

# SurvivorsatthecentrE: Moving from Old Ways of 'Doing' Social Justice Work to New Ways of 'Being' in Community with Survivors

Presented by: Nneka MacGregor

LEARNING NETWORK VIRTUAL FORUM





# WomenatthecentrE

SurvivorsatthecentrE-

Moving from old ways of '*doing*'  
social justice work, to new ways of  
'*being*' in community with survivors

February 7, 2024





**Nneka MacGregor, LL.B.**  
Co-funder and Executive Director  
Women's Centre for Social Justice,  
o/a **WomenatthecentrE**  
[nneka@womenatthecentre.com](mailto:nneka@womenatthecentre.com)



# GRATITUDE OFFERING: THE PEOPLE & THE LAND

1. Stolen unceded territory of ancestral lands belonging to the Huron-Wendat, the Anishnaabe Nation, the Haudensaunee Confederacy, the Mississaugas of the Credit, Inuit, Métis, and many other Indigenous people
2. Home to generations of people of African descent, brought here against their will by the transatlantic enslavement of human beings
3. Violence and attempted genocide of Indigenous & Black people who are still enduring systemic anti-Black /Indigenous racism
4. Ongoing impacts of colonialism, white supremacy, toxic patriarchy, greed and capitalism that values profits over people, leaving a world ravaged and unsafe for all

# STANDING IN SOLIDARITY WITH...





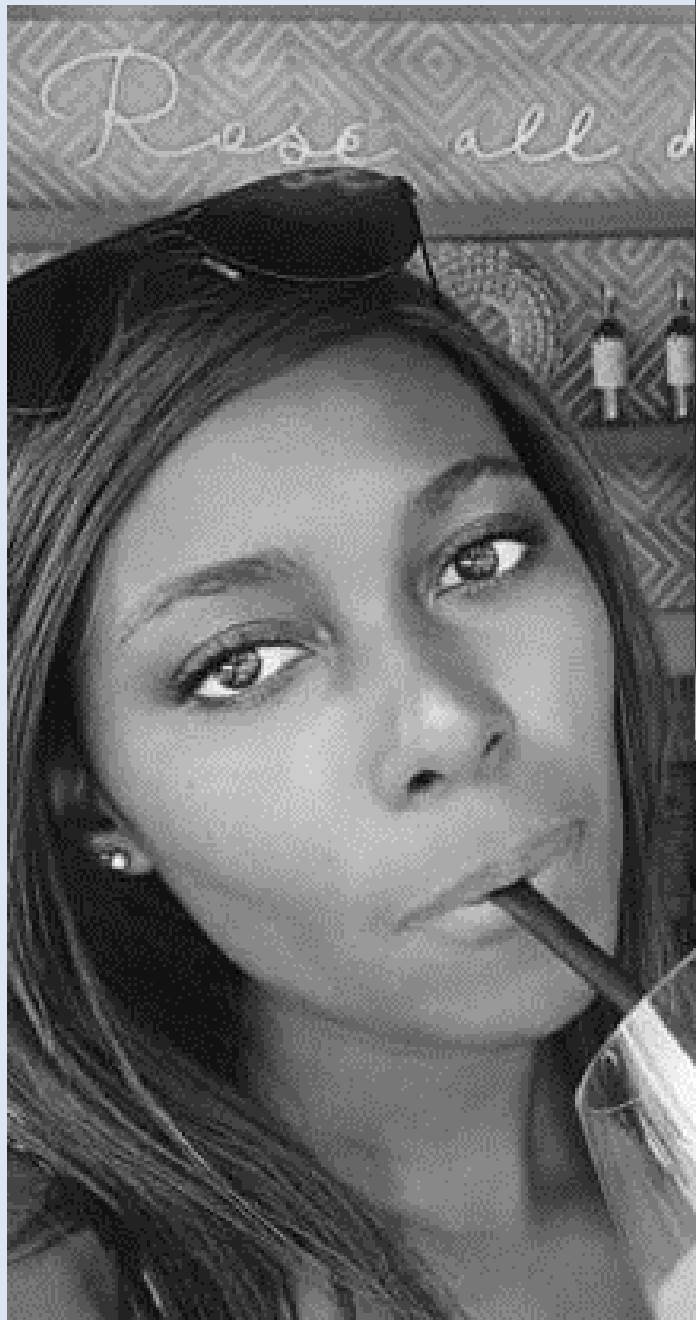
## Introduction

- Who I am and Why I am
  - **As a survivor of GBV**
- Intersectional, Anti-Carceral, Abolitionist Feminist, Transformative Accountability & Justice practitioner
- A mother, sister, aunt, friend, mentor
- A Black cis woman – acknowledge privilege
- *An accomplice to others ‘living on the margins of the margins’*  
(Adefarakan, 2022)
  - especially Black trans women & youth
  - Indigenous women, girls & 2-Spirit communities
  - Women and girls living with disabilities
- Use my position, power and privilege to disrupt, uproot, rebuild
- Unbreakable faith in human capacity for kindness, empathy, love



