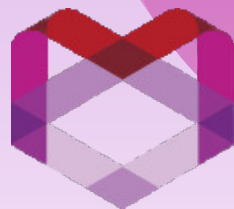


Impact Report 2023



METRAC
ACTION ON VIOLENCE

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Acknowledgement



We acknowledge that this land is the traditional territory of many nations including the Huron-Wendat, Haudenosaunee, and the Mississaugas of the Credit. Today, the meeting place of Toronto is still home to many Indigenous people. We honour all the First Nation, Metis, and Inuit people living on this land. We recognize the traditional territories on which our organization is located, and on which our programs and trainings take place.

About METRAC

Formed in 1984, METRAC is an award-winning not-for-profit agency, devoted to ending gender-based violence (GBV) towards women, youth, Two-Spirit, Trans and Nonbinary people, through education, research and policy. We work with individuals of all ethnicities, races, classes, faiths, abilities, ages, sexual orientations, genders and nonbinary expressions/identities affected by violence.



VISION

A safe Ontario for ALL.



MISSION

METRAC's work is devoted to ending gender-based violence across diverse communities, through education, research and policy.



VALUES

Equity, Respect, Safety, Excellence, Innovation, Feminisms, Collaboration.

METRAC'S STRATEGIC PRIORITIES

1

Deepen relationships with community partners to work collectively in addressing Gender-Based Violence (GBV) and improving access to safety, justice, and equity.

2

Strengthen METRAC's position as a provincial organization committed to building safer, more equitable and just communities by expanding the reach of our Community Safety Audit program.

3

Increase operational resiliency through developing and implementing a diversified fundraising strategy.

4

Enhance METRAC'S visibility through a multi-channel marketing and communications approach.

Message from Co-Presidents of the Board

As co-presidents of the Board, we are happy to reflect on the year in a glance.

As we reflect on 2023, we are filled with gratitude for the incredible strides METRAC has made towards carrying out our mission to support women and children affected by gender-based violence. 2023 was a year of growth, resilience through change, and deepened impact. And we are proud to share some key accomplishments that demonstrate our collective commitment to this critical work.

A great achievement in 2023 was securing the support of a new funder, the Ministry of Education, which has strengthened our ability to bring essential programming into schools. This partnership allows us to expand our work in prevention, education and intervention, ensuring that young people have access to the knowledge and resources they need to foster safe, respectful relationships. With addressing gender-based violence at its roots, we are investing in a future where all individuals, regardless of gender or age, can thrive in environments free from harm.

2023 was also a year of transition for METRAC. Wendy Komiotis announced that she was going to retire after 20 years of service. Some of her greatest impact came through further developing two core programs: the Safety Program, which responded to concerning levels of sexual assaults and harassment on post-secondary campuses, and the ReAct Youth Program, to empower youth and highlight their voices within the community. Wendy also supported the Community Justice Program, where she understood the importance of providing accessible legal information to assist vulnerable individuals experiencing gender-based and particularly, intimate-partner violence.

To prepare for Wendy's departure, in February, the Board began its thoughtful recruitment of the next Executive Director. Board Members collaborated on every detail in this process, including reflecting on what qualities and skills we were looking for in the person who would take on the lead role in carrying METRAC's mandate forward.

At the heart of it all, we knew we needed a leader who exemplified anti-oppressive practice. A core part of what METRAC does is impart on people what it means to share power, hold space, and elevate the voices of those who have historically been overlooked. Our Board was focused on finding someone who would demonstrate servant leadership to create a smooth process of transition, where staff would feel seen and heard, where METRAC's past practices could be examined, and where consultation and teamwork would be leaned on to innovate new ways that would expand the reach of our work.

Debbie graciously accepted to become METRAC's new Executive Director, commencing in May of 2023, where she and Wendy collaborated on bringing the organization to its next chapter. Wendy officially retired in September.

