



Ottawa Rape Crisis Centre

2007 ANNUAL REPORT

October 17th, 2007

The Ottawa Rape Crisis Centre is a proactive, anti-racist, feminist organization working to end all forms of sexual violence. We counsel and support women, educate for change and work to create a safe and equitable community.

Dedicated to the women who make it all happen

ORCC MEMBERS



Board:

Menaka Raguparan
Laurie Cole
Rachael Crowder
Katy Davies
Deb Tully
Sheona McGraw
Elizabeth Caracristi
Diane Larabie
Karin Galladin
Sue Sheane

Staff:

Sandy Onyalo
Bogi Tessier (on leave)
Carrolyn Johnston
Ikram Jama (on leave)
Charu Malhotra
Laura Cain
Tanya Cook

Josephine Basudde
Anne Walzak (on leave)
Almaz Kifleyesus
Christina Nuyens
Nicole Bedard
Theresa Willoughby

Student Placements:

Natasha Popora
Lindsey Wade
Annika Vander Kooy
Kate Sudak
Jo-Ann Brault

Crisis Line

Volunteers:

Aliya Juma
Alyssa Taylor
Andrea Martell
Anneke Vander Kooy
Candace Hebert
Carmelle Churchill
Diane North
Emily Martin
Faiza Hassan
Georgie Slogar
Ioana Nistorescu
Jennifer Merriam
Jenni Fraser
Jenny Reynen

Jillian Curtin
Joanna Oda
Julie Gagnon
Kristina Frangione
Lana Wilson
Leslie Krukoff
Leta Bourque
Liesel Aranyosi
Linda Liu
Lindsey Wade
Lisa D'Addese
Lisa Vance
Lisa-Marie Barlow
Lynn Williams
Mala Khanna
Maria Alexopoulos
Nancy Hanna
Natasha Popora
Pam McCann
Rachelle Dean
Rose Fuchs
Sabrina Miron
Sandra Blackman
Svjetlana Delic
Tammy Parker
Tanya Katz
Teresa Dubois
Theresa Willoughby
Vanessa Blair
Verbena Ramah

Training Co-Facilitators:

Nancy Hanna
Lisa D'Addese
Maria Alexopoulos

Resource Women:

Carla Parchelo
Heather Neufeld
Janet Lunau
Laura Ellis
Lois Larade
Menaka Raguparan
Samantha Tim
Theresa Willoughby

Public Education

Volunteers:

Angela Jeffery
Anjali Lowe
Asha Issa
Bethany Moore
Carla Parchelo
Caroline Seguin
Chelsea Nickleson
Colleen Dockerty
Ebla Mohammed
Jennifer Vanderburg
Jill Hutchinson
Kelly Anne McGrath
Lauren Calderwood
Lisa D'Addese

Maria Alexopoulos
Mirreille Aubery
Setorme Tsikata
Sheryl Crowhurst
Sonya Oko
Sylvia Sirivar



PRESIDENT AND EXECUTIVE DIRECTOR'S MESSAGE



2006-2007 was the year of expanding boundaries of service provision at the ORCC. This not only included service provision but also new partnerships, outreach activities and an increased understanding of providing culturally appropriate services to Ottawa's diverse communities.

The Centre also continues to enhance its organizational systems and supports to enable board and staff to effectively work towards their strategic objectives.

Accomplishments This Year

In partnership with the Sexual Assault Network, Wabano, Ottawa Community Immigrant Services Organization, Rwandan Social Services and Family Counselling Services, Pinecrest-Queensway

Community Health Services and Immigrant Women's Services Ottawa the ORCC is coordinating the Cultural Competency in Sexual Violence Programming Project. The objective of this project is to develop a cultural competency guidebook & workshop series. The guidebook will be a practical, user friendly resource outlining culturally appropriate counselling and support for services providers working with immigrant survivors of violence, war, rape, torture and civil conflict. We have invited Dr. Thomas Parham from the University of California at Irvine, a renowned expert on cultural competency counselling, to speak on November 2, 2007. Thanks to the Ministry of the Attorney General (MAG) for their generous support of this project.

This year the ORCC held a very successful Board Staff Retreat. The retreat was an opportunity for the Centre to collectively re-assess and re-commit to the organizations strategic priorities. These include: diversifying the organizations funding base; strengthening relationships with community partners; and addressing diversity at all levels of the organization. Thanks to Stephanie Coward-Yaskiw who did an excellent job of

facilitating the event and Julie Frizell for the use of her beautiful location.

