



# EMBRAVE

AGENCY TO END VIOLENCE

*Embrace Brave.  
Inspire Bravery.*

2022 - 2023  
**Impact Report**

# TABLE OF CONTENTS

**03** Message from the Board Chair

---

**04** Message from the CEO

---

**05** Our Funders

---

**06** Board of Directors

---

**07** Statement of Operations

---

**08** Program Highlights

---

**10** Survivor Sentiments

---

**11** Purple Tie Luncheon & Community Events

---

**12** Public Education & BraveSpaces Project

---

**13** The Braverly & Collaboration Highlights

---

**14** Celebrave Gala

---

**15** PCAWA

---

**17** Leadership Givers

---

**19** Ways to Give

---



## Chair's Report - Josie Cancilla



Dear Embrave Community,

As Embrave's Board Chair & President, I would like to take this opportunity to share my insights along with some of our core strategic plans for the year ahead.

At Embrave our vision is to create the systemic change that is necessary to end gender-based violence in our community. Gender-based violence is a deeply rooted systemic issue in our community and as an organization we see first-hand the impact this has on survivors of violence.

Led by the advocacy of the Peel Committee Against Women Abuse, which Embrave is the lead agency of, the Region of Peel declared intimate-partner violence and gender-based violence an epidemic in 2023. However, Embrave already knew that was the case. We've seeing the growing numbers and the worsening impact gender-based violence is having on survivors in our community.

My ultimate question remains the same, "With all of these local, provincial and national strategies around gender-based violence, housing and poverty being released – why are we still experiencing gender-based violence at such a high volume?" It begs the question, what are we missing from our strategic agenda?

The frustration on my part that lingers (and I echo the same sentiments from my board colleagues) is whether our approach thus far has been too passive, or perhaps too polite and apologetic? How can we be making space for our advocacy to ensure that our community hears how loud, brave and fierce we are as a team and as advocates for survivors.

My mandate as the Board Chair of Embrave is to chip away at breaking through glass ceilings. Together, along with my colleagues, our plan is to take a step backwards and revisit the following three objectives:

**Internal Operations:** How do we strengthen our team, internal resources, and work culture to ensure we align with our mission and vision as an organization? Our priority has to be to ensure the best supports and services for survivors in our community.

**Financial Accountability:** Are we poised and prepared to scrutinize our finances to ensure appropriate, ethical, and necessary funding distribution to departments, programs, and services within our organization?

**Community Outreach:** Is our community, neighbours, politicians and business owners aware of Embrave and the work that we do to support survivors in our community. Do they know we are just a phone call away if they need us? Do they know how widespread gender-based violence is in our community? Community outreach as an organization is key to answering these questions.

I am reminded of the phrase "It Takes A Village," a phrase that originates from an African proverb to refer to the importance of an entire community of people interacting with children to ensure those children grow up in a safe and healthy environment.

So, are you ready, prepared and willing to step back with me and Embrave as we embark on this new era of the organization and step forward to break through glass ceilings? Because we can't do it without you.

Sincerely,

*Josie Cancilla*



# CEO Report

## *Andrine Johnson*

As the newly appointed CEO of Embrave: Agency to End Violence, my priority has been to ensure that our mission and vision as an organization remains central as we navigate change and new leadership. Although we've experienced our share of barriers that usually accompany change management and restructuring, Embrave continues to meet the needs of survivors of gender-based violence and their children in our community.

I look forward to progressing Embrave forward as an organization as we strive to achieve our goals and outcomes outlined in our 2022 – 2025 Strategic Plan. As an organization, we will continue to deliver low barrier support supports and services to survivors of gender-based violence and do our very best to ensure that no survivor is left behind. We will continue to grow the capacity of our public education department so we can deliver critical preventative education to our community. Under my leadership and with the support of my incredible team, Embrave will continue to show up for survivors, because everyone deserves to life free from violence.