2023 also marks the departure of several other key individuals: Myra Reisler, our past Co-President (member since 2016), and Mohammad Akbar (member since 2015), our past Treasurer, and Gaela Mintz. Building on the great work of their predecessors, Benita King (member since 2021) and Monique Broughton became our Co-Presidents, and Winston Vaz (member since 2021) became our Treasurer. METRAC stands resilient and committed through these changes. We thank Wendy Komiotis, Myra Reisler, Mohammad Akbar and Gaela Mintz for their service to the agency and look forward to co-creating a new vision with Debbie Hurley-Laing's leadership, to move METRAC ahead.

Thank you all, for your dedication, solidarity, and belief in METRAC's mandate of addressing and preventing gender-based violence. Your support through this long journey, is what kindles the fire that keeps our spirits alive in this work, every day. In all the ways you have extended your time, resources, and energy in helping METRAC pursue its mission, you have cultivated our sense of community. Because of you, we are able to keep striving forward, in every conversation, every group facilitation, every safety audit, every action that brings us closer to our goal of the elimination of gender-based violence.

Benita King



Monique Broughton

Message from the Executive Director

Dear friends, partners and supporters.

As we reflect on the past year, I believe I can speak for the staff by saying we are filled with immense pride and gratitude for the incredible accomplishments we have made together.

METRAC continues to strive towards carrying out our vision to support women, children, Two-Spirit and nonbinary people affected by gender-based violence, working to end violence for all. 2023 has been a testament to our unwavering commitment to our mission, vision, and values, signifying a year of growth, resilience and deepened impact. We will proudly share some key accomplishments demonstrating our collective commitment to this critical work.

Our youth ReAct program continues to empower young people, providing them with the tools, skills and opportunities to be leaders and advocates for change in their communities. Through mentorship, education, and hands-on initiatives, we have seen incredible youth engagement and growth in leadership development. We are excited to share that we secured the support of a new funder, the Ministry of Education, strengthening our ability to bring essential programming into schools. The partnership allows us to expand our prevention, education and intervention work, ensuring that young people have access to the knowledge and resources they need to foster safe, respectful relationships.

The Community Safety Program has played a pivotal role in fostering safer neighbourhoods by working alongside community members and local organizations. We have implemented proactive strategies to minimize the occurrence of violence, promote well-being and create stronger and more connected communities.

Through our Community Justice Program, we have remained steadfast in our efforts to support access to justice for those from underserved and marginalised communities; whether through the provision of public legal education and information resources or legal support services, we have worked to ensure that individuals and families have access to the resources they need to navigate the justice system and rebuild their lives.

I would also like to take this time to thank our funders, sponsors and donors. Thank you for entrusting METRAC to carry out this work. Our commitment to making a change through education, research and policy ensures we deliver on what we said we would, working to create a safer Ontario for all. We would also like to thank our community members and partners who worked with METRAC to deliver these programs. Thank you for trusting us with your hearts and your concerns. We hope we have done justice to convey your concerns and that we carried your voice as we strive to build safer communities.

A special thank you is extended to METRAC's volunteer Board of Directors. Our Board members have committed their evenings and sometimes weekends to support the Executive Director and its initiatives, as they govern the agency most effectively and strategically. Thank you, Myra Reisler, Mohammad Akbar, Benita King, Winston Vaz, Abi Ajibolade, Shirley Mayer, Gaela Mintz, and Laura Spaner.

This work impacts women of all ages. By addressing gender-based violence as its roots, we are investing in a future where all individuals, regardless of gender or age, can thrive in environments free from harm.

Thank you for your continued belief in our mission. Here's to another year of progress, empowerment and community-driven success.

With gratitude,
Deborah Hurley Laing,
Executive Director



In Community

METRAC: Action on Violence is dedicated to addressing the intersectionalities of gender-based violence, through comprehensive community work. We provided crucial support to marginalized groups, including, women, children, youth, newcomers, immigrants, refugees, those at risk, and survivors of gender-based violence (GBV). Through our outreach programs, METRAC offers culturally sensitive resources available in multiple languages and formats. Our initiatives include public legal education & information workshops focused on prevention and access to justice. Safety audits are conducted in communities, schools, and neighbourhood improvement areas (NIAs) to equip residents with the knowledge and skills to foster a livable environment. In addition, our youth program aims to educate youth on healthy relationships, violence prevention, and supporting youth to become the architects of their lives.

