



Building Partnerships

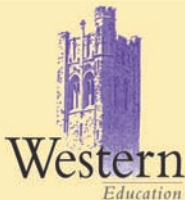
In this issue

Neighbours, Friends and Families Workplace Initiative	2
Spotlight on our Advisory Board	3
Amethyst Award	4
From Think Tank To Action	5
Muslim Resource Centre for Social Support and Integration	6
Spotlight on our Research Associate	8
Feminist Perspectives	9
Transforming Our Communities	10
The Book Shelf	11
Upcoming Events	12

Mission

The Centre promotes the development of community-centred, action research on violence against women and children. The Centre's role is to facilitate the cooperation of individuals, groups and institutions representing the diversity of the community to pursue research questions and training opportunities to understand and prevent abuse.

It serves local, national and international communities by producing useful information and tools to assist in the daily work against violence toward women and children.



The Centre is Proud to Recognize Officer of the Order of Canada Award to Peter Jaffe



Peter Jaffe is the Academic Director of the Centre for Research & Education on Violence against Women and Children and is a professor in the Faculty of Education, University of Western Ontario. Dr. Jaffe also holds cross appointments in the departments of Psychiatry and Psychology at Western.

Peter Jaffe was named to the Order of Canada for Social Service, "for his influential work and extensive voluntarism in improving the response of Canada's legal, educational and social service systems to family violence and the abuse of women and children." Dr. Jaffe has co-authored nine books, 24 chapters and more than 70 articles related to children, families and the justice system.

Dr. Jaffe's accomplishments are many:

- He has been a school trustee since 1980 with the London Board of Education (now the Thames Valley District School Board) and he has twice served as its Chairperson - in 1988 and 2000.
- Before coming to Western, Peter Jaffe was Director of the Family Court Clinic, now the Centre for Children and Families in the Justice System, for 27 years. He continues as Director Emeritus.
- Peter Jaffe is a founding member of the Ontario Domestic Violence Death Review Committee. Since 2002, this multidisciplinary committee has worked through the Office of the Chief Coroner of Ontario, reviewing domestic homicides.
- Between 1991 and 1993, he served as a member of the Canadian Panel on Violence Against Women.

"Peter has brought the issue of violence, its impact and prevention into the public consciousness," said Western's Dean of Education Julia O'Sullivan. "His students in the Faculty of Education are the educators and educational leaders of tomorrow. They will take what they have learned from him

and use it to make a difference in the lives of people around the world, just as Peter has. What legacy!"

David Wolfe is an honorary professor at Western and is RBC Chair in Children's Mental Health at the Centre for Addiction and Mental Health. He says, "Peter has been a longstanding pioneer in the area of domestic violence prevention, working with courts, police and others, from both an applied and research perspective. This is an honour well-deserved that underlines the importance of work in this area

Since this honour was announced, Peter has received many accolades from friends and colleagues in Canada and elsewhere. All of them well-deserved, and we, his colleagues of CREVAWC join in the shared pride at his many accomplishments. For those of us who work with Peter every day, we get to see another side. We get to hear his funny and not-so-funny jokes, as well as being on the receiving side of his warmth and generosity.

Violence against women is not a comfortable or familiar subject for many people to discuss, but Peter has a wonderful ability to open discussion and dialogue with just

See Jaffe - pg. 4

Neighbours, Friends and Families Campaign Will Focus on the Workplace

Barbara MacQuarrie

Community Director, Manager of NFF Project

Dr. Marc Daniel, an anesthesiologist and Lori Dupont, a nurse, were both employees at Hôtel-Dieu Grace Hospital in Windsor, Ontario. On Nov. 12, 2005, Marc Daniel hid in a recovery room and then stabbed and killed Lori Dupont with a hunting knife.

A life was taken. A family was traumatized and violently robbed of a daughter, mother, sister. Witnesses were traumatized. A workplace and its employees were forever changed. This tragic event, which left family and friends bereft, which shocked and saddened the hospital community and the community at large, also had an impact on many others across the province and beyond. The widespread concern was reflected in the 2007 report of the Domestic Violence Death Review Committee Report.

There were several recommendations made by the Committee this year regarding domestic violence in the workplace. It is not uncommon that domestic violence can extend from the home into the workplace with the perpetrator harassing the victim by showing up unannounced, by calling repeatedly, or by forcing the victim to be late or absent from work. Moreover, the perpetrator may work with the victim and continuously harass and assault the victim on the job site.

It is important that co-workers, human resource managers, and employers understand the negative impact of domestic violence and workplace harassment, as well as their potential role in protecting their employees from it. Several of the recommendations made by the Committee addressed the need for workplaces to design and implement policies that address domestic violence and harassment in the workplace and how to enforce these policies when claims of misconduct are present. All employees should receive extensive training about the dynamics of domestic violence and workplace harassment so that they are equipped to deal with these circumstances appropriately and effectively when they occur. (DVDRC Report, 2007 p. 33-34)

Responding to these recommendations and to further recommendations from the inquest into Lori Dupont's death, on



Barb MacQuarrie, Honourable Deb Matthews, Minister of Children and Youth Services and the Minister Responsible for Women's Issues

August 10, 2009, The Ontario government announced that it is investing \$622,000 in the Neighbours, Friends and Families campaign. This builds on the inaugural 2006 campaign initiated by the Centre for Research & Education on Violence against Women and Children to train volunteers throughout Ontario to build awareness of domestic violence and the signs of abuse within their communities. To date, the NFF program is active in over 170 communities.