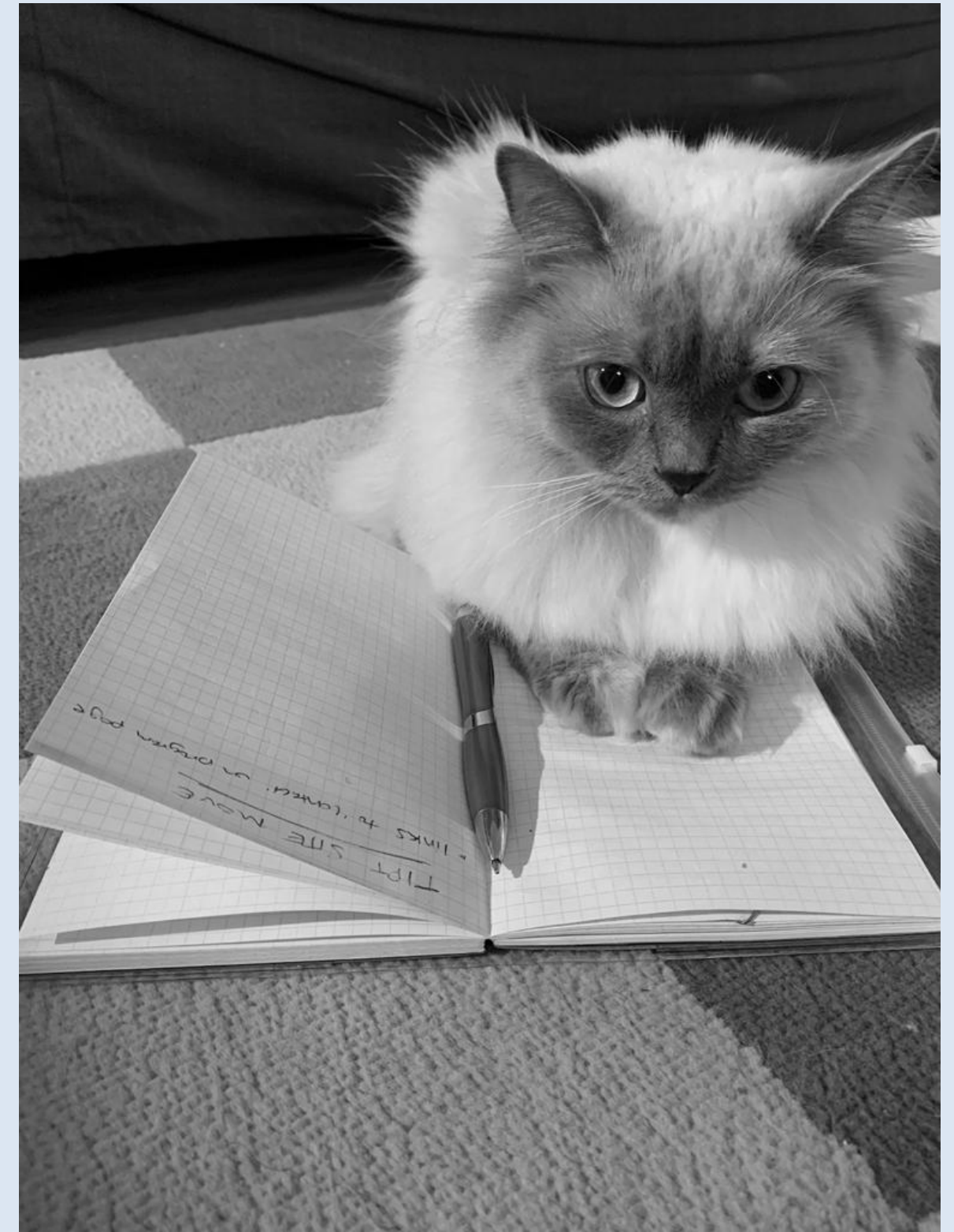
**Why I do  
what I do**

**My  
3+  
Wishes**





# My 2 Best Friends





# The Model

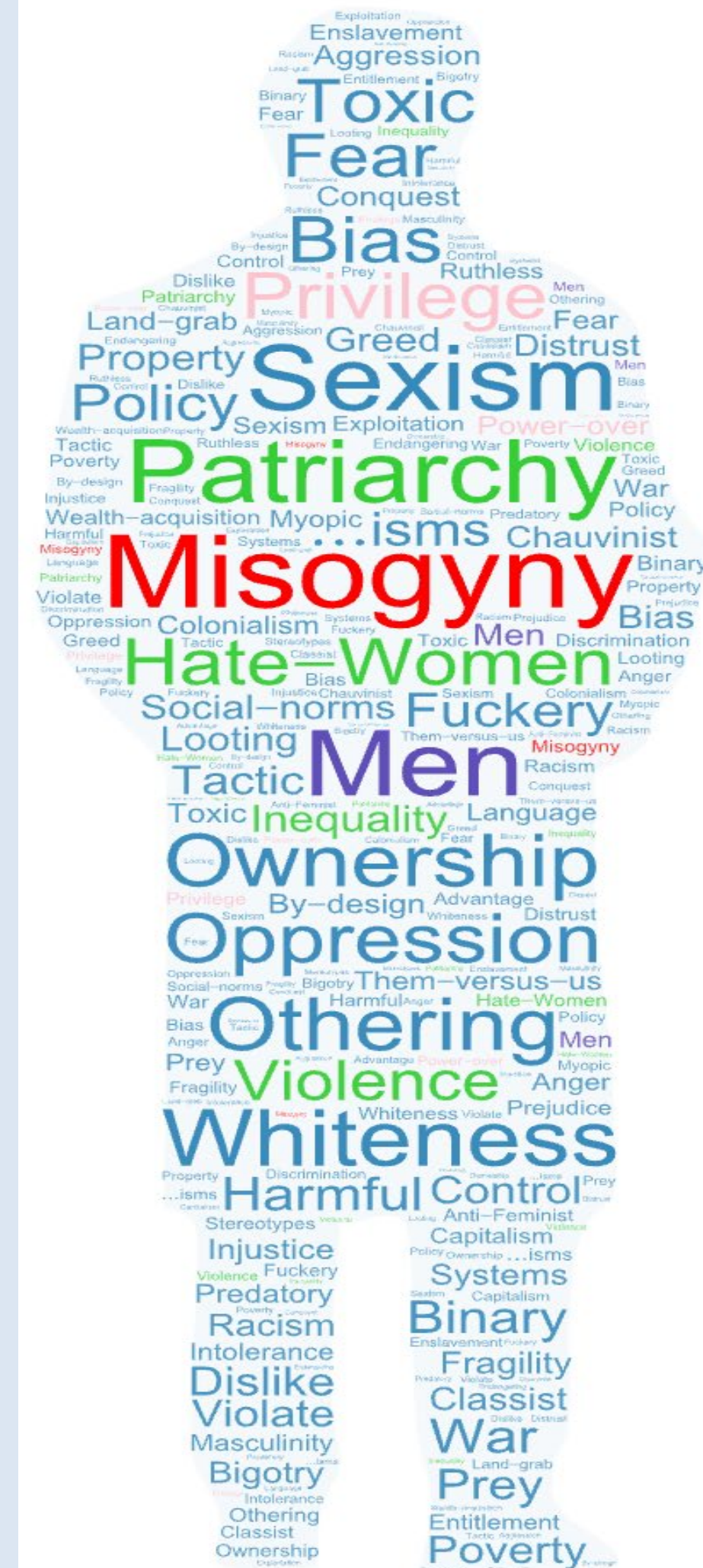
- SurvivorsatthecentrE:
  - Survivor-led
  - Survivor-centred
  - By us, for everyone
  - Lead with love, kindness, compassion
  - Disrupt, to reconstruct
- Macro & Micro-Level Activism
- Language Matters – Understand and name the issue:
  - If you can dream it, see it and name it, you can do something about it





# Old Frameworks

- Shames and blames survivors for the violence they experienced
- Cultivates *Gatekeepers*, instead of **Locksmiths**
- Replicates the power and control-over dynamics of GBV
- Refuses to acknowledge strengths, courage and expertise of survivors
  - Systems navigation
  - Peer-based support
- Maintains the status quo, so the cycle continues –  
BY DESIGN



# Old Frameworks

## Some challenges with the 'old ways'

- Gendered anti-Blackness (GaB) & lateral violence in the GBV sector
  - Targeting, silencing and erasing Black women, girls, gender-diverse & trans (B-WGGDT) survivors
  - Stifles attempts to name it, & or implement accountability measures
  - Continues to pit us against each other, so we don't see our common oppressor
    - Recently playing out in anti-trans / exclusion calls





# Old Frameworks

## Some challenges with the *'old ways of doing'*

- Abdicates responsibility for correcting social ills; places it on individuals, non-profits
- Lack of **sustained capacity strengthening funding** = competition instead of collaboration
  - Scarcity and fear-based mindset
- Lack of support to mentor young women, girls, trans and gender-diverse youth in the movement
  - Every new generation starts from scratch

## Ask yourself:

*If I had the power to re-do, would I do it this same old way?*





## AMOURGYNY

Nneka MacGregor, 2019

[Ah-mor-juh-nee]

**verb**

to love, like, trust, have faith and belief in women, girls, gender-diverse and trans people, manifested in various ways, such as physical, emotional affection and support, promotion, mentoring and sponsoring of

**noun**

A framework to ingrain and institutionalise the uplifting of women, girls, gender-diverse and trans people; proactive, deliberate and intentional centring of in policy & programme development

... not misogyny



## AMOURGYNOIR

Nneka MacGregor, 2019

[Ah-mor-juh-nwah]

**verb**

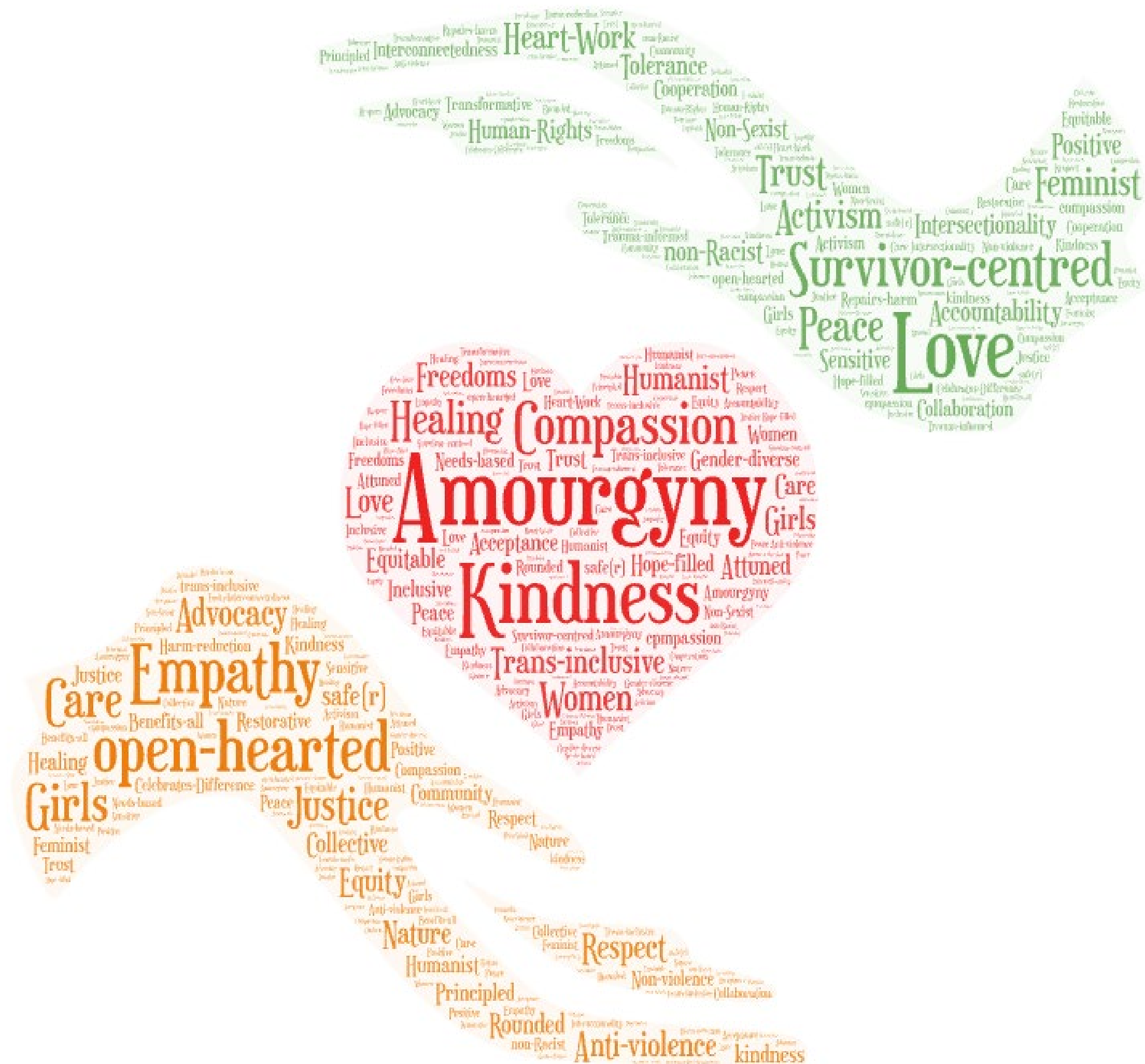
to love, like, trust, have faith and belief in Black women, Black girls, Black gender-diverse and Black trans (B-WGGDT) people specifically, manifested in various ways, such as physical, emotional affection and support, promotion, mentoring and sponsoring of

**noun**

A framework to ingrain and institutionalise the uplifting of B-WGGDT people; proactive, deliberate and intentional centring in policy & programme development

... not misogynoir







# New Frameworks

## Some opportunities with the ‘new ways of being’

### a) Survivor-centred, survivor-led

- *Promising Practice: SurvivorsatthecentrE (CWF)*
- *Global Connections of the issues*
  - *Making the connections with other rights-based activism and activist – environmental, land, animal, water,*
  - *Luana Genot (Brazil, Identities Institute), Godiva Goldring (Jamaica, Steamlab), Dr. Tshering Lama (Nepal, Idea Studio), Samar Ali (One Million Conversations)*

### b) Intersectionality In ACTION – by and for ‘those systemically and systematically decentred’

- Black & Indigenous women, girls, 2-Spirit, trans and gender-diverse survivors; living with disabilities, rural/remote





# New Frameworks

## Some results from these ‘new ways of being’:

- a) Alternative Model of Justice for sexual violence survivors
  - Promising Practice: *Transformative Accountability & Justice Engagement (TAJE)*
    - Small Pilot to develop implementation protocols (CWF)
- b) 2022 Purple Ribbon award-winning - Programme of the Year: *C6 Peer Counselling* Supports (CWF)
- c) Funding for the Advancing gender equity for B-WGGDT people initiative (WAGE)
  - Promising Practice: *The Amourgynoir Code*
- d) Funding for survivor-centred/led initiative on ending human trafficking (WAGE)
  - Promising Practice: *Embedding Resilience. Grounding Resistance*
- e) Funding for interventions for survivors of GBV-inflicted TBI (PHAC)
  - *Pan-Canadian Cross-Sectoral Solutions*
- f) Black Femicide Canada Council
  - Promising Practice: 2022 Purple Ribbon award-winning campaign – *Share Her Story* (Outstanding Awareness Campaign)
  - Promising Practice: innovative campaign – *Send Black Love*



# Resources

1. A Survivor-centred advocacy and activism organisation: [www.womenatthecentre.com](http://www.womenatthecentre.com)
2. SurvivorsatthecentrE Toolkit: (CWF-funded)
  - 1 - SurvivorsatthecentrE Toolkit [Guidebook](#)
  - 2 - SurvivorsatthecentrE Toolkit - [Explainer Video](#)
  - 3 - SurvivorsatthecentrE Toolkit - [Language Matters Video](#)
  - 4 - SurvivorsatthecentrE Toolkit - [Harmful & Helpful Practices Video](#)
  - 5. SurvivorsatthecentrE Toolkit - [Harmful & Helpful Practices Infographics](#)
  - 6 - SurvivorsatthecentrE Toolkit - [Within Our Walls Video](#)
  - 7 - SurvivorsatthecentrE Toolkit - [A Resource Guide PART I](#)
  - 8 - SurvivorsatthecentrE Toolkit - [A Resource Guide PART II](#)
3. Alternative Model of Justice for Sexual Violence Survivors (WAGE-funded)
  - Promising Practice: [Declarations of Truth](#) report on the Transformative Accountability & Justice Engagement (TAJE) model
4. 2022 [Purple Ribbon award-winning](#) - Programme of the Year: [C6 Peer Counselling Supports](#) (CWF-funded)
5. Advancing gender equity for Black women, girls, gender-diverse and trans (B-WGGDT) people in Canada initiative (WAGE-funded)
  - Promising Practice: The Amourgynoir Code [website](#)
  - Promising Practice: innovative campaign – [Send Black Love](#)
  - [The Black Liberation Youth Caucus](#)
  - [Culture, Gender Diversity, Age, Language and GBV](#) – A Report on B-WGGDT People’s Experience
  - [Literature Review on Race-Based Data Collection](#) - B-WGGD People



# Resources

- [The Impact of the Canadian Legal System on B-WGGDT People](#) – A Literature Review
  - [The Mistreatment and Miseducation of Black Girls in Schooling and Child Welfare](#) - A Literature Review
6. Embedding Resilience. Grounding Resistance: Survivor-centred/led initiative on ending human trafficking (WAG-funded)
- Promising Practice: [Embedding Resilience. Grounding Resistance](#)
7. Interventions for survivors of GBV-inflicted TBI - pan-Canadian Cross-Sectoral Solutions (PHAC-funded)
- WomenatthecentrE Survivor Expert Collective (WE SEC) [Survivor Strategy Mural](#)
  - WE SEC Mural: [What do survivors need?](#)
  - [ACRM Poster - IPV Rehab Review](#)
  - Exploring the Relationships Between Rehabilitation and Survivors of Intimate Partner Violence: [A Scoping Review](#)
  - Battered and Brain Injured [article](#)
8. [Black Femicide Canada Council website](#)
- UNCSW 67 Stop Black Femicide [Poster](#)
  - [The Routledge International Handbook on Femicide and Feminicide](#)  
– (Chapter 15 – Femicide in Canada)
9. WomenatthecentrE's National Action Plan –
- What We HEARD [Report](#)
  - What We HEARD [Presentation](#)
10. Promising Practice: 2022 Purple Ribbon award-winning campaign – [Share Her Story](#) (Outstanding Awareness Campaign)

# Pathways to Thrive: A Community Response to Healing from Gender- Based Violence

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Presented by: Pam Atkinson

LEARNING NETWORK VIRTUAL FORUM







# PATHWAYS — TO — THRIVE

A Community Response to Healing  
From Gender-Based Violence

# Goals of Pathways To Thrive...

Work with BIPOC, 2SLGBTQ+ and rural community members who have experienced/are experiencing GBV.

Explore healing modalities & create opportunities of healing.

Strive to be trauma-informed, feminist, intersectional, strength-based, anti-oppressive, anti-colonial, identity-affirming & accessible.

Overall Outcome: To help survivors of GBV thrive in the present without being overwhelmed by thoughts and feelings of the past.





# Goals of this presentation...

To demonstrate a framework that may help community champions (like you) create safe(r) and intentional spaces for survivors to explore healing in community.

