groups) were held, as outlined below:

Workshop #1: We are Resilient | Total Attendees: 18

Description: Participants will discuss topics related to self- resilience, boundaries and the dynamics of different types of relationships.

Outcomes: At the end of the workshop, participants will gain:

- increased knowledge of self-care strategies
- higher self-awareness of personal boundaries and expectations in relationships
- increased understanding of different types of relationship dynamics and how to identify them
- skills to identify their needs within the context of a healthy relationship.

Workshop #2: We are in the Green | Total Attendees: 13

Description: In this scenario-based workshop, participants will discuss green flags and red flags in different types of relationships – healthy and unhealthy relationships, violence in relationships, and dealing with changes and rejection.

Outcomes: At the end of this workshop, participants will gain:

- better understanding of how to identify green and red flags within their own personal/intimate

Program Reports

TRANSFORMED PROJECT

relationships and within themselves

- increased knowledge to identify 6 types of violence in relationships, with specific information and details around examples of healthy and unhealthy/violent relationships
- skills for dealing with conflict through healthy communication practices
- information resources on how to access supports and services if and when experiencing relationship violence

Workshop #3: We are Connected | Total Attendees: 10

Description: This workshop will enable participants to explore how to access supports and services, why it's important to build a supportive network and the realities of safety planning for gender diverse communities.

Outcomes: At the end of this workshop, participants will gain:

- knowledge on how to access safety services/support from relationship violence or difficult relationships
- tools for challenging isolation, while learning the importance of chosen family and queer friendships
- better understanding of what safety planning is, how to build a personal safety plan and next steps

SAMPLE QUOTES FROM PARTICIPANTS' COMMENTS ABOUT THE PROGRAM:

"The space was welcoming and made it easy to talk about gender. Happy I found this space!"

"It was great to hear that motivation from the guest speaker about being your "highest expression of yourself"! As a non-binary person, it gave me strength to be myself and be "aggressively selfish" with my self-care, thanks and see you next week."

"It's very important to discuss these topics and recognize healthy and unhealthy relationships in our life."

Outcomes:

At the end of the workshops, 10 participants' evaluation forms demonstrated:

- **85%** increased understanding of healthy relationships
- **78%** increase in participants feelings of social connectedness
- **92%** increase in awareness of where to seek supports/services

Annual Report

FINANCIAL STATEMENT

METRAC

STATEMENT OF FINANCIAL POSITION (000s)

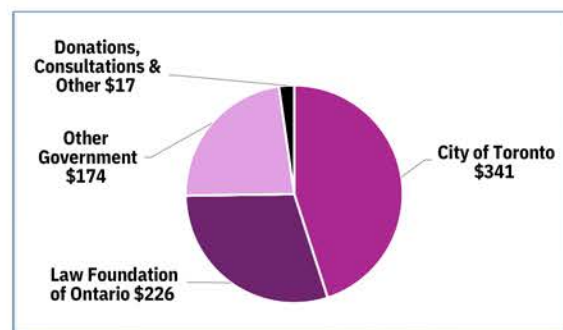
As at December 31

	2021	2020
ASSETS		
Current Assets		
Cash	\$ 265	199
Short-term investments	34	34
Accounts receivable	273	388
Prepaid expenses	6	2
Inventory	7	7
Capital Assets	4	5
	589	635
LIABILITIES AND FUND BALANCES		
Current Liabilities		
Accounts payable and accrued liabilities	175	187
Deferred revenue	140	154
	315	341
Members' Equity		
Funds invested in capital assets	4	5
Internally restricted funds	69	69
Unrestricted fund	201	220
	274	294
	\$ 589	\$ 635

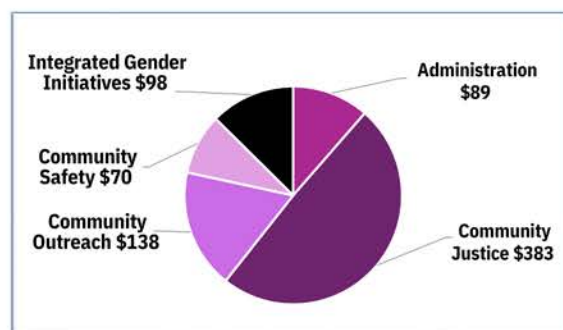
STATEMENT OF OPERATIONS (000s) For the year ended December 31

	2021	2020
REVENUE		
City of Toronto	\$ 341	\$ 349
Law Foundation of Ontario	226	207
Public Health Agenc of Canada	0	115
Other government	174	115
Donations, Consultations & Other	17	61
	758	847
EXPENSES		
Administration	89	80
Community Justice	383	327
Community Outreach	138	142
Community Safety	70	69
Integrated Gender Initiatives	98	100
Public Health Agenc of Canada	0	115
	778	833
(DEFICIENCY) EXCESS OF REVENUE OVER EXPENSES	\$ (20)	\$ 14