The Neighbours, Friends and Family campaign is developing training and resources for the workplace to help employers raise awareness of the signs of domestic abuse. Through this initiative, both employers and employees will have access to the information and the tools they need to recognize the signs of woman abuse/ domestic violence so that coworkers will be able to help someone at-risk or someone exhibiting abusive behaviours.

The workplace strategy comes as legislative amendments to the Occupational Health and Safety Act have been introduced. The proposed changes place responsibility on employers to prevent domestic violence in the workplace and require employees to receive training. This reflects an important cultural shift. Instead of assuming that women abuse is a problem that only experts can deal with, we are beginning to see it as a problem that we all care about. We are beginning to see that we all have a role to play in ending woman abuse/domestic violence.

See NFF – pg. 7

Our Staff

Dr. Peter Jaffe

Academic Director

Ms. Barbara MacQuarrie

Community Director

Dr. Helene Berman

Scotiabank Research Chair

Ms. Maria Callaghan

Manager

Ms. Joy Lang

Community Liaison Officer

Ms. Marcie Campbell

Research Assistant

Ms. Lina Maria Rodriguez Ardila

Administrative Assistant



Centre for Research & Education
on Violence against Women and Children

1137 Western Road, Room 1118

Faculty of Education Building

University of Western Ontario

London, ON N6G 1G7

T. 519.661.4040

F. 519.850.2464

www.CRVAWC.ca

Spotlight on our **Advisory Board**

Lisa Heslop

Supervisor, Family Consultant/Victim Services Unit, London Police

Lisa Heslop is the supervisor of the Family Consultant/Victim Services Unit with the London Police where she has worked for the past 22 years.

The Family Consultant/Victim Services Unit provides assessment, crisis and brief therapeutic intervention services to individuals and families involved with the London Police Service for a myriad of reasons including domestic violence, victimization, family conflict, issues related to children and youth and witnesses to tragic events. Lisa's work with the Unit includes supervision of the Unit's 7 clinical staff, program development, community development, public education and research.

Lisa has a strong interest in developing initiatives which link research to practice. She has been the recipient of a number of grants exploring topics such as police involvement with individuals with mental illness, property crime victimization, youth on youth violence. She has published a number of papers on victimization and the unintended consequences of deinstitutionalization of mental health services. Currently Lisa is leading work on a Victim Safety Project grant funded by the Ministry of Community Safety and Correctional Services with a number of community partners, including the Centre for Research & Education on Violence against Women and Children, to define a community model to address the needs of high risk families engaged in domestic violence.

In 1998, Lisa began working with the Consortium of Applied Research and Evaluation on Mental Health (CAREMH) to explore police involvement with individuals with mental illness in the City of London. This multi-year study tracked the impact of de-institutionalization of mental health services by measuring the contact between individuals with mental illness and police. The study described the 'trans-institutionalization' of individuals with mental illness as they moved from hospital based treatment to a criminal justice



response – a journey that often involved being charged and incarcerated. The study became the impetus for many changes locally and provincially, such as enhanced service protocols with the London Mental Health Crisis Service, training for front line police officers on the identification of symptoms of mental illness and strategies to assist individuals with mental illness. In 2008 Lisa received the Canadian Association of Chiefs of Police, Canadian National Committee for Police/Mental Health Liaison "National Award for Excellence in Research" for her work in this area. One of the most significant pieces of work related to this project, was the development of a framework to address the potential for discrimination against individuals with mental illness in the police records checks and vulnerable position screening process for the London Police Service. This framework sparked a great deal of controversy which ultimately led to police services in Ontario looking closely at how this work is done. Recognizing Lisa's work on this initiative in 2006, the Canadian Mental Health Association awarded her with the "Mental Health Service Award".

In addition to her involvement with the Centre for Research & Education on Violence against Women and Children Lisa sits on the London Coordinating Committee to End Woman Abuse, the Boards of Directors of the London John Howard Society, the London Distress Centre and the Child Witness Project Advisory Board.

Lisa is the proud mother of three amazing sons – Mark, Kevin and Brad.

2009 Advisory Board Members

Mr. Joseph Dunlop-Addley
Chair, CREVAWC Advisory Board
Professor, Fanshawe College

Dr. Gail Hutchinson
Vice-Chair, CREVAWC Advisory Board
*Director, Student Development Centre
University of Western Ontario*

Dr. Nancy Bjerring
Professor Emeritus, Fanshawe College

Ms. Beverly Coulston
Professor, Fanshawe College

Ms. Michelle Doege
Professor, Fanshawe College

Ms. Lisa Heslop
*Supervisor, Family Consultants/Victim Services Unit
London Police Service
London Coordinating Committee to End Woman Abuse*

Mr. Dermot Hurley
*Assistant Professor, School of Social Work
Kings University College*

Dr. Tracy Isaacs
*Chair, Department of Women's Studies and
Feminist Research
University of Western Ontario*

Dr. Barbara Lent
*Associate Dean, Equity and Gender Issues, and Faculty
Health, Schulich School of Medicine and Dentistry,
Associate Professor, Department of Family Medicine
University of Western Ontario*

