



# 2019-2020 Annual Report

## Our Core Beliefs

### We Believe...

- People can heal;
- People are the experts on their own experiences and needs, and healing looks different for each individual;
- Sexual violence is any form of non-consensual sexual behaviour, including sexual assault, sexual abuse, sexual harassment, sexual exploitation, sex trafficking, and sexual violence facilitated through technology;
- People who experience sexual violence are never at fault;
- People who experience sexual violence should be believed and supported;
- Sexual violence is an abuse of power and trust;
- People who experience sexual violence should have access to inclusive, professional services regardless of age, race, gender, culture, language, religion, sexual orientation, or ability;
- Financial barriers should not prevent people from receiving specialized support services;
- True sexual violence prevention and support involves acknowledging the intersecting oppressions and privileges that shape a person's experience;
- Sexual violence is a societal issue that communities have a responsibility to address, and it is through the combined efforts of community members including volunteers, leaders and funders that cultural change will be fostered and sustained,

### Our Mission

The Sexual Assault Centre of Edmonton (SACE) exists to support people impacted by sexual violence and engage communities to promote respect and uphold a culture of consent.

### Our Vision

People impacted by sexual violence are believed and offered caring guidance to heal, and the attitudes and behaviours that contribute to a community free of sexual violence are developed and sustained.



### Message from the CEO

As I sit at my desk on this beautiful late August day, it is hard to imagine our world at this time last year, an existence where the word pandemic was very rarely mentioned, let alone creating unprecedented chaos for individuals, business and organizations in every corner of our world. I sit here trying to envision how to write a report that accurately reflects SACE in an "ordinary" 2019 world, given that the way we work, live and care today is anything but ordinary. The challenges that we have all faced over the past months have been extraordinary and have pushed all of us to think differently, to act differently, and to deliver our critical work and support in a way that we could have only imagined prior to COVID.

Over the past year, before COVID twisted our reality upside down, the demand for the services offered at SACE were at a higher level than ever before in the 44 years of our existence. We are working collaboratively to meet this demand, and, simultaneously, to reduce it through affecting social change. This means working strategically, strengthening our financial sustainability, and ensuring that SACE continues to be the centre of excellence that it has prided itself on being since 1975.

While I reflect back on the past year, it is hard not to also reflect on the past 44 years and imagine a world when the word sexual violence was very rarely mentioned in conversations, nor was the issue understood, identified or respected as a societal issue. We've come a long way over the years—and our services are as essential as ever. Through it all, our focus has remained the same: we educate communities and help people heal with caring expertise. We are compassionate—and we deeply care for people who really need us. But helping individuals isn't enough. We fight for society as a whole, opposing the injustice of sexual violence at every step.

I couldn't be more proud of where we've been and where we are going. There is no doubt that we have come a very long way since 1975. However, there is still so much work to be done, so much education to provide, and so many individuals in our community who need our care and support. We can't, and we don't, do it alone. If it takes a village to raise a child, it takes an entire community to step up and effect change. We all know someone who has been impacted by this issue. Let's not kid ourselves into believing that this is not an issue in our city—and in every city and community around the world. We can all do something. Listen. Believe. Support.

I couldn't do the work that I do without surrounding myself with the most brilliant, compassionate, and caring staff possible. To them, I say thank you. Thank you for always showing up. For standing out. For speaking up. And for fighting every single day for justice. You are the reason SACE is here. And, of course, to the Board, who, through their support, guidance, and vision, allow us to come to the office every day to do the work that we know continues to make a difference in the lives of many individuals—and contributes to making our community a safer space for all of us. No words could adequately express my appreciation and gratitude for all that you do, and all that you are.

**Mary Jane James**  
CEO



### Our Team for 2020

Chief Executive Officer  
Mary Jane James

#### Clinical Services

Dr. Karen Dushinski, Director  
Lorraine Anasta W.  
Morgan Bissegger  
Laura Boileau  
Victoria Busetto  
Beth Gallant-Loggie  
Joanna Gladue  
Erika Goos  
Barna Heer  
Brittany Imperadeiro  
Terra Irvine  
Kiray Jones-Mollerup  
Kayla McLachlan  
Monika Penner  
Nicki Reid  
Reena Samra  
Brittany Thaxter

Teela Tomassetti  
Jenna Williams  
Jiwon You

#### Community Engagement

Nikki Bernier-Singh, Director  
Shannah Barros  
Lena Betker  
Sara Cameron  
Shayne Golosky-Johnston  
Rachel Grehan  
Saba Kidane  
Annette Klevgaard  
Shannon Netterfield  
Stephanie Olsen  
Louise Owen  
Scott Paradis  
Meital Siva-Jain

#### Administration

Maria Davidson  
Chelsea McKibbin  
Bev Pederson  
Chloe Song





## Board of Directors

### Executive

Devin Laforce, Chair  
Dr. Barbara van Ingen, Vice Chair  
Jennifer Forsyth, Treasurer  
Allison Downey-Damato, Past Chair

### Directors-at-large

Jodi Goebel  
Keltie Gower  
Kasey Machin  
Deb Manz  
Margot Ross-Graham  
Jonathan Taves

### Advisors

Terrie Affolder  
Danielle Green

## Message from the Board Chair

On behalf of my colleagues on the SACE Board of Directors, I extend my deepest gratitude to our core funders: Alberta Community & Social Services, Alberta Health, Alberta Justice & Solicitor General, Alberta Culture, Multiculturalism & Status of Women, The United Way of the Alberta Capital Region, and the City of Edmonton, Family and Community Support Services. I also wish to publicly acknowledge the significant support that we consistently receive from the Edmonton Community Foundation to support our many special projects and initiatives. Of course, we couldn't do this work without the generosity, trust and confidence that we receive from the many individuals, organizations and corporations in our city who reach out to us every day to lend their support in whatever way they can. The support and acknowledgement of the work that we receive from our friends and community partners gives us the confidence and determination to continue with our mission of making Edmonton a better place for all of us.

Our sixth annual We Believe: Let's Move Forward Together gala was, once again, a resounding success and showcased the resiliency, hope and strength of survivors. The funds raised will be used to provide support to the thousands of individuals in our city and beyond who access our clinical and community engagement services every year.

SACE is blessed with an incredible team of passionate and committed staff members and volunteers who work every day to ensure that survivors of sexual violence receive the professional, non-judgmental support and care that they need and deserve. These individuals are the backbone of our agency, and we are extremely grateful to them.

Finally, I extend my deepest appreciation to the many individuals who reached out to our agency for help and healing. We are here because of you and for you. We hope for a future when no one needs us; until then, however, we will never stop believing in a better tomorrow.

**Devin Laforce**  
Board Chair



### Image credit above:

Δ̃dŨ (iskotew) by Amy Malbeuf – tall, shining Cree syllabics in turquoise, yellow and pink, on display at the Δ̃dŨ (iNiW) River Lot 11 Indigenous art park

**We respectfully acknowledge the autonomy of Indigenous Peoples, and that SACE is located on Treaty 6 Territory and Métis Region 4 Territory, amiskwaci Δ̃dŨ (iskotew), a traditional home and gathering place for many Indigenous Peoples, including Blackfoot/Niitsítapii, Cree/Nehiyawak, Dene, Nakota Sioux, Saulteaux, Métis, and specifically the ancestral space of the Papaschase Cree.**

All of us want to live in a world free of sexual violence, and until we get there, we want those who experience such violence to be supported and respected. We cannot achieve this goal without first recognizing how the non-consensual and violent displacement of Indigenous people across this land directly connects to issues of sexual violence. Residential schools run by Anglican, Presbyterian, United, and Roman Catholic institutions, as well as the Canadian government, have been directly implicated in the ongoing cycle of sexual violence experienced by generations of First Nations, Métis, and Inuit peoples. We also cannot ignore that sexual violence continues to be used as a tool in the genocide of Indigenous communities, and is closely tied to the devastating issue of Missing and Murdered Indigenous Women, Girls, and Two-Spirit Peoples (MMIWG2S).

SACE is committed to making every effort to becoming a safer and more welcoming space for Indigenous people to heal from sexual trauma. To do so, we must recognize and honour our collective responsibility towards Reconciliation and decolonization; a process that must centre Indigenous voices and self-advocacy work, and prioritize authentic relationships. We must also acknowledge the immense efforts being undertaken by these communities to heal, as well as the resiliency and strength that these efforts require.

**We are grateful for Reclaiming Power and Place:** The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls for providing us with a roadmap for our work. In particular, we are guided by the following Calls for Justice:



**7.1** We call upon all governments and health service providers to recognize that Indigenous Peoples – First Nations, Inuit, and Métis, including 2SLGBTQIA people – are the experts in caring for and healing themselves, and that health and wellness services are most effective when they are designed and delivered by the Indigenous Peoples they are supposed to serve, in a manner consistent with and grounded in the practices, world views, cultures, languages, and values of the diverse Inuit, Métis, and First Nations communities they serve.

**7.3** We call upon all governments and health service providers to support Indigenous-led prevention initiatives in the areas of health and community awareness, including, but not limited to programming:

- for Indigenous men and boys
- related to suicide prevention strategies for youth and adults
- related to sexual trafficking awareness and no-barrier exiting
- specific to safe and healthy relationships
- specific to mental health awareness
- related to 2SLGBTQIA issues and sex positivity

**7.2** We call upon all governments and health service providers to ensure that health and wellness services for Indigenous Peoples include supports for healing from all forms of unresolved trauma, including intergenerational, multigenerational, and complex trauma. Health and wellness programs addressing trauma should be Indigenous-led, or in partnership with Indigenous communities, and should not be limited in time or approaches.