Over the past three years we have developed an effective relationship with Lalita Salins, Clinical supervisor for the Counselling Program. Lalita brings a wealth of knowledge and skill to the program and provides invaluable support to the counselling team.

Our organizational and administration achievements include the reformatting of the Centre's organizational policy manual, thanks to Erin Elsmore and revising the Public Education Manual, which was led by Beatrice Baker. We hope to print the newly revised public education manual in Winter, 2008.

Reaching Out to Communities

In our commitment to strengthening partnerships, ORCC staff are working closely with Peter Crosby, Superintendent of Investigations, Ottawa Police Services and John McGetrick, Staff Sergeant, Sexual Abuse Child Abuse Unit (SACA) on a number of sexual assault reporting and investigating practices. We hope to also to strengthen this relationship through increased communication.

The ORCC continues to work in partnership with the Ottawa-Carleton District School Board running the Girls Chat Project at Rideau and Ridgemont High Schools. Thanks to Halimah Shaw and Faiza Hassan, project co-facilitators for the amazing work they are doing with these young women. Thanks also to Multicultural Liaison Officer, Saida Al Sharmani for her unwavering support for the project.

This year the ORCC held a successfully Open House where we invited community organizations to get to know the staff and Centre programs better. Special thanks to Nicole Bedard who spearheaded the initiative, and to staff who played a major role in welcoming and providing information to visitors.

After a six-month hiatus in early 2006 we were able to successfully renew our contract with the Ottawa Carleton Detention Centre. Program facilitators Charu Malhotra and Lee Anne Lee are doing an excellent job providing a weekly support group for women at the Centre.

New & Emerging Partnerships/ Relationships Include...

In our on-going support to the sex worker community, we recently provided in-kind support to the Canadian National Coalition of Experiential Women. Dr. Susan Strega, professor of Social Work at the University of

Victoria is currently conducting research on 'best practice' services for sex workers.

Sandy Onyalo has joined the board of the Ottawa Carleton Immigrant Services Ottawa. Carolyn Johnston has been actively participating in the organizational restructuring of the Ottawa Coalition to End Violence Against Women (OCTEVAW).

The ORCC has entered into a formal referral relationship with Centre Novas, one of Ontario's newest sexual assault centres, located in Casselman.

Volunteer Appreciation

ORCC held a successful volunteer appreciation evening coordinated by Josephine Basudde and Chris Nuyens. Special thanks to all our Crisis Line, Public Education and Board volunteers for the inspiration and dedication to the Centre.

Comings and Goings

We said hello and good-bye to Almaz Kifleyesus, interim Finance and Administrative Coordinator and Chris Nuyens, interim Public Education Coordinator. We wish them the best of luck in their future endeavours. We also said goodbye to Hodan Mohamed, past Coordinator of the Cultural Competency in Sexual Violence Programming Project.

We welcomed Lee Anne Lee, co-facilitator of the Violence Awareness Program at Ottawa Carleton Detention Centre; Zahra Karimi, interim

Counselling Coordinator and Crystal Zhao, the new Project Coordinator of the Cultural Competency in Sexual Violence Programming Project.

Congratulations to Bogi Tessier on the birth of her daughter Zoe, Ikram Jama on the birth of her son Mahad and Odette Uwambaye on the birth of her daughter. Congratulations also go to Charu Malhotra and Samantha Smyth who got married this summer.

We would like to thank our funders: *the Ministry of the Attorney General, the City of Ottawa, United Way/Centraide and Prairieaction*. We would like to send a special thanks to all the individuals and organizations in the Ottawa-Carleton area who provided both financial and in-kind support to the Centre.

Board Activities

There is renewed energy on the board as well as a renewed commitment to the Centre. Board committees renewed their Terms of Reference and completed their annual workplans. These workplans act as an excellent guide in helping committees track their monthly progress over the course of the year. The Board also gained a better understanding of the Centres fundraising objectives and is now exploring new fundraising strategies for the upcoming year.

Sandy Onyalo
Executive Director
Laurie Cole

COMMITTEE REPORTS



Policy Committee

The Policy Committee continued its activities initiated from the previous year, including the review of the following policies: staff categories, benefits, maternity leave top-up, fundraising, and the development of the contingency funds policy. The committee developed its Terms of Reference, as well as reviewed the letters of employment and consultancy contracts to ensure changes from the aforementioned policies were incorporated into the employment letters.

As the Policy Committee was comprised of mostly new personnel, the committee faced the challenge of quickly undertaking its activities while simultaneously understanding its roles and responsibilities. In particular, the committee sought to clarify its role in regard to the review of policies initiated by other committees. The committee experienced a full and productive year, having accomplished many items it set out to achieve on the committee's work-plan.

The Policy Committee would like to thank, in particular, the staff for their hard work and

support on the Committee over this past year. The Committee looks forward to another active year in supporting the Centre's goals and objectives.

Karin Galldin
Zahra Karimi
Almaz Kifleyesus
Diane Larabie
Sandy Onyalo
Rhiannen Putt



Fundraising Committee

The Fundraising Committee is a standing committee of the Board. This past year has seen advances in the development of a new Terms of Reference. This resulted in the role of the Fundraising committee and Board members in general being clarified. We explored several options in the search for a successful annual Fundraising event, which resulted in a collaboration with Mothertongue Books called 'Midnight Madness'. The experience with this event has given us good insight into this kind of fundraising activity and we will continue our quest for a well-attended and lucrative event. We also supported the Public Education Coordinator's 'Spring Fling' Event and brainstormed with her about other fundraising options, such as internet-based retail, and a Girls Night Out event.

Deb Tully
Sheona McGraw
Rachael Crowder



Finance Committee

The mandate and work plan of the Finance Committee of the Ottawa Rape Crisis Centre does not change much from year to year. We are tasked with monitoring the budgeting process, day-to-day record keeping, financial reporting and keeping the ORCC's assets safe. This requires reviewing funding submissions and reports to various funders; reviewing and reporting on quarterly financial reports; and overseeing the annual audit process including following up on the Auditor's Management Letter. The Finance Committee also reviewed the organization's financial policies and recreated its Terms of Reference. Many thanks to the ORCC's excellent Administration & Finance Coordinators for their indispensable support and expertise: Almaz Kifleyesus and Boglarka Tessier.

Rachael Crowder
Laurie Cole
Sandy Onyalo
Almaz Kifleyesus
Boglarka Tessier (on leave)



Strategic Planning Working Group

In 2006/07, the Strategic Planning Working Group (SPWG) focused on better defining its role in relation to the Board and the Centre, as well as on updating the ORCC strategic plan. In collaboration with ORCC staff and the Board Development Committee, the SPWG planned and implemented a Board Staff retreat to identify strategic priorities and actions for the upcoming year. The information from the retreat was used to draft a strategic action plan that will be completed by the Board and staff this November. As well, the SPWG completed its Terms of Reference and finalized several outstanding items of business, such as the Authority Mandate Statement and the Hiring procedure. The year has been a productive one for the SPWG in that it developed greater clarity and direction for the group, with a concrete plan in place for next year's activities.

Rhiannen Putt
Menaka Raguparan
Laurie Cole
Carrolyn Johnston
Laura Cain
Sandy Onyalo



Board Recruitment and Development Committee

The purpose of the Board Recruitment and Development Committee is to examine ways to strengthen the knowledge base of the board, improve functioning of the board, and to monitor and maintain a diverse and representative membership on the board. Some of the ways we accomplish these goals are: participating in ongoing recruitment, organizing guest speakers, networking with other community organization, and supporting other board committees in their work.

It is the Board Recruitment & Development Committee's responsibility to ensure the recruitment and selection of new Board members that are committed to ORCC's values and that possess the skill sets needed at the Centre. The Committee ensures that new members receive appropriate orientation training and support to do their jobs as effectively as possible during their term. Board Recruitment is guided by a key priority of the ORCC's Strategic Plan. Finally, it is their responsibility to prepare an annual report for the AGM.

This year the Board Recruitment & Development Committee developed both

Terms of Reference and Workplan documents to guide it in the future. We also maintained and modified previous sources of recruitment as needed, with information posted at Volunteer Ottawa, Charity Village and OHRPA (Ontario Human Resources).

As well, the Committee interviewed and recruited a new member, Pamela Pizarro.

After soliciting guidelines from the full Board, the Committee developed a plan for recruiting guest speakers. To this end, we set a yearly budget for the committee to facilitate activities throughout the year and pre-set dates, three times yearly for guest speakers: December, March and July. We also assisted in the planning and preparation of the ORCC board and staff strategic planning retreat in May of this year.