It is my honour and privilege to represent Embrave and support our mission and vision as an organization. I want to thank Embrave's Board of Directors, Funders and Donors for consistently providing your support to Embrave and survivors of violence during this transition. With your support, I look forward to building on these successes with more awareness, community engagement and partnerships. Together we will ensure that no survivor is left behind.

In Solidarity,

A handwritten signature in black ink, consisting of stylized initials and a long horizontal line extending to the right.



**United Way**  
Greater Toronto



Ministry of  
Children, Community &  
Social Services

**Canada**

**Region  
of Peel**  
working with you



CANADIAN  
WOMEN'S  
FOUNDATION

FONDATION  
CANADIENNE  
DES FEMMES



Community  
Foundation of  
Mississauga



Ontario  
**REALTORS Care**<sup>®</sup>  
Foundation



Women and Gender  
Equality Canada

Femmes et Égalité  
des genres Canada



WOMEN'S  
SHELTERS  
CANADA

Shelters and  
Transition Houses  
United to End Violence  
Against Women



COMMUNITY  
FOUNDATIONS  
OF CANADA

Ontario  
Trillium  
Foundation



Fondation  
Trillium  
de l'Ontario

An agency of the Government of Ontario

# Our Funders



# Our Board of Directors



**Josie Canilla**  
President

Josie has 20+ years experience as a Human Resources Executive most recently with Flow Hydration. She is passionate about women's rights, she is relentless in her pursuit raise awareness for the safety & protection of women and their children.



**Sofia Arora**  
Vice-President

Sofia Arora is working as a Manager, People and Culture with Daily Bread Food Bank. She has a strong passion for social justice and believes in creating a safer and more equitable society by combating gender-based violence.



**Tapardi Ntogaiti**  
Secretary

Tapradi Ntogaiti is a dedicated professional with a background in office management, business coordination, and human resources. They have joined Embrave to further their passion for social justice and gender-based violence prevention.



**Lana Da Silva**  
Treasurer

Lana Da Silva is an HR professional with over 20 years of experience providing strategic and innovative direction. She is excited to share her wealth of experience and knowledge to create awareness and education in the fight against gender-based violence with Embrave.



**Ripika Kapoor**  
Board Member

Ripika is currently a Senior Account Supervisor in the private sector. She joined the Board to be an advocate for women's rights and work towards supporting the journey against violence directed at women.



# Statement of Operations

<b>Revenue</b>	<b>2023</b>	<b>2022</b>
Provincial Funding	3,408,665	3,569,060
Donations & Fundraising	420,003	190,972
United Way	299,999	266,043
Provincial Funding-Dedicated Housing	198,923	197,228
Grants	198,330	444,828
Region of Peel	174,016	132,636
Investment Income	9,037	1,922
	<b>4,708,974</b>	<b>4,802,689</b>
<b>Expenditures</b>		
Staffing	3,349,697	3,145,659
Program and Supplies	504,514	602,058
Occupancy	476,378	465,459
Professional Fees	228,244	128,491
Communications	78,206	70,485
Fundraising & Community Projects	113,461	46,406
	<b>4,750,500</b>	<b>4,458,468</b>
<b>Excess of Revenue Over Expenditures Before the Undernoted Items</b>	(41,527)	344,221
Other Expenses (Amortization of capital assets)	151,915	141,772
<b>Excess (Deficiency of Revenue)</b>	<b>(193,441)</b>	<b>202,449</b>

---

# PROGRAM HIGHLIGHTS

## SHELTER PROGRAM



Safely provided shelter for **118** Survivors and **106** of their children



Responded to **610** crisis calls



Held **277** group sessions in shelter



Developed **258** transition plans



Developed **106** survivor safety plans and **95** children safety plans





---

## COMMUNITY SUPPORT & OUTREACH PROGRAM



**Counselled and supported 559 survivors in community**



**Developed 288 survivor safety plans**

---

## Sexual Violence Supports



**Developed 79 safety plans for survivors of sexual violence**



**Provided 86 sexual violence supports**



**1500+ Survivors Accessed Embrave's Supports**

---

## Due to High Demand

**370 survivors contacting our shelter program through crisis line were referred elsewhere due to being at capacity or over capacity**

**69 survivors contacting our community support & outreach program were referred elsewhere**

# Survivor's Sentiments

In June of 2022, Embrace introduced a new series on our social media platforms titled Survivor's Sentiments: Reflections on Embrace.

This series is an opportunity to share with our community the feedback and impact our services have on the survivors accessing Embrace's supports.

***"I received one to one counselling focused on sexual violence. It wasn't easy for me to talk about violence. Embrace created a space where I could share my experiences for the first time."***

- Former Embrace Resident

## LISTENING

“

This seems like something simple but it is the most valuable thing to me. I was listened to. I was believed. I feel much more confident now than before. Embrace created space for me. All of me. My pain, my tears, my fears. Through the time they took to listen to me, I found myself again.

Survivor's Sentiments  
Reflections on Embrace

**EMBRACE**  
AGENCY TO END VIOLENCE

## COMMUNITY

“

I found a community of people who I grew very close with at Embrace. Our children became friends and developed relationships that will continue for years to come. Leaving Embrace was just as hard for my family as arriving because of the community of people I grew so fond of.

Survivor's Sentiments  
Reflections on Embrace

**EMBRACE**  
AGENCY TO END VIOLENCE

## Survivor's Sentiments: Kids Edition

“

I like the workers. I like the programs. I was nervous when I came but I feel happy now. My favourite memory was when me and my mom went to the Butterfly Conservatory and when I got to play with the kids in the pool in the backyard. I will miss my room and all the programs here.

- Child, Age 8

Survivor's Sentiments  
Reflections on Embrace

**EMBRACE**  
AGENCY TO END VIOLENCE

# Purple Tie Luncheon

On September 18, 2022, Embrace hosted our 5th Purple Tie Luncheon to bring together supporters in our community to promote and discuss the essential role allies play in the work to end gender-based violence.

Together we raised nearly \$26,000 in support of Embrace's BraveSpaces Fund for Public Education, an indispensable strategy in ending gender-based violence.



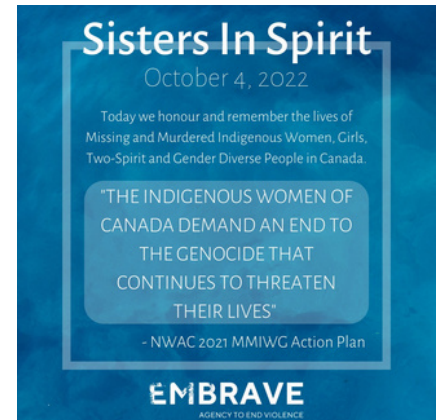
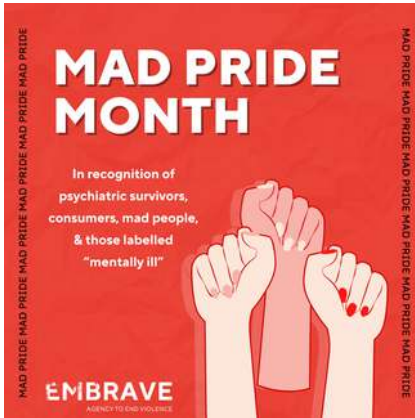
# Community Events

Staff at Embrace attended many different community and outreach events throughout the year to share information about Embrace and the supports and services we offer to survivors of gender-based violence in our community. It was great to be back out and active in our community!



# Public Education

Embrave's public education team developed a series of social media posts and content that were shared throughout the year to educate our community about the importance of social justice days and specifically how they relate to gender-based violence.



# BraveSpaces Project

Embrave is developing the BraveSpaces Public Education Program which has been funded through Women and Gender Equality Canada's Women's Program. The program will result in trainings, resources, and tools to standardize knowledge across the gender-based violence (GBV) sector and increase community access to education about the role of systems and institutions in relation to GBV, systemic oppression, and marginalization.

The objective is to promote systemic change and remove barriers by creating a shared knowledge base of systemic violence in the GBV and social services sectors, focusing on criminal justice and police systems, psychiatry and mental health systems, and sex work and workers' rights.