Additionally, we engage proactively with the community in building efforts to address the root causes of gender-based violence and collaborate with organizations to promote awareness and create safe spaces where survivors can share their stories and access supports. METRAC strives to be part of a network of community organizations and community members working towards a common goal of ending gender-based violence.

In 2023, we continued these efforts through three (3) programs the Community Justice Program (CJP), Community Safety Program, and ReAct Youth Program. Here are some highlights of our achievements, impact, and testimonials from our participants.



A Year in Review

Somali Youth Leaders Project

Diverse Somali Canadian youth living across the GTA participated in focus groups to gather information on the ways that youth services providers can better support the current needs of Somali youth in culturally relevant ways. The results were presented in a 2 hour webinar to service providers working in the Youth Service Sector.

Limitless Project

A needs assessment was conducted with girls, youth and young women up to 29 years old who are living with a physical disability and those who identify as D/deaf and/or Hard-of-Hearing. Consultations were also held with service providers, and caregivers about the ways that youth service providers can better support the current needs of these girls, young women, and youth in a culturally relevant way.

Safe Schools Save Communities: “Relgnite Project”

We facilitated three (3) focus groups within the Toronto District School Board (TDSB) to create an eight (8) week Youth Healthy Relationships and Violence Prevention After School Pilot Program for various schools. During the focus groups, information was gathered from BIPOC, 2SLGBTQIA+ and newcomer youth about the ways that youth programs can better support the current needs of diverse youth, including mental health, and social isolation.

The African Women and Youth Refugee Response Program

Collaborated with seven (7) community agencies to develop and deliver eight (8) Healthy Relationships and Wellness workshops titled: "Gender-Based Violence Works and Mental Health". The program engaged a total of 556 African refugee women from countries such as the Democratic Republic of the Congo and Kenya.

Rebranding - FLEW's website

We continued to support access to justice for Ontarians through the rebranding and launching of our Family Law Education for Women (FLEW) website. This website is very user friendly and accessible and tailored to meet the needs of those who access our resources.

FLEW Chronicles

In response to requests from service providers and their clients, we partnered with the Muslim Legal Support Centre to develop and produce two episodes on the topic of Muslim Family Law: Marriage and Divorce, in season four (4) of the FLEW Chronicles Podcast.

A Year in Review, cont'd

Navigating the Justice System: Service Providers

We created and facilitated a workshop designed for service providers to guide their clients in navigating the justice system, so as to support the unmet legal needs of those engaged in the family justice system.

Webinar: Human Trafficking and Indigenous Women and Girls - Where are we & What can we do?

Following up on the creation of our Human Trafficking Booklet for Indigenous Women & Girls along with the accompanying Summary Report, we facilitated a webinar on 'Human Trafficking and Indigenous Women and Girls - Where are we & What can we do?' in partnership with lawyers Seneca Longclaws and Steven Hunter. The webinar was designed for service providers and anyone else interested in discussing the responses to the problem of Missing and Murdered Indigenous Women and Girls (MMIWG) and Human Trafficking. The partnership resulted in 97 registrants for the webinar.

December 6th, National Day of Remembrance & Action to Stop Violence Against Women

ReAct collaborated on the 12th annual December 6th National Day of Remembrance & Action to Stop Violence Against Women Event titled: "Navigating Gender Based Violence, Human Trafficking and the Opioid Crisis in Marginalized Communities". A total of 148 participants engaged in a panel discussion, community healing space, and the delivery of culturally relevant resources.

