



*Above: some events and programming in 2009*

**Safer for women, youth & children  
Safer for everyone**

# 2009 Annual Report



**Metropolitan Action Committee on  
Violence Against Women and Children**

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# Executive Director, President, & V. President

Wendy Komiotis, Executive Director, Kellie Scanlan, Board President and Jennifer Fehr, Vice President



This year was an intense year for the organization - especially for staff, as demands on our programs continue to grow. Our operational success is attributable to the dedication of staff and their relentless pursuit of excellence and social justice for women, girls and youth of

diverse races, classes, abilities, sexualities, genders and faiths. We recognize that none of our accomplishments in 2009 would have been possible without the backing and confidence of our funders and without the synergy of partner organizations, volunteers, students, corporate and individual donors and community members. We are proud of the trust we have earned over the past 25 years of our existence.

We are extremely pleased with our performance this year. For the Outreach and Education Program, it was the year of the Respect in Action (ReAct) youth violence prevention program, as well as the Girl EmPower Project. Here, we deepened our relationship with Girl Guides Canada-Guides du Canada and our capacity to impact more than 40,000 girls across Ontario with a message about equality and non-violent relationships. At the neighbourhood level, we supported a revitalization and gang diversion program for middle school youth to achieve their best. METRAC walked away with a third award for our video game, *RePlay/ReJouer*, this one from Adobe. Lastly, the Youth Alliance took the lead in building youth voices to address violence against young women in Toronto.

Our Justice Program continued to support women in remote parts of Ontario by facilitating legal information workshops as far north as Kapuskasing. We successfully engaged pro bono law students from the University of Toronto to conduct legal information workshops across the city. As a result of our

partnership with Family Law Education for Women (FLEW), we launched family law resources for Filipina domestic workers and caregivers as well as Christian community members and leaders. On the international front, Melody Darkey, Program Officer of Women in the Law and Development in Africa (WiLDAF) Ghana, and WiLDAF interns James Leong and Reena Shadaan visited Toronto. We held a successful panel in partnership with Canadian Crossroads International to share the work WiLDAF is doing on domestic violence legislation in Ghana.

The Safety Program underwent staffing changes this year. After four years with METRAC, Narina Nagra, former Safety Program Director, left the organization in November. Needless to say, we were sad to say goodbye to her. I would like to take this opportunity to thank Narina for her tireless work and contributions to the Safety Program. She made a significant contribution to the organization as a whole. A highlight of her work was the launch of research findings on the safety needs of lesbian, gay, bisexual, intersex, queer, trans, questioning and two-spirited women in Toronto. The research was conducted to reveal strategies to improve street lighting; positive spaces; education for police, community services and schools; and enforcement of hate crimes legislation. With Narina's departure, we welcomed Michelle Davis as Safety Director. Michelle has moved quickly to effectively engage local communities and youth through METRAC's Community Safety Audit.

As technology changes the world, METRAC has been catching up. We started Facebook pages for ReAct and METRAC - join us and keep on top of current happenings at the organization. Some of you might recall that, at our last Annual General Meeting, we launched a new staff and volunteer blog, Megaphone Diaries. We also launched a newly restructured Ontario Women's Justice Network website ([www.metrac.org](http://www.metrac.org)). Things can only get better as we plan to experiment with more new media in 2010.

Financially, METRAC made safe decisions with lesser risks for the organization. We noticed a sector-wide downward trend in fundraising events and made a

deliberate choice to reduce costs of labour and expenses for fundraising in 2008 and 2009. We placed more emphasis on productive enterprise work that aligns with our mission and program goals. As President, Vice President and Executive Director, we are pleased to report that METRAC is financially sound and we have stabilized our fiscal position. To achieve this sustained growth, we continued to diversify revenue streams and productive enterprise activities.

We held one smaller event, a huge success for building supporter relationships, as intended. Entitled Women Read 2009, this event was held in March to celebrate International Women's Day. It was a proud evening as we delighted in readings from top women Canadian authors Priscila Uppal, Alissa York and Lisa Gabrielle - as well as our own local author, Andrea Gunraj. She read from her hot book, *The Sudden Disappearance of Seetha*, a wonderful story of love, family, friendship, rivalry and corruption, set in the Caribbean. We are deeply thankful to these authors for their spirited readings, the Shamba Foundation for donating use of their beautiful space, and partner Random House of Canada Ltd. for their support. We also extend sincere thanks to students organizing V-Day events at Ryerson University and V-Day Toronto organizers, who donated proceeds of multiple initiatives to METRAC. We thank Benjamin Pierre, a deejay duo who donated proceeds of their launch party to ReAct.

