

16TH OF JUNE 2022

Annual Report 2021-2022

The West Island CALACS

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Revised by : The work team

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Introduction

The year 2021-2022 was mainly marked by several major changes for the CALACS as well as multiple adaptations necessary to ensure the stability of our services. At several points during the year, the team members and the Collective gathered around major topics in order to have discussions on the future of the services, always with a view to enable the inclusion of marginalized people. The year 2021-2022 remains affected by the context of the pandemic and we have continued to adapt our services to make them accessible to all despite the challenges limiting face-to-face services. We have seen a continued increase in requests for assistance with socio-judicial accompaniment as well as for emergency services offered during times of crisis. This year, we also note that services for teenage girls have also increased significantly. The accumulation of these short-term services explains in part the waiting list for psychosocial services, which remained at nearly one year in 2021-2022. In addition, this year is marked by the departure of several workers and the team has gone through a period of adaptation to be able to support the needs of the center and adjust to working with a reduced staff. Through the changes and discussions, the CALACS has been able to accomplish its tasks in all areas of work.

This report outlines the activities and accomplishments within the West Island CALACS during the 2021-2022 activity year.

Sincerely,

The CALACS team

Mission and Philosophy

THE MISSION

The West Island CALACS is a feminist non-profit organization that fights against sexual assault. It offers services to women and prevention services to the community.

THE STATEMENT OF PRINCIPLE

We want to stop sexual assault and live in a world free from violence. To achieve this, direct aid, prevention and advocacy must come together in continual interaction. We wish to build a society composed of economically, socially and politically equal members and to eradicate all systems of oppression, by recognizing the intersection between patriarchy and other oppressive contexts. The values that guide our work are equality, solidarity and empowerment.

THE OBJECTIVES

- Support and accompany sexually assaulted women;
- Raise awareness and educate the population about the problem, in order to prevent sexual assault;
- Fight violence against women and fight for the recognition of their rights and freedoms;
- Encourage women's speaking out, mutual aid and civic involvement.

The democratic bodies



Members' Assembly

The general meeting of members (annual or extraordinary) is the decisive body of the major orientations of the corporation. It rules on the mission, status and regulations as well as on the objectives of the corporation. By law, the AGM has the duty to elect the members of the Collective.



The Collective

The Collective has the legal and financial responsibility of the corporation. In this way, it acts as the employer and manager of the organization and thus assumes responsibility for the resources of the centre.
The Collective is made up of seven members: 5 activist members and 2 salaried members. She reports to members at the AGM and to various funders.



The team of Workers

The team of workers is responsible for implementing the decisions and directions of the Collective. In addition, the team is responsible for coordinating the operations of all of the centre's activities. The team reports to the Collective.



The Commitees

The committees are responsible for carrying out the mandates of the AGM or the Collective. Committees may be permanent or ad hoc.

Our work streams

The work of the West Island CALACS is divided into 5 major essential streams that allow us to successfully fight against sexual assault: support services, awareness, activism and associative life, advocacy and management.

Support Services

The direct assistance component includes all support services offered to women and teenage girls who have been sexually assaulted. These free and confidential services are designed to help women deal with the consequences of sexual assault.

Awareness-raising

The awareness component includes all awareness and training activities given in the community. These services aim to provide fair and relevant information on the reality of sexual assault in order to deconstruct the myths and prejudices causing harm to women victims of sexual violence. By offering the community our expertise and our analysis of sexual assault, we aim to stop sexual violence and bring about social change.

Activism and democratic life

The part of activism and democatic life is defined as the democratic space granted to members in order to promote their involvement in the internal bodies of the organization as well as their civic involvement. Associative life also includes training and recognition activities.

Advocacy

The advocacy component includes all activities aimed at claiming women's rights and asserting their word in various instances. This component includes consultation work and social mobilization activities aimed at improving the living conditions of women, in solidarity with other organizations.

Management

This component, essential for the proper functioning of the centre, includes all activities related to the administrative, financial and human resources management of the organization.

Our priorities

The priorities for the 2021-2022 activity year were developed through a strategic planning process with the Collective and the work team. This group process allowed us to develop a shared vision of the center's development and to set priorities that transcend each of our five work streams.