Impact

130

resources
created

71

partnerships

67

workshops

10

volunteers

3,740

service
users

3

ReAct
projects

30

trainings

109

social media
posts

6

webinars

Impact, cont'd

Community Justice Program (CJP) - workshops

89%

of participants surveyed reported being satisfied with the quality of the workshops

87%

of participants surveyed reported that legal information presentations were accessible

92%

of participants rated the Safety Audit workshop 4.7 out of 5

Community Safety Program

89%

of participants reported learning something new during the workshop

ReAct Youth Program - projects & events

85%

rated greater understanding of healthy relationships

90%

have increased knowledge from attending the event

*"Excellent presentation and resources were provided that made me understand the rights women have in Canada, and that I can always ask for help".
The African Women and Youth Refugee Response Program*

What we did

Community Safety Program : Safety Youth Audits

Empowered Youth Leadership – Equipped young peer educators with skills to conduct safety audits and advocate for safer communities.

Community Justice Program (CJP) : Public Legal Education & Information (PLEI) Workshops

Increased Access to Justice: Facilitated workshops in plain language; distributed legal information resources to support those at risk and survivors of gender-based violence.

What we did

ReAct Youth Program: Projects

Engaged Historically Vulnerable Groups: Addressed gaps in community needs through our projects for Somali youth ages 16-29, women identifying as D/deaf, Hard of Hearing, and physically disabled, and youth ages 10-17 in the Toronto District School Board (TDSB).

METRAC's resources can be accessed on our website at: <https://metrac.org/resources/>
Legal Information can be found on Ontario Women's Justice Network, owjn.org
and Family Law Education for Women (FLEW), onefamilylaw.ca

Testimonials

We know our programs are making an impact through the testimonials and feedback from our service users, like the ones shared below:

"Workshops were very important and useful for all of us. Very professional and well knowledge. Topics were very relevant for the newcomers and every other clients as well. Thanks"

ReAct - Somali Youth Leaders Project

Community Justice Program - workshop/webinar

"This space is so important to support other Somali youth who may be feeling isolated and need a sense of community when discussing violence and empowerment."

"It was very informative and I left the webinar with a lot more resources than I initially knew were readily available"

"The opioid crisis is impacting our community profoundly; I learned a lot of tangible resources today to support my program in effectively engaging residents in meaningful conversations and action around mental health and addictions... 10/10"

December 6th event

" The Safety training taught me practical ways to recognize risks and take precautions to prevent violence. I now feel more prepared to contribute to a safer community."

"The Safety Audit workshop gave me the knowledge and confidence to identify risks and take action to prevent violence in my community. I now feel empowered to promote safety and work towards real change."

Community Safety Program - safety audits

Community Justice Program

"...It's been very helpful to partner with METRAC and offer workshops to the clients that we serve....we're in a shelter setting, [and] we have a lot of clients coming in, because they are fleeing violence, or who have histories of violence. And so many of them have benefited from the workshops that have been offered, specifically around [legal] resources, and supports available for women impacted by abuse and violence. We have a large, newcomer population, we have a lot of refugee clients, [and] we have a lot of newcomer families. And METRAC has also provided some workshops just centering around immigration. And so, I know that that's a topic that's always in demand. And that's been really helpful. I mean, I can say, just in speaking with clients verbally, they've let me know that these workshops have been very helpful to them. So, I would definitely, say the workshops are having a great impact because they're hitting on a lot of the issues and experiences that are relevant to the clients that we're working with"

ReAct Youth Program

"Excellent presentation and resources were provided that made me understand the rights women have in Canada, and that I can always ask for help."

Community Safety Program

"The Safety Audit workshop helped me understand how to identify risks and take precautions to prevent abuse and violence. I now feel confident using these skills to create a safer environment for everyone."

Financial Overview

METRAC

STATEMENT OF FINANCIAL POSITION (000s)

As at December 31

ASSETS

Current Assets

Cash	\$ 72	\$ 399
Short-term Investments	35	34
Accounts receivable	30	95
Prepaid expenses	13	15
Inventory	4	7

Capital Asset

49	15
203	565

LIABILITIES AND FUND BALANCES

Current Liabilities

Accounts payable and accrued liabilities	65	160
Deferred revenue	89	273
	154	433

Members' Equity

Funds invested in capital assets	-20	-2
Internally restricted funds	70	69
Unrestricted fund	-1	65
	49	132

\$ 203 \$ 565

STATEMENT OF OPERATIONS (000s)