**7.6** We call upon institutions and health service providers to ensure that all persons involved in the provision of health services to Indigenous Peoples receive ongoing training, education, and awareness in areas including, but not limited to:

- the history of colonialism in the oppression and genocide of Inuit, Métis, and First Nations Peoples;
- anti-bias and anti-racism;
- local language and culture; and
- local health and healing practices.





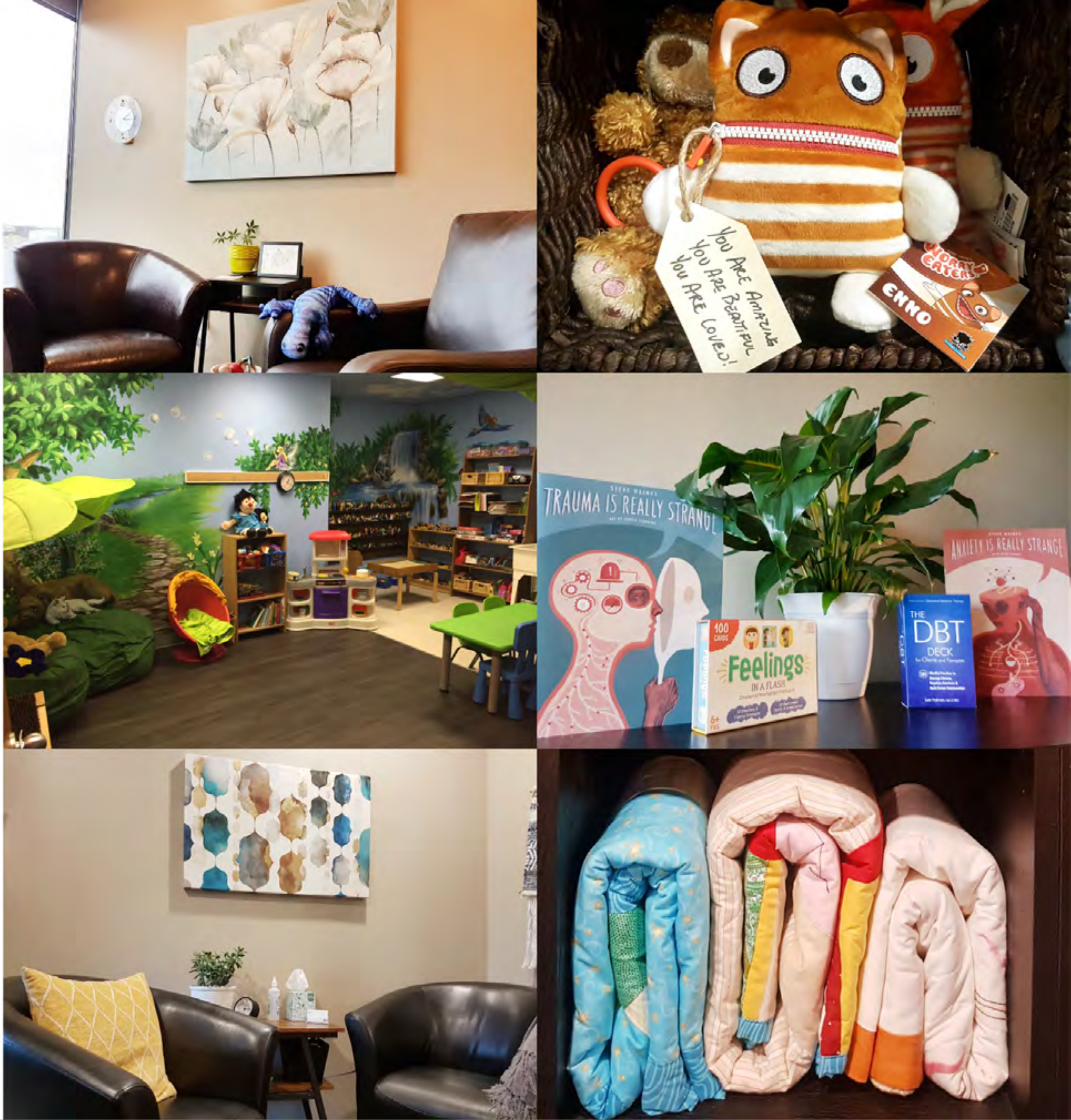
# Counselling

The 2019–2020 year ended at the start of one of the most challenging time periods in our agency’s 45 year history. In March 2020, our country and much of the world was dramatically impacted by the COVID-19 restrictions that unfolded mid-month. The Clinical team worked diligently to navigate the move to online sessions, completing trainings on counselling through digital platforms, adjusting all clinical forms for online access, and creating a space in their homes to virtually support our clients.

When our offices closed, our Client Care staff made phone calls to every person on our waitlist in order to provide them with updates and assess their willingness to engage in online counselling. Many of our groups were midway in their sessions and had to be completed online in the months after. We are incredibly proud of how our agency handled this dramatic shift in service delivery, while continuing to prioritize the needs of our clients. I have no doubt that we will be seen as leaders in the not-for-profit sector in our handling of this difficult period.

Over the years, SACE has been an important trauma training centre for Edmonton-area students and community members. We continue to play a significant role in mentoring many professionals in the community, through both consultation and student internships. The collaborative and supportive experience offered at SACE is second to none and has been viewed as being pivotal in the careers of many therapists practicing in Edmonton and area. We are very proud of this reputation and work hard to continue to build a positive legacy.

**Morgan Bissegger**  
Clinical Team Lead



## Clinical Services

### Adult Counselling Program

The adult counselling program at SACE offers no-fee, trauma-centred individual and group counselling and psychoeducation for individuals of all genders over the age of 18 who have been impacted by sexual violence, as well as information and support for their family members. Clients may attend individual counselling sessions, with the focus on stabilization, encouraging healthier coping mechanisms, increasing self-awareness, and creating a path to healing. Individual counselling also helps to prepare clients for the appropriate groups available at SACE.

1072

new clients

100%

of clients felt their counsellor understood the impact sexual violence had on them

96%

demonstrated progress on goals

80%

of clients had a reduction in trauma symptom

“

**I've gone from feeling very guilty and alone to feeling like I can talk to people about things and that I did nothing wrong.**

SACE CLIENT

“

**I started seeing a future for myself and setting goals...something I couldn't do before.**

SACE CLIENT

“

**I learned to have a voice and to tell people no. I have confidence. I feel better at making new friends and to be at school.**

SACE CLIENT

“

**I have found validation...and self-esteem and regained my sexual confidence.**

SACE CLIENT

## Increasing Professional Competency

Our agency serves as a training centre for client-centred, trauma-based counselling intervention. A highlight of each year is supporting current staff members and practicum students to develop competency in working with children, youth, and adults impacted by sexual violence.

Our child and youth counselling team works closely with the Clinical Team Lead and experienced child and adolescent counsellors to develop their understanding of developmentally appropriate interventions and best practice in supporting children and youth impacted by trauma.

Our adult counselling team continues to engage in training in order to ensure we are providing the highest levels of care to those who seek our supports. Training can include specific counselling modalities or therapeutic practices, as well as anti-oppressive practice and supporting people of diverse identities and experiences.

“

**I really appreciate being able to have sessions with this organization...it allowed me to experience what it's like to be in partnership with my therapist.**

SACE CLIENT





Clinical Services

## Child & Youth Program

Our child and youth program coordinates with other agencies, organizations, and professionals in the community to support children and youth. We regularly receive referrals to our counselling program from various sources including: the Zebra Centre, the Child and Adolescent Protection Centre at the Stollery Children's Hospital, Region 6 CFSA, Métis Child and Family Services, the Edmonton Public School Board and Edmonton Catholic School District, Alberta Health Services, physicians, psychologists and community agencies. Our therapists are regularly utilized by the broader community for consultation and support with children that have been sexually abused. We also continue to sit on the high risk youth committee, a multidisciplinary working group that offers collaborative supports and interventions for those supporting some of the highest risk youth in Edmonton and area.