Here are our priorities for 2021-2022:

01 Having a team that is representative of diversity

02 Develop an inclusive culture of learning and where elements of white supremacy are deconstructed

03 Establish an effective structure and decision-making processes that allows the CALACS to fulfill its mission in an optimal manner

04 To adapt services to the reality of all survivors and better respond to their needs

Support services

Following a sexual assault, a woman's life is deeply affected. It takes time, listening, information and lots of support to get back on track. Once the crisis situation is resolved, women can realize that sexual assaults are not isolated acts to which they have contributed to a greater or lesser extent, but rather the manifestation of social behaviours and power relations between men and women.

The West Island CALACS uses feminist intervention which contributes, in this context, to the empowerment of women. It also allows women to regain power and control over their lives. The services we offer are part of a specific framework that allows us to achieve these objectives. The following is a description of the support services offered by CALACS West Island.

Welcome meetings

This service is the point of entry for all women who make requests for support at the center. Following a first call for help, we offer a welcome meeting in order to inform women about the approach we use, as well as our services. It is also a time for women to disclosure their experiences and for them to determine their immediate needs.

Individual follow-ups

15 meetings are offered to each woman who requests individual services. This service aims to support and assist women in overcoming the consequences of sexual assault in their lives, and does so in a way that is personalized.

Support groups

The support group is a place for mutual aid, listening and support. Women who choose to participate in the group have the opportunity to participate in 15 group meetings.

Theme groups

The theme groups explore various themes such as shame and guilt, increasing happiness, sexual assault, emotions, anxiety, sexuality, body image, reconnecting with the body, personal limits, etc. These workshops are offered on a monthly basis, and alternate between English and French.

Emergency meetings

The emergency meetings allow women to overcome the difficult period they are facing. They aim to equip women in a crisis situation so that they can get through this period of intense emotions and confusion (3 meetings in the immediate future).

Support services for teenagers

Without a waiting period, this service of individual meetings (5 meetings) is intended for adolescents aged 12 to 17 years old. When it is difficult to come to the center, we offer them the possibility of following up in their home environment (school or community organization).

Socio-judicial support

This service is offered to women who wish to obtain information and support in their efforts to obtain some form of justice. This accompaniment in the defence of rights is punctual and the duration varies according to the needs of the woman.

Support for victims' relatives

This service is offered to the relatives of a victim of sexual assault. The primary objective is to equip them to better support women in their efforts.

Phone support and referals

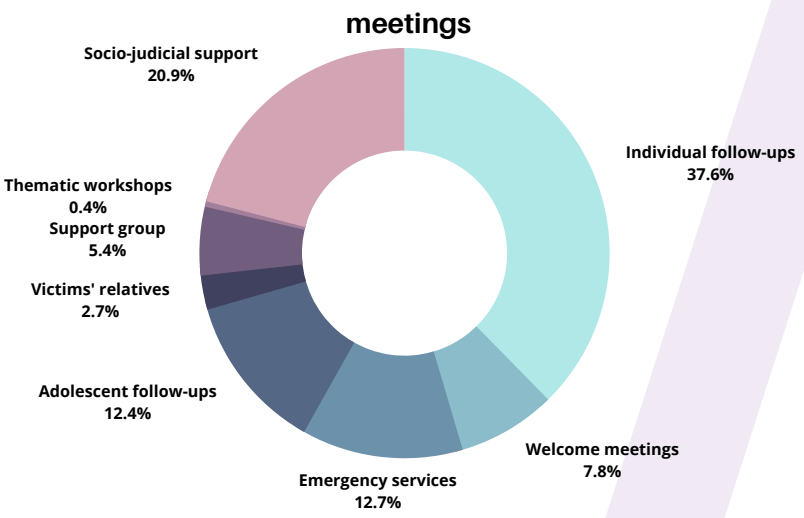
This service provides women who call us with referrals, information about the center and its services, and phone support.

Here's how the support services were allocated in 2021-2022:

In 2021-2022, we continued to see an increase in the number of crisis and socio-judicial accompaniment meetings offered. Of all the socio-judicial accompaniment meetings, 61% of them were related to IVAC (filling out the form, information, etc.). We also note a large increase in teen follow-ups in 2021-2022, which almost tripled this year. This significant increase in emergency services has had an impact on our ability to reduce the waiting list which is around 1 year.