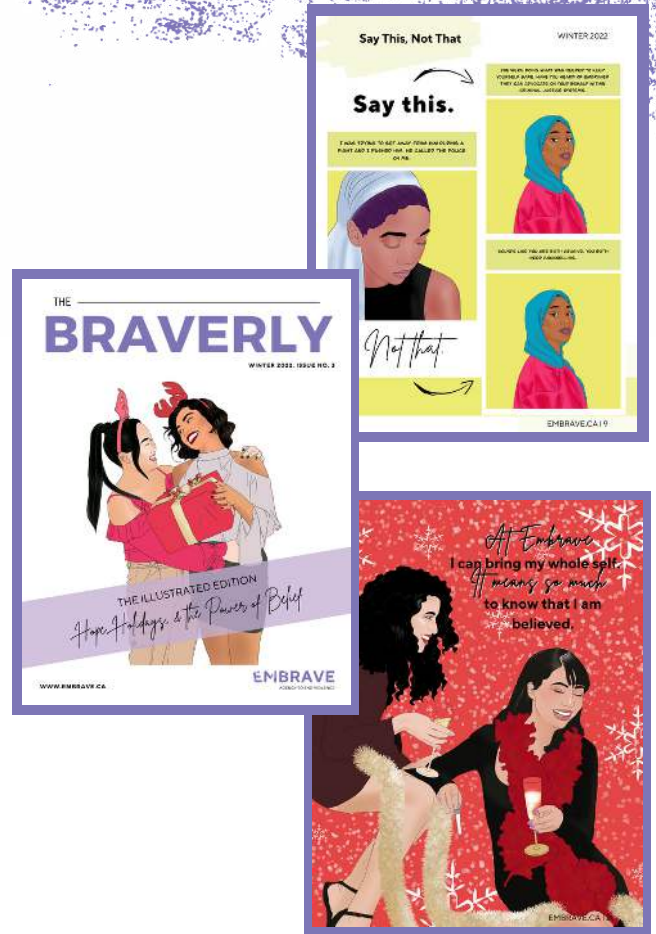
We made significant progress in developing the three trainings (made up of 9 modules), and the roll out of these trainings to the community will be scheduled over the coming year.



# The Braverly

Embrace launched Volume 3 The Braverly Newsletter: Hope, Holidays, & the Power of Belief. This special illustrated edition of The Braverly was dedicated to supporting survivors of violence in our community through hope, holidays, and the power of belief.

This special edition newsletter included sections like: Supporting Survivors: Say This/ Not That, Spot the Difference Your Gift Can Make, Play It: Crossword and Tear-Out Colouring Sheets.



## Collaboration Highlights

Our organization collaborates with regional and provincial partners to prevent and respond to gender-based violence and to enhance our presence in the community. This year, members of our team were active on the following committees:

- ✓ **2SLGBTQ+ Leadership Collaborative**
- ✓ **Anti-Black Racism & Systemic Discrimination Committee**
- ✓ **CAS VAW Collaborative**
- ✓ **HEAL Network**
- ✓ **Peel Alliance to End Homelessness**
- ✓ **Peel Elder Abuse Network**
- ✓ **Peel Harm Reduction Committee**
- ✓ **Feminist Collective - Hope 24/7**
- ✓ **Building A Bigger Wave**
- ✓ **Services & Allowances Roundtable**
- ✓ **Peel Alliance to End Homelessness**
- ✓ **Domestic Violence Court Advisory Committee**
- ✓ **Peel Poverty Action Group**
- ✓ **Family Violence Action Collaborative**
- ✓ **Peel Sexual Assault Review Team**
- ✓ **Reaching Home Community Advisory Board**



On March 25th 2023, Embrave hosted our inaugural Celebrave Gala to commemorate the first gala as Embrave: Agency to End Violence.

Together we shared an unforgettable evening celebrating the work of Embrave and raising \$75,000 to fund our shelters and counselling supports!