372

new child & youth clients

72%

of children demonstrated a reduction in trauma symptoms

Clinical Services

## Group Counselling

71%

of participants felt more in control of their life and emotions

95%

felt supported by the group facilitator

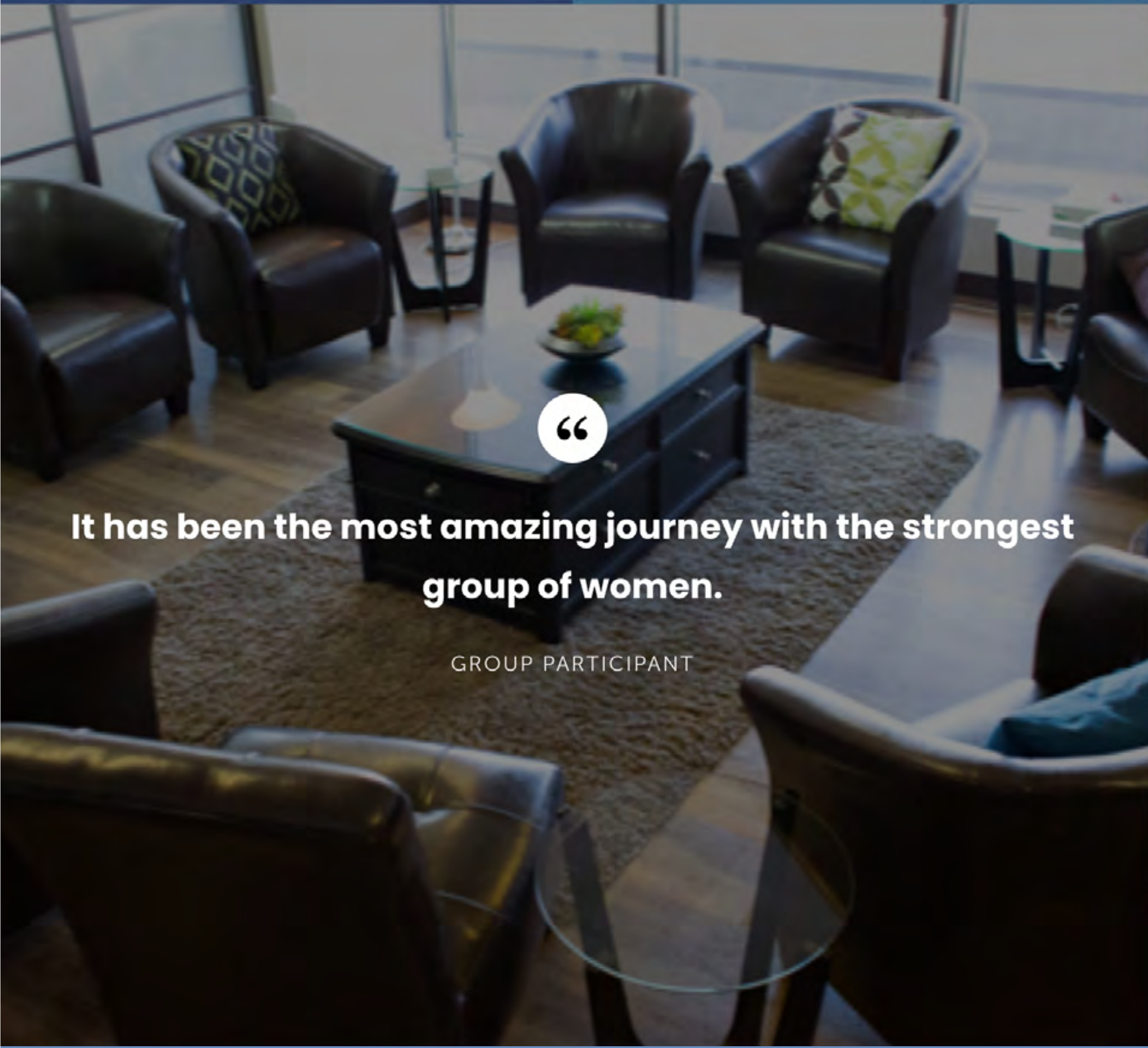
83%

felt less alone after starting group

“

I so wish this group existed all year long.

GROUP PARTICIPANT



“

It has been the most amazing journey with the strongest group of women.

GROUP PARTICIPANT

In 2019–20 counselling groups offered included:

**SASS**

Sexual Assault Survivors Support group for women

**ASHA**

Adult Survivors Healing from (childhood) Abuse group for women

**SACE Moves**

group for women

**Men's Group**

**Hope for Healing**

group for teen girls

## New Group Programs

This year staff on the clinical services team and relevant SACE diversity and inclusion committees have worked diligently to increase our ability to reach and better support diverse communities by creating two new therapeutic groups for adult survivors, and launching a new pilot community counselling program to build relationships and bridge supports in identified communities. Counsellors also developed an emotional regulation group to support people on the waitlist to access counselling:

### refleQT

While all groups and services at SACE are queer and trans-inclusive, refleQT was created to provide a safer space for LGBTQ2SIA+ folks who have experienced sexual violence. The program's main focus is on supporting processing and healing from sexual trauma, but it also provides an opportunity for participants to connect with other people from LGBTQ2SIA+ communities to share intersectional experiences around sexual assault and healing.

The group is designed to be flexible to the identified needs of each group, but topics can include: skills and strategies for coping and self care; trauma impacts; understanding sexual violence and its intersection with sexual and gender identity and expression; attachment, boundaries, trust and finding community; shame and anger; sexual impacts and healing; and post-traumatic growth.







Facilitated by  
**Gwen Villebrun &  
Kookum Ruth Cardinal  
de Ubiera**



## Skills for Change

This four-session psychoeducation group launched in late 2019, and is available for people who are on the waitlist to access counselling services. The group focuses on understanding trauma responses, and tools for emotional regulation. Participants are given the opportunity to develop tools for coping and self-compassion, and to prepare themselves to make the most of their counselling sessions. We have seen a decrease in cancellations and no shows for first appointments, as clients who attend Skills for Change often experience increased readiness for counselling.

Clinical Services

## Community Counselling

The community counselling pilot program launched in January 2020, made possible through a grant from the Edmonton Community Foundation.

The goal of this program is to build relationships and bridge supports in communities where there may be barriers to accessing support services for sexual violence. It also acts as a connection point between our clinical services and community engagement departments, collaborating to provide inclusive and accessible support, intervention, and prevention services that are tailored to the needs of individuals and groups in identified communities.

The community counselling program works to foster cultural and emotional safety and accessibility, with an awareness of systemic oppression and marginalization, and working closely with our diversity and inclusion program manager and inclusion committees. Early research and development included attending community events and agency visits to build relationships, listening, and learning from the needs of the community expressed by service providers at different organizations.

First individual counselling sessions were provided in community through partnerships with agencies, including iHuman Youth Society. SACE will continue to build partnerships and spaces to provide this specialized counselling service. Community counselling is client-led and tailored to their needs, and interpreter services can be coordinated if language is a barrier.

Groups and workshops for newcomer communities have been coordinated and facilitated in response to feedback about the need to create a safe space to break down barriers and start conversations in a culturally sensitive way in places where sexual violence may not always be talked about. Individual counselling support may not work for every person or fit with what they need, so a group or workshop format can be a great way to engage in connection, relationship building, community healing and community care. The community counselling program has worked with members of the SACE diversity and public education teams to facilitate a few different education sessions in newcomer communities so far, and more groups and workshops will be developed that can focus on providing tailored, blended support and education on consent and sexual violence.

## Wiwip'son Healing Circle

This group was developed by Doctoral Intern Gwendolyn Villebrun, together with Kookum Ruth Cardinal de Ubiera. As a ceremonial starting place for the group, a Pipe Ceremony was held for SACE staff and colleagues from the community. During the ceremony, Kookum Ruth bestowed blessings, acknowledging both the impacts of colonialism and the commitment of SACE to Reconciliation and decolonizing work.

Wiwip'son was developed in recognition that the experiences of Indigenous women are unique, and processing trauma from sexual assault or abuse needs to involve education about the bigger picture of colonialism and its inter-relationship with sexual violence. The group's format is aligned with the holistic teachings of the four aspects of self, and includes exposure or introduction to traditional teachings and ceremony, as well as education about trauma and its effect on the brain and body. It also covers skills to self-regulate triggers, and aims to reduce shame, and build self-confidence and self-esteem.



New SACE Community Counselling Program



Watch on  YouTube

The vision for this program is continuing to evolve, informed by the community, as SACE learns new ways to build and deliver services that are inclusive of diverse needs. Community counselling will continue to find creative ways to increase access to unique and specialized services for sexual violence.

**Reena Samra**

Community Counsellor



# Police & Court Support

Clinical Services

## Police & Court Support

Engaging with the criminal justice system brings forth challenges in itself, but for people who have experienced sexual assault or abuse, there are further considerations in the police and court process. Sexual assault is a crime of power and control that often impacts people with intersecting and marginalized identities. Sexual assault has a low reporting rate to police, in addition to a high attrition rate for sexual assault cases that proceed to court. Barriers to reporting sexual assault are extensive and well documented. As well, further victimization of individuals can occur as a result of navigating the criminal justice system.

Police and Court Support services (PACS) is a specialized response to victim support services that is trauma-centered and client-led, providing consistent and ongoing support for people who have experienced violence – before, during, and after their interactions with the criminal justice system.

**Nicki Reid**

Police & Court Support Advocate

“

(client sharing through tears) **It's not grief, it's freedom.**

SACE CLIENT

77

new client files

144

potential clients received information and support

150

hours of police, court, and crown accompaniment



Administrative highlights for this still-new program include the development of a program logic model, program brochures, and court preparation resources for clients.



As PACS is not a police-based victim services provider, it is open to people who are unsure of or do not want to report sexual assault, people who may be in conflict with the law themselves, and those who have reservations about engaging with police and/or formal systems. Clients and potential clients are able to set the pace of services and PACS meets them where they are at, from a place of compassion and non-judgement.

The feedback from people accessing our services has been overwhelmingly positive, even when the criminal justice outcome was not favourable to them. Clients and potential clients have shared that they feel better informed and able to make decisions, in addition to feeling understood, validated, and supported.