Katy Davies
Susan Shean
Elizabeth Caracristi

PROGRAM REPORTS



Public Education

In early autumn of last year the Public Education Coordinator, Ikram Jama, went on maternity leave. She gave birth to a healthy baby

boy, Mahad, on October 3rd, 2006. I filled her position as interim Public Education Coordinator.

Speaks, Workshops, Information Fairs and Sharing Our Knowledge

This year we shared our knowledge and experience with events and organizations such as the *Canadian Security and Intelligence Agency Awareness Fair*, *"Taking It to the Streets" Safety Fair*, *Youth Services Bureau*, *Sandy Hill Community*, *Planned Parenthood*, *Carleton University – Residence Life Resource Fair*, *Nepean, Rideau and Osgoode Community Resource Centre*.

Fundraising

On April 14th staff, volunteers, board and community members gathered for the ORCC 'Spring Thing' and enjoyed a array of eclectic entertainment which included talented drummers from Minwaashin Lodge, Amanda Jahnke, Missy Burgess, the Raging Grannies, Melissa Laveaux, the West Carleton School of Dance, Wendi Reed and the Herb Girls. Kimothy Walker of CTV gave opening remarks and shared her story of childhood abuse. As Kimothy stated she hopes that by sharing her story, other women will also come forward to share and heal from sexual violence.

'Girls Go [went] to Hel' on April 26th. Women gathered at the Helsinki Lounge in the Market to make a statement about the sexual harassment of women in clubs and bars, and

to highlight the danger of date rape drugs. Women danced to the DJ and enjoyed the comedic presentations by Dixie and Miss Giselle. Goodie bags were provided by The Body Shop and Cadbury. Thanks to Helsinki Lounge, the Body Shop and Cadbury for their generous donations.

We had a record number of sells of the 'This is what a feminist looks like!' shirts, and have now added long-sleeve hoodies to our inventory. We also worked with an artist who designs wooden products. He created several pieces with the ORCC logo donated them to the Centre. All the t-shirts and artwork are available at the Centre.

Student Placements

The program supervised Carleton University student Jo-Ann Brault. Jo-Ann gave invaluable assistance for the two major fundraising events put on by the Public Education program this year.

Events

On May 3rd, for Sexual Assault Awareness Month, staff and volunteers of the three local sexual assault centres hosted a community breakfast at Sandy Hill Community Centre to raise awareness of about sexual violence issues and the Step It Up Campaign. Festivities were opened by the drumming and singing of the women from Minwaashin Lodge. The event was an opportunity for women to discuss their role in ending sexual violence against women and identify specific areas of focus.

Projects

We recently received funding from MAG for a Sexual Violence Awareness Website for Youth. We will be launching the site next year.

The Public Education Training Manual is near completion and will be launched Winter, 2008

Volunteers

Many thanks to all the wonderful Public Education volunteers! Welcome to the new volunteers who started volunteering this year, and fond farewells and best wishes to those who have left: Anjali Lowe, Jill Hutchison and Lisa D'Addese.

Chris Nuyens

Interim Public Education Coordinator



Counselling

The counselling program continues to provide excellent services from a feminist, anti-racist, and anti-oppression perspective for women survivors of sexual violence, including recent sexual assault, childhood sexual abuse, incest and ritual abuse. Although our focus is sexual violence, our service users deal with variety of issues, many of which are the after-effects of sexual violence.

Some these include legal issues, interpersonal relationship issues, mental health (depression, addiction, eating disorders, etc), physical health and socio-economic issues. The program provides many opportunities for survivors to work, in collaboration with their counsellors, on their experiences of sexual violence and their efforts to reclaim their lives and well-being.

Counselling Team

Our counselling team is made up of Charu Malhotra, Carrolyn Johnston, Laura Cain, and Tanya Cook; each bringing wisdom and insight to the team. The program is fortunate to have had Tanya and Laura on board for more than fourteen years with unfading dedication and enthusiasm. Charu continues to enjoy her work after switching from Crisis Line and Volunteer Coordinator last year.

In March 2007, Carrolyn, after two years of working as the Counselling Coordinator, switched to an interim counselling position. She has taken on many new clients and challenging cases, and continues her work with exceptional diligence and care. The program is fortunate to have the continued support and guidance of Lalita Salins, the clinical supervisor, through monthly group sessions with the team and individual sessions with counsellors. Her knowledge and insight have had a profound effect on the quality of our services and we greatly appreciated this. As

the interim Counselling Coordinator I had the privilege of joining the ORCC's counseling team in April 2007. I look forward to contributing to the valuable work at the ORCC and welcoming the new challenges and experiences.