This table shows the distribution of the different support services of the organization by meeting, without distinction to the time allocated or the number of women reached during the same meeting. Generally speaking, the individual meetings last one hour, while the online support group lasts two hours and is attended by approximately five women.

Breakdown of the help services by the number of meetings





HOURS PROVIDED: In individual follow-up and in support groups

Individual follow-ups : 329h Support group : 150h

Based on the total hours allocated, both in individual follow-up and in support groups, 31% of these hours were in groups. However, since many women are part of a support group, a cumulative number of hours per woman who participated in the support group represents 329 hours..

Because of the pandemic, we had to adjust the way we offered our support services. Most meetings were held online. We first tried to create a closed face-to-face support group during the summer, but changes in health measures forced us to close it in September 2021. All other support groups were held online.

The Monarch Project

The summer of 2021 marks the official start of a psychosocial support and socio-judicial support project for asylum seekers, now called the Monarch Project. This project came to life as a response to a growing need in the West Island: the growing presence in the region of people with precarious status, in particular women asylum seekers and, more specifically, the individuals wishing to apply for citizenship or residence based on experience of sexual violence. In the fall of 2021, a partnership agreement was concluded with the Refugee Center, which acts as a consultant, oversees its implementation and provides training for the workers. The launch of the Monarch Project is scheduled for fall 2022.

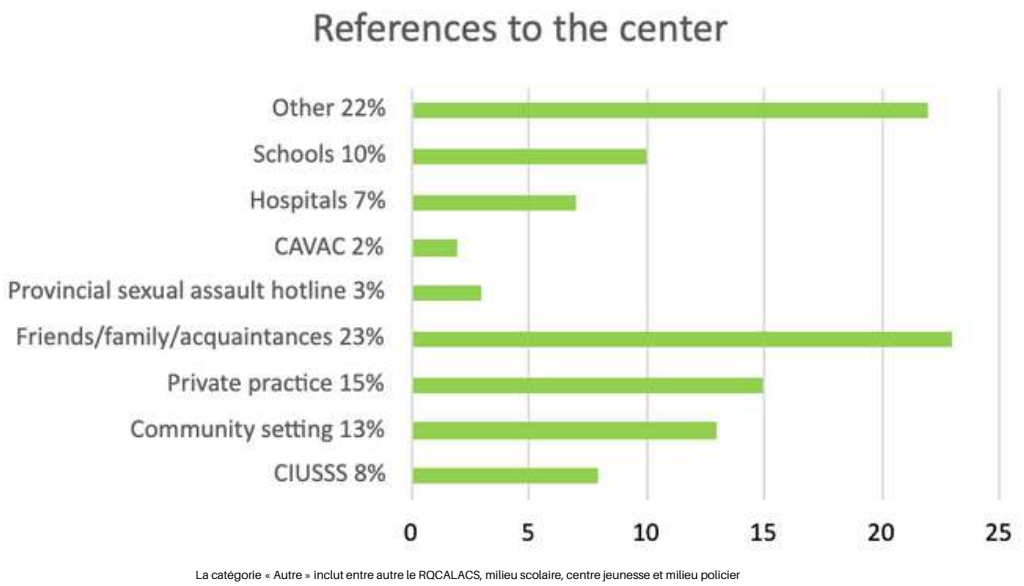
Support services offered for the 2021-2022 business year by the numbers:

Support services
349 individual follow-ups
72 welcome meetings
118 emergency meetings for women in crisis
50 support group meetings
194 socio-judicial support, where 123 were associated to IVAC.
115 follow-up meetings for adolescents.
25 follow-up meetings for victims' relatives.
4 theme group meetings.