Dr. Gloria Alvernaz Mulcahy
At^lohsa Native Family Healing Services

Dr. Julia O'Sullivan
*Dean, Faculty of Education
University of Western Ontario*

Mr. Robert Owens
*Coordinator, Social Service Worker Program and
The Sonier Centre
Fanshawe College*

Justice Eleanor Schnall
*Judge, The Ontario Court of Justice
London Coordinating Committee to End Woman Abuse*

Amethyst Award

The Neighbours, Friends & Families* Workplace Champion Program was honoured in the Ontario Public Service (OPS) with an Amethyst Award on June 18, 2009 in Toronto at the Winter Garden Theatre. The prestigious award is presented annually to Ontario Public Servants for outstanding achievements. The award recognizes a regional project initiated by the Western Interministerial Council (WIC) to inform and educate 12,000 OPS employees about the Neighbours, Friends & Families campaign. Twenty-one ministries are participating in the ambitious project to become one of the first Workplace Champions in Ontario to achieve all three levels of involvement.

The three levels are as follows:

- Inform all employees about the campaign through e-mail and distribution of brochures
- Increase understanding of woman abuse through one hour presentations
- Train the trainer to promote ongoing education in the organization.

Evaluations show consistently high levels of support for the project from all levels of the OPS.

"The time is right for us to address this issue. Violence in a family affects us all – it is not a private matter, and we have to start by learning to see the signs and by understanding how best to support people in our workplaces and in our communities,"

nurse, Lori Dupont, at the hands of her ex-boyfriend, Marc Daniel, who was a doctor in the hospital where they both worked has shown us how unprepared we are to deal with the issue." The leadership shown by the OPS WIC project and others such as Hotel-Dieu Grace Hospital in Windsor and the Southwest Regional Violence Against Women Coordinating Committee** is critical in breaking ground for organizations of all sizes to follow.

Expected changes to the Occupational Health and Safety Act next year will require employers to educate their employees on domestic violence. The Workplace Champion Program is proving to be an excellent vehicle, not only to educate but also to engage employees on the issue.

Workplaces achieving any of the three levels will be recognized for their efforts on February 12, 2010 at press conferences that are being organized in multiple communities. "We are committed to a whole culture change whereby violence against women becomes unacceptable in any form, in any place, in Ontario".

For more information about how your organization can become a Neighbours, Friends & Families Workplace Champion please contact: Barb MacQuarrie, CREVAWC, 519-661-4040

*Neighbours, Friends & Families (NFF) is a public education campaign to raise awareness of the signs of woman abuse so that people who are close to an at-risk woman or abusive man can help. www.neighboursfriendsandfamilies.on.ca

**The Southwest Regional Violence Against Women Coordinating Committee is comprised of representatives from local committees that count over 200 member agencies and organizations in the region.



WIC Project Team: Samantha Poisson, Margaret MacPherson, Laura-Lee Dam, Ron Bennett (not pictured, Michelle Amlin)

The WIC project team has trained 50 facilitators to deliver presentations across the region. The project is entirely voluntary and all activities have been contributed in addition to day-to-day work obligations. The program educates people about what to do if they believe a colleague is being abused, or is an abuser. The presentations outline the many signs to look for and how to respond safely and effectively.

says Margaret MacPherson, a member of the WIC project team. "You don't have to be an expert. People can contribute to making big change in small and everyday ways, and this program provides the information and tools to do that."

According to Barb MacQuarrie, "Canadian workplaces are years behind the United States in responding to domestic violence. The tragic workplace murder of Windsor

Jaffe - continued from page 1

about anyone. His ability to stay calm, really listen to people and respond with well reasoned answers, backed by evidence helps to diffuse defensive attitudes and lets real learning happen. He is a supportive colleague, always available for impromptu consultations, always willing to help think through a challenge.

"This is an incredible honour for me personally, and it is quite overwhelming," says Peter. "What means even more is that the award represents recognition for the importance of the work that many are doing to end domestic violence and child abuse."

From Think Tanks To Action

Barbara MacQuarrie
Community Director

Peter Jaffe
Academic Director

The Centre for Research & Education on Violence against Women and Children hosted two major conferences in May and June 2009 on workplace violence and domestic homicides. The highlights of the conferences are described below.



Yvonne Seguin, Anita Hill, Sharon Scrimshaw

Close to 300 participants from across Canada met for two days of presentations and discussions at the Safe, Respectful and Inclusive Workplaces Conference in May 2009. There have been a number of serious incidents that have brought workplace violence that women experience to the forefront and highlighted the ongoing and insidious nature of the problem and the inadequate responses that are in place. In the past ten years we have seen two women, Theresa Vince and Lori Dupont, killed in their workplaces. Theresa Vince's death reminded us of the serious nature of workplace sexual harassment and Lori Dupont's death showed us how domestic violence can follow a woman to the workplace.

The conference grew out of previous work by the Centre, which included a Think Tank to explore and discuss themes related to this issue in October 2008. Participant feedback from this event influenced the design of the conference. (A report from the Think Tank is available on the CREVAWC website.)

Labour leaders, managers, community advocates, academics, legislators, policy experts, woman abuse experts, human resource professionals, health and safety specialists, trainers, consultants, equity officers, and individuals who have experienced unsafe, disrespectful, exclusionary workplaces met to explore strategies to

prevent workplace violence, to learn from each other's experiences and to exchange promising practices emerging from those experiences.