For the year ended December 31

REVENUE

City of Toronto	\$ 413	\$ 364
Law Foundation of Ontario	0	189
Other government	437	302
Donations, Consultations & Other	24	16
	874	871

EXPENSES

Administration	197	248
Community Justice	273	306
Community Outreach	214	136
Community Safety	175	89
Integrated Gender Initiatives	98	92
	957	871

(DEFICIENCY) EXCESS OF REVENUE OVER EXPENSES

\$ (83) \$

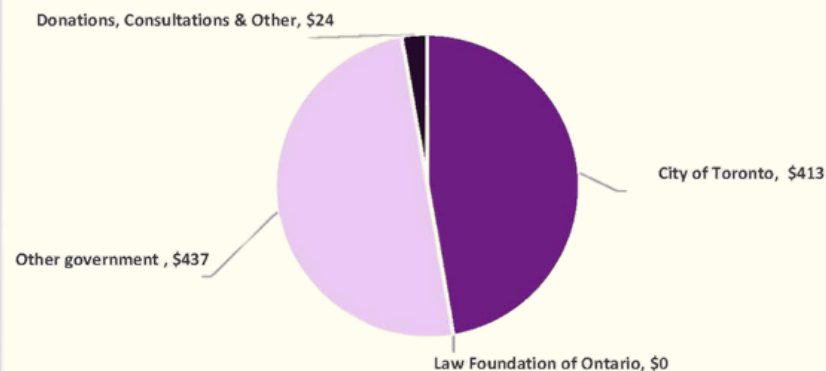
Write down of uncollectible receivable

0 142

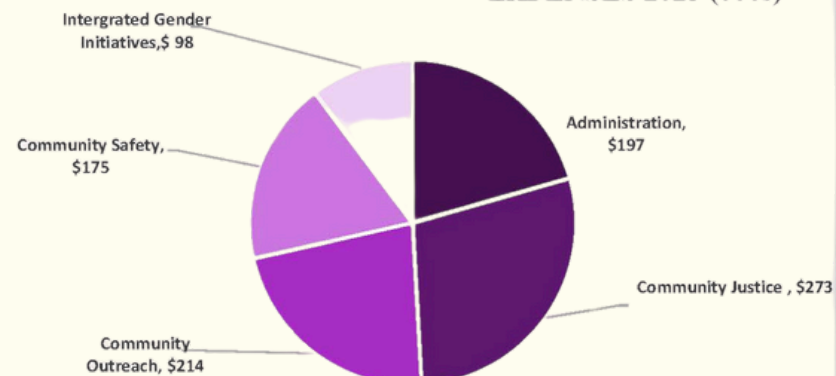
(DEFICIENCY) EXCESS OF REVENUE OVER EXPENSES

\$ (83) \$ (142)

REVENUE 2023 (000s)



EXPENSES 2023 (000s)



2023 BOARD OF DIRECTORS

Myra Reisler, President | Winston Vaz, Treasurer | Laura Spaner, Secretary | Abi Ajibolade, Board Member | Mohammad Akbar, Board Member | Benita King, Board Member | Gaela Mintz, Board Member | Shirley Mayer, Board Member

2023 STAFF

Wendy Komiotis, Executive Director | Deborah Hurley-Laing, incoming Executive Director | Andrea Collins-Fitzpatrick, Legal Director | Kenney-Anne | Justice Program Coordinator | Ransford Kissi, Safety Manager | Laura Hartley, Program Director | Wendy De Souza, ReAct Youth Program Manager | Yoko Hisatome, Program & Administrative Assistant | Mia-Skye Sagara, Communications Coordinator | Joanne Abbensetts, Fundraising Director | Kitty Bhogal, Bookkeeper | Tiffane Richards, Safety Program Facilitator | Karen Bailey, Safety Program Facilitator | McKevin Zukowski, Safety Program Facilitator | Gilbert Sseguya, Safety Program Facilitator | Donya Mashkuri, Administrative Assistant | Quierra Kotsikas-Robinson, ReAct Peer Facilitator | Tsion Nicodemus, Safety Program Coordinator | Ritah Sanyu, Fundraising Coordinator | Theresa Vivi Pham, ReAct Peer Facilitator | Blessing Tshimanga, ReAct Peer Facilitator | Jessen-Lee Laguerre, ReAct Peer Facilitator | Madina Kane, ReAct Peer Facilitator | Emmanuel Adugna, Youth Services Worker | Precious Owoade, Youth Services Worker