The portrait of the women who use our services:

References to the West Island CALACS :

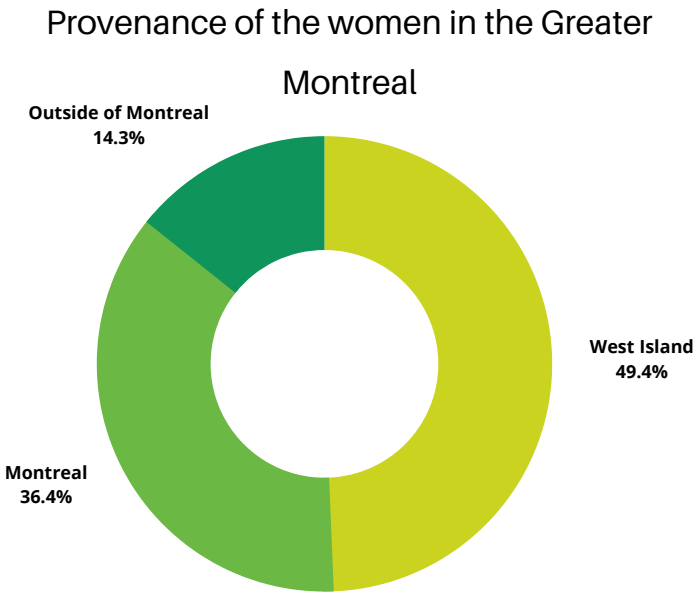
Women who do not know the West Island CALACS make their first request for help at the center after consulting an information site (website, resource directory, etc.), after participating in an awareness activity or after a referral. Among the external referrals, the majority (23%) came from friends, acquaintances and/or family.



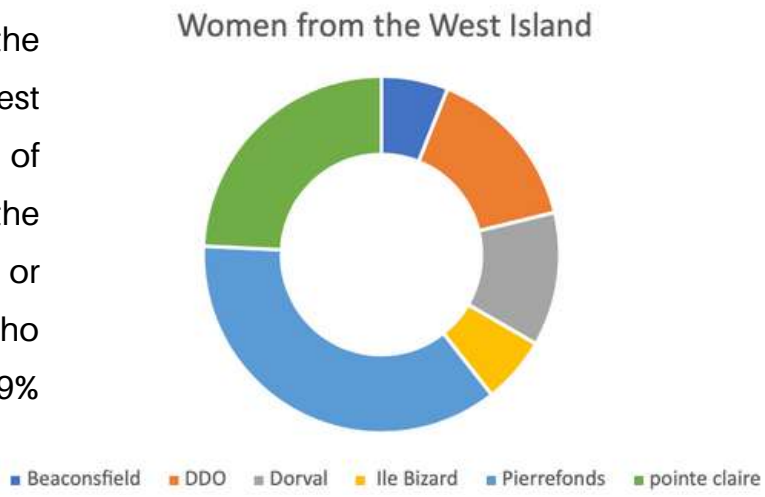
La catégorie « Autre » inclut entre autre le ROCALACS, milieu scolaire, centre jeunesse et milieu policier

Provenance and language use of the women

Approximately 49% of the women who use the services of the West Island CALACS live on the West Island. 36% of the women live elsewhere on the island of Montreal and 14% live outside of Montreal. Among Montreal residents (outside the West Island), the majority live in the boroughs of Côte-des-Neiges, Rosemont and Lachine.



Among the women who use the services of the West Island CALACS and who live on the West Island, 36% reside in the borough of Pierrefonds. This diagram shows the distribution of this pool by municipality or borough. Moreover, 50% of the women who come to the center are Francophone and 49% are Anglophone.



Disclosure and assistance requests to the West Island CALACS

9% of the women questioned never disclosed the sexual assault to anyone before consulting CALACS West Island. For 40% of the women, the delay between the last episode of sexual assault and the request for help from CALACS West Island was less than one month. 21% of the women waited between 1 month and 5 years and 13% of the women waited 6 years or more to request help from the center.



The context of assault

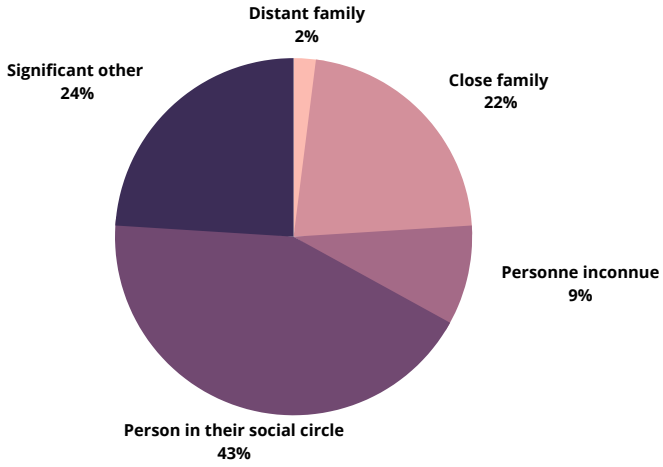
25% of sexual assaults took place in a context of voluntary or involuntary intoxication. In 14% of the cases, the contact with the aggressor was made through social networks. Finally, 68% of the sexual assaults for which help was requested took place in a private residence.

The relationship between the survivors and the perpetrator:

According to our statistics, 91% of the sexual assaults for which help was sought involved people known to the victim. In addition, 22% of the sexual assaults for which help was sought involved incest. 16% of reported sexual assaults involved more than one perpetrator.

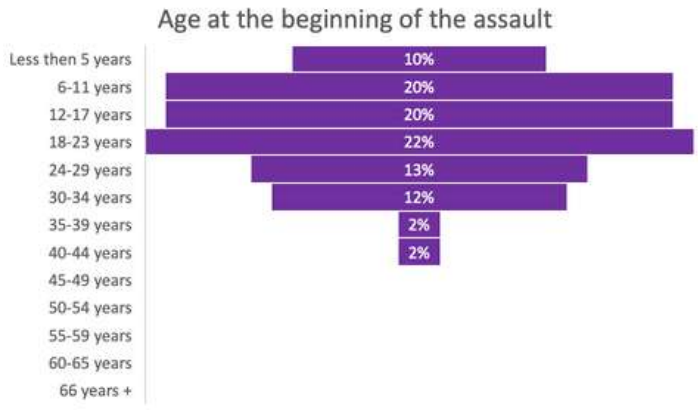
Being sexually abused as a child or teenager significantly increases the risk of sexual revictimization.

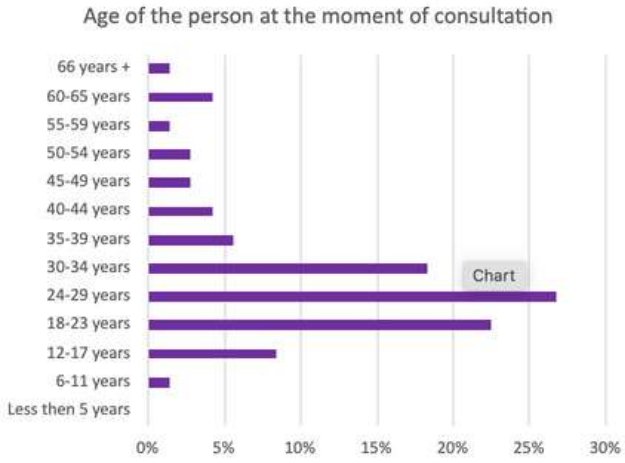
The relationship between the survivors and the perpetrator



In fact, our statistics show that 30% of the women we met had experienced more than one sexual assault.

Age of the women :





50% of assaults occur before the age of 18.

The women and their diversity

Women at the intersection of many forms of oppression seek our services. 47% of women identify as racialized, 19% are immigrants or refugees, 21% are sexually diverse, 2% are Inuit, Métis or Aboriginal, 5% live with a physical and/or intellectual disability. It should be noted that a woman may identify with more than one group, thus increasing her vulnerability to sexual assault.

Awareness

We offer community awareness meetings and training workshops for stakeholders to share our expertise on the issue of sexual violence.

Deployment of the Empreinte program in high schools

The Empreinte - Agir ensemble contre les agressions à caractère sexuel program was deployed for a fourth consecutive year at CALACS of the West Island. The program has three components:

1. Four to six workshops given in classrooms to youth,
2. Training for school personnel,
3. Online video clips accessible for parents.

During the 2021-2022 activity year, the team of facilitators at CALACS West Island was pleased to offer the workshops in person in the fall of 2021. After the holidays, the pandemic forced us to offer our workshops in virtual mode. We offered the workshops in the following high school classrooms:

- Des Sources Highschool
- Dorval-Jean XXIII Highschool

The following table provides a picture of the workshops that were offered and the number of students reached:

Workshops	# of workshops	# students joined
Sexual assaults	42	904
Sexual consent	19	310
Disclosure and support	29	746
Youth empowerement to counteract sexual assault	17	657
The culture of hypersexualization and gender stereotypes	15	347
Sexual exploitation	0	0
Total	**133**	**2964**

We sent a letter to 1888 parents of students inviting them to visit the program's website to view video vignettes[1], covering the same themes seen by the youth. Finally, this year we were unable to offer the school staff training component of the Footprint program in high schools due to the pandemic. All of this shows that despite the pandemic, CALACS was able to reach a large number of youth and parents.

[1] https://www.programmeempreinte.com/fr/parents/

College Interview:

We participated in 1 interview given by 5 students for their assignments. We presented our center and our services to them.

High School Kiosks:

We offered online outreach workshops to students at Des Sources High School. We introduced them to our center and our services. In total, we reached 50+ people.

Awareness and training activities in the community

We also offered awareness workshops, trainings and/or kiosks in the following settings:

- AMCAL
- RCLALQ
- Maison des femmes sourdes de Montréal

Through these community outreach activities, we reached 64 people in the community. In 2021-2022, we reached a total of 3083 people through our outreach component, despite the pandemic.

Awareness
2964 high school students were reached by the Empreinte program
1888 parents of highschool students
5 students were reached in College
64 people were reached within the community



Activism and democratic life

The particularity of the year 2021-2022 has affected the possibilities of activists' involvement in the center's activities as well as the time allocated to this stream. Indeed, CALACS had to face not only the particularity of the pandemic and the challenge of transposing the activism in videoconference, but also the instability of the team due to the departure of several workers and the process of integrating new workers. These circumstances led the team to make the decision not to recruit or accept new activism requests.

However, the center has managed to maintain the vast majority of its activists and collaborating members: 26 activist members and 9 collaborating members. The team is well aware of the importance of the activism and associative life stream, as well as the training offered by the center.

This stream allows us to reach out to and include women living with various forms of oppression in all of the center's activities, which is an important asset for CALACS West Island, which benefits from the varied experiences of the women involved. This involvement also contributes to the empowerment of women and to the enrichment of society in general.

The West Island CALACS values volunteer involvement within the organization. We would like to thank all our activists and collaborating members for their commitment and generosity!

Training offered to activists

In order to increase their knowledge and to offer them resourcing and support, activists have access to various trainings throughout the year. However, we were unfortunately unable to offer new trainings to activists this year for the same reasons mentioned above.

Mentoring the activists

Each year, the center's workers mentor the activists. Their role is to support, coach, guide and inform the activists. Thus, the godchildren are particularly coached at the beginning of a support group. Each year, we meet with the activists to assess their involvement, to ensure that we are meeting their needs and to verify their desire to get involved in the coming year. In total, 9 activists have actively participated in mentoring meetings

Democratic life at the center

Despite the circumstances of the pandemic, the center tried to maintain the commitment of its activists while respecting the sanitary measures. Thus, in August 2021, a gardening activity was organized at CALACS where activists and collaborating members were invited to participate. Unfortunately, the activity could not take place due to the lack of participation from activists and collaborating members.

CALACS also made sure that all information regarding the social action committee and the struggle activities were shared with the activists. Thus, activists and collaborating members were made aware of all the events and marches in which CALACS West Island was invited to participate.

Advocacy

Consultations and representations

The West Island CALACS participates in several consultation forums to create alliances with other groups in order to fight violence against women or to defend community organizations and their users. The year 2021-2022 was marked by the following consultations:

CONSULTATIVE BODY	#MEETINGS
The regroupement intersectoriel des organismes communautaires de Montréal (RIOCM) : AGA et Conseil d'administration (CA)	3
Board of Directors of the RQCALACS	6
Strategic Planning Committee RQCALACS	1
Supervisory Committee of the Research Chair on Gender and Sexual Violence in Higher Education (VSSMES), at l'UQAM	3
West Island Child-Family-Youth Roundtable (TCEFJOI)	1
Table de concertation sur les agressions à caractère sexuel (ACS) de Montréal	4
Table CALLACS	1
Brainstorming meetings (RQCALACS)	2
Table de concertation sur les agressions à caractère sexuel de Mtl (TCACSM)	5
West Island Black Community Association AGA	1

In 2021-2022, the West Island CALACS commitment is 27 consultation meetings. This decrease in the number of meetings compared to last year is due to the reduction in the number of people on the team for various reasons.

Mobilization activities :

Each year, the West Island CALACS sets up and participates in various mobilization activities. The year of activities 2021-2022 was marked by the following mobilizations:

DATE	EVENT
17th of September 2021	Day of Action on Sexual Violence Against Women (JACVSFF): Recording of a podcast in collaboration with the feminist podcast Toutes ou Pantoutes
6th of December 2021	National Day of Remembrance and Action on Violence Against Aboriginal Women: Participation in the march
14th of February 2022	National Day of Remembrance and Action on Violence against Women: Participation in the march
22nd of February 2022	Strike and Participate in the protest *Engagez Vous!*
8th of March 2022	International Women's Rights Day: Sharing of women's testimonies on the topic of A Feminist Future and participation in the march







Activism activities initiated by the West Island CALACS

Day of Action on Sexual Violence Against Women (JACVSFF):

In 2021-2022 the 40th Day of Action on Sexual Violence Against Women (JACVSFF) was held under the theme "Courageous in all ways... Our Way". This year, the West Island CALACS decided to partner with the feminist podcast toutEs ou pantoutEs and with Alex Lacelle (founder of the inclusive agency Détails and survivor) in order to have an exchange under the themes of denunciation, courage, inclusion and the importance of finding one's way on the different paths of healing.



International women's day 2021 :

This year, in addition to participating in the annual International Women's Day march, we also participated in testimonials from members of our community on our social networks. These testimonials answered the question: What is a feminist future?



As for our Facebook page, we reached 873 followers (likes), which is an increase of 10%. In addition, 1063 people subscribed to this page, representing an increase of 34% compared to the previous year. In order to reach and sensitize as many people as possible, the West Island CALACS team had given itself the challenge of being more active on the Facebook page by posting daily, a challenge that we were able to maintain consistently this year.

We were able to meet our priority of reaching out and including women living with various forms of oppression in all of the center's activities, supporting the struggles of different populations living with various oppressions, and having meaningful discussions about inclusion, such as the podcast in collaboration with toutEs ou pantoutEs.

Activism activities for the year 2020-2021 in numbers :

Advocacy :
27 consultation meetings
4 social justice activities
2 media interventions

Management

Administration and decision-making bodies

The members' meeting 1 meeting the 16th of Octobre 2021 20 members present

The collective 11 meetings

Important work done by the collective during the year:

- Discussion of our position on fee-based sex ;
- Discussion on the inclusion of trans and non-binary people within the organization;
- Discussion on organizational structure;
- Discussion on human resources.

In addressing these latter issues, the collective began to address all of the action plan priorities, which are

- To have a team that is representative of diversity;
- Developing an inclusive, learning culture where elements of white supremacy are deconstructed;
- To have a structure and effective decision-making processes that allow CALACS to fulfill its mission in an optimal way;
- To adapt services to the reality of all survivors and to better respond to their needs.

The team is composed of :

- 9 full-time workers
- 2 interns: one with a bachelor's degree in social work from the Université du Québec à Montréal and the other with a bachelor's degree in sexology from the Université du Québec à Montréal



Funding for the West Island CALACS comes from a variety of sources. Here are the most important grants received during the 2021-2022 activity year:

Programme de soutien aux organismes communautaires (PSOC)	We receive a grant from the Programme de soutien aux organismes communautaires (PSOC) to ensure the basic operation of the organization. This year we received $580,648.
SCF - Secrétariat à la condition féminine	In order to continue to offer the "Empreinte, ensemble contre les agressions à caractère sexuel" program, the SCF has granted a 2-year funding of $50,000. This represents a sum of $25,000 for the year 2021-2022.
Fonds pour les refuges pour femmes et les organismes d'aide aux victimes de violences sexuelles et de violence conjugale au Québec pour répondre à la pandémie de la COVID-19 (SCF)	We received an amount of 100000$ under the Fonds pour les refuges pour femmes et les organismes d'aide aux victimes de violences sexuelles et de violence conjugale au Québec to respond to the COVID-19 Pandemic managed by the Secrétariat de la condition féminine. This grant covers the period from October 1st, 2021 to September 30, 2023. This grant allowed us to hire 2 counsellors in order to respond to the increase in requests due to the pandemic.
Partage-Action de l'Ouest-de-l'Île	Partage-Action is an organization that collects funds from businesses and individuals in the West Island of Montreal. All funds raised are distributed to community organizations in the region. During the 2021-2022 activity year, Partage Action granted us an amount of $25,000.
Emploi-Québec	To allow for the opportunity to begin discussions on organizational structure, *Emploi-Québec* nous alloue la somme de 7216$