Plenary sessions and workshops provided a mix of opportunities to hear from early pioneers, leaders in the field and practitioners. The conference was honoured by the presence of Anita Hill, who gave the keynote address. Professor Hill came to international prominence when she courageously testified about her experience of sexual harassment at the hands of Clarence Thomas, a nominee to the US Supreme Court, during his confirmation hearings.

Many themes were explored including, standards and strategies for creating and maintaining safe and respectful workplaces; personal & institutional costs of workplace violence; understanding the continuum of violence; assessment,



Neil Websdale, Myrna Dawson, Honourable Deb Matthews, Minister of Children and Youth Services and the Minister Responsible for Women's Issues, Peter Jaffe

response and prevention; addressing domestic violence spillover in the workplace; corporate best practices; labour's responsibility and involvement in creating safe and respectful workplaces; workplace violence as an occupational health and safety issue; human rights in the workplace; threat assessment/risk management; investigation; policy development; inter-sectoral collaboration; the challenges of marginalized and undocumented workers and creating healthy and respectful workplaces; beyond legislation and brochures.

Evaluations from participants indicated the conference was a success, providing many opportunities for learning new ideas, information and tools that participants can apply in their area of work.

The 1st Annual Conference on the Prevention of Domestic Homicides brought more than 500 people together from multiple disciplines and human services across Canada and the US. We also had participants from Australia and New Zealand sharing different perspectives on the promising practices in risk assessment and risk reduction strategies for health, social service and justice system responses to domestic violence. Domestic homicides have been called the most predictable and preventable of all homicides. According to the latest annual report of the Domestic Violence Death Review Committee (DVDRC) through Ontario's Office of the Chief Coroner, the vast majority of domestic

homicides reviewed had at least seven well known risk markers.

Many of the conference sessions highlighted research efforts to identify risk factors and promote public and professional education on effective safety planning and risk reduction strategies. The goal of the conference was to enhance partnerships amongst social science researchers and practitioners to address critical questions on the prevention of domestic homicides. This information is urgently needed to assist police, crown attorneys, social service, health and

See Think Tanks – pg. 7

Muslim Resource Centre for Social Support and Integration

Mohammed Baobaid, PhD
Executive Director



Khalil Ramal, M.P., Honourable Chris Bentley, Attorney General, Mohammed Baobaid, Peter Jaffe, Barb MacQuarrie, Honourable Deb Matthews, Minister of Children and Youth Services and the Minister Responsible for Women's Issues

The Muslim Resource Centre for Social Support and Integration (MRCSSI) extends efforts undertaken over the last five years to address domestic violence in Muslim communities in London, Ontario through the Muslim Family Safety Project. The Muslim Family Safety Project (MFSP) has been very successful at reaching out to Muslim communities to create a safer environment for women and children who experience family violence. The MFSP was initiated in response to a need to develop a mutual understanding between Islamic religious/cultural groups and anti-violence agencies, to promote culturally and linguistically appropriate public education campaigns related to domestic violence, and to enhance capacity to understand and respond to the unique needs and dilemmas of Muslim women who were experiencing domestic violence. While the MFSP has effectively built bridges between the mainstream anti-violence sector and Muslim communities, Canadian health, social service and justice agencies face many challenges in their efforts to address, in a comprehensive and cohesive manner the needs and concerns of Muslim families who experience various social problems.

The Muslim Resource Centre is a further opportunity for mainstream service providers and the Muslim community to collaboratively overcome the challenges of accessing services and reaching out isolated and underserved families affected by domestic violence.

The Muslim Resource Centre for Social Support and Integration (MRCSSI) would aim to provide appropriate and responsive intervention and prevention programming and supports. This service is expected to have a beneficial impact on the Muslim community at large. The provision of programming and supports that build the capacity of families to promote and secure healthy family relationships in a manner that is meaningful and respectful, and in space that is familiar, will work toward developing positive family and community environments and reduce risk factors of victimization of women and children. Certainly, it is expected that making services and programming available to women, men and families within the Muslim community in a manner that feels safe and responsive will encourage members to participate in programs and to come forward in search of support.

Further, the overall Muslim community will benefit from participating in a community-based process that visibly takes responsibility for social problems. There is a particular need to deal, in a transparent way, with sensitive issues such as domestic violence and support the development of strategies that work towards healthy and safe family relationships. This process will help in the building of a concerned community environment in which victims of abuse are enabled to come forward and find suitable supports.

One of the exciting aspects of the MRCSSI is that it creates a service space in which the Centre and mainstream agencies are able to promote the development of appropriate prevention and intervention strategies by building on the strengths that exist in the community. Thus, the Muslim Resource Centre offers a unique and inclusive model of service provision that involves an innovative process of collaboration between the service provider and Muslim communities.

The process of the MRCSSI supports the capacity building of both the Muslim and service provider communities. The integrated and inclusive outreach and service approach creates a process that embraces a participatory structure of involvement. Such a participatory approach secures the trust of members of the Muslim community and builds legitimacy around collaborative prevention and intervention objectives by acknowledging the importance of their voices, knowledge, interests and concerns, and by enabling these to take part in shaping both the process and outcomes. Moreover, local agencies are able to strengthen their capacity by building their cultural competence and developing a new framework of collaboration, outreach and service provision in a manner that responds to and actively integrates diversity.

Indeed the first project of our new centre that is funded by the Ontario Ministry of Attorney General has been conducted jointly with the Centre for Research & Education on Violence against Women

See Resource Centre – pg. 7

Resource Centre - continued from page 6

and Children. The main goal of this project is to build community support networks for Muslim women and children victimized by domestic violence through building capacity for leadership within the Muslim community. The project aims to train members of the Muslim community who have been active in social justice activities and willing to work as mentors for woman and children who experience violence in their home.

Through the community capacity building programs community-based services will be established that utilize trained volunteers from the Muslim community to deliver



Muslim Centre announcement welcomed

crisis intervention, information and referral services to victims of domestic violence in the Muslim community. The trained volunteers will be able to act as advocates and mentors for victims of domestic violence. The work of trained volunteers will

increase the victim's level of empowerment, increase the safety of victims and the community and help in preventing revictimization. The main anticipated outcome of this project is to build a safe environment for Muslim abused women to ask for outside help. The integration of Islamic perspectives of domestic violence will encourage religious leaders to support the advocacy and support work of the trainees, who will support victims to overcome their fear of being isolated from the community if they access main stream services or ask for outside help. The trained volunteers will also engage in activities directed at informing the general public as well as religious and community leaders about the program. This will include public speaking engagements, provision of presentations in workshops and conferences to other professionals. This program will work in cooperation with other service partners in the community for the coordination and enhancement for victims.

We are working on similar projects with some other mainstream service providers such as the London and Middlesex Children's Aid Society, Changing Ways, Family Service Thames Valley and St. Leonard's Society for community services. Our aim is to build a real partnership and build the most effective intervention, prevention and outreach strategies that are culturally competent and respond to the complex needs of members of the Muslim community.

NFF - continued from page 2

Hôtel-Dieu Grace Hospital was the first workplace to pilot the Neighbours, Friends and Families workplace training for their employees. Over ninety managers and supervisors have been trained to support other employees who may be experiencing woman abuse/domestic violence and plans are in place to provide educational presentations to all employees. This training is one piece of a larger program to prevent future incidents of workplace violence.

Deb Matthews, Minister of Children and Youth Services and Minister Responsible for Women's Issues, explained as she made the funding announcement, "We are going to be working with employers across the province to help them understand that it matters; that their productivity is actually affected by workplace violence and to train the employers and employees about what to do and what signs to look for."

This phase of the work also includes a consultative process to develop a strategy and a work plan to implement NFF in communities of people with disabilities. Women with disabilities are 40 per cent more likely to be a victim of abuse than women in the general population.

The Ontario Council of Agencies Serving Immigrants will continue to receive support to connect with recent immigrants through the NFF campaign and the 170 communities already implementing the campaign will continue to receive support for their work from the Centre for Research & Education on Violence against Women and Children.

Think Tanks - continued from page 5

mental health agencies to provide the tools they require for their assessment of cases and for the development of intervention strategies. The conference provided an



Participants of Conference surround Anita Hill

excellent foundation for several research projects and a Social Science & Humanities Research Council (SSHRC), Community University Research Alliance (CURA) application with the University of Guelph, New Brunswick, Manitoba and Simon Fraser to develop a national initiative in this field. This grant will also build on a previous think-tank on homicide reviews funded by Department of Justice Canada, the Ministry of the Attorney General of Ontario and the Ontario Women's Directorate. Our conference provided an ideal forum to foster additional partnerships amongst other provinces and territories and encourage a national dialogue in this area. There were many opportunities for inter-disciplinary and community/government collaborative research efforts. Some

of the themes include: examining vulnerable populations such as Aboriginal, immigrant and refugee communities and their exposure to domestic violence; exploring the link between homicides, suicides, and domestic violence; examining the Canadian justice response to domestic homicides; developing strategies to help individuals to separate safely from abusive relationships; the role of the workplace in preventing domestic homicides; and examining the impact of domestic violence fatalities on children. These areas all represent important factors in the understanding of domestic homicides and the results from these research projects will help educate the public and professionals in various human services.

Spotlight on our Research Associate

Anna-Lee Straatman

Victim Safety Project Education Coordinator, Victim Services Sarnia Lambton



Anna-Lee Straatman's first exposure to work in the violence against women field came when she was given the task of organizing and cataloguing the information resources in the library at Women's Community House in London, Ontario shortly after she completed her Masters degree in Library and Information Science from the University of Western Ontario in 1993. At the time, she had a cursory knowledge of this issue, based on the lived experiences of others close to her.

Anna-Lee has had an ongoing working and collaborative relationship with the Centre for Research & Education on Violence against Women and Children since shortly after the center's inception. Initially her work focused on accessing and organizing information resources for various topics related to violence and abuse against women and children and coordinating and cataloguing information resources for the center.

From 1993-2001, Anna-Lee worked as Project Manager for the Youth Relationships Project under the direction of Dr. David Wolfe. This project developed and administered a violence prevention program for at-risk youth targeted at developing healthy, non-violent relationships. The program focused on communication skills, awareness of violence, and a social action component. This program has since evolved and is now known as The Fourth R. From 1998-2001, Anna-Lee was the Project Manager for the Girl Child project under the supervision of Dr. Helene Berman.