Partners

Community Justice Program Partners

- Canadian Centre for Victims of Torture (CCVT)
- Charlena Claxton, lawyer
- Christine Kim, Family Mediator and Trainer
- Emma Katz, lawyer
- Ernestine's Women's Shelter
- Impeka
- Kelly D. Jordan Family Law Firm
- Multilingual Community Interpreter Services (MCIS)
- Muslim Legal Support Centre (MLSC)
- Nellies Shelter
- Ontario Association of Interval and Transition Houses (OAITH)
- Pro Bono Students Canada (PBSC)
- Robertson House
- Rosalea Thompson, lawyer
- Seneca Longclaws, lawyer
- Steven Hunter, lawyer
- Skills for Change
- The Arab Community Centre of Toronto (ACCT)
- Toronto Neighbourhood Group
- U of T - Family Care Office & Faculty Relocation Service
- Valerie Dye, lawyer
- White Ribbon Campaign
- Yorktown Shelter
- YWCA - Arise

Community Safety Program Partners:

- City of Toronto's Community Development Officers & Crisis Response Team
- Delta Family Services
- Downtown West Cluster
- East York Don Valley Cluster
- North Etobicoke Residence Council (NERC)
- North Scarborough Cluster
- North York Cluster
- South Etobicoke Cluster
- York Weston Pelham Cluster

ReAct Youth Program Partners:

- Aura Freedom
- Barrier Free Canada
- Caribbean African Canadian Social Services: CAFCAN
- Central Neighbourhood House
- Central Toronto Academy
- Daniels Corporation
- Dynamic Change counseling
- Earl Grey Middle School
- Elizabeth Fry
- Eva's Initiative



Partners

ReAct Youth Program Partners, cont'd:

- Frontlines Community Centre
- Fred Victor
- Heron Park Community Recreational Centre
- Hooyo Innovation Hub
- Human Rights Legal Support Centre (HRLSC)
- Huronia Transition Homes
- Institute of Medical Sciences at the University of Toronto
- Learning Enrichment Foundation
- Monarch Park High School
- Nakai Skincare & Cosmetics
- Neighborhood Pods TO
- Remy Creatives Media Group
- Sesheme Foundation
- Shanique Edwards Psychotherapy Professional Corporation
- Somali Centre for Culture and Recreation (SCCR)
- St. Jamestown Network
- The Community Corner
- The Remix Project
- The Youth Alliance for Intersectional Justice (YAIJ)
- Times Change
- Toronto Council Fire
- Toronto Refugee
- United Way Greater Toronto
- Victim Services Toronto (VST)
- Victoria Park Hub
- WomanACT
- Women's Health in Women's Hands
- Working Women Centre



Acknowledgement

Thank
you!

METRAC Funders

- City of Toronto
- Canadian Women's Foundation
- Government of Ontario - Ministry of Children, Community and Social Services (MCCSS)
- United Way Greater Toronto
- Women and Gender Equality Canada (WAGE)
- Government of Canada - Employment and Social Development Canada
- Government of Ontario - Ministry of Education
- Employment and Social Development Canada (ESDC)



Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada



Government
of Canada

Gouvernement
du Canada



Employment and
Social Development Canada

Emploi et
Développement social Canada

"Community is where we find the strength to transform our struggles into collective action and our victories into shared resilience. In the face of systemic challenges, our solidarity becomes a powerful tool for change" - Robyn Maynard



158 Spadina Road
Toronto, On, Canada, M5R 2T8
Phone: (416) 392-3135
Fax: (416) 392-3136
Email: info@metrac.org

Websites: metrac.org; onefamilylaw.ca; owjn.org;
metraclearningcentre.org

Socials:

