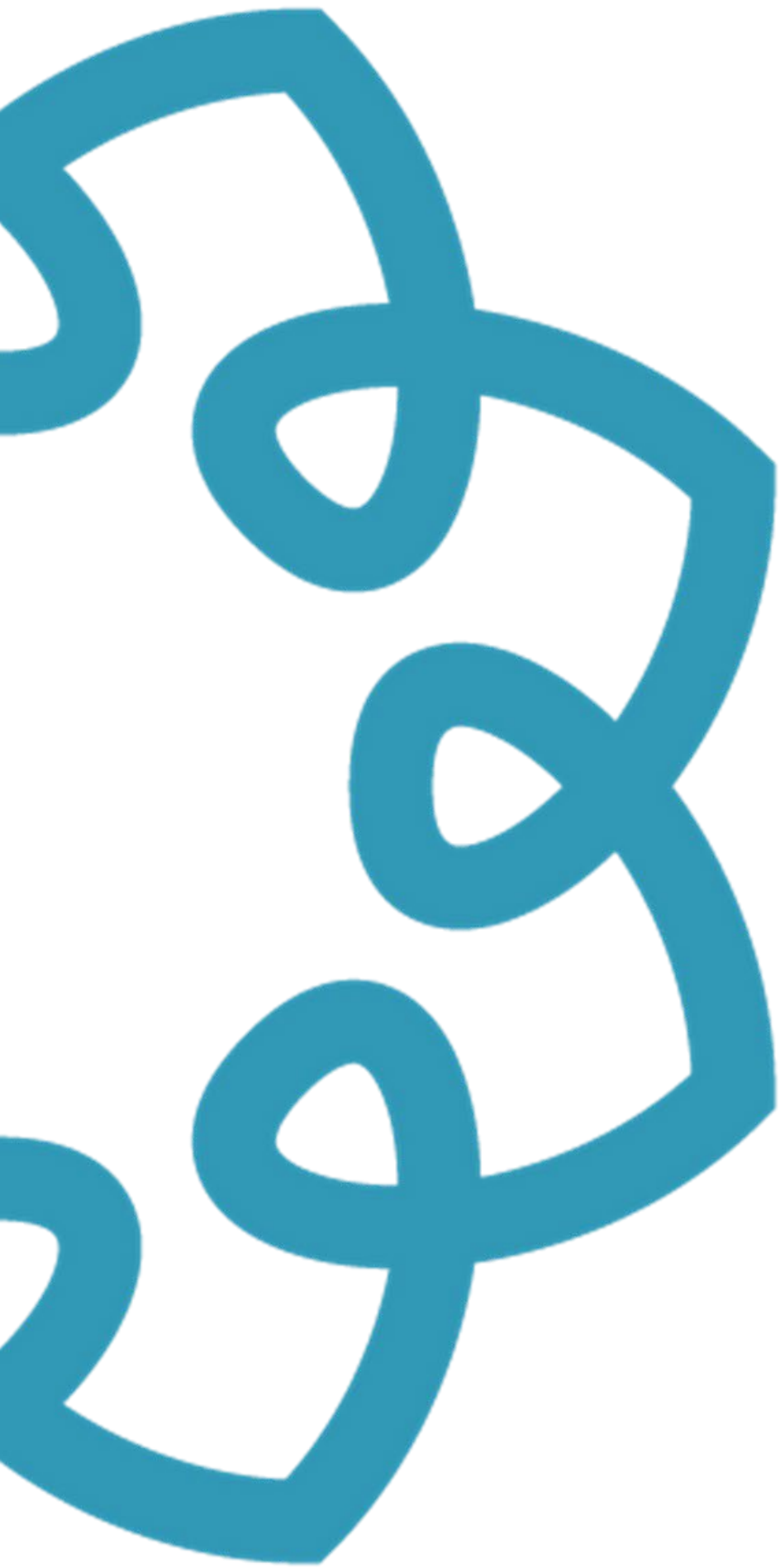




MAINTAIN

Strengthening Our Collective Care



Sexual Violence New Brunswick

506.454.0460

info@svnbnb.ca

www.svnbnb.ca

Jenn Gorham ~ j.gorham@svnbnb.ca



Collective care refers to seeing members' well-being – particularly their emotional health – as a shared responsibility of the group rather than the lone task of an individual. It means that a group commits to addressing interlocking oppressions and reasons for deteriorating well-being within the group while also combatting oppression in society at large. It places an emphasis on joint accountability, with the aim of collective empowerment. These ideas originate from queer and Black feminist organizing, such as the Combahee River Collective. It's encapsulated in the phrase, 'Be careful with each other, so we can be dangerous together. "

Rushdia Mehreen and David Gray-Donald, "Be Careful with Each Other," Briarpatch, August 29, 2018,
<https://briarpatchmagazine.com/articles/view/be-careful-with-each-other>.

COLLECTIVE CARE AND TRAUMA

-INFORMED

What's the Connection?

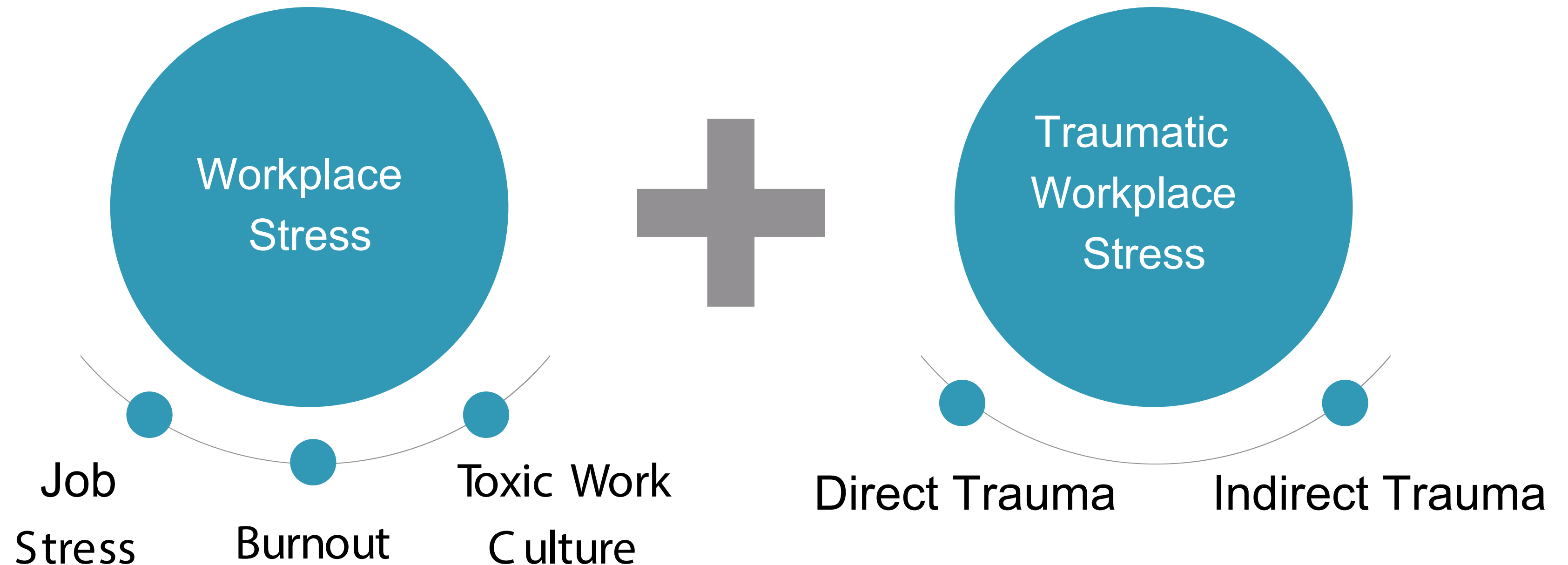
Using a trauma-informed approach means acknowledging trauma or potential trauma, regardless of whether there is a disclosure, and integrating this knowledge into all aspects of service delivery with each service user.

Collective care addresses the impacts that exposure to trauma can have on helpers working with traumatized individuals. It sustains helpers in their work and supports the delivery of trauma-informed services.

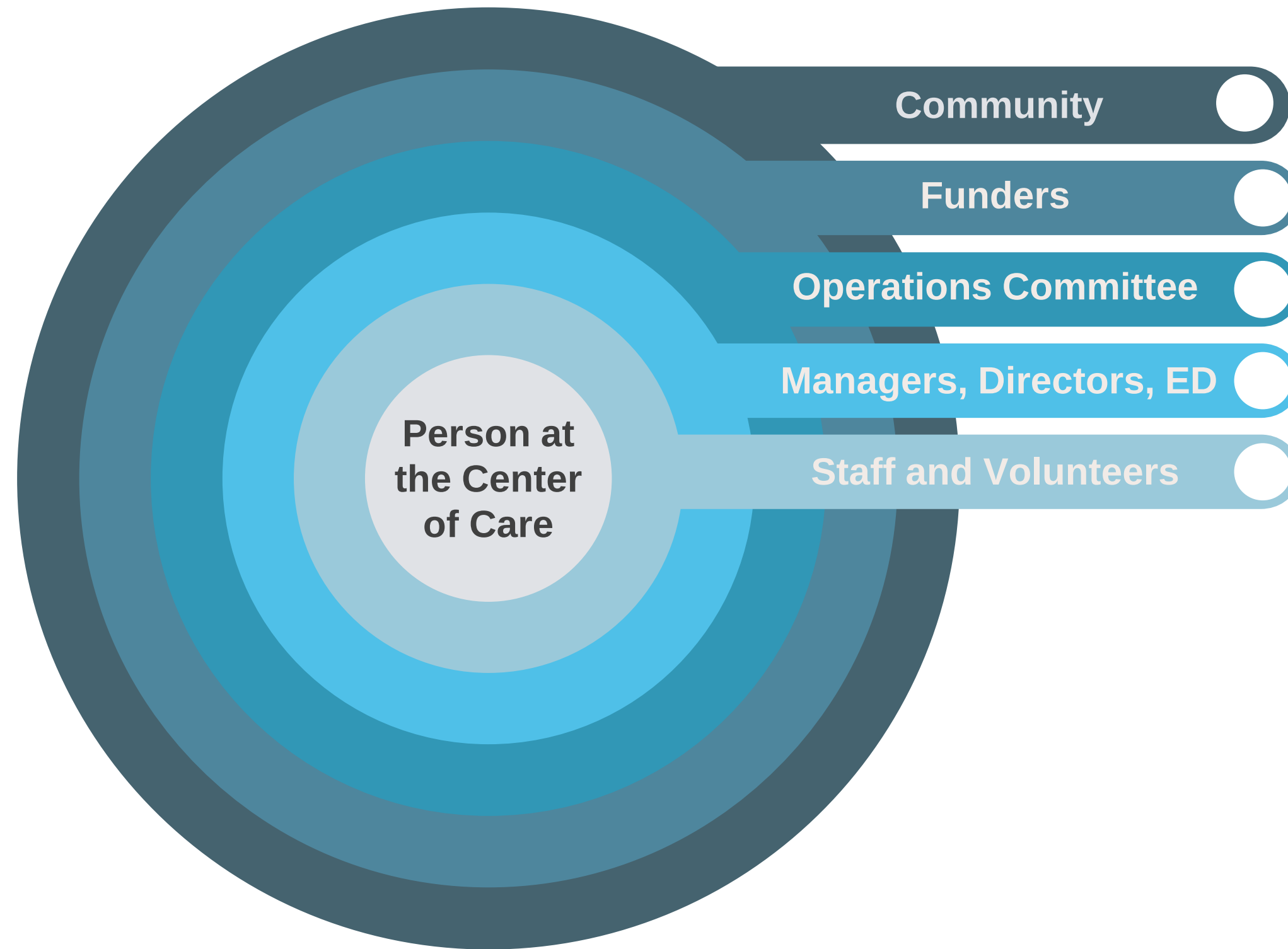


Complex Stress Model

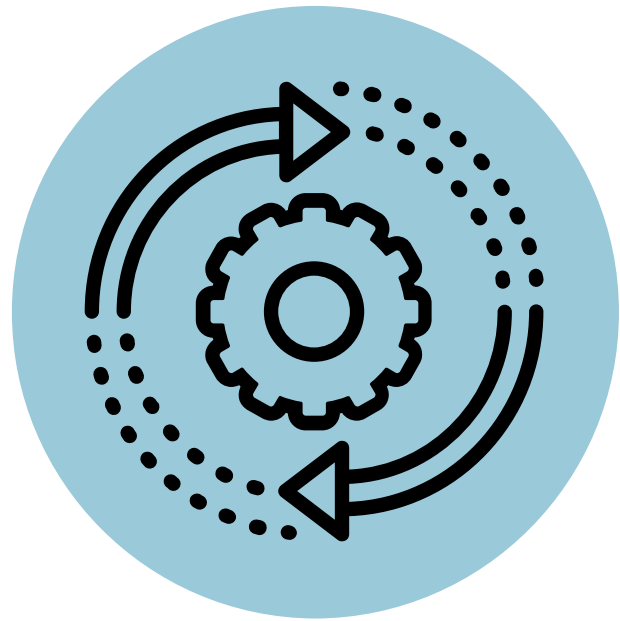
Patricia Fisher, "Organizational Health in Trauma-Exposed Environments: Essentials [Participant Booklet]," TEND Academy, 2016, https://www.tendacademy.ca/wp-content/uploads/2017/02/PB_OrgHealthEssentials_DownloadEd_Secured_01_2017.pdf.



COLLECTIVE CARE MODEL



OUR PRINCIPLES OF COLLECTIVE CARE



**Transformative
Advocacy**



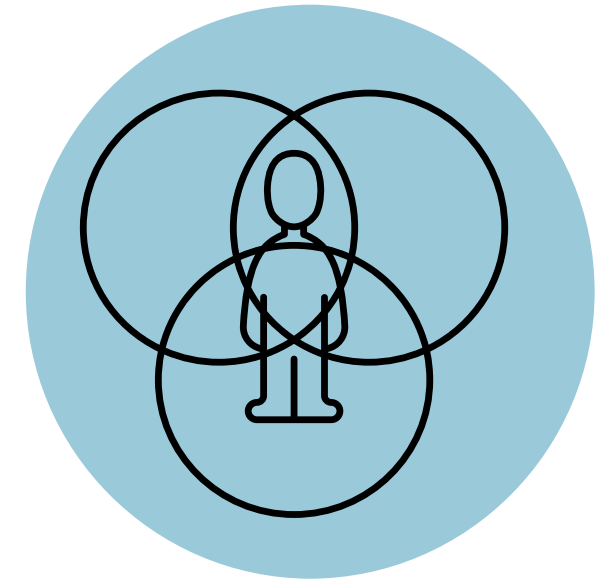
Support



Collaboration



Accountability



Intersectionality

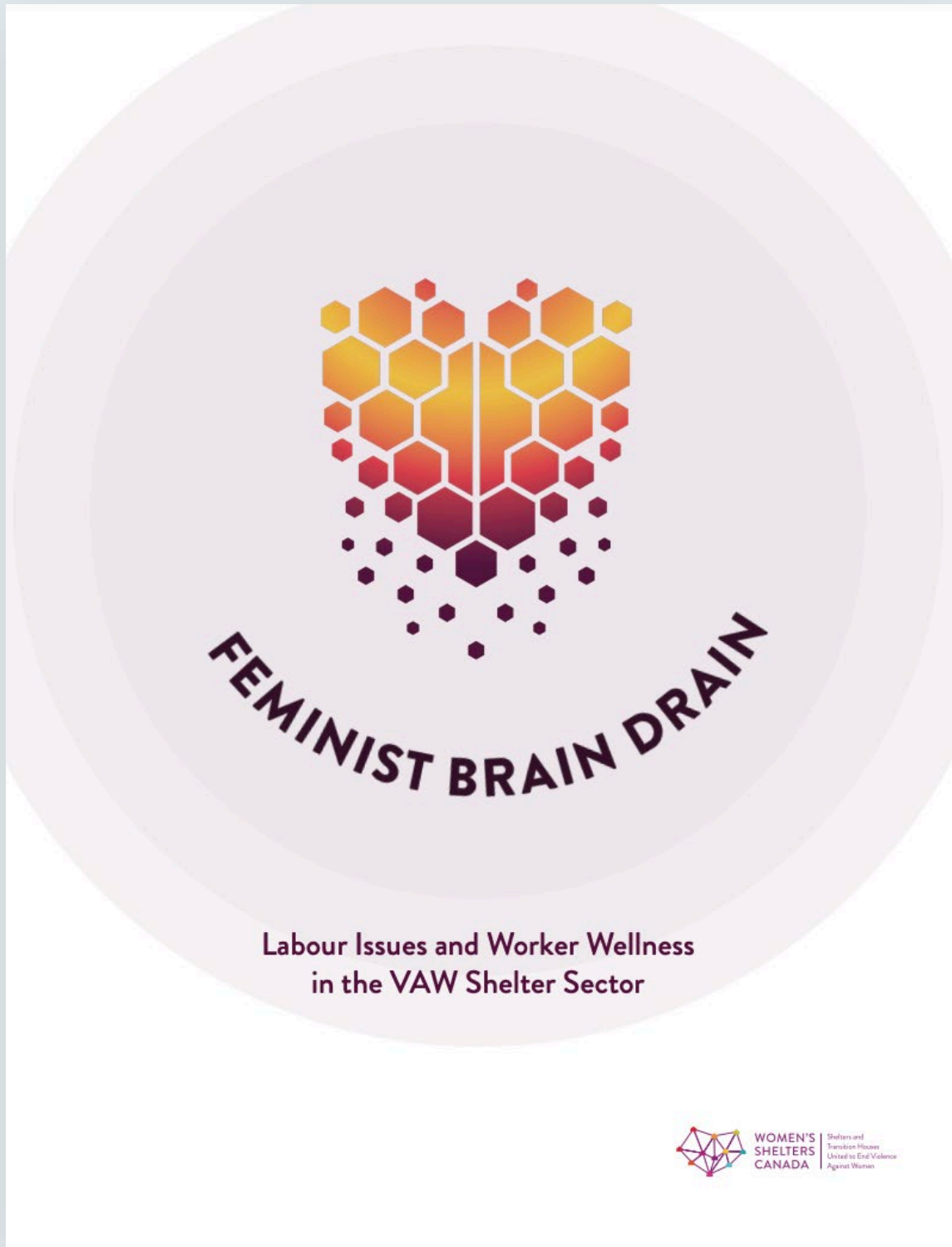


GETTING STARTED

- Champion team
- An understanding of trauma, trauma exposure impacts, and structural barriers to support
- An organizational commitment to trauma-informed principles
- An organizational commitment of time and resources
- Empathy and compassion
- To be prepared for feelings of vulnerability
- A curious mind
- An intersectional approach to collective care

Study on Feminist Brain Drain in the VAW Shelter Sector

Étude sur l'exode des cerveaux féministes dans le secteur des maisons d'hébergement



Some findings... | Quelques constats

Workers supporting survivors of gender-based violence are demanding change

Published: December 6, 2022 2.04pm EST

Les travailleurs et travailleuses qui soutiennent les survivantes de la VFG exigent des changements

A staff member carries bedding to a suite at Toronto's Interval House, an emergency shelter for women in abusive situations, in 2017. THE CANADIAN PRESS/Chris Young

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133