REVENUE 2021 (000s)



EXPENSES 2021 (000s)



The complete audited financial statements are available at the offices of METRAC

Annual Report

2021

2021 STAFF

Wendy Komiotis, Executive Director | **Estella Muyinda**, Interim Legal Director | **Andrea Collins-Fitzpatrick**, Legal Director | **Angela Planas**, Program Lawyer | **Kenney-Anne Garib**, Justice Projects Coordinator | **Ransford Kissi**, Safety Manager | **Wendy De Souza**, ReAct Youth Program Coordinator | **Maeisha Zarin**, TransFormed Project Coordinator | **Laura Hartley**, Program Director | **Paola Jani-Morgan**, Equity Promotion Program Manager | **Yoko Hisatome**, Program & Administrative Assistant | **Kitty Bhogal**, Bookkeeper | **Asha Dahir**, ReAct Peer Facilitator | **Alex Parra Ortiz**, ReAct Peer Facilitator | **Patricia Leconte**, ReAct Peer Facilitator | **Quierra Kotsikas-Robinson**, ReAct Peer Facilitator | **Shakiala Frater**, ReAct Peer Facilitator | **Emkay Adjci-Manu**, ReAct Peer Facilitator | **Shochoy Fray**, ReAct Peer Facilitator | **Yasmine Grey**, ReAct Peer Facilitator

COMMUNITY SAFETY PARTNERS:

- City of Toronto Community Crisis Response Team (CCRT)/Community Development Officers
- Oakwood Vaughan Neighbourhood Action Partnership (OVNAP)
- Residents of 44 Lumsden Avenue
- Toronto Community Housing
- Toronto Police Service
- Residents of 2191 Yonge Street, Toronto
- Councillor Josh Matlow's office
- Malvern Family Resource Centre
- Family Services Toronto
- Canadian Centre for Victims of Torture
- Youth from Woburn, Cedarbrae and Orton Park Community in Scarborough
- Social Planning Toronto
- Victims Services Toronto
- George Brown College
- Residents of Reggae Lane, Toronto

REACT YOUTH PROGRAM PARTNERS

- Women's Health in Women's Hands
- YMCA
- Toronto District School Board
- Learning Enrichment Foundation
- WomanACT
- Ontario Coalition of Rape Crisis Centres (OCRCC)
- Building Up
- Ontario Association of Children's Aid Societies
- Empowering Young Women Youth Council serving the Steeles L'amoreaux community
- Redemption Church International
- Toronto Council Fire
- Elizabeth Fry
- The Neighbourhood Group
- The Neighbourhood Organization
- Aura Freedom
- Woburn Local Planning Table (WLPT)
- The Neighbourhood Pods
- Fred Victor

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COMMUNITY JUSTICE PARTNERS:

ORGANIZATIONS:

- Amelie House
- Cambrian College
- Canadian Centre for Victims of Torture (CCVT)
- Cornerstone Housing for Women
- Elspeth Heyworth Centre for Women
- Ernestine's Shelter
- Family Services Toronto
- George Brown College
- Halton Multicultural Council (HMC Connections)
- North York Community House
- North York Women's Shelter
- Oasis Centre des Femmes
- Ontario Association of Interval and Transition Housing
- Pro Bono Students Canada
- Skills for Change
- Toronto District School Board (TDSB)
- Toronto Neighbourhood Organization
- University of Toronto
- Yorktown Shelter
- York University
- YWCA (Arise)
- YWCA (Rexdale)

COMMITTEES AND NETWORKS

- Legal Aid Family Law Advisory Committee
- 311 Jarvis Open Bar
- Rights of Non-Status Women Network
- Legal Aid District Advisory Committee
- Shelter and Support Services Committee
- Toronto Police Services (TPS) Domestic Violence Advisory Committee
- Canadian Center for Women's Empowerment (CCFWE)
- HIV Mental Health Network

LAWYERS AND LAW FIRMS

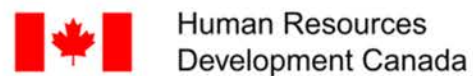
- Arise International Consulting
- Angela Planas
- Emma Katz
- Estella Muyinda
- Karly Wilson
- Kelly D. Jordan
- Kerry K. Gearin, Family Lawyer
- Malerie Rose, Rose Family Law
- Marisa Vekios
- Seneca Longlaws
- Silmy Abdullah
- Steven Hunter
- Valerie Dye, Dye Law



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METRAC FUNDERS

- City of Toronto
- Law Foundation of Ontario
- Government of Ontario
- Public Health Agency of Canada
- Women and Gender Equality Canada
- Human Resources Development Canada
- Canadian Women's Foundation





METRAC
ACTION ON VIOLENCE

Phone: (416) 392-3135

Fax: (416) 392-3136

Email: info@metrac.org

Website: metrac.org