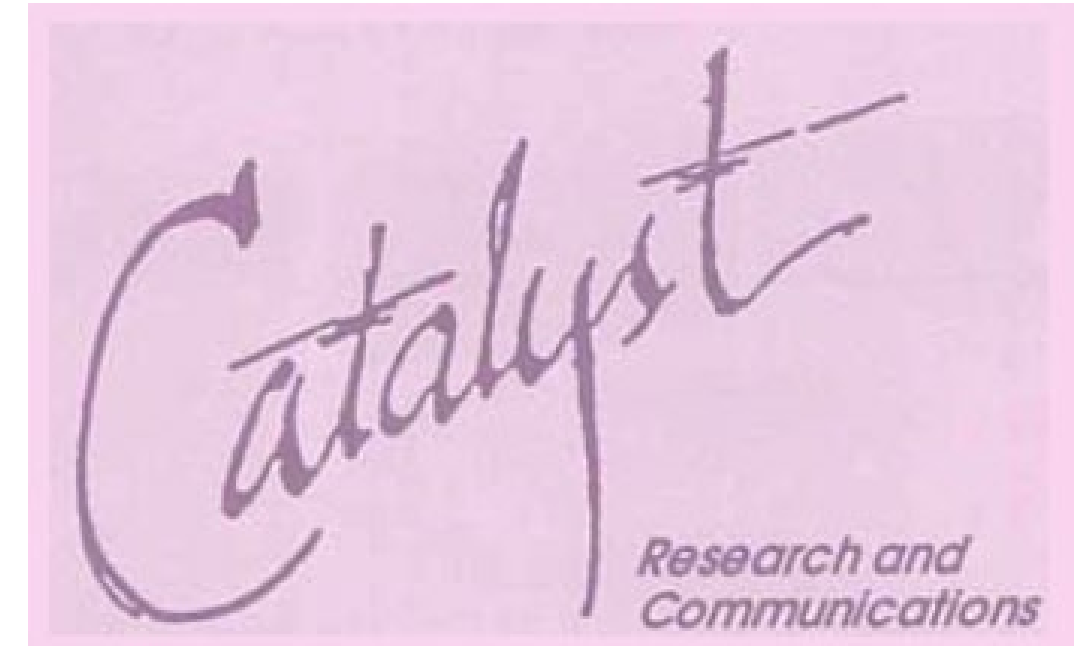
To give some guidelines to help you be a catalyst that connects survivors of GBV and meet some needs in your community regarding GBV awareness/education, healing or other forms of trauma..



**Women's Network**  
Prince Edward Island



Prince Edward Island  
rape and sexual assault  
CENTRE



**P.E.E.R.S.**<sup>TM</sup>  
ALLIANCE 



**BIPOC**  
**USHR**



**Black Cultural Society**  
of Prince Edward Island



**Aboriginal Women's**  
**Association of PEI**



# Peer Support Workers

**Bottom Row Left  
to Right:**

Madlene Sark -  
Aboriginal  
Women's  
Association of PEI

Maria Gomez -  
BIPOC USHR

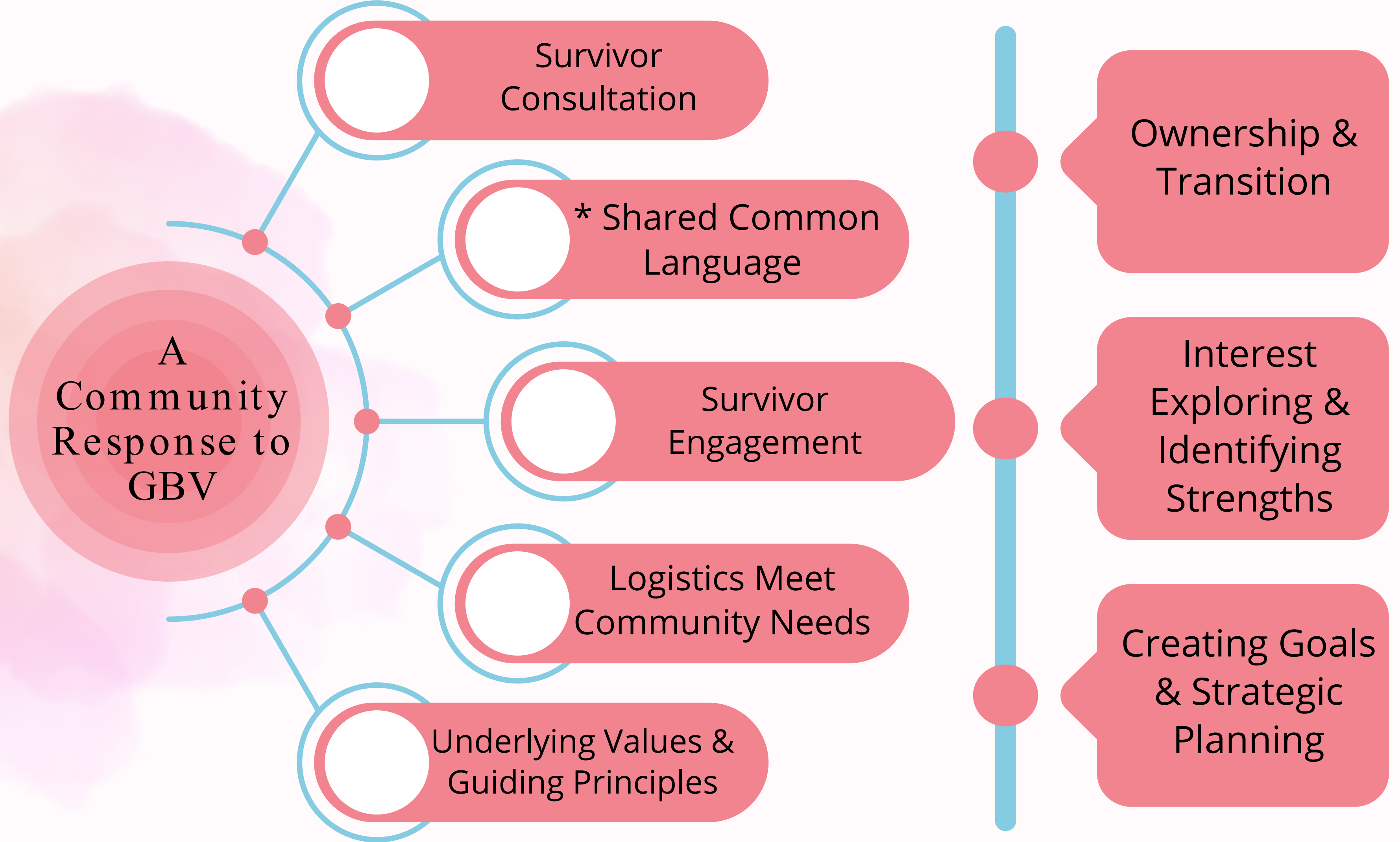


**Top Row Left to  
Right:**

Jasonique Moss -  
Black Cultural  
Society of PEI

Pam Atkinson -  
Women's Network  
PEI

Anastasia Preston -  
PEERS Alliance





# Survivor Consultation

- Advisory Committee (20 individuals)
- One-on-One “Interviews” (walk on the beach, coffee, lunch, sitting at park)
- Webinars and Training Session
- Online Surveys
- Focus Groups

Environmental Scan &  
Literature review

# \*Shared Common Language

"Healing"

"Gender-Based Violence"

"Safe(r) Spaces  
&  
Brave Spaces"

"Programming"

"Group Agreements"

"Survivor"

"Culture and Values"

"Materials and Supplies"

"Rural"

"BIPOC"

"Community"

"Trauma-Informed"

"Decolonization"

"2SLGBTQ+"



# Survivor Engagement

“Meet them where they are at”; literally & figuratively

Introduce yourself to already existing groups in your community

Get involved in various aspects of community because GBV survivors exist everywhere

One-on-one relationship building

“Cast your net wide”...  
Keep it broad and not necessarily specific to survivors of GBV

# Survivor Engagement





# Survivor Engagement Meets Logistics





# Logistics Meet Community Needs

- Who is this for...
- Do you identify with that demographic...
- Where is it located...
- Is it accessible...
- Is it a safe(r) space...
- Time of day...
- Day of the week...
- Frequency...
- Number of participants...

- Duration...
- Childcare/Eldercare support...
- Open/Closed Groups...
- Specific challenges to your community...
- Transportation subsidy...
- Language barriers...
- Neurotypical Needs...



# Guiding Principles & Underlying Values

Principles are fundamental truths that serve as the foundation for a system of belief or behaviour.

- Every activity/ discussion/ event needs to be intentional.
- Healing & Community building need to be re-Indigenized.
- Our work must be anti-oppressive and feminist.

Values determine your priorities, and guide your decisions and the way you act towards others.