While the world went into lockdown at the onset of the COVID-19 global

Author



Krys Maki
Assistant Professor at the School of Social Innovation, Université Saint-Paul / Saint Paul University

Collective Joy as Resistance: The Importance of Collective Care in Gender-Based Violence Activism

La joie collective en tant que résistance : l'importance des soins collectifs dans l'activisme contre la VFG

DJ DEL PILAR | DJ AVENUE



Solidarity Dance Party

COLLECTE DE FONDS
POUR LA COALITION
D'OTTAWA POUR
L'ÉLIMINATION DE LA
VIOLENCE FAITE AUX
FEMMES (COCVFF)

19-20H RÉSEAUTAGE FÉMINISTE
20H-MINUIT DANCE PARTY

MERcredi 8
DECEMBRE

L'Atelier \$12

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SOCIAL INNOVATION WORKSHOP

DJ. DEL PILAR | DJ.AVENUE

Solidarity Dance Party

FUNDRAISER FOR THE
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7-8PM FEMINIST NETWORKING
8PM-MIDNIGHT DANCE PARTY

FRIDAY
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CALL FOR PARTICIPATION

NOVEMBER
9-10, 2022

Beyond Feminist Brain Drain Symposium

An opportunity for the violence against women/anti-violence shelter sector to come together to learn, share, and develop a sector-led action plan for addressing the labour challenges our sector is facing.