In the realm of public policy, we continued to participate on the Domestic Violence Advisory Council (DVAC). This work culminated in the release of a report to the Minister Responsible for Women's Issues in May. It is rich in recommendations to the Ontario government. Recommendations span five key areas: access and equity; the legal response; education and training; threat assessment and risk management; and child welfare. In partnership with the Association of Interval and Transition Houses, we also appeared before the Ontario government's Cabinet Committee on Poverty Reduction to present on *No Cherries Grow on Our Trees*, a 2008 social policy research paper that addresses links between women's poverty and violence.

In 2009, the Law Foundation of Ontario engaged PSTG Consulting to evaluate our Justice Program for its relevance, effectiveness and efficiency. We support the importance of this evaluation to achieving greater

transparency and accountability and we look forward to its final results. We also began the process of preparing for a new organizational strategic plan. This process, in addition to the recommendations that will arise from the Justice Program evaluation, will help us set a renewed vision and goals, priorities and objectives. We expect the strategic plan to be completed and in operation by January 2011.

Great organizations are never satisfied with the status quo and METRAC is surrounded by exceptional and strong women who hold a belief that we must do whatever is within our power to end violence. We thank each staff and board member for her dedication and commitment. We want to thank departing staff for their contributions, as well as departing ReAct Peer Facilitators. We mourned the passing of Susan Avarell, Finance Manager, who spent a much-too-brief time with us. We thank Susan for her excellent work in organizing our financial records in such a short time.

In 2009, we reinvigorated the Board of Directors with six new members and want to acknowledge them for joining our team - Melanie Adams, Irene Darra, Shabnum Durrani, Sabine Hikel, Keisha Williams and Nadine Sookermany. Many thanks go to Sudabeh Mashkuri (Past President) and Carole Dahan (Treasurer) for their leadership on the board. We also give appreciations to our other board members, Min Kaur, Percy Lezard and Andrea Wobick, for restarting committees that had been put on hiatus during our financial crunch.

METRAC's success reflects the contributions of many individuals and groups. We would like to thank students and volunteers for their active involvement. We would like to thank our core funder, the City of Toronto, as well as major project funders: the Law Foundation of Ontario, Ontario Women's Directorate, Department of Justice Canada and the Canadian Women's Foundation. We also thank United Way Toronto, Community One Foundation, York University, the Ontario Human Rights Commission, Elementary Teachers' Federation of Ontario, Silver Tree Foundation and the Ben and Hilda Katz Charitable Foundation. Your support has helped us to continue our work in these challenging times. Finally, we would like to thank our community partners - your support makes a world of difference.

# Community Safety Program

Michelle Davis, Safety Director



METRAC's Safety Program is quite unique amongst community-based organizations and within the violence against women sector itself. For over 20 years, we have used our Community Safety Audit Process to engage and support c o m m u n i t i e s ,

neighbourhoods and organizations to improve safety for their diverse members. In 2009, we supported a number of groups across Toronto and Canada as they addressed safety issues that impact diverse women, youth and children.

Over the past year, we worked with almost 2500 individuals on community safety issues. This included providing Community Safety Audit trainings for 186 individuals, who then led five audits in Toronto neighbourhoods. Six Safety Report Cards were written and sent to audit leaders to help them implement plans of action to improve safety in their neighbourhoods. Respective Toronto City Councillors also received copies of the report cards for their information and follow up.

The program also got involved in a number of projects. These include the City of Toronto's Mayor Tower Renewal Project, which seeks to make high rise apartment buildings more liveable through improved social and cultural resources and energy retrofits. As part of the project, we held audit training sessions at three of the pilot sites for youth and adults and had 121 participants. These trainings helped participants understand community safety issues and methods to assess physical and social environments. Participants learned to examine harassing, discriminating and threatening acts as well as fear of violence and how these things contribute to feelings of neighbourhood safety. Safety Report Cards arising from the Mayor Tower Renewal Project audits will be written and

shared with residents. The success of these trainings has led to requests for similar trainings in other neighbourhoods, which will keep us quite busy in 2010.

In May, METRAC released *Pushed (Back) Into the Closet: Research Findings on the Safety Needs of LGBTTIQQ2S Women and Trans Communities*. The report summarizes findings of an online survey that was conducted to assess safety for lesbian, gay, bisexual, transsexual, transgender, intersex, queer, questioning and two-spirited (LGBTTIQQ2S) women and transpeople in Toronto. Research was initiated to understand violence and fear of violence experienced by women and trans communities in public spaces and develop and enhance safety resources to support them. It was conducted in partnership with the 519 Church Street Community Centre's Anti-Violence Program. Responses from 145 surveys were analyzed - they provided in-depth insight into the unique safety needs and concerns of LGBTTIQQ2S women and trans community members. Key themes include the reality that survey respondents experience a sense of unsafety on public transit, in parks, outside at night and in public washrooms. In addition, survey respondents highlighted the particular dangers they face being out and transgressing gender norms in various ways. Findings will be presented at the Rainbow Health Conference in March 2010 and we are considering various ways that the report's recommendations can be followed up on.

*We worked with almost  
2500 individuals on  
community safety issues*

METRAC has partnered again with Girl Guides of Canada-Guides du Canada., this time on its Girls for Safer Communities Project. This project encourages and supports girls across Canada to participate in and lead Safety Audits in their neighbourhoods. In October, Project Coordinator Paola Jani and Safety Program Assistant Keli Beliare travelled across the country to learn from girls and their leaders what

makes them feel safe and unsafe. In addition, we conducted an online survey with girls to further uncover the issues. Almost 1800 Girl Guide members participated in the research and provided great insight into experiences and understandings of personal and community safety for girls and young women. Findings will be used to inform the next phase of the project, where we will revise METRAC's audit tools and materials to ensure they meet the many needs of girls and young women.

The Safety Program said goodbye to Narina Nagra, who held the post of Safety Program Director for four years. Narina worked tirelessly to address the unique safety needs of girls, youth and women. On behalf of the program, I would like to thank her for her formidable work. I wish her continued success into the future. In the fall of 2009, Navneet Marwaha, a social work student, began her placement with the program.

She has been an asset and I thank her for wonderful work over the year. I would also like to thank our Safety Program Assistant, Keli Bellaire, for her excellent work in the program.

Personal and community safety issues continue to have particular significance in the post-9/11 world in which we live. METRAC's distinct approach means that we must always bring the voices of diverse girls, youth and women to the forefront. The notion of "human security" - which places protection and support of people at the centre of institutional responses to safety as opposed to protection of property and nation alone - is key to our critical analysis. It is needed now as much as ever. We will continue to work hard to ensure that our motto, *safer for women, youth and children, safer for everyone*, becomes a lived reality. Thank you for your continued support.

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*In 2009, METRAC's RePlay/ReJouer video game received 4556 visits and 3731 absolutely unique visitors from around the world*

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*ReAct's educational and preventative services were delivered to more than 4000 youth, educators and service providers across the City of Toronto and beyond*

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*"[The facilitator] was great because she explained everything good and she also listened to what we had to say."*

*"I found out what empowerment means."*

*"I learned that we should stick together instead of bullying each other."*

*"[I learned] not saying no is not saying yes."*

(Youth feedback about ReAct's peer-to-peer violence prevention workshops)

# Community Justice Program

Zahra Dhanani, Safety Director



This year, the Law Foundation of Ontario contracted PSTG Consulting to evaluate METRAC's Community Justice Program. Full results will be provided in 2010, but we have reviewed preliminary findings that show the program is relevant to funders, stakeholders and staff, as it increases

access to quality legal information about violence against women across Ontario. It is one of the few organizations in the province that provides this valued information to the service provider community and it is well respected for that. Ninety-nine percent of those interviewed "reported a positive experience" with the program, an indication of "strong customer satisfaction". The preliminary evaluation report highlighted the importance and value of our training model and content, the demand for which is continually growing. It shined a light on our history and practice of collaboration with diverse women.

In 2009, the work of the Justice Program was also significantly enhanced and expanded - in fact, by over 500%! Part of this expansion includes the creation of two important positions, the Legal Outreach Coordinator and Legal Information Coordinator. Over 40 law students and two full-time social work students joined in to work with the program. They accounted for over 1500 volunteer hours that simply cannot be measured in dollars.

In January, we re-launched the Ontario Women's Justice Network website, [www.owjn.org](http://www.owjn.org). With its clean, easy-to-read new design and layout and with the addition of 300 new articles, we achieved close to two million visits over the year. Our hope is to reestablish the "network" aspect of the site and use it for even greater communication about those legal issues that

impact women and children. As part of our capacity-building initiative, we are also creating an annotated bibliography that will highlight and consolidate the work of the Justice Program over the past 25 years. It will be available on paper and online to assist in the process of finding our many written legal resources.

To guide and support the work of the Justice Program, a province-wide Reference Committee was formed in 2009. It consists of community members, representatives and service providers across Ontario, including women who have experienced violence. We look forward to working closely with the committee to better provide accessible legal information to diverse groups of women.

Our most recent Sexual Assault Court Watch Project was launched in November to gather data on outcomes of sexual assault cases and, importantly, develop recommendations to improve responses to sexual assault. Fifteen volunteers were recruited to attend sexual assault-related trials in the seven courts that operate across the Greater Toronto Area. Four academic advisors will support analysis of this data for the final research report, to be released in 2010. Also in November, a "What's New in the Law" members forum was also held at the Bennet Lecture Hall at the University of Toronto. It was entitled "Justice, Not Jails: Threats of Anti-Prostitution Provisions and the Cycle of Criminalization." Speakers included myself, professor and lawyer Alan Young and three Women who have lived through criminalization. The event boasted over 200 participants.

The Justice Program conducted three full-day legal information trainings between December 1st and 3rd at the Harbourfront Community Centre. They focused on workplace violence and safety, criminal law, family law and criminalized and imprisoned women. Each session was attended by an average of 25 service providers, mostly representatives from women's shelters and agencies in the Greater Toronto Area. Pro bono students have also supported us by conducting trainings across Toronto on topics such as child protection, sexual assault and harassment and

immigrant and refugee women's rights. Since January, 38 workshops have been delivered at various agencies, including Covenant House, the Red Door Shelter, Dr. Roz's Healing Place, Ernestine's and Juliette's Place. Since across-province reach is a key commitment of the Justice Program, we have conducted several trainings outside of the city and will continue to do so.

*Until violence against women  
is a thing of the past,  
we will continue to educate,  
advocate and work for change*

The Justice Program also continues to support the work of governmental and community stakeholders in their development of policy, legislation and programs. We participated in dozens of consultations, including the Ontario Human Rights Commission's Think Tank on Competing Human Rights; the Canadian HIV/AIDS Legal Network's five-year strategic planning process; the Forced Marriages Coalition's development of a website and toolkit; and the Ontario

Women's Directorate's creation of a diversity toolkit. As Legal Director, I also continue to speak to the media and present at conferences, events and meetings.

Since November 2009, we have been in contact with over 40 organizations and agencies working with criminalized women, Aboriginal women, domestic workers and migrant workers in an effort to create partnerships and distribute legal information materials. To date, we have established ongoing partnerships with many groups, including the Parkdale Newcomer Service Providers' Network, the Migrant Women's Coordinating Body, the North York Women's Centre, Kababayan Community Centre, Prisoners HIV/AIDS Support Action Network, the Toronto Rape Crisis Centre/ Multicultural Women Against Rape, No One Is Illegal, the Elizabeth Fry Society of Toronto and Justicia for Migrant Workers. We will continue to solidify these relationships and establish more, and we anticipate distributing over 10,000 of our legal information materials to women across the province this year and next. And until violence against women is a thing of the past, we will continue to educate, advocate and work for change.