**PCAWA**  
PEEL COMMITTEE AGAINST WOMEN ABUSE

Established in 1984, the Peel Committee Against Women Abuse (PCAWA) is a cross-sectoral community collaborative made up of member organizations and community members in the Region of Peel that have a shared commitment to ending gender-based violence. Embrace Agency to End Violence is the PCAWA's lead member organization.

## Enhanced GBV Protocol

The Enhanced GBV Protocol training was delivered to **145 community members** and service providers across the Greater Toronto Area. The training includes discussions on the best practices when responding to disclosures of gender-based violence.

### ENHANCED GBV PROTOCOL TRAINING

Facilitated by Rebecca Pacheco, PCAWA Coordinator



**PCAWA**  
PEEL COMMITTEE AGAINST WOMEN ABUSE

## Take Back the Night

For the first time since the pandemic, Take Back the Night returned to Peel Region! An annual anti-violence rally & march, Take Back the Night is held to

increase awareness and support of women and gender diverse person's right to live without the fear of sexual violence.

Funded through the 2022 Region of Peel Change Fund, It was a powerful evening of strength, solidarity and community organizing in our work to end gender-based violence.



## December 6th Vigil

PCAWA hosted a virtual December 6th Vigil to acknowledge and remember those who have been killed in an act of gender-based violence. Together as a community we joined online to listen to guest speakers and performers to come together in remembrance, strength and solidarity.



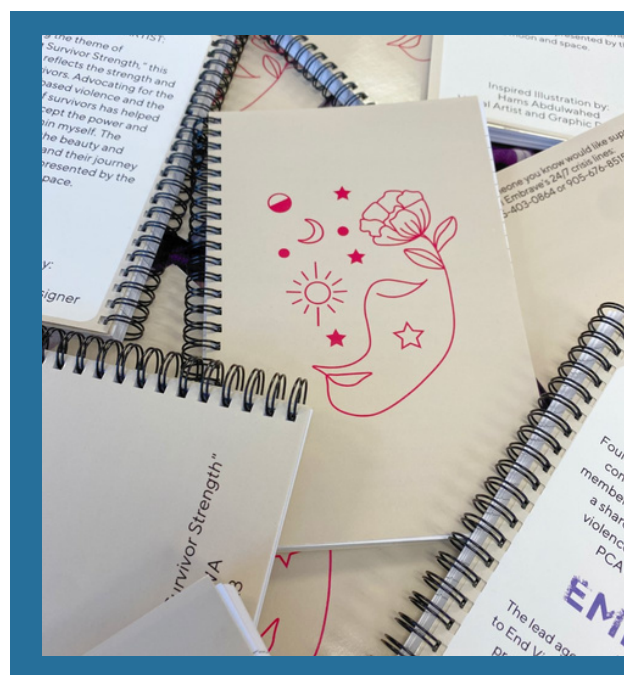
Held on the National Day of Remembrance and Action on Violence Against Women, the event honoured the 14 women killed at the École Polytechnique in Montreal in 1989, the 4 women who were killed in a femicide in Peel Region in 2022, the Missing and Murdered Indigenous Women and Girls in Canada, and all those from marginalized communities who have been killed in an act of gender-based violence but made invisible in our society.

## Celebrating Survivor Strength Notebook

As a token of gratitude for our PCAWA member organizations and in recognition of International Women's Day, we created a custom notebook to gift to our members.

We wanted to recognize and celebrate their commitment and dedication to the work of PCAWA in our mission to end gender-based violence in the Region of Peel.

The front cover of the notebook was designed by local artist Hams Abdulwahed with the theme of "Celebrating Survivor Strength."





# Leadership Givers

Thank you to our Leadership Givers. These generous individuals, families, businesses, and foundations made gifts over \$1000 in 2022-2023 to Embrave: Agency to End Violence and those we serve.