DAY 1



Keynote and workshop on
burnout and collective care
by Vikki Reynolds

DAY 2

Cross-Sectoral Panel on
Responding to the Labour Crisis
in the Non-Profit Sector with:



Kate Cornell, Director of Public
Policy, Imagine Canada



Debbie Douglas, Executive
Director, Ontario Association of
Agencies Serving Immigrants



Anuradha Dugal, Vice President,
Community Initiatives, The
Canadian Women's Foundation



Pamela Uppal, Director of Policy,
The Ontario Nonprofit Network

Space is limited to 50 participants.
Please complete the call for participation
to join the conversation [HERE!](#)

The deadline to apply
is September 6, 2022.

If you have any questions, please contact Robyn
Hoogendam, Research Coordinator at Women's
Shelters Canada at rhoogendam@endvaw.ca



WOMEN'S
SHELTERS
CANADA

HÉBERGEMENT
FEMMES
CANADA

Feminist
Brain
Drain



Exode des
cerveaux
féministes

Collective Care as Movement Building

Soutien collectif comme construction du mouvement



**Ending
Violence**
ASSOCIATION OF CANADA

SUSTAINING THE SECTOR: SYSTEMIC CHANGE TO ADDRESS GBV WORKER WELLBEING

Presented by:

Samantha Fernandes, MSW RSW

Jan 28, 2025

BACKGROUND



Ending
Violence
ASSOCIATION OF CANADA

Introduction to EVA Canada

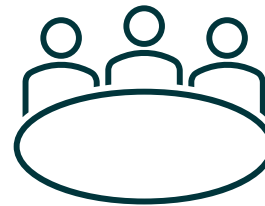


BUILDING SUPPORTS FOR THE
**GENDER-BASED VIOLENCE
WORKFORCE**

Funded by Women and Gender Equality Canada

<https://endingviolencecanada.org/>

FACTORS AFFECTING THE HEALTH AND WELLBEING OF THE WORKFORCE



INDIVIDUAL FACTORS

Impacts of trauma exposure (ie vicarious trauma, empathic strain, compassion fatigue), personal trauma history, support network, etc

ORGANIZATIONAL FACTORS

Policies, procedures, organizational culture, leadership capacity, etc

SYSTEMIC FACTORS

Labour market trends, precarious work, perceptions of care work, misunderstandings and stereotypes, etc

Systemic factors create the conditions for individual and organizational factors to be exacerbated or addressed

NATIONAL QUESTIONNAIRE ON THE GBV WORKFORCE

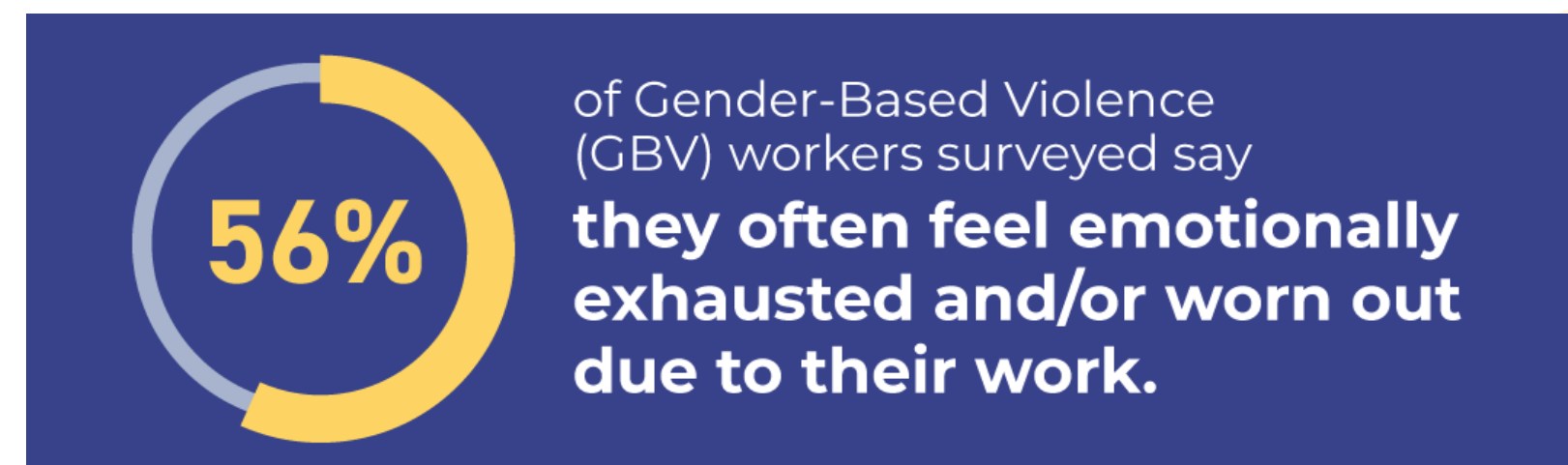
Completed by 420 GBV Workers across Canada