Anna-Lee has conducted interviews with more than one hundred adult survivors of child sexual abuse. She has worked extensively with Dr. Peter Jaffe, Dr. David Wolfe and Dr. Alan Lescheid on clinical assessments of adult survivors of child sexual abuse, including historical abuse in institutions; specifically victims of abuse at Mount Cashel Orphanage, Newfoundland and Upper Canada College, Toronto, Ontario. Recently, with Dr. Jaffe, she interviewed the 46 victims of Father Charles

Sylvestre, priest of the Roman Catholic Diocese of London, Ontario, who came before the court in order to provide a summary of the impact that the sexual abuse committed by their priest had on their lives.

Anna-Lee is committed to assisting victims of crime as a volunteer Crisis Responder with Victim Services Sarnia Lambton, a VCARS agency under the umbrella of the Ontario Victim Services Secretariat, Ministry of the Attorney General. Crisis Responders respond to calls for service from local police agencies for victims of crime and tragic circumstance. Many of these calls are violence-related.

For the past couple of years Anna-Lee has been working with VCARS agencies on special projects. While employed by Victim Services Sarnia Lambton she coordinated trauma education workshops and developed many information materials for professionals and the general public. These workshops provided information on the impact of trauma in people's lives and information about where they could go for help in the community. Currently, she is completing a project for Victim Services Middlesex County where she has developed a Victim Safety Guide DVD resource. This resource describes various crimes (assault, sexual assault, domestic violence, robbery and homicide) and provides information about the possible impact of these crimes on an individual's life. Information regarding the criminal justice system, the role of various services (Crown Attorney, police, probation and parole) as well as the community and justice services available in the community to support victims as they proceed through the justice system is provided.

This DVD resource will be made available to all victims of crime who come in contact with Victim Services or the local police. It will also be made available on the Victim Services Middlesex County website at www.vsmiddlesex.org

When she is not working on these various projects, Anna-Lee is also active in her rural community of Watford where she lives with her husband and four children. They raise pigs and farm 400 acres of land. She is active with the Lambton County Pork Producers Association and various other organizations. Soccer is one of her passions and she enjoys coaching children and youth.

2009 Research Associates

Academic

Dr. Gloria Alvernaz Mulcahy
Dr. Claire Crooks
Dr. Myrna Dawson
Dr. Walter S. DeKeseredy
Dr. Molly Dragiewicz
Dr. Roma Harris
Dr. Lori Haskell
Dr. Gail Hutchinson
Dr. Yasmin Jiwani
Dr. Holly Johnson
Dr. Beverly Leipert
Dr. Alan Lescheid
Dr. Robin Mason
Dr. Susan Rodger
Dr. Dora Tam
Dr. Paul Tremblay
Dr. Leslie Tutty
Dr. Christine Wekerle
Dr. Sandy Welsh
Dr. David Wolfe

Community

Dr. Mohammed Baobaid
Ms. Mandy Bonisteel
Ms. Catherine Burr
Ms. Jacquie Carr
Ms. Pamela Cross
Ms. Cathy Hird
Ms. Janet Izumi
Mr. Tim Kelly
Ms. Anna-Lee Straatman
Mr. Alfredo Marroquin
Mr. Al J.C. O'Marra
Ms. Maureen Reid
Ms. Deborah Sinclair

Feminist Perspectives

Reflections on the Process of Altering the Fashion Industry

Ben Barry

Currently Ben is completing his PhD at Cambridge University on perceptions of beauty around the world

Ben Barry embraces gender equality in his work as well as in his life. At age 14, he founded the Ben Barry Modelling Agency, establishing offices in Ottawa and Toronto. Rejecting society's beauty myth, Ben's agency aims to create an inclusive and empowering fashion industry by representing models of all ages, sizes, colours, and abilities. Mr. Barry values his agency's 300 models as people, not products, encouraging them to express their unique personality and spirit. In 2002, Mr. Barry won the CIBC Canadian Student Entrepreneur of the Year Award and the Queen's Jubilee Medal. He serves on the board of the Canadian Foundation for Women's Health and received the Governor General's Youth Award in 2008 in Commemoration of the Persons Case.



Ben Barry receiving his award from Governor General Michaëlle Jean

In an excerpt from Ben's book *Fashioning Reality* he states:

"I'm not the first to notice the problem, of course. Hundreds of books criticize the fashion industry's obsession with skinny, young, white models. But those books stop one step short. They don't offer concrete, workable solutions. Fashion is and always will be a business.

I owed it to myself, and my world, to figure out a way to make fashion real while still establishing a business that thrived. I had to contemplate the industry with every ounce of insight I had going for me and work at affecting change from within. I had to wonder if fashion's leaders were simply out of touch-isolated in their fancy Parisian studios and Manhattan lofts, or if there was something more sinister at work. How had this faulty paradigm been created? Why was it so resistant to change and how could I change it nonetheless?

Call me crazy but I was determined to run a modelling agency based on the principle that we are all beautiful in our own ways. I wanted more people to identify with models instead of getting forced into a narrow, uninspired, stereotyped understanding of beauty that's false the moment you think twice about it.

I wrote this book because I wanted consumers to get an insider's look at the changes I was able to make to the fashion industry. Also, I want to give other people working in fashion and beauty ammunition to blast through changes in their own firms. And I want to inspire potential entrepreneurs to enter fashion on brave new terms. Fashion is changing, but all industries need new energy and ideas to push them along.