*"I liked the training and think that we should do more training and safety audits so we could keep our community safe."*

*"The most useful thing I learned is that there are a lot of different understandings that people have of an unsafe community."*

(Participant feedback about METRAC's Community Safety Audit trainings)

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*"It was engaging, motivating, educational and optimistic."*

*"Highly informative."*

*"Lots of useful and practical information that can be used in the field.  
Great use of examples."*

*"Best training in a long time."*

(Participant feedback about METRAC's legal information trainings)

# Community Outreach & Education Program

Andrea Gunraj, Outreach Director



At METRAC, our Community Outreach and Education Program does not do typical “charitable outreach activities”. The program does not involve voices of “experts” taking precedence over “laypeople”. It does not entail education and information provision in top-down, one-way manner, that “you-need-to-heed-my-wise-words” approach. It is not an endless stream of “reaching out” with few real outcomes or definitive goals. The Community Outreach and Education Program focuses on truly engaging diverse individuals and communities. We do offer essential information and resources, but we recognize the important knowledge and resources communities themselves have to offer. Everywhere, diverse women, youth, children and their allies are working to prevent and end gender-based violence and the oppression so inextricably linked to it. Our job is to tap into their perspectives and resiliencies to support them, learn from them, strengthen them and share their approaches.

Our Respect in Action (ReAct) peer youth violence prevention program breaks the typical “outreach mold” by relying on the dynamic strengths of our Youth Peer Facilitators, who deliver interactive workshops, trainings and speaking engagements for youth and educators. The perspective ReAct offers is not that “girl power” model the mass media seems to like so much - empowerment of young women and girls has to move far beyond consumerism. It has to get to the root of why young women are most at risk of all forms of gender-based violence, why their needs and ideas are often devalued. It has to take stock of the sexism young women face, which is compounded by racism, ableism, classism, heterosexism and ageism.

It’s ReAct’s incorporation of these tough complexities

that makes the program so impactful. In 2009, 94% of participants said that they learned “a lot” or “something” during youth workshops, 99% expressed that Peer Facilitators did “great” or “okay”, and 99% gave workshops an overall rating of “great” or “okay”. Workshops and trainings were delivered to 1338 children and youth aged 5 to 19; 136 youth aged 20 to 24; and 274 adults. Speaking engagements and other community events were delivered to 1610 youth and adults, and 5554 materials on violence prevention were distributed. Through funding from the Department of Justice Canada, ReAct Peer Facilitators also participated in the National Victims of Crime Awareness Week that took place between April 26th and May 2nd - they engaged 1103 youth and 50 teachers in assemblies and workshops and distributed 6249 youth-friendly written resources on violence against girls and young women. Great thanks must be extended to our hardworking team of Peer Facilitators. It’s hard to imagine these outcomes without their skills, passion and community-mindedness.

*Our job is to tap into diverse communities to support them, learn from them, strengthen them and share their approaches*

The “mold” has been blown apart by efforts of the Youth Alliance, a group of young Toronto leaders brought together in 2007 to call attention to violence against young women. With funding from the Canadian Women’s Foundation, they trained over 50 youth on gender-based violence, advocacy and civic engagement. The group published a literature review and research report on violence against marginalized young women in Toronto, as well as a checklist for non-profit boards to assess their youth-friendliness. Efforts of the Alliance were wrapped up at the start of 2009, but by the end of the year we learned that the group will be supported by the Laidlaw Foundation to reconvene and address police policy and practices with respect to gender-based violence against youth. The Girl EmPower Project was also wrapped up this year. Funded by the Government of Ontario and carried

out in partnership with Girl Guides of Canada-Guides du Canada, the project provides an opportunity for girls and leaders in Girl Guide programming to learn about abuse and healthy, equal relationships. The full Girl EmPower Badge Kit was launched across Ontario and Canada in September.

We were pleased to support The Achievers Project this year, an initiative of San Romanoway Revitalization Association. It addresses “at-risk” students at Elia and Brookview middle schools in the Jane-Finch neighbourhood with the goal of decreasing risk factors associated with crime, violence and victimization and enhancing protective factors for students, families and the community. What is so “mold-breaking” about this project is its focus on gender roles, healthy sexuality and sexual harassment. It considers how important these things are and how they tie into the experiences, strengths and vulnerabilities of diverse youth. We partnered to help create the holistic curriculum, which

will be delivered to young people between October 2009 and June 2010.