“  
**My family and I are grateful that SACE provides court support to survivors. I truly appreciate you being there to support us during this difficult and challenging time. Thank you for the words of encouragement, breathing with me, holding my hand, letting me be vulnerable, and making me feel safe.**

SACE CLIENT

“  
**You somehow managed to perfectly balance calm, grounding support with exuberant laughter at each of the right moments...Our communities are so lucky to have such dedicated and caring supports.**

SACE CLIENT

Police and Court Support was also active in relationship building and networking amongst community partners. A notable highlight was in May 2019, as SACE hosted a community event for Justice Canada's Victims and Survivors of Crime Week. The theme of the event, "Collaboration, Care, and Resilience", was an opportunity for Police and Court Support to reach out to other agencies to participate and collaborate.

The community event was an opportunity to showcase the networking between agencies, to share services and supports with community members, and to feature a guest speaker (comedian and survivor Adora Nwofor) who centred resilience and the importance of care in supports for people navigating the justice system.

We also created a collaborative resource, "Community Justice Supports: A Guide to Edmonton Area Community-Based Police & Court Support Services for People Who Have Experienced Sexual Violence". All agencies have this brochure available to the public, and it has been made available to Edmonton Police Services and Victim's Services.



# Public Education

In 2019-20 the public education team spoke to 23,035 people, tailoring and presenting 645 presentations across the wider Edmonton region. Our educators kept up their incredible reach, but also continued to prioritize the unique needs of diverse participants by creating tailored content and custom sessions. Benefiting from the insights of Doctoral Intern Gwendolyn Villebrun from our Clinical team, we updated our materials to better reflect the intersection of sexual violence and colonialism experienced by Indigenous Peoples. We created new, tailored presentations for LGBTQ2S+ folks, collaborated with diversity and inclusion on new workshops for newcomers to Canada, and continued to facilitate sessions for individuals and groups ranging from youth at high risk, Black youth in the arts, opera aficionados, secondary student leaders, people with cognitive disabilities, and diverse professions, schools, and communities.

In early 2020, as we saw COVID-19 infection numbers and restrictions rising, we responded quickly to develop stopgap solutions to meet the needs of teachers, while looking ahead to a radically different picture of what public education will need to look like for the next year. We look forward to sharing new digital delivery sessions, courses, resources, and more as they are developed.



Public education provides community members with the tools they need to support clients and loved ones impacted by sexual violence. Receiving accurate, non-victim blaming information can also be the message that provides someone with the courage they need to access support. We are so excited to have successfully met the needs of so many people in our community this year, and we will continue offering these sessions as regulatory colleges remain obligated to maintain staff training on responding to disclosures of sexual violence

**Annette Klevgaard**  
Public Education Team Lead



# Narrative Approach to Consent Education

In 2019-20 the SACE public education team created some exciting new content. After careful consultation, drafting, and a pilot phase, our public educators finalized a new presentation for high school-aged youth. This session, created with alignment to the Alberta CALM (Career and Life Management, a core course for health literacy) curriculum in mind, adopts a narrative approach to consent education. This purposeful shift in content delivery humanizes the issue of sexual violence, increasing engagement and allowing students to apply their knowledge to relatable characters. The new presentation format also creates room for nuanced conversations on rejection resiliency and empathy. Creating space for these conversations acts as a living demonstration of the important role that emotional literacy, care, respect, and consent play in creating communities free of sexual violence.

Art for the stories was created by Cass Williamson, a local youth artist.



## Evolving Evaluation

In order to strengthen our relationship with teachers, and further evaluate our new youth session, the public education team implemented a teacher survey to supplement the feedback we get directly from student participants. These surveys have provided us with invaluable feedback regarding the importance of offering SACE education in schools.



98%

of teachers indicated that they would invite SACE to speak to their future classes

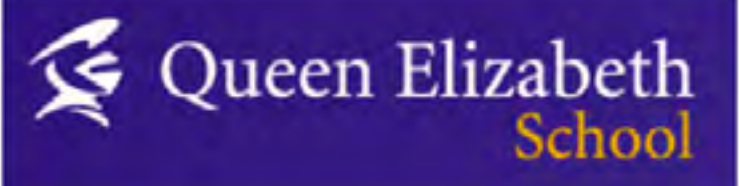
All respondents agreed that presentations on sexual abuse and consent were important components of their students' education



91%

indicated that they would reach out to SACE for support if they received a disclosure of sexual abuse from a student

Some of the schools and organizations we visited the most in 2019-20:



645

Presentations

23,035

Participants



97%

of participants indicated they learned something new about sexual violence

94%

of participants learned something new about how to support someone who had experienced sexual violence

98%

of participants indicated that their facilitator was effective

## Educating Health Professionals

With the passing of Bill 21: An Act to Protect Patients in late 2018, an immediate need was created for all health profession regulatory colleges in Alberta to receive training on responding to disclosures of sexual violence. The SACE public education program met this need by developing a four-hour workshop specifically tailored to the needs of regulatory colleges.

Many of the colleges chose to get their training from SACE. The exceptionally positive feedback from participants speaks to the public education department's ability to efficiently and effectively meet community need while maintaining standards of excellence: 97% of participants indicated they learned something new about sexual violence. We will continue to deliver these sessions as new health professionals need training.

## Diversity & Inclusion





# SACE Diversity and Inclusion did outreach with 164 individuals at:

## Diversity and Inclusion Program

The SACE Diversity and Inclusion program is a bifocal program; while supporting a framework of inclusion and equity internally at SACE, it also works to build relationships and reduce barriers to SACE services through collaboration and facilitation with other SACE program areas and with many Edmonton communities invested in intersectional anti-violence work.

SACE maintains interdepartmental committees dedicated to advancing the interests of five populations of focus: Indigenous, LGBTQ2S+, Older Adults, Newcomers, and People With Disabilities. Across our agency we also seek opportunities to support three other priority populations: people who experience sexual exploitation, people who are incarcerated, and youth at high risk.

In this section you will see some of the 2019–20 highlights of diversity and inclusion work at SACE.

**Meital Siva-Jain**  
Diversity & Inclusion Program Manager



## Breaking the Silence in Ethnocultural Communities

In early 2019, members of the SACE public education and diversity and inclusion teams worked with MFRS and its collaborative sister organization, MCHB, to address sexual violence in diverse ethnocultural communities. Addressing sexual violence is challenging in all populations, but added layers of complexity and cultural sensitivity are required in Newcomer communities.

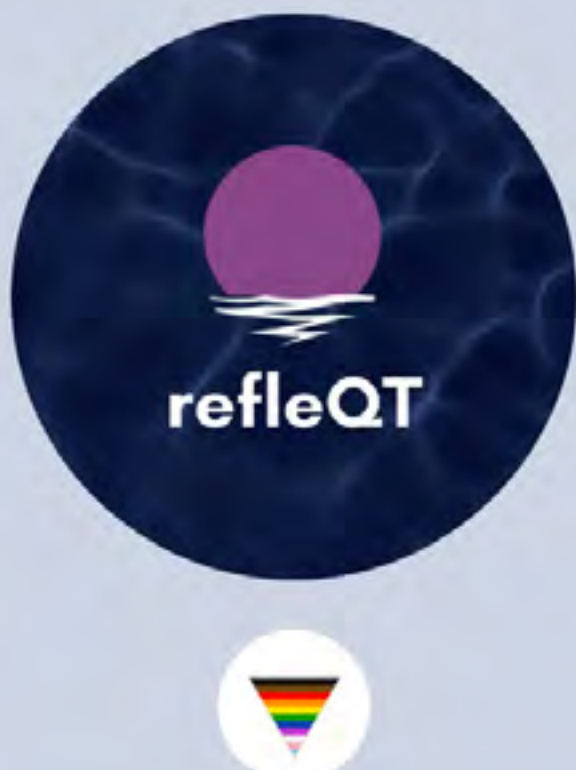
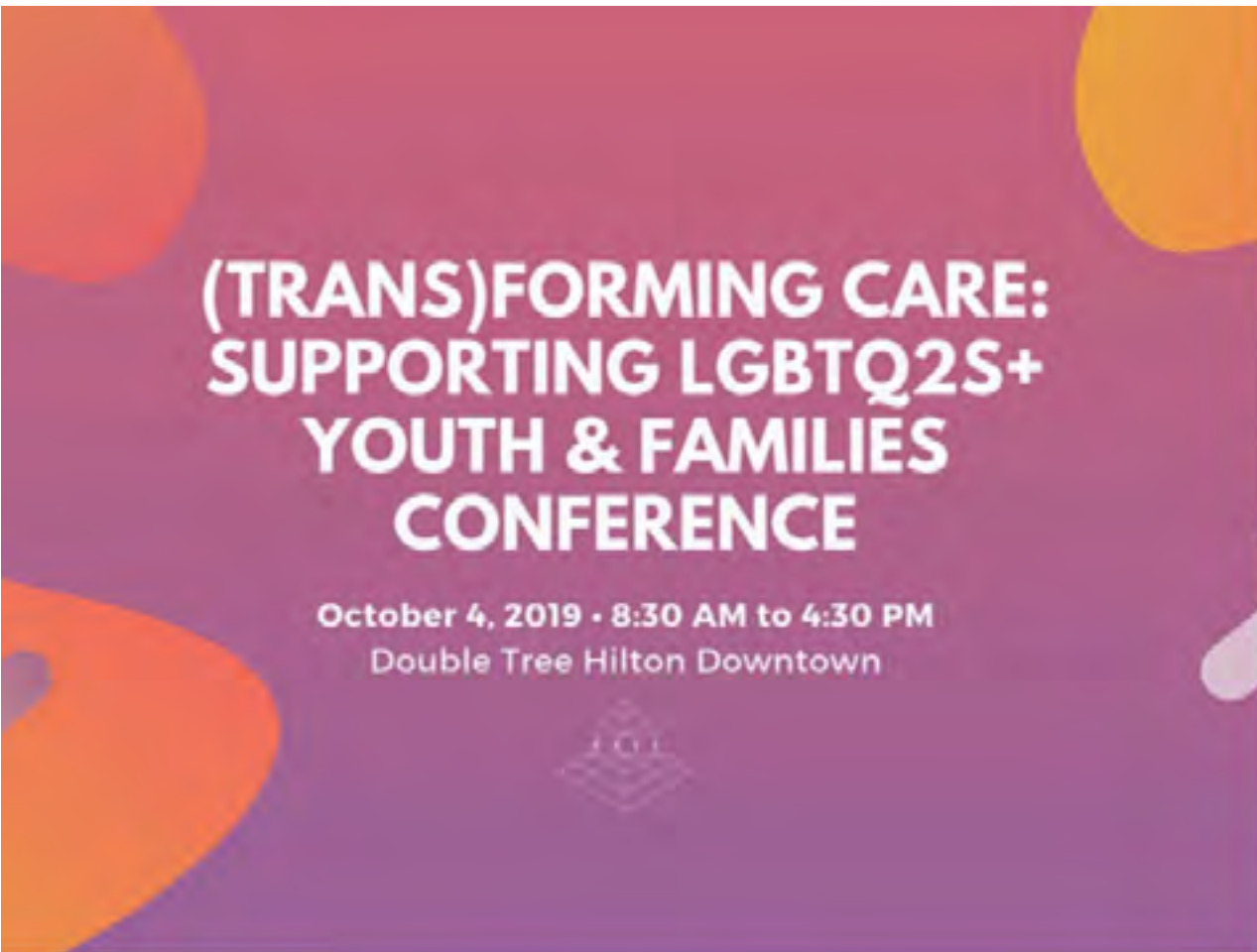
Breaking the Silence focused on leveraging the expertise of cultural brokers, or frontline workers who support Newcomer families in all aspects of living in a new country and environment, by increasing their knowledge and comfort with recognizing different forms of sexual violence and supporting individuals and families who have experienced it. Together with the MFRS team, SACE tailored a series of four workshops about sexual violence and consent, with a culturally-informed lens that included considerations related to immigration.