But the story I have to tell is bigger than one young person and one industry. As the head of a company that makes a profit while also working for social change, I'm part of a growing movement. Many other entrepreneurs-especially young ones-have developed business approaches along similar lines and come up with innovative solutions to other social problems. So my second reason for writing this book was to prove that business is a vehicle for social change and, furthermore, that business is sometimes even more effective than traditional activism.

Entrepreneurship is more accessible than you might think. If you're interested enough, it doesn't matter if you're young, or have the fancy degree from the snobby school. Anyone can make a serious contribution to the business world and thereby society. In fact, young people are natural entrepreneurs. We see the need for change around us and have the energy and imagination to take action.

With all that we know, at this very moment, we can transform our world. The stories I share in this book are going to prove that. When you're done, ask yourself what you're waiting for.

Fashioning your reality".

Transforming our Communities

Report from the Domestic Violence Advisory Council for the Minister Responsible for Women's Issues.

Transforming our Communities provides recommendations to the Ontario Government on how to improve the existing provincial system of violence against women programs and services to better meet the diverse needs of abused women and their children.

A 15 member Domestic Violence Advisory Council was established in the fall of 2007 to provide advice to the Minister Responsible for Women's Issues on how to improve the existing provincial system of violence against women programs and services to better meet the diverse needs of abused women and their children. Members were selected based on their extensive knowledge and expertise in violence against women services. Members were also expected to have a solid understanding of community-based service delivery across Ontario. Members were representative of the justice, health and social service sectors and of Ontario's diversity, and they represented most areas of the province. The Council's final report to the Minister was released publicly in July 2009.

The Report presents recommendations in five priority areas: access and equity; education and training; child welfare; legal response; and threat assessment and risk management.

The Report used two supplemental studies to help inform their discussions:

Study on the Experiences of Abused Women in the Family Courts in Eight Regions in Ontario

■ This study examines access to legal representation, services and information, safety and security and intersections with the criminal court, for abused women in a sample of communities across the province.

Shifting Public Policy Direction: Gender-focused Versus Bi-directional Intimate Partner Violence

■ This study examines the shift in the public policy discourse on violence against women, specifically a shift towards gender neutral language.

The Report and the supplemental studies can be downloaded from the Ontario Women's Directorate website at: www.citizenship.gov.on.ca/owd/english/resources/publications/violence.shtml

Members of the Domestic Violence Advisory Council

1. **Clare Freeman** - Executive Director, Interval House of Hamilton, Hamilton
2. **Kathy Campbell** - Executive Director, New Starts for Women Inc., Red Lake
3. **Sly Castaldi** - Executive Director, Guelph-Wellington Women in Crisis, Guelph
4. **Pamela Cross**, Consultant, Lawyer, Gananoque
5. **Cindy Cowan** - Executive Director, Interim Place, Mississauga
6. **Mark Holmes** - Program Co-ordinator, New Directions - Catholic Family Services of Ottawa-Carleton, Ottawa
7. **Wendy Komiotis** - Executive Director, Metropolitan Action Committee on Violence Against Women and Children (METRAC), Toronto
8. **Sally Ledger**, (former) Executive Director, Ontario Native Women's Association, Thunder Bay
9. **Nneka MacGregor**, President, Women's Institute of Social Justice, Toronto

10. **Barbara MacQuarrie**, Community Director, Centre for Research & Education on Violence Against Women and Children, London
11. **Robin Mason, Ph.D.**, Research Scientist, Women's College Hospital Research Institute, and Co-Chair, Domestic Violence - Health Expert Panel, Toronto
12. **Fran Odette**, Program Manager, Women with Disabilities and Deaf Women's Program, Springtide Resources, Toronto
13. **Gaëtane Pharand**, Executive Director, Le Centre Victoria pour femmes, Sudbury
14. **Deborah Sinclair**, Member, Domestic Violence Death Review Committee, and Social Worker/Consultant, Toronto
15. **Staff Sgt. Sean Tout**, Officer-in-Charge, Waterloo Regional Police Services Domestic Violence Investigations Branch, Kitchener-Waterloo

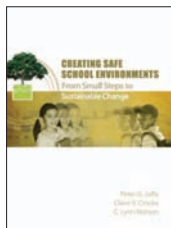
The Book Shelf

CREATING SAFE SCHOOL ENVIRONMENTS

From Small Steps to Sustainable Change

Peter G. Jaffe, Claire V. Crooks, C Lynn Watson

The Althouse Press, Faculty of Education, The University of Western Ontario



A Review by Debra J. Pepler, Ph.D., C.Psych.

Distinguished Research Professor of Psychology, York University

Imagine a school where every student, staff member, and community visitor felt safe! This is a vision that we hold high for our schools, especially with the growing recognition that positive relationships at school are critical for effective learning. Yet, there is a substantial gap between our vision and the reality in schools today. With our vision and demands for safer schools, we are asking schools to be at the forefront of social-cultural change. We are expecting them to be models of healthy relationships when there are so many models of unhealthy relationships in the families, communities, media, and socio-political contexts where children and youth grow up. Bringing about this social change is complex and challenging; and, to date, there has been little coherence in the pathways and signposts to guide schools in their safe schools efforts.