Another “mold” has been broken through METRAC’s use of technology to engage youth and communities. Our online video game on healthy relationships, *RePlay: Finding Zoe/ReJouer: Où est Zoé?*, was awarded the Adobe MAX 2009 design award for “Social Responsibility”. We launched our staff and volunteer blog, Megaphone Diaries, which is described as “not your average organizational blog”. It averages about 57 views per day and addresses all kinds of subjects from multiple perspectives - expect the unexpected from the Megaphone Diaries blogging team.

We look forward to continuing to break the “outreach mold”, even to the point where it is no longer considered necessary to reach out and support the capacity of communities to prevent and end gender-based violence.

## Volunteer Program Update

METRAC’s work is supported by volunteers who contribute many talents and hours in all areas of the organization. Volunteer contributions are all the more significant when we factor in the work done by those who participate on METRAC’s Board of Directors and internal committees.

*METRAC’s work is supported  
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The volunteer team did a variety of jobs to support the organization’s work, including preparing resource and outreach materials for delivery to the public, interviewing and writing articles for our newsletters, doing mailouts, helping to plan and administer annual fundraising events, reaching out to people at community events and fairs, assisting with the delivery of trainings and workshops, research and much more. We extend our thanks to the volunteers who helped

METRAC in 2009: Stephanie Archambault, Lesley Barreira, Kate Bojin, Sarah Chiddy, Drew Davidson, Desiree Elbaz, Tasnuva Hoque, Jessica Hyun, Vanessa Knight, Anna Loi, Natasha Mazzei, Monica Rondon, Kamila Rusalka, Lisa Smart, Andrea Sobko, Jillian Steinberg, Padma Tata, Lok Wong and Beidan Hassan.

Our Board of Directors plays an important role in governance, and they do it on volunteer time. We would like to thank our board for volunteering with METRAC and taking it upon themselves to play a key role in the organization.

METRAC also benefits from placement students who come to us from colleges and universities. In 2009, students supplemented their studies with real-world experience working at the organization in our Community Outreach and Education Program, Safety Program, and Community Justice Programs. Many thanks to our placement students: Ann De Shalit, Shaista Durani, Navneet Marwaha, Cindy Olivo, Michelle Pena and Lok Wong for their contributions.

# Community Partnerships

METRAC is fortunate to have worked with many community partners in various capacities during the year, including:

Toronto Community Housing Corporation; Mayor's Tower Renewal Project; Girl Guides of Canada-Guides du Canada; Rexdale Women's Centre; YWCA Toronto; Prisoners HIV/AIDS Support Action Network; York University; Boys and Girls Clubs of Canada; Social Services Network; Ontario Institute of Studies in Education; Lawrence Heights Middle School; Regent Park Community Centre; Lion's Club Peterborough; St. Christopher House; Lawrence Heights Pathways to Education Program; Sexual Assault Survivor's Support Line at York University; Faculty of Education, York University; Elmbank Junior Middle Academy; North West Scarborough Youth Centre; Toronto District School Board; Manantial Neighbourhood Services, Inc.; Bathurst Heights Secondary School; Central Technical School; Winston Churchill Collegiate Institute; Humberwood Downs Junior Middle Academy; Westview Centennial Secondary School; York Memorial Collegiate Institute; Norwood Public School; Cardinal Newman Catholic Secondary School; Bendale Business and Technical Institute; Firgrove Public School; North Hastings High School; City View Alternative School; Inglenook Community High School; Malvern Collegiate Institute; Eastdale Collegiate Institute; St. Joseph College School; Eva's Place; Eva's Satellite; Hardington Long Term Support Program; Supporting Our Youth; East Metro Youth Services; Centre for Research and Education on Violence Against Women and Children; For Youth Initiative; Ontario Human Rights Commission; Toronto Police Service; San Romanoway Revitalization Association; 519 Church Street Community Centre; Bishop Morocco Collegiate Institute; Leaside High School; Women's Health in Women's Hands; AQSAZine; Good for Her; Canadian Centre for Victims of Torture; Canadian Tamil Youth Development; Thorncliffe Neighbourhood Office; Community Legal Education Ontario; Springtide Resources; Habitat Interlude House; Cochrane-Smooth Rock Falls Victim Crisis Assistance and Referral Services; Porcupine Health Unit; Grand-Nord Legal Clinic; Mimco Counseling Centre; North