**Angela Bruce**  
Chapter IODE



**Antoinette**  
**Ellis**



**Asher Al**  
**Naser**



**Celestial**  
**International**



**David**  
**Vincent**



**Gerald**  
**Stewart**



**James**  
**Nguyen**



**The Jeff**  
**Rice Family**  
**Foundation**



**St. Christopher's**  
**Knights of**  
**Columbus**



**LiUNA! LOCAL 183**  
*Feel the Power*

**Ljiljana**  
**Prislinger**



**Marni**  
**Przybylski**



**Mississauga**  
**Credit Valley**  
**Lions Club**



Mississauga  
Cooksville  
Lions Club



Mississauga  
Firefighters  
Benevolent  
Fund



Nainesh  
Kotak  
Professional  
Corporation



NAPA  
Auto Parts  
Milton



Neil &  
Sharon  
McPhedran



Nichole  
Rosenberg



Peel  
Regional  
Labour  
Council



Perpetual Help  
- Woodbine  
West Concl  
08842



Petro  
Canada  
Lubricants



Royal  
LePage  
Shelter  
Foundation



SHOPPERS  
FOUNDATION  
FOR WOMEN'S HEALTH



Sisterhood &  
Women of  
Solel  
Congregation  
of Mississauga



Streetsville  
Overseas  
Veterans  
Club



Unifor  
Fonds  
de justice  
sociale



# Together We Can End Gender-Based Violence.

## How You Can Help

Your gift will provide vital supports that will transform the lives of survivors today and help create safer communities in the future.

If you have any questions regarding Ways to Give, please contact:

Rebecca Pacheco, Development & Education Manager  
rebeccap@embrave.ca  
(905) 403-9691 ext. 2275


For more information about Ways to Give, visit

<https://embrave.ca/support/>

## Ways to Give

Here are just a few ways you can support Embrave: Agency to End Violence:

- ✔ **Join the Adopt-A-Room Program**
- ✔ **Join the Legacy League**
- ✔ **Host an online Peer-to-Peer Fundraiser**
- ✔ **Host a Third Party Event**
- ✔ **Become a Corporate Sponsor**



*“I am really thankful for the shelter support. Embrave was there for me and my family when I needed it the most! I was able to get on my feet and find a house to live in with my children.”*

**- Former Embrave Resident**

## Support Embrace with a One-Time Donation

Your one-time donation will help survivors of gender-based violence chart a new course for the future.



**\$25**

A Welcome Kit for a new shelter resident and their children.



**\$50**

Healthy snacks for children's lunches.



**\$100**

Fresh bedding for a shelter resident.



**\$250**

One-to-one counselling supports for survivors.



**\$500**

Linens, bedding and kitchenware for a survivor moving into their home in the community.

## Join the Kind Collective Monthly Giving Program

Join with your monthly gift today and become a part of the Kind Collective, a coalition of dedicated individuals driving positive change in our community. The ongoing support of monthly donors helps to ensure that we can meet the most urgent needs of survivors of violence and their children without delay.

### Reasons to Join the Kind Collective

- It's easy and convenient. You choose the gift level and payment schedule that's right for you. Your gift will be processed automatically every month.
- You can change, cancel, or suspend your donations at any time.
- Your gifts provide a stable source of funding that Embrace can count on, so survivors of violence can continue to count on us.

### Benefits you will receive:

- Exclusive updates and behind-the-scenes videos highlighting the impact of your kindness.
- A consolidated annual receipt in February for income tax purposes.
- Recognition in our Impact Report and on our website
- The knowledge that your support is helping save lives every single day.

For more information about Ways to Give or to make a donation please visit

<https://embrace.ca/support/>

**Embrave Brave.  
Inspire Bravery.**



Embrave: Agency to End Violence is a non-profit organization that provides shelter, counselling, and advocacy supports for women, Two-Spirit, gender-queer, trans and non-binary folks and their children impacted by gender-based violence. We amplify the voices of survivors, educate the community, and inspire systemic change to create a society free of violence.

**embrave.ca**

## **Embrave: Agency to End Violence**

P.O. Box 45070  
Mississauga, ON L5G 1C9

Email: [info@embrave.ca](mailto:info@embrave.ca)  
Telephone: 905-403-9691



Registered Charitable N°.:  
10751 0059 RR0001