This successful collaboration provided mutual learning opportunities for both agencies, and enriched SACE knowledge about MFRS client groups. Strengthened by the learnings from this project, the SACE team continues to develop and facilitate tailored content for Newcomers in the community.

## Inclusion Committee 2019–20 Highlights

### Older Adults

- Consulted with members of the Seniors Protection Partnership
- Participated in the 4th Annual Central Alberta Elder Abuse Community Conversations
- Exchanged educational sessions with staff at SAGE (Senior Association of Greater Edmonton)
- Participated in the Annual World Elder Abuse Awareness Day on June 15
- Nominated SACE long time volunteer Janice DeRoche to the Annual SAGE Awards. Janice won the award in the Health & Wellness Category at the 13th Annual SAGE Awards ceremony.



Fort Saskatchewan  
Correctional Centre



## SACE Inclusion Committees

**LGBTQ2S+**  
Committee

**Newcomers**  
Committee

**Older Adults**  
Committee

**Accessibility**  
Committee

**Indigenous Peoples**  
Committee

Newcomers

## Mill Woods Cultural Diversity Collaborative

The MWDC is a multi-sectoral collaborative group supported by M.A.P.S. Alberta Capital Region. SACE is one of its 30+ members, ranging from not-for-profits, churches and orders of government to community members and individual service providers.

In November 2019, the MWDC completed a one-year initiative that included hosting four intercultural Dialogues in Edmonton's Mill Woods neighbourhood. In these dialogues, the participants shared a meal and participated in a facilitated discussion on intercultural awareness, exploring what supports relationship building and what interferes with it.

The Intercultural Dialogues were funded by the Government of Alberta anti-racism initiative.

People Who are Incarcerated

## Resilience & Self-Care Workshop

From 2015–17, SACE collaborated with Elizabeth Fry Society to facilitate a consent and self-care session to women who were incarcerated in the Fort Saskatchewan Correctional Centre. In 2018, members of the SACE diversity and public education teams changed the focus of the 1.5 hour workshop to emphasize personal strengths and growth, and included additional creative and reflective exercises.

SACE continued to facilitate this Resilience and Self-Care workshop throughout 2018–19, and towards the end of 2019, we collaborated again: this time with the Fort Saskatchewan Correctional Centre unit administration. We extended the workshop to 2.5 hours, and now provide the participants with certificates. In the 2019–20 year we delivered this workshop to 80 women, and we are proud at how it continues to evolve to meet their needs.



**SENIORS PROTECTION PARTNERSHIP**  
Prevent  
Respond  
Collaborate



## Inclusion Committee 2019–20 Highlights

### LGBTQ2S+

- Participated in and supported the organizing of (Trans)forming Care: Supporting LGBTQ2S+ Youth & Families, hosted by RAYE (Rainbow Alliance Youth of Edmonton)
- Started work on digital and print education and support resources focused on LGBTQ2S+ Communities
- Supported the development and promotion of refleQT, the new SACE counselling group for LGBTQ2S+ folks
- Participated in the LGBTQ2S+ Health Resource Focus Group organized by iSMSS (Institute for Sexual Minority Studies and Services)





# Institutional Support

In 2019, SACE institutional support program collaborated with the College of Physicians and Surgeons of Alberta (CPSA) to support them to better respond to sexual abuse and misconduct complaints brought forward by patients.

This collaboration began when the College of Physicians and Surgeons reached out to SACE in response to the introduction of Bill 21: An Act to Protect Patients. Bill 21 legislated that all health care practitioners face consistent and clearly defined penalties for sexual misconduct or abuse, and required widespread training for the health care field on responding to disclosures of sexual abuse.

The institutional support program provided consultation on CPSA's new policies and procedures to ensure they aligned with best practices for responding to sexual violence. SACE also developed a specialized training on responding to patient-complaints of sexual violence in a health care setting, and this training was widely delivered to CPSA's membership by the SACE public education team. We also supported CPSA to create public resources and media outlining their new policies and procedures, including a video of a doctor supportively responding to a patient's disclosure, and a resource on patients' rights. Because there is a tremendous power imbalance between a patient and a doctor, and because medical exams often involve physical closeness, touch, and personal disclosure, it was essential to create a resource that informs patients of what to expect from their health care professionals, and where to go for help and information if they experience an inappropriate or abusive interaction.

As a result of this collaboration, SACE has helped to ensure that Albertans receive the most dignified health care experience possible, and that abuses of power are dealt with effectively. This collaboration has also fostered a strong relationship between SACE and CPSA, and we continue to provide ongoing training and consultation.

**Stephanie Olsen**

Sexual Violence Response and Prevention Consultant

“

**Our collaboration and training with an expert organization like SACE has ensured that CPSA is truly taking a patient-centred approach and has increased our credibility in developing guiding documents, to patients and the public, regarding sexual abuse and misconduct. The opportunity to collaborate with SACE was invaluable and we believe has truly helped us meet our mandate of protecting the public.**

SEAN KNIGHT, CHIEF OF STAFF, COLLEGE OF PHYSICIANS AND SURGEONS



Click for a CPSA feature on this collaboration



## 500

Participants

## 40

Establishments

## 92-95%

of participants found the training effective in increasing their ability to identify sexual violence, enact bystander intervention strategies, and connect people who experience sexual violence to relevant resources

## 26

Trainings

Bystander Intervention

## 5 Minute Friend Program

In the last year, the 5 Minute Friend program offered 26 bystander intervention trainings to over 500 managers and staff representing more than 40 different hospitality establishments and festivals across Edmonton. Additionally, the program developed a bystander intervention curriculum that is being added to AGLC's "ProServe Training" - a mandatory training on responsible liquor service that all Albertans who works in licensed establishments must complete. The significance of this curriculum cannot be overstated as it means that every year, tens of thousands of Albertans working in the nightlife industry will learn skills for identifying predatory and non-consensual behaviour, and safely and effectively intervening. The 5 Minute Friend program is proud to continue to support a safe and respectful nightlife sector for all Albertans.

Some of the organizations we supported:



# Community & Agency Development





In 2019–20, our communications and development team formalized into a new program area at SACE. The new community and agency development program mandate is to advance the work of SACE, both internally and externally, and to present a strong, unified voice to the community on topics related to sexual violence.

Our activities:

Internal

- Program development, including print and digital resource materials development, data management and evaluations support, and program communications and promotion
- Agency development, including strategic planning, fund development, and equity and inclusion work in collaboration with our diversity and inclusion program and SACE inclusion committees.

External

- Communications and public relations, including website and social media, media relations,marketing, and stakeholder reporting
- Community development, including committee and organizing work
- Diversity and inclusion, including advocacy, collaboration with SACE program areas to increase inclusion and equity, and community relationship building

**Sara Cameron**  
Director of Communications and Engagement

**+65%** visits to sace.ca

**32,592** unique visitors to sace.ca

**+80%** new visitors to sace.ca

**+43%** pageviews on sace.ca

**23,700** engagements with our Facebook, Instagram, and Twitter content

**6,700** social media fans and followers



The 2019–20 year started with a radio campaign, made possible by funding from the Edmonton Community Foundation. The radio spots were featured on five Edmonton stations. Listeners were directed to sace.ca for companion educational content on consent communication skills and rejection resilience.

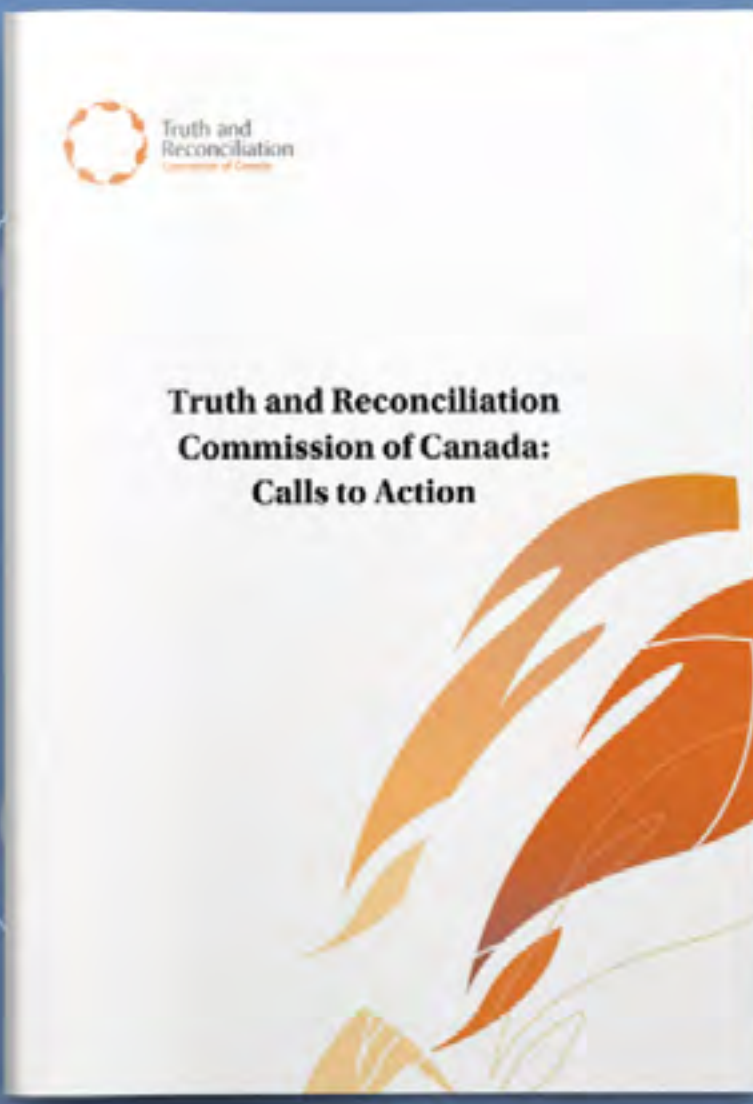
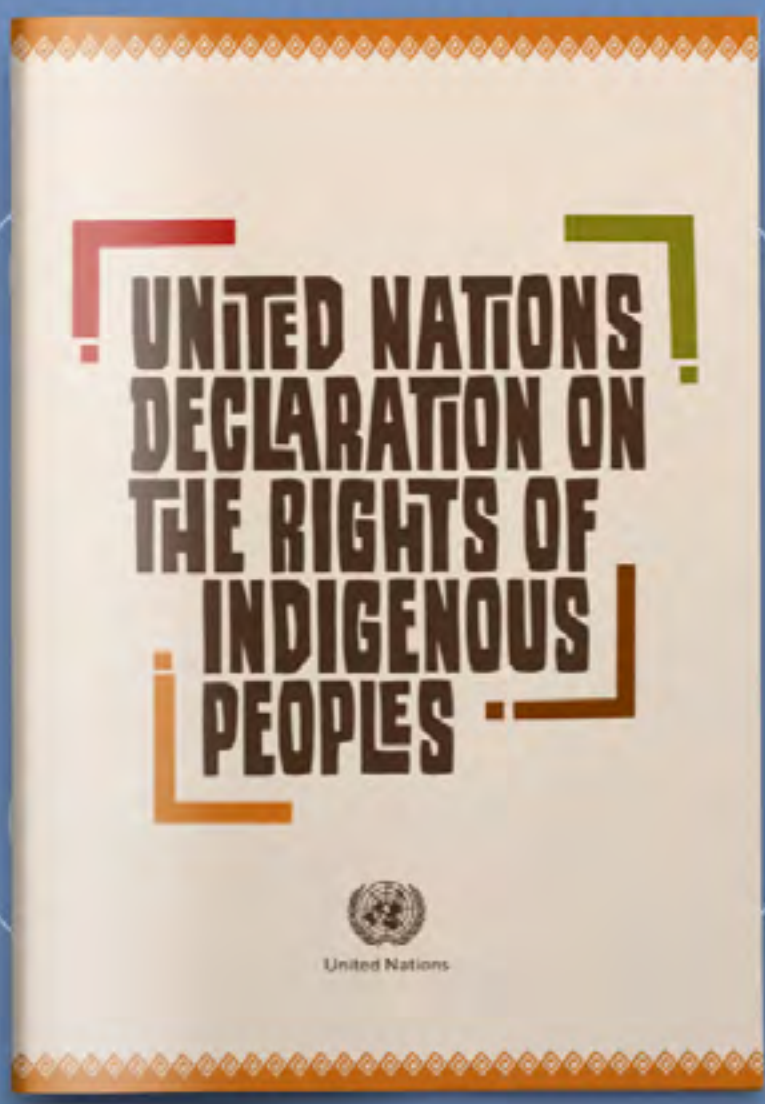
Rolling with Rejection

0:00 / 0:30

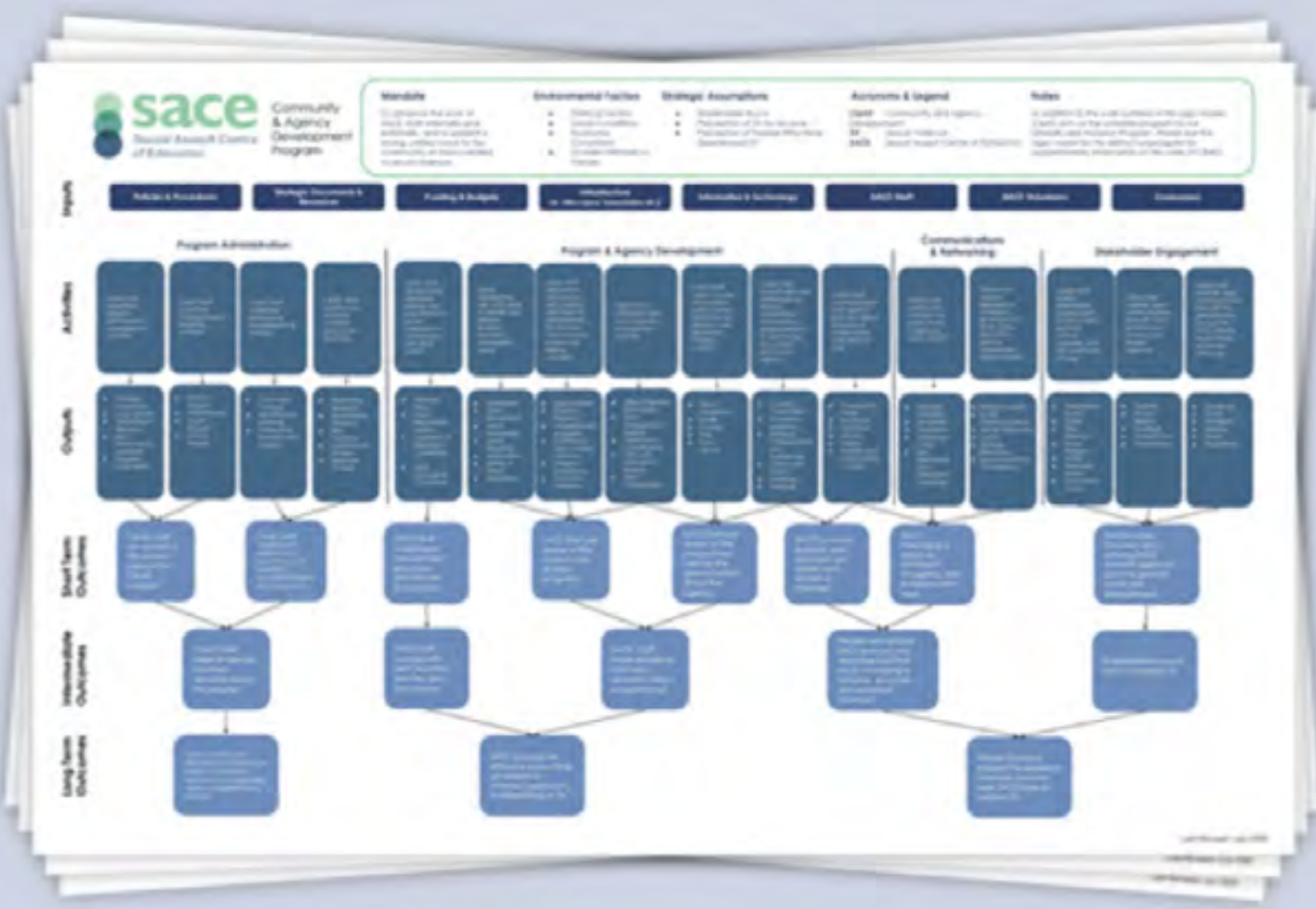
Consent Conversations

0:00 / 0:29

This year we started work on a SACE review of the recommendations of UNDRIP, the TRC, and especially Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls, to inform an agency accountability statement and Reconciliation road map. This work is being done in collaboration with Indigenous inclusion committee members, and in coordination with senior leadership. We recognize that this work is both a commitment and a process that needs to be done in a good way, with consultation, and openness to unlearning and changing.