Who are
GBV
workers?

Anyone
whose paid or
unpaid work routinely
exposes them to
survivors or perpetrators
of GBV; the stories of
survivors or perpetrators
of GBV; and/or the
trauma caused
by GBV.

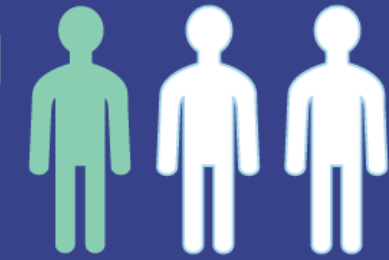


IMPACTS TO WORKERS



WORKING CONDITIONS

1 in 3 Gender-Based
Violence
workers



surveyed do not think they are fairly
compensated for the work they do

1 in 4



Gender-Based Violence Workers

surveyed are worried about
becoming unemployed

1 over 3
BIPOC workers

were worried about
becoming unemployed.

Supporting GBV workers
can mitigate the negatives
of occupational stress
and help them thrive

Workers feel positively
about creating change
at the individual and
societal levels

STRENGTH AND RESILIENCE

"The fatigue and
rough experiences
are much easier
to recover
from with a
supportive
team"

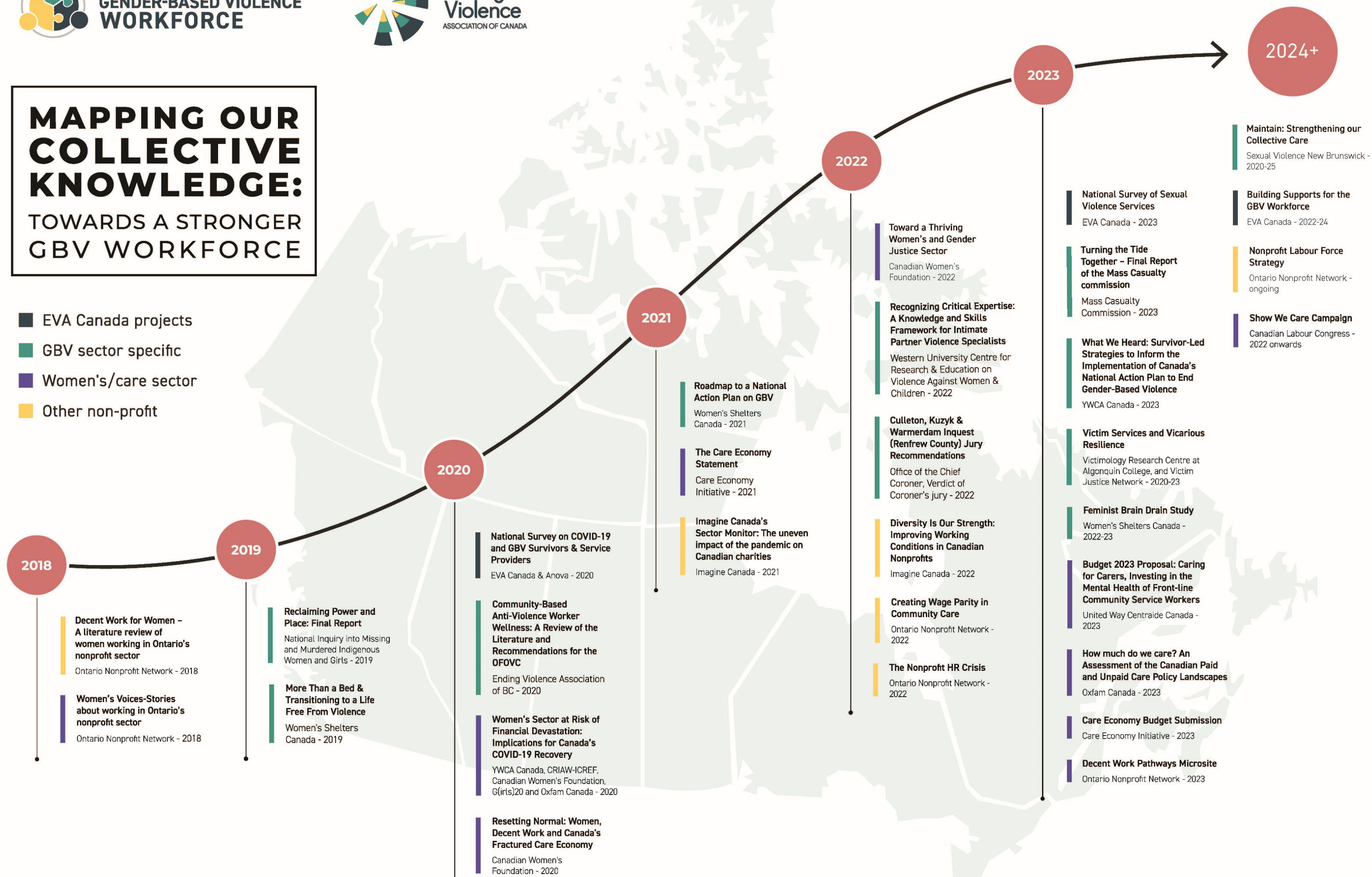


"While the work can indeed
be emotionally tiring,
there are also positive
feelings associated
with supporting
survivors and
advocacy/education/
contributing to
positive societal
change"



MAPPING OUR COLLECTIVE KNOWLEDGE: TOWARDS A STRONGER GBV WORKFORCE

- EVA Canada projects
- GBV sector specific
- Women's/care sector
- Other non-profit





SYNTHESIS OF RECOMMENDATIONS

Four Areas for Action identified:

1. The GBV sector needs to receive **annualized funding** in line with other public services, as well as wage, benefit, and pension **parity with public sectors**
2. Organizations in the GBV sector need to have **stable permanent funding**
3. A comprehensive **GBV workforce strategy** is developed which addresses recruitment and retention of workers, fair wages, professional and leadership development, equity, and diversity initiatives