- Trauma-Informed
- Accessible
- Intersectional
- Strength-Based
- Identity Affirming









# sanARTe

**Four weeks of  
healing, building  
community and joy!**

**\* Starting on April 12th,  
we will have painting  
activities, body positivity  
workshops and  
much more!**



**Sign up!**



**PATHWAYS  
TO  
THRIVE**



# sanARTe

**sanARTe explores  
healing from oppression  
women and gender  
diverse individuals  
experience in our  
society. Taking your  
power back and building  
strong community can  
help your own healing  
journey  
We are here for you!**

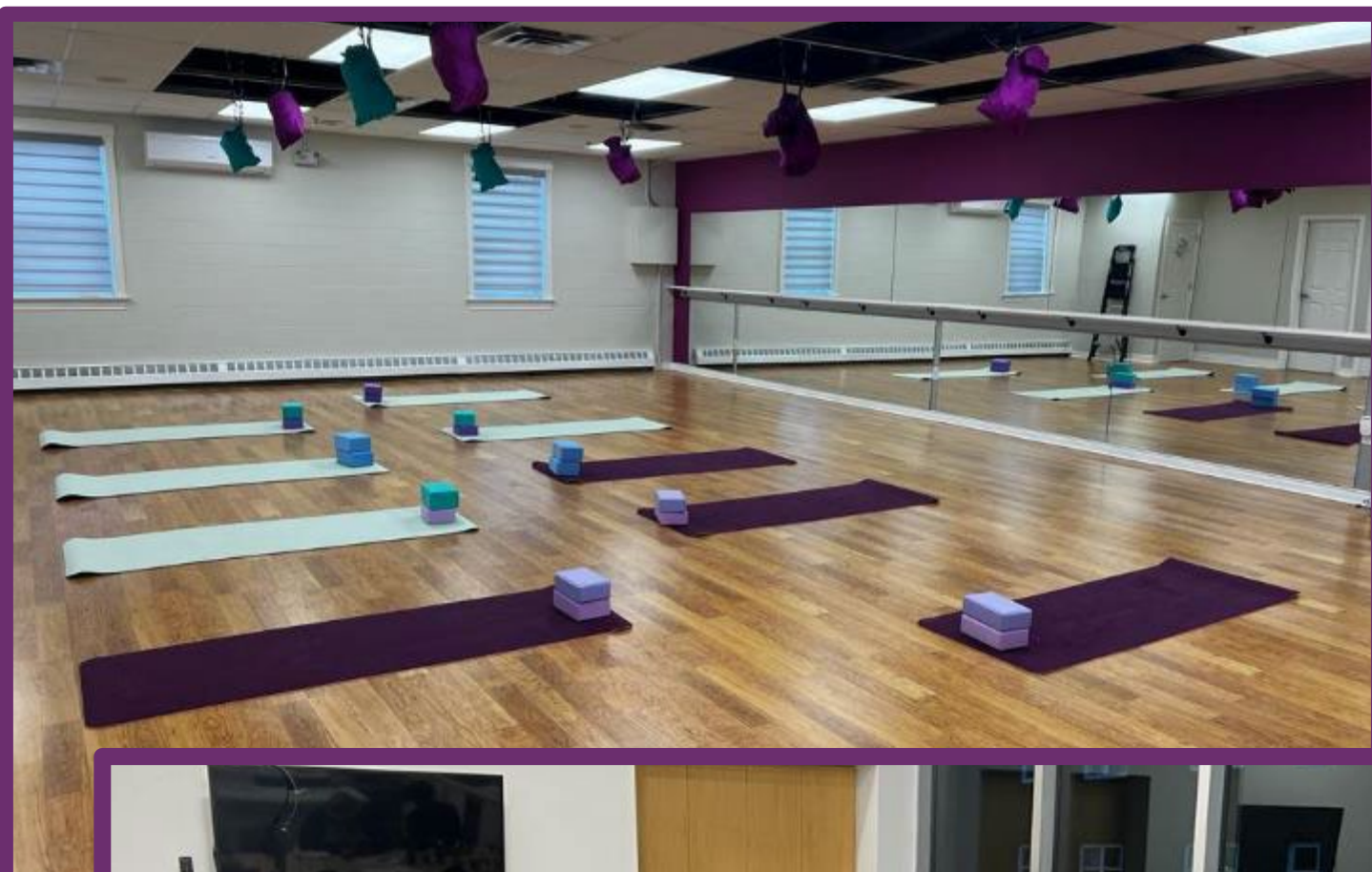


**Sign up!**

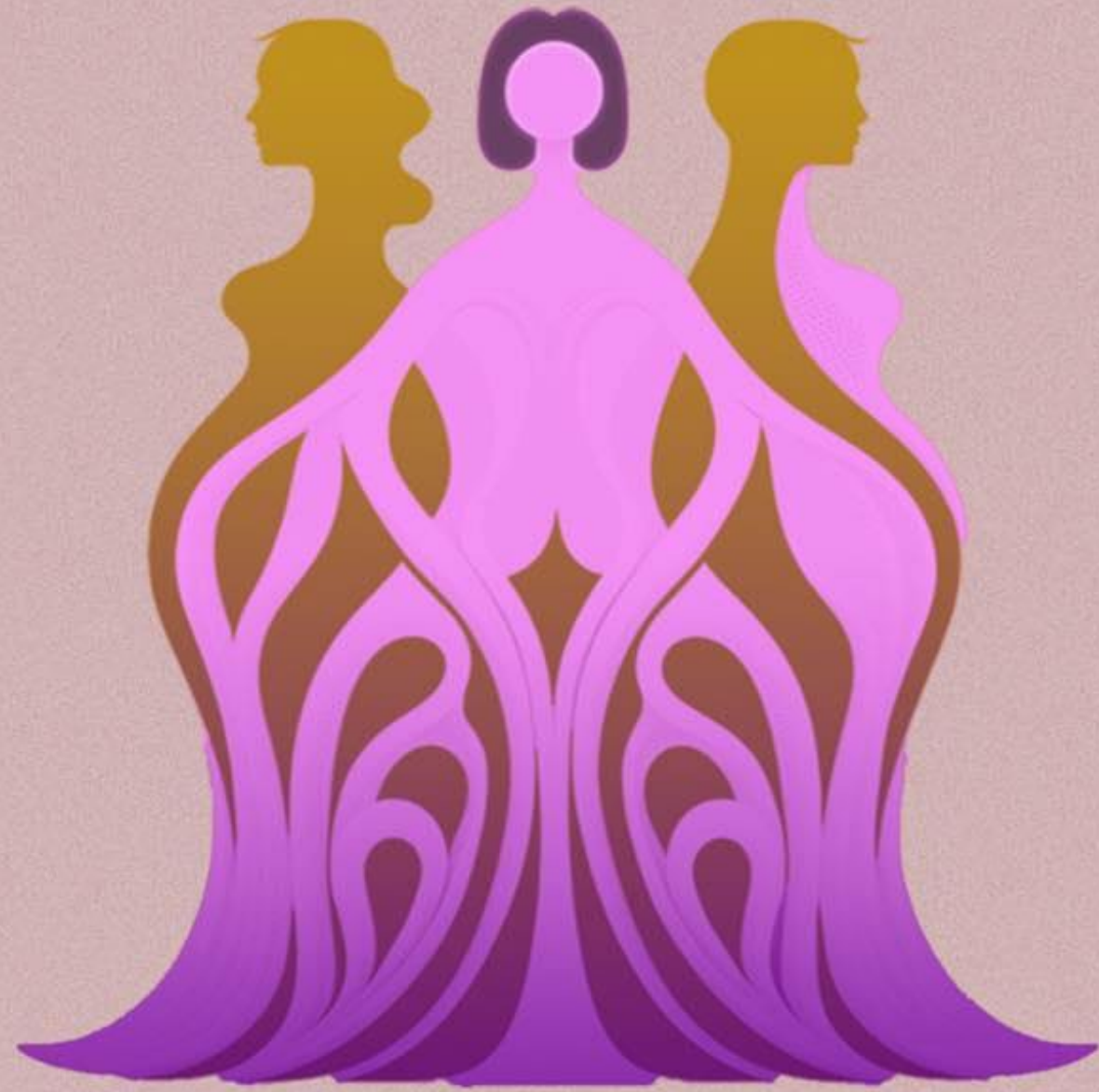


**PATHWAYS  
TO  
THRIVE**







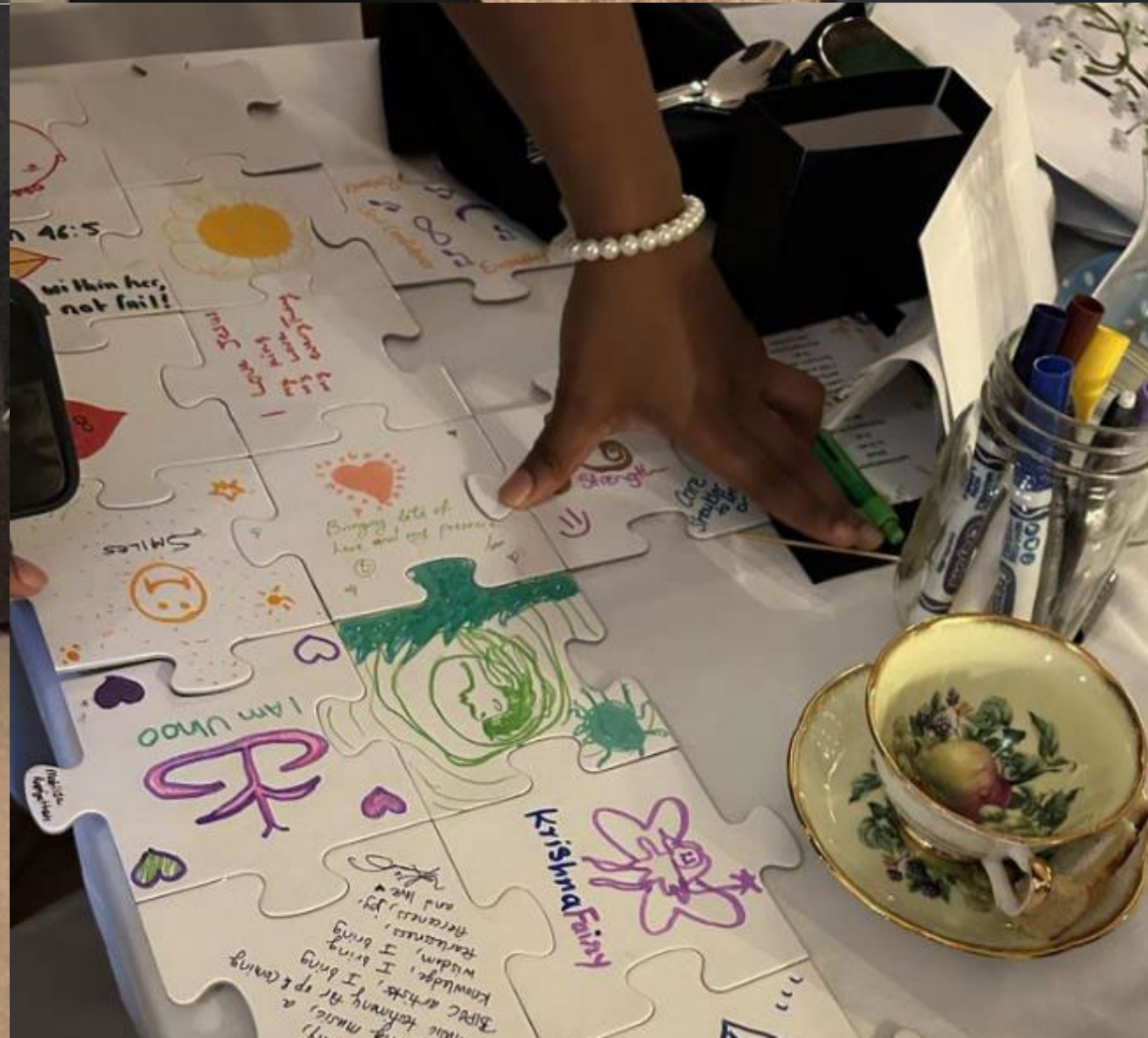


## SISTERHOOD SOUL SESSIONS

A women's group for Survivors of Gender Based Violence









# EPEKWITK (PEI) INDIGENOUS WOMEN/2SPIRIT

## GATHERING *Circle & Feast*

IN PARTNERSHIP, THE PATHWAYS TO THRIVE PROJECT AND THE ABORIGINAL WOMEN'S ASSOCIATION OF PEI WOULD LIKE TO INVITE ALL INDIGENOUS WOMEN/2SPIRIT WITHIN EPEKWITK TO OUR UPCOMING GATHERING FOR:

- A TIME TO SOCIALIZE AND CONNECT;
- TO HAVE DISCUSSIONS ON DECOLONIZING IN RELATION TO HEALING ; AND
- TO LEARN FROM ONE ANOTHER.

.....  
TWO LOCATION

**DATES:** Epekwitk - Western  
Circle & Feast  
EAC office, Charlottetown  
Sunday, June 4th, 2023  
10am Registration

Epekwitk - Western  
Circle & Feast  
John J. Sark School  
Sunday, June 11th, 2023  
10am Registration








IN CELEBRATION OF NATIONAL INDIGENOUS HISTORY & PRIDE MONTH

## June 14th to 18th, 2023 LODGE TEACHINGS & BUILD

30B PINE RIDGE PATH, LENNOX ISLAND

**JOIN US!!!**

COMMUNITY FEAST-  
WEDNESDAY, JUNE 14TH @5PM  
LODGE SITE- END OF PINE  
RIDGE PATH, LENNOX ISLAND  
SPECIAL INVITE TO ALL  
ELDERS OF EPEKWITK (PEI)

With Elder John Lafford

WOMEN ARE SACRED AND POWERFUL-  
PRAYER TIE TEACHINGS AND  
STORYTELLING-  
SATURDAY, JUNE 17TH @2-5PM  
LODGE SITE- END OF PINE RIDGE PATH,  
LENNOX ISLAND

For more information  
inbox Madlene Sark ([peersupport@awapei.ca](mailto:peersupport@awapei.ca))  
or Alyssa-jo Bernard ([abernard@awapei.ca](mailto:abernard@awapei.ca))

Volunteers Welcomed (check in with Madlene prior to volunteering)

SPONSORED BY AWAPEI'S  
FAMILY VIOLENCE PREVENTION/EMPOWERING INDIGENOUS WOMEN PROJECTS,  
PATHWAYS TO THRIVE PROJECT & LENNOX ISLAND FIRST NATIONS

















# CHRYSALIS

*Trans Healing Group*



## Tarot Spread

FOR SELF-REFLECTION

- 1  
WHAT IS MY  
CURRENT STATE
- 2  
WHAT HAS  
BEEN AFFECTING  
MY MOOD  
THE MOST
- 3  
WHERE SHOULD  
I FOCUS  
MY ENERGY
- 4  
WHAT HAS  
BEEN GOING  
WELL FOR ME
- 5  
WORDS OF  
WISDOM FROM  
MY SPIRIT GUIDES