In this book on creating safe school environments, Jaffe, Crooks, and Watson have finally provided the comprehensive and practical guides needed for a coordinated and sustained effort to ensure our schools are safe so that all children can learn. Their book is primarily written for principals who provide vital leadership in guiding school communities through the ongoing processes of establishing a vision, policies, and procedures that sustain a positive school climate and prevent bullying and violence. Research on bullying prevention in schools has repeatedly shown that principals' leadership is essential to establishing a foundation of collaboration across all groups within the school community – staff, students, parents, and community partners. The stages of change model that Jaffe, Crooks, and Watson have adapted for this journey to sustaining safe schools provides principals with tools to recognize where their schools are in the change process and with tools to make the appropriate change. Their Safe Schools Continuum model comprises three stages: developing awareness, planning and responding, and educating and leading. They provide excellent illustrations of elementary and secondary schools at different stages on the Safe Schools Continuum.

With this book, Jaffe, Crooks, and Watson have provided critical tools for principals to lead their schools through stages of awareness, planning, and implementation to a sustainable and enriching safe school context. In this book, Jaffe, Crooks, and Watson have gathered information on all of these foundational building blocks for change. The tools for change are now readily available to those who need them – school principals, safe schools committees, and all those within a school community who are committed to working collaboratively to create positive,

inclusive relationships and a positive climate in their schools. I extend my deep appreciation to the authors for this significant contribution to our collective efforts to promote safe and healthy schools and to bring about social-cultural change in the broader society.

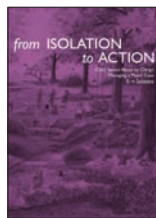
To obtain a copy contact The Althouse Press, press@uwo.ca. It can be purchased for \$42.95.

from ISOLATION TO ACTION

Child Sexual Abuse by Clergy: Managing a Major Case R. vs Sylvestre

Editors: FITA Committee

Publisher: Bulldog Design Inc.



This manual is intended to act as a guide (template) for Crown Attorneys, Court Staff, Victim/Witness workers, Police, Bishops, Community Partners and other professionals working with Survivors of Child Sexual Abuse by Clergy.

The manual will outline the support which might be provided to a large group of survivors while they access the legal system. In addition, the development of a survivor network, critical to their healing process, will be outlined. Further, the manual will outline how the From Isolation To Action (FITA) team supported the achievement of the goals of the survivors, the most important of which was to prevent future child sexual abuse by clergy. Finally, we will reflect on the lessons learned from the Sylvestre case and make some recommendations concerning how similar cases might be handled in the future.

To obtain a copy contact the Chatham-Kent Sexual Assault Crisis Centre, Chatham, Ontario 519-354-8908.

Upcoming Events



Rethinking Relationships:

Engaging Youth, Connecting Communities

An interactive conference for youth and adult leaders who work with youth

November 20, 2009, 9 am – 4 pm

London Convention Centre, London, ON

Featuring Ben Barry, Recipient of Governor General's Award, Jessica Yee, 2009 Young Woman of Distinction Award Recipient and London's own Juno nominee, Shad

A full-day interactive conference for youth and adult leaders from across Ontario to share experiences, stories, and strategies for promoting healthy and equal relationships.

Rethinking Relationships is a creative and arts-oriented event providing dynamic, inclusive and energizing spaces and activities for sharing ideas and opening lines of communication to create healthy, mutually affirming connections.

Registration

Cost: Free

Pre-registration: Required

Register Online at: www.crvawc.ca

Register early and watch for program updates.

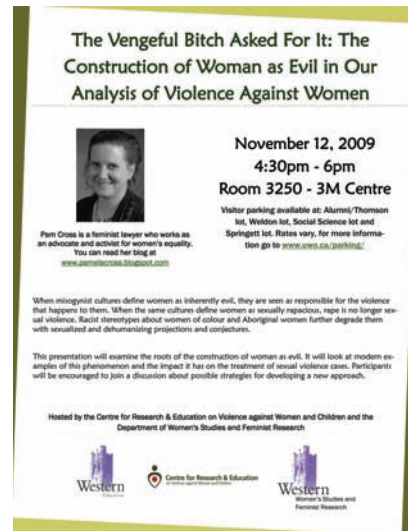
For more information contact:

Paola Jani: 519-661-2111 ext.88303

or 647-776-0390

F: 519-850-2464

pjani4@uwo.ca



The Vengeful Bitch Asked For It: The Construction of Woman as Evil in Our Analysis of Violence Against Women

November 12, 2009 4:30pm – 6pm

Room 3250 – 3M Centre

Pam Cross is a feminist lawyer who works as an advocate and activist for women's equality. You can read her blog at www.pamelacross.blogspot.com

When misogynist cultures define women as inherently evil, they are seen as responsible for the violence that happens to them. When the same cultures define women as sexually rapacious, rape is no longer sexual violence. Racist stereotypes about women of colour and Aboriginal women further degrade them with sexualized and dehumanizing projections and conjectures.

This presentation will examine the roots of the construction of woman as evil. It will look at modern examples of this phenomenon and the impact it has on the treatment of sexual violence cases. Participants will be encouraged to join a discussion about possible strategies for developing a new approach.

Visitor parking available at: Alumni/Thomson lot, Weldon lot, Social Science lot and Springett lot. Rates vary, for more information go to www.uwo.ca/parking/

Hosted by the Centre for Research & Education on Violence against Women and Children and the Department of Women's Studies and Feminist Research.