4. **Occupational health and safety concerns** for GBV workers are recognized, researched, and addressed, including trauma exposure and lack of appropriate mental health supports

ROADMAP

TO A STRONGER GENDER-BASED VIOLENCE WORKFORCE

MARCH 2024



Outlines steps we need to take to systemically address working conditions in this sector

- A. Create a GBV workforce identity and build collective visibility
- B. Build collective capacity to influence policy, systems, stakeholders, funders
- C. Build elements needed for a labour force strategy

“No one knows who we are or what we do”

THE WORK AHEAD

- Raise awareness & understanding of the GBV workforce and its needs through a visual model & tool
- Gather data and research on the issues of GBV worker wellbeing
- Work with the GBV Worker Wellness Network to stay connected to the sector and collaboratively move the work forward.
- Create a labour force strategy that outlines actions and recommendations to address the issues faced by this workforce



Charting the Vision: A Strong, Resilient, Stable GBV Workforce



**Adequate and equitable
funding/resourcing for
the GBV sector**



**Well-developed
infrastructure across
the GBV sector**



**A strong
professional profile
of GBV work**

HOW CAN WE CONTRIBUTE?



Consider rethinking the issues we know



Look for the systemic nature in the challenges we face



Engage in and shift conversations about wellbeing and supports



Spread the word (Follow EVA Canada on social media, like, share, or comment)

THANK YOU!



Ending
Violence
ASSOCIATION OF CANADA



<https://endingviolencecanada.org/>