Ministère des Femmes et de l'Égalité des genres	The ministère des Femmes et de l'Égalité des genres du fédéral has awarded us a grant of $208,649 for a period of 45 months, from July 2019 to March 2023. This grant will allow the West Island CALACS to strengthen its organizational capacity. The activities carried out through this process are human resource management, governance, strategic planning, implementation of results-based management, recruitment and retention of activists.
SCF - Secrétariat à la condition féminine	In order to continue to offer the program « Empreinte, ensemble contre les agressions à caractère sexuel », the SCF has granted a 2-year funding of $50,000. This represents a sum of $25,000 for the year 2021-2022.
Direction régionale de santé publique de Montréal (DRSP)	Through the « Table de concertation enfance-famille-jeunesse de l'Ouest-de-l'Île », The West Island CALACS has been awarded a three-year recurring grant by the Montreal DRSP. For the year 2021-20221, this represents an amount of $8613, intended for the greater deployment of the Empreinte program.
Subvention Emploi Été Canada	In the 2020-2021 business year, the center received a $8692 *Subvention Emploi d'été* from the federal government to assist employers in creating summer employment opportunities for female students.

Administrative management 2021-2022 in numbers :

Management :
12 meetings of the various bodies of the organization (General Assembly of members and Collective)
Discussions on the main orientations of the center
Hiring of 2 counsellors
Initiated process of reflection on the organizational structure

Conclusion

Direct Assistance
349 individual follow-ups
72 welcome meetings
118 emergency meetings for women in crisis
50 support group meetings
194 support in the socio-judicial process, where 123 were associated to IVAC.
115 individual follow-ups for adolescents
25 follow-up meetings for relatives
4 workshop meetings
Awareness
2964 high school students were reached by the Empreinte program
1888 parents of high school students
5 college students were reached
64 people were reached within the community
Advocacy
27 consultation meetings
4 social justice activities
2 media interventions

Management
12 meetings of the various bodies of the organization (General Assembly of members and Collective)
Discussions on the main orientations of the center
Hiring of 2 counsellors
Initiated process of reflection on the organizational structure

Achievements 2021-2022



Reflections towards structural and institutional changes

The year 2021-2022 was marked by discussions and moments of reflection as a team on the future of support services at CALACS and, from these reflections, several decisions and action plans emerged to put in place programs aimed at the inclusion of marginalized people.

Women Asylum seekers project

This year, the West Island CALACS has set up the Women Asylum Seekers project which will welcome the first people in 2022 as part of a pilot project as early as September 2022.



Strong presence with adolescent girls and/or high school youth

This year we have seen a significant increase in the number of requests for teen services. In addition, the West Island CALACS continued to offer the Empreinte program to high school students online and in person in order to remain flexible to government restrictions.



Achievement of the yearly strategic plan objectives

We have begun our actions from our 21-24 strategic plan. We are following and respecting the major changes desired from it:

- Having a team that is representative of diversity

- Developing an inclusive culture of learning and where elements of white supremacy are deconstructed

- To have a structure and effective decision making that allows CALACS to fulfill its mission in an optimal way

- To adapt services to the reality of all survivors and better respond to their needs.

Annex

Collective members (C.A.)

- Georgia Limniatis: member activist, President
- Jennifer Rowland: member activist, secretary
- Hermilyn Sandy: member activist, administrator
- Savanna Biedlingmaier: member activist, administrator
- Sarah Oliel: member activist, administrator
- Dana Flynn: Staff Member, Team Representative
- Tarah Paul: Staff Member, Team Representative
- Tanya Velardo: Staff Member, Team Representative
- Dominique Raptis: : Staff Member, Team Representative