Placement Students

In spring 2007, two students – Annika Vander Kooy from the Social Service Program at Algonquin College and Kate Sudak from the Masters of Educational (M.Ed.) Counselling concentration at the University of Ottawa – completed their placements. We were pleased to have Annika staying on as a volunteer for her fourth consecutive year, and we wish Kate all the best in their future endeavours.

In fall 2007, we were fortunate to welcome another three students to our team – Melissa Heimerl and Alicia Bastin from the M.Ed Counselling program at the University of Ottawa and Elise Harris from the Social Work program at Carleton University. We look forward to providing them with the opportunities to further improve their existing skills as well as learn from them.

Individual and Group Counselling

In the spring 2007, Charu and Kate facilitated a First Stage group. In addition, Laura offered introductory yoga as well as chair yoga for women with limited mobility. The yoga group has provided women with a holistic opportunity, connecting mind and body, in

their healing journeys. Moreover, in winter 2007 Kate and Annika facilitated information sessions on topics such as anger, flashbacks, coping mechanisms and role of survivors' support persons and families.

Since the spring 2007, I have facilitating the African Women's Support group with the assistance of Almaz Kifleyesus, the interim Finance and Administration Coordinator.

Professional Development

The counselling team has started a book club and is currently reading & discussing the "Body Remembers" by Babette Rothschild.

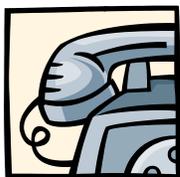
Laura completed Level Two Sand Tray training in California. Charu participated in David Burn's workshop on happiness as well as first level Eye Movement Desensitization and Reprocessing (EMDR) in Toronto. She is planning to complete the second level EMDR this fall. Zahra has completed group facilitation training at Bereaved Families of Ontario and Applied Suicide Intervention Skills Training (ASIST) workshop at Carleton University.

On a personal note, I am grateful for the opportunity to work with the counselling team. I have witnessed Tanya's, Laura's, Carrolyn's and Charu's hard work, dedication, patience, and compassion in every counseling meeting. I would like to express my appreciation

for their learning experiences and the support.

Zahra Karimi

Interim Counselling Coordinator



Crisis Line

The crisis line and volunteer program has had an excellent year. At the moment, we have 35 volunteers working on our 24 hour the crisis line! Sadly, we have also experienced some loss, after some of our volunteers have left. At this point, I would like to the opportunity to say a fond farewell and best wishes to Lisa A'ddese, Leslie Krukoff, Cadance Hebert, Lynnea Westlind, Sabrina Miron, and Sandra Blackman.

Student Placements

The program supported five students through their placements at the centre. Erin Williams, Joanna Follet, Anna Tillett and Juliet Malovic from the Master of Social Work program, focussed their

research on mental illness and/or addictions and crisis line intervention. This is an extremely challenging area for many crisis line volunteers. The students researched organizations across Canada and found that that mental illness and addictions were issues other organizations were struggling with as well, especially due to the limited community resources.

I am currently supervising Alicia Bastin from the Master of Education Counseling program at Ottawa University. Alicia started her placement in September and it will be completed in December 2007. Part of the Alicia's placement will include working with the L.I.N.K program (Language instruction for New -Comers to Canada). Alicia's role is to also increase awareness of sexual assault issues and the resources available in the community. Welcome Alicia.

Volunteer Training

The crisis line training began on September 11th and will end on November 13th 2007. Community members and organizations are still supporting the training consistently. A word of thanks

to Christine Murphy who facilitates the session on Women with Disabilities, detectives Alison Cookson and James Davies from the Ottawa Police-Sexual Assault Unit, Janice Frazier, from the Center for Treatment of Sexual Abuse and Childhood Trauma and Samantha Smyth from the Canadian National Coalition of Experiential Women. Your support to the volunteer training is greatly appreciated. Thank you.

Appreciations

I would like to extend my gratitude to all the volunteers who work tirelessly on the crisis line supporting the needs of women survivors of sexual assault in our community. I also want to thank Nicole Bedard, who works at the centre as the crisis line counsellor and administrative support, for going above and beyond in supporting the needs of the program and the volunteers. Thanks, Nicole. You are a valued asset on the team.

Josephine Bassude

Crisis Line & Volunteer Training Coordinator