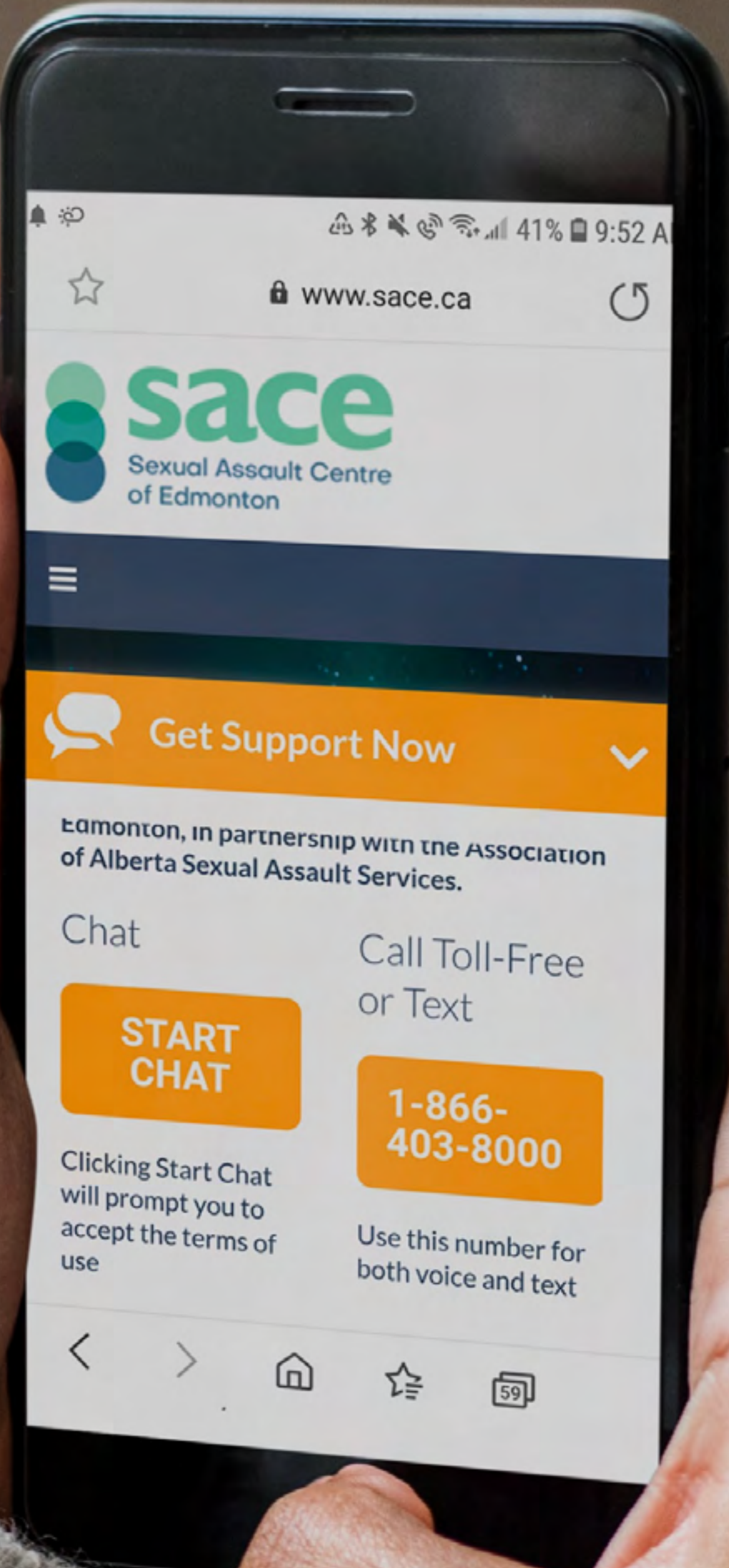
In late 2019, we started a major evaluations project to update or create program logic models for all areas of SACE that capture both people and program outcomes, and to create a comprehensive program theory manual outlining all program mandates, logic models, environmental factors and context, and our overarching agency framework and inputs. We look forward to continuing to evolve evaluations at SACE.



**sace**  
SUPPORT & INFO LINE

780·423·4121

Available  
**9am - 9pm**  
every day!





Support & Info Lines

2019-20 was a year of exciting transition and change. The first major change was the launch of Alberta's One Line for Sexual Violence on May 6, 2019. This service is a collaboration between SACE, the Association of Alberta Sexual Assault Services (AASAS), and Calgary Communities Against Sexual Abuse (CCASA) to provide specialized supports for all Albertans who experience sexual violence, and their supporters. Our agency acts as the northern hub for the line, serving everyone north of Red Deer. Alberta's One Line also offers text and chat support, a new modality for SACE. This has been a rewarding learning experience, and we feel so grateful to be able to offer more accessible support. This year we also made a difficult decision to reduce the SACE Support and Information Line from 24 hours a day to 9:00 a.m.-9:00 p.m. daily.

Alberta's One Line project led to the addition of a second staff member in the Volunteer Services department. Rachel Grehan came to SACE to support the implementation and facilitation of Alberta's One Line and is now the volunteer and support lines manager. In May of 2019, Louise Owen took over the volunteer supervisor position and the two have thoroughly enjoyed working together and helping this program grow.

Rachel Grehan  
Volunteer and Support Lines Manager



7,950

hours volunteered on the lines

298

phone conversations on the Alberta One Line Northern hub

568

chat conversations on the Alberta One Line Northern hub

1,889

unique phone callers across the Northern Alberta region

2,902

calls on the SACE Support & Information Line

93

text conversations on the Alberta One Line Northern hub



Volunteer Services

April 2019 to March 2020 was a time full of care, dedication, and support from our phenomenal team of volunteers. SACE began as a volunteer phone line in 1975, and volunteerism continues to be rooted firmly at the core of SACE values. Over the past year, SACE volunteers have been involved in a multitude of ways, including community and information booths, fundraising, administration, and the operation of the Support and Information Line and Alberta's One Line for Sexual Violence. We have greatly benefited from the collective efforts of more than 100 volunteers, who together, donated over 8,000 hours of volunteer time. SACE volunteers have never been so important to the organization. Volunteers took over 3,800 support and information calls, texts, and chats. They boothed at events including the Royal Bison Fair, Take Back the Night, The Edmonton Opera Rigoletto, and Equal for Equal in support of International Women's Day. They also helped to lend a hand in supporting the planning and day-of for the 2019 We Believe SACE Gala and 2019 SACE Casino.

Louise Owen  
Volunteer Supervisor



7,950

volunteer hours on the support lines

SACE prides itself on ensuring that our volunteers have the training and support they need to be able to comfortably and effectively fulfill their roles. Twice a year, we offer a 65-hour volunteer training program that helps prepare our volunteers for their roles as supporters on the SACE Support and Information Line and Alberta's One Line for Sexual Violence. Each year, this curriculum is reviewed and evolves to meet the needs of the volunteers and community.

In 2019-2020 the training program and material evolved significantly, and the curriculum now used by SACE and other One Line hubs is a result of the collaborative effort of SACE, CCASA, the U of A Sexual Assault Centre, and AASAS. The Alberta's One Line project has deeply connected our agency with other sexual assault centres in the province, helping us share knowledge and elevating the volunteer program.