# Ongoing Assessment, Evaluation and Changes

Provide participants multiple ways of providing feedback. Talk to participants outside of “programming”, collaborative problem solving, outside evaluators, half point surveys, focus groups.

If you know something isn't working for participants, address it, discuss it, make it work or change it. You don't have to wait until the end of “programming” to evaluate.



# Survivor Led Committee

Interest Exploring &  
Identifying Strengths

Ownership &  
Transition

Creating Goals &  
Strategic Planning



S • T • R • I • D • E



Tier 1  
Community Research  
Participant

Community Research participants can take part in online surveys, focus groups, and/or consultations to help inform the Pathways To Thrive project. Community Research Participants will also have access to the information and materials being produced by Pathways To Thrive.

Tier 2  
Community Builder

Community Builders can take part in research to guide Pathways To Thrive, have access to information and materials being produced by the project and will also be invited to participate in free training sessions to help build self-confidence & self-awareness, share healing & practice self-care and to empower & support each other.

Tier 3  
Community Advocate

Community Advocates have the opportunity to take part in research and training sessions, have access to information and materials produced by the project as well as take on a leadership role in the group to arrange meetings, support and hold space for fellow survivors of GBV, share their knowledge and lived experience, manage communication, and/or engage with the larger community on issues identified by the group.



**BIPOC Women's  
Fall Tea Party**

September 17th 2023  
3:30pm-6:30pm



**The Haviland Club**  
2 Haviland St, Charlottetown, PE C1A 3S6



**Dress Code: Tea Party Attire**

Logos: BIPOC USHR, PATHWAYS TO THRIVE, S.T.R.I.D.E., Black Cultural Society of Prince Edward Island





# Phases of Trauma Recovery



## Safety and Stabilization

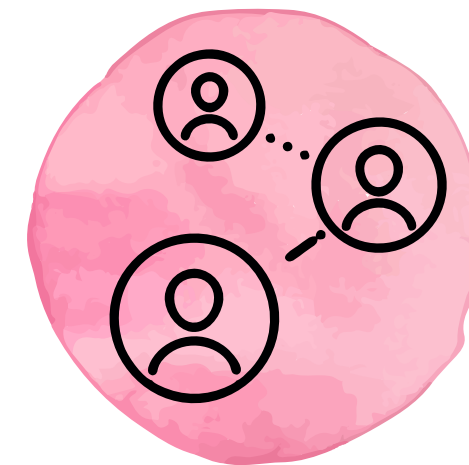
People affected by trauma tend to feel unsafe in their bodies and in their relationships with others.

Regaining a sense of safety through emotional regulation can help.



## Remembrance and Mourning

This phase involves the important task of exploring and mourning the losses associated with the trauma and providing space to grieve and express emotions.



## Reconnection and Integration

The person affected by trauma recognizes the impact of the victimization but are now ready to take concrete steps towards empowerment and self determined living.

The trauma becomes integrated into their life story but it no longer defines them.




# In Loving Memory

Joyce Valerie Sark  
1963 - 2024





The background of the slide features abstract, soft pink watercolor washes on the left and right sides, framing the central white text area.

# Thank you! Questions?

[pam@wnpei.org](mailto:pam@wnpei.org)  
[www.wnpei.org/en/pathways-to-thrive](http://www.wnpei.org/en/pathways-to-thrive)

Facebook & Instagram:  
pathwaystothrivepeersupport



# Project iRISE: A Strength-Based Model for Survivor Leadership and Empowerment

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Presented by: Rhonelle Bruder

LEARNING NETWORK VIRTUAL FORUM





A group of six diverse young women are smiling and posing on a staircase. They are dressed in casual, contemporary clothing like denim jackets and leather jackets. The background is a bright, slightly overexposed indoor space with a staircase and some colorful patterned items.

# Project iRISE

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A Strength-Based Model for Survivor  
Leadership and Empowerment

Rhonelle Bruder, MSc, BSc  
Learning Network,  
February 7, 2024





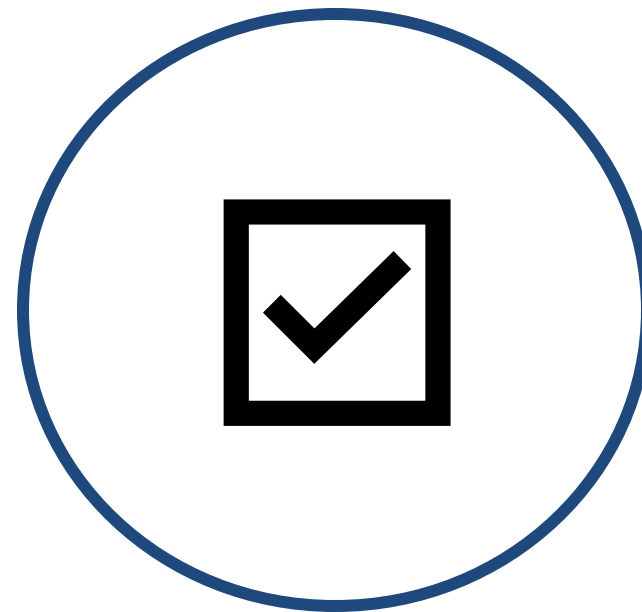


# Disempowering Practices

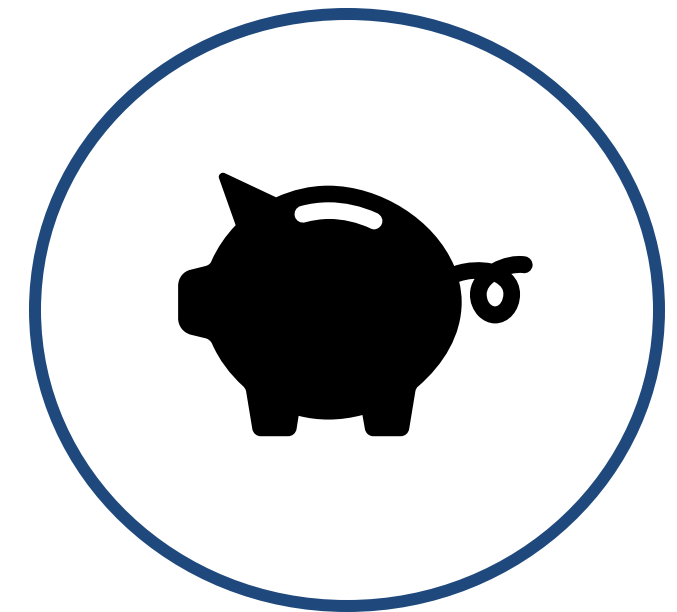
In Anti-Trafficking Services and Care



**Saviour Complex**



**Tokenism**



**Exploitation**



# Project iRISE

*A survivor-led, community-based, not-for-profit organization*

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Innovative skills & leadership development programs & opportunities for survivors of human trafficking and those at risk.

- Education
- Advocacy
- Capacity Building
- Mentorship







### Branding Tattoo Removal:

Free branding tattoo removal for survivors of human trafficking.

### Survivor Leadership:

A comprehensive, trauma-informed, one-year training that combines experiential learning, leadership development, and upskilling for employment.





1

# The Program



# Programmatic Strategy

## Survivor Leadership Programming



**Lived Experience**



**Survivor Mentorship**



**Local Partnerships**





# Outcome Evaluation

## Survivor Leadership Programming

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- Determine the success of the Survivor Leadership program in helping survivors of human trafficking improve educational and employment outcomes.
- Mixed method approach with surveys, focus groups, and interviews.
- Evaluation will help inform future interventions for survivors of human trafficking, targeting community re-integration and career development.
- Participatory research completed by staff of Project iRISE with the support of an evaluation specialist.



# Methods

## Survivor-Leadership Programming

### ■ Focus Groups

- **Pre to assess:**
  - Perceived Challenges/Strengths
  - Future Goals Relating to Education and Career Pathways
- **Post to determine:**
  - Changes in Perceived Challenges and Strengths
  - Unintended Benefits of the SL Program
  - Built Personal Network and Connectedness Module Rating and Feedback

### ■ Surveys

- Pre/post-Rosenberg Survey (self-esteem)
- Pre/post survey regarding their built professional network

### ■ Workbooks

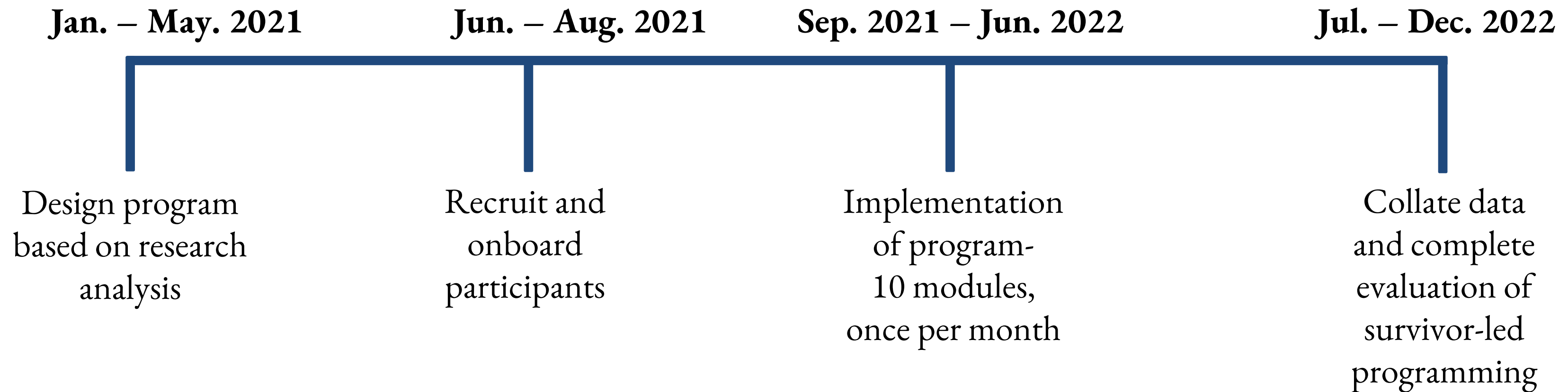
- Satisfaction with Module Content
- Utility of Module Content
- Areas of Improvement





# Project Timeline

## Survivor-Leadership Programming









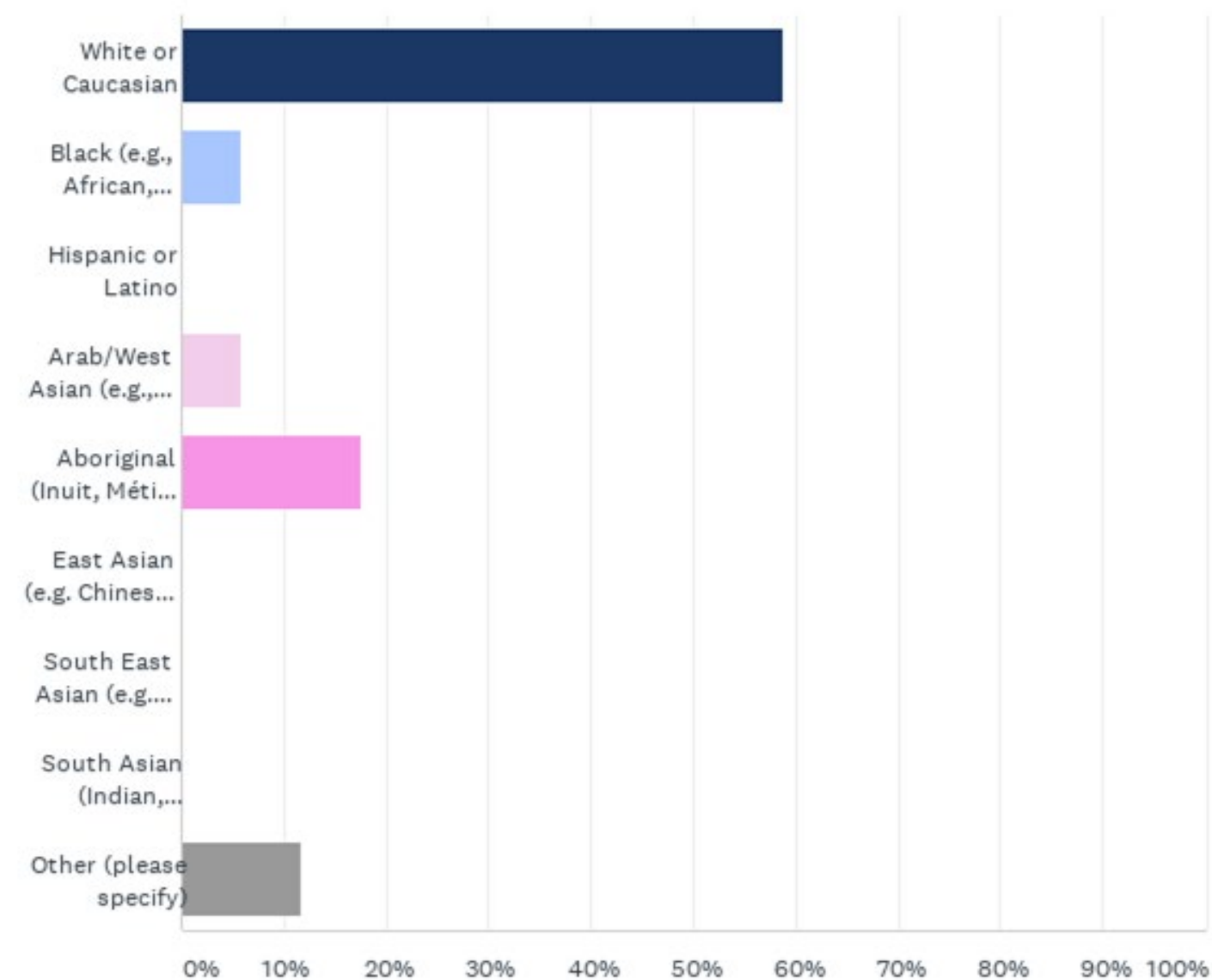
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# The Results

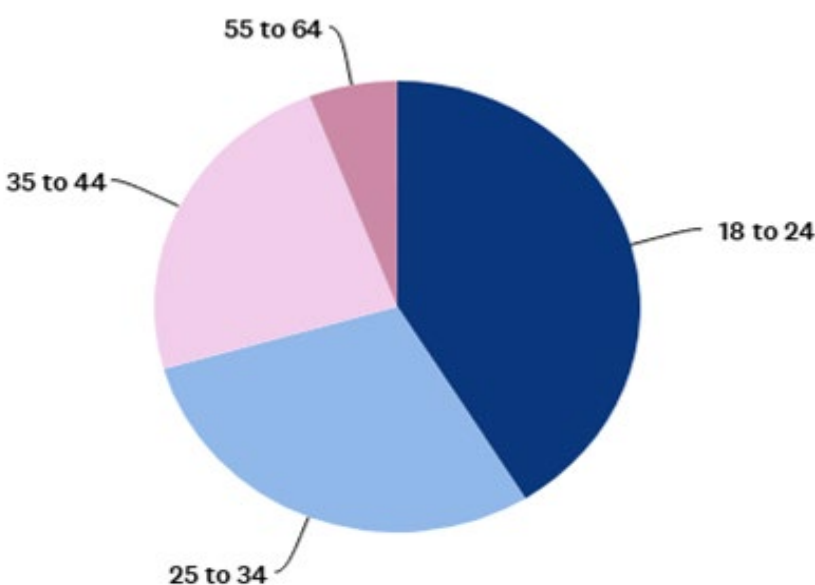


# Participants Demographics

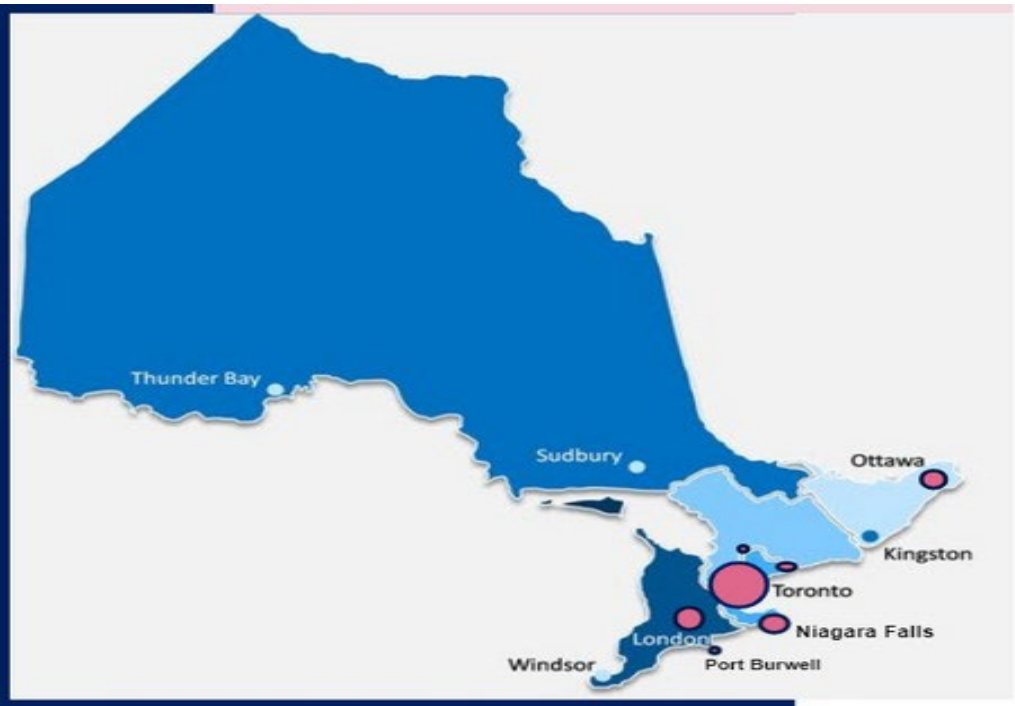
Ethnicity



Age



Location





# Leadership Sessions

## Training Modules

- Survivor Leadership & Storytelling
- Public Speaking & Media Strategies
- Research Skill Development & Consultation
- Mental Health and Personal Development
- Financial Planning & Career Development
- Resume Building & Professionalism
- Education Pathways & Managing Trauma
- Building Boundaries & Healthy Relationships
- Legal Navigation & Community Services
- Indigenous Healing & Resilience





# Participant Results

## Survivor Leadership Programming

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### Sense of Worth

- Most participants felt an increase in their self-worth due to learning more skills and recognizing their strengths.

### Challenges Towards Education

- Most participants continue to struggle with resources, disabilities, and time to invest in education.

### Challenges Towards Career

- Some participants struggle with confidence, whereas other individuals have worries regarding their safety.

*"I'm concerned about funding and whether I can mentally manage working full time and doing school part time."*

**"I feel like I have a heightened sense of worth after this program. It allowed me to challenge myself and address areas that maybe I wasn't so confident."**





"This program is  
INCREDIBLE! I feel alive... I  
get why the project is called  
iRISE. I feel risen! Like out of  
the ashes. Not sure how to  
explain what is going on inside  
me, but I feel like I'm on a  
whole new level of awareness.  
This is a really cool feeling. I like  
me and don't know what's  
happening, but I like it."



3

# The Takeaways



# Challenges

- ☐ Limited resources
- ☐ Lack of ongoing therapeutic support
- ☐ Diversity of needs
- ☐ Lack of services for older survivors



# Policy

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- Reduce barriers to services
- Increase services for survivors over the age of 35
- Expand services throughout jurisdictions
- Increase funding for survivor-led agencies
- Incentivize agencies to hire survivors





# Program

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- Be intentional with diversity
- Provide multidisciplinary care and wraparound services
- Offer more individualized programming
- Provide culturally competent programming





# Thank You!

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**Email:** [r.bruder@mail.utoronto.ca](mailto:r.bruder@mail.utoronto.ca)

**Website:** [www.projectirise.org](http://www.projectirise.org)

**Instagram/Twitter:** @projectirise @realrhonelle

**LinkedIn:** RhonelleBruder