Cochrane Addiction Services Inc.; Ininev Friendship Centre; Services Familiaux Jeanne Sauvé Family Services; La Maison Arc-en-Ciel; Cochrane District Social Services Administration Board; Ontario Provincial Police; Children's Aid Society of Toronto; Centre de Santé communautaire de Kapuskasing et région; Timmins Police Service; Centre Passerelle pour femmes du Nord de l'Ontario; Canadian Mental Health Association; Timmins and Area Women in Crisis; Timmins and District Victim Crisis Assistance and Referral Services; Misiway Milopemahtesewin Community Health Centre; Timmins Native Friendship Centre; Timmins Family Counseling Centre Inc.; Métis Nation of Ontario; Ontario Native Women's Association; Minwaashin Lodge - Aboriginal Women's Support Centre; Nishnawbe-Aski Legal Services; Red Lake Indian Friendship Centre; Native Child and Family Services of Toronto; No More Silence Project; ACTEW - A Commitment to Training and Employment for Women; Chatham-Kent Sexual Assault Crisis Centre; Workers' Action Centre; Wabano Centre for Aboriginal Health; Merge Counselling and Education Services; Elizabeth Fry Society of Toronto; Sexual Assault Support Centre of Ottawa; Elizabeth Fry Society of Kitchener/Waterloo; Elizabeth Fry Society of Hamilton; Halton Women's Centre; Toronto Public Health; Halton Violence Prevention Council; Ontario Coalition of Rape Crisis Centres; Malvern Community Centre; Anduhyaun Inc.; Pro Bono Students Canada; Parkdale Newcomer Service Providers' Network; North York Women's Centre; Kababayan Community Centre; Toronto Rape Crisis Centre/Multicultural Women Against Rape; No One Is Illegal Toronto; Justicia for Migrant Workers; Covenant House Toronto; Red Door Shelter; Dr. Roz's Healing Place; Yorktown Family Services; Ernestine's Women's Shelter; Julliette's Place; Woman Abuse Council of Toronto; National Association of Women and the Law; Women's College Hospital; Ontario Council of Agencies Serving Immigrants; The Miss G\_Project for Equity in Education; Kababayan Community Centre; Family Service Association of Toronto; Assaulted Women's Helpline; Arising Women; Planned Parenthood of Toronto; White Ribbon Campaign; and the Domestic Violence Advisory Council.

# METRAC's 2009 Staff & Board

## **METRAC Staff:**

Susan Avarell, Finance Manager\*  
Keli Bellaire, Safety Program Assistant  
Kirsti McHenry, OWJN Coordinator  
Michelle Davis, Safety Director  
Zahra Dhanani, Legal Director  
Mergitu Ebba, Justice Program Coordinator  
Mary Auxi Guiao, Safety Audit Coordinator\*  
Andrea Gunraj, Outreach Director  
Paola Jani, Girl EmPower/Girl Guide Project Coordinator  
Wendy Komiotis, Executive Director  
Narina Nagra, Safety Director\*  
Katharine Neufeld, Legal Information Coordinator  
Raksha Jeyaratnam, Event Assistant\*  
Jannette Saberon, Administrative Assistant  
Jae Thuo, Legal Outreach Coordinator  
Onyii Udegbe, OHRC Coordinator  
Helen Yohannes, ReAct Coordinator\*

**ReAct Youth Peer Facilitators:** Neil Donaldson\*,  
Najla Edwards, Felipe Mendes, Angela Musceo

## **Board of Directors:**

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Carole Dahan, Treasurer  
Irene Darra  
Shabnum Durrani  
Jennifer Fehr, Vice President  
Sabine Hikel  
Min Kaur  
Percy Lezard, President\*  
Sudabeh Mashkuri, Past President (on leave)  
Kellie Scanlan, President  
Nadine Sookermany  
Monica Vermani\*  
Keisha Williams  
Andrea Wobick, Secretary

*“\*” indicates departure from agency or office in 2009*

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*307 individuals were trained on how to conduct  
a Community Safety Audit in their neighbourhoods*

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*Over 40 law students and two placement students contributed  