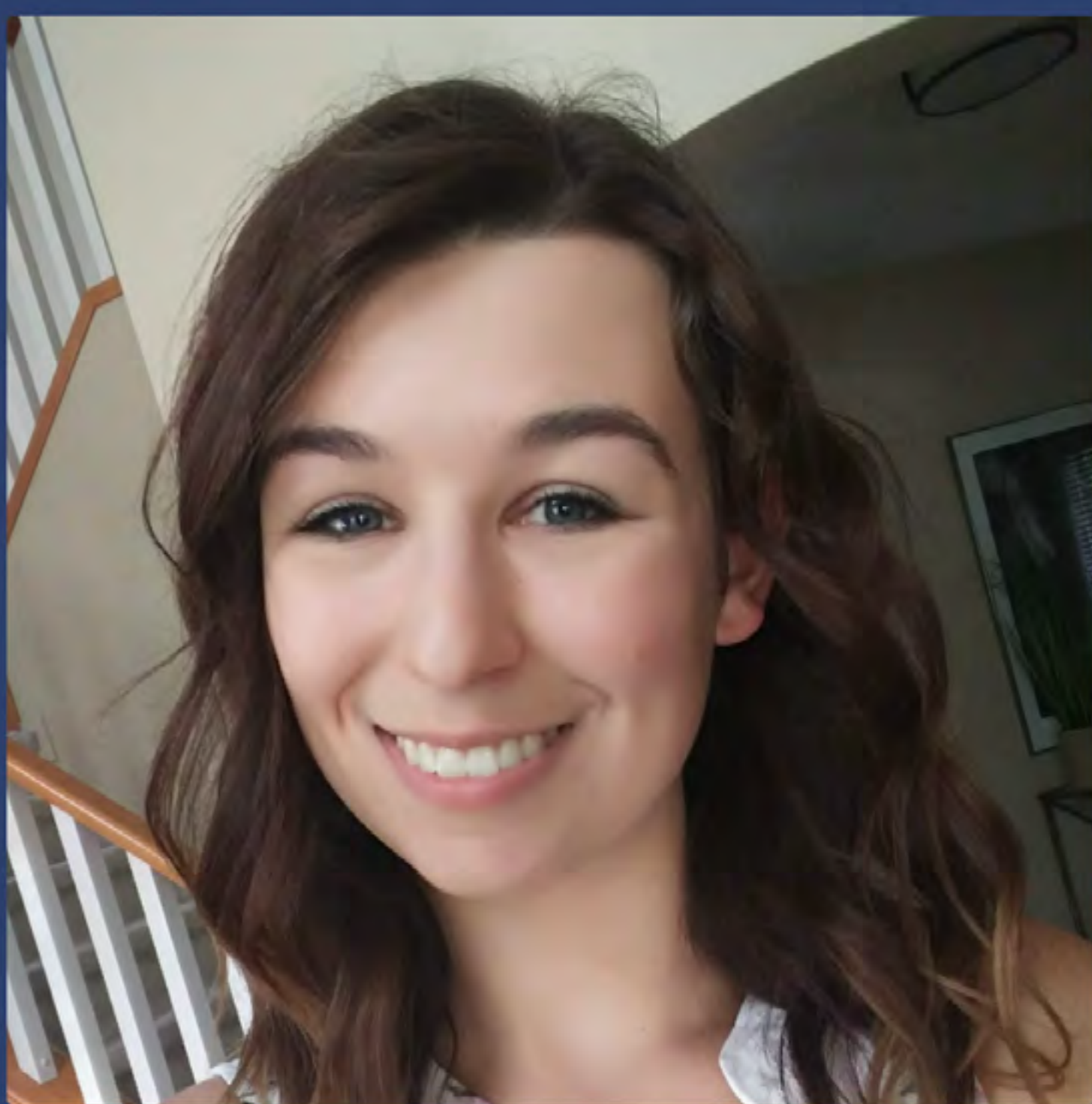
Each month, SACE hosts a volunteer meeting to provide our volunteers with an opportunity to connect and refine their skills. Key training and tours for volunteers in 2019 included presentations from The Today Family Violence Centre, the Centre to End All Sexual Exploitation (CEASE), the Distress Line, and the SACE community engagement team. In March and April 2019, extensive training to help support the expansion to add the One Line as an additional access point for support and information was offered to all active volunteers and helped to support their transition onto the new platform and new text and chat modalities.







Appreciating and recognizing our volunteers is a priority for SACE. This year we celebrated National Volunteer Month with a dinner at the Old Spaghetti Factory, held a summer camp themed bash, and in December we had our annual awards night and winter party at the Derrick Golf and Winter Club. We've also been working on more incentives, recognition, and self-care packages to show our appreciation and respect for all the volunteers who contribute to SACE. Without their tireless support and dedication, SACE would never be able to operate to the capacity and standard of excellence that it does now. We are so grateful to have spent the past year working with the most incredible, compassionate humans we could ask for.



**Ali Zapernick**

Donna Leskie Memorial Community Builder Award

This award was donated in memory of Donna Leskie, a long-time volunteer with SACE, by her sisters Lorrie and Deborah. This award is in recognition of a volunteer who extends their reach into the community.

Ali was an adaptive volunteer this year, who not only devoted her time to the Support and Information Line but also attended many community booths, fundraisers, monthly meetings and social events. Ali was willing to support in whatever way she could and brought bright and positive energy to the program.

Ali is an incredibly driven individual, something that is recognized by all.



**Cindy James**

Heather Huet Memorial Creativity Award

This award was donated by Susan Jamieson, former SACE Board Chair, in memory of her partner Heather, a volunteer manager at Catholic Social Services, who passed away of breast cancer. This award recognizes a volunteer who comes up with "creative" ideas or solutions to problems or is just plain "creative" in their assistance to SACE!

Over the past few years, Cindy has been a fantastic office volunteer. Cindy has given countless hours to helping prepare and organize the material for volunteer training, as well as data organization. These tasks require our volunteers to be innovative, malleable and industrious. Cindy's kind and welcoming personality has always made her a wonderful addition to the volunteer team, and she is always attentive and driven to help with various administrative duties.



**Narin Sheri**

Rick Chalfoux / Jean Gauthier Memorial Volunteer of the Year Award

This award is presented in memory of two SACE Volunteers who worked on the crisis lines, with training and with fundraising. Rick and Jean were partners, and died within a few months of each other of HIV.

Narin is an incredibly valuable volunteer. She is dedicated, reliable, driven and innovative. Narin's compassion and devotion are second to none, and she is always a pleasure to be around. Narin has worked incredibly hard and it has paid off: she will be going into a Masters of Science in Genetic Counselling at the University of Manitoba this coming year.



## We Believe: Let's Move Forward Together...

was our 6th annual fundraising gala. From the beginning, the We Believe Gala has been about community; recognizing those within Edmonton who are champions of SACE; rallying together to show survivors of sexual violence that we believe and support them; and focusing on how we can move forward together in order to prevent sexual violence from happening within our communities.

Although there is still much work to be done, this event was dedicated to celebrating how far we have come, and inspiring hope for how much further we can go in the future. We are so grateful to our incredible performer Titilope Sonuga, our Emcee Danny Hooper, and our keynote speaker, Pierre Asselin, who shared his experience of navigating the criminal justice system as a survivor of sexual assault.

We were humbled by the overwhelming show of support that we received yet again this year. The room was filled with over 400 of our community partners, funders, clients, volunteers and friends and family. We are grateful to everyone who was able to attend, as well as those who contributed to the success of the event in other ways, through their volunteerism, with silent auction donations, and generous sponsorships. Together we were able to raise over \$100,000, all of which went directly to supporting SACE services.



### Thank You to Our Sponsors

#### Presenting Sponsor

**PARLEE McLAWS LLP**

#### Platinum Sponsor

**Kevin & Jenny Boyd**



#### Gold Sponsor

**servus credit union**

#### Friends of SACE



#### In-Kind Sponsors







SACE has been fortunate to continue to be in a stable financial position due to the generous contributions of our funders, as well as the resourcefulness and dedication of the volunteers, staff and management of SACE.

In 2019, SACE changed its year end from December 31 to March 31 to match the year end of the majority of our funders. This means that our current year financial statements are comparing the year ended March 31, 2020 to the fifteen months ended March 31, 2019. Overall revenue decreased \$236,000, however this is primarily due to the current year having 12 months versus the prior year of 15 months. The increase in core funding from Alberta Community and Social Services received in 2018 continued in 2019/2020.

Expenditures also decreased \$205,000, again due primarily to the 12 month versus 15 month period. The most significant expense continues to be salary costs for the individuals providing the valuable services of SACE.

As always, SACE strives to provide its services to the community in the most fiscally responsible manner possible. The goal each year is to break even from an operational perspective in the use of available resources.

The surplus of \$275,000 is due primarily to fundraising efforts and profit from the gala fundraising event. The Board is committed to building a healthy reserve to protect the long-term sustainability of the organization.

Subsequent to year-end, the spread of COVID-19 and the measures taken to contain the spread of the virus, including quarantines and social distancing, resulted in the suspension of certain programs and the provision of SACE services in a remote manner. SACE has taken steps to manage the impacts of the COVID -19 pandemic by closely monitoring cash flows, and applying for additional funding available from various funders specifically related to pandemic support, which may include additional grants and cost reimbursements.

The services SACE provides are essential to our community and we are grateful to our funders, supporters, and volunteers for their continued support.

**Jennifer Forsyth, CPA CA**  
Treasurer

| Summary Financial Information                   |                    |                    |
|---|--------------------|--------------------|
| Revenue   | 2020               | 2019               |
| Core funding and grants                         | \$3,144,000        | \$3,124,000        |
| Other revenue                                   | \$518,000          | \$774,000          |
|   | <b>\$3,662,000</b> | <b>\$3,898,000</b> |
| Expenditures                                    |                    |                    |
| Salaries, contract services, wages and benefits | \$2,714,000        | \$2,876,000        |
| Other expenditures                              | \$673,000          | \$716,000          |
|   | <b>\$3,387,000</b> | <b>\$3,592,000</b> |
| Excess of revenues other expenditures           | \$275,000          | \$306,000          |
| Net assets                                      | \$865,000          | \$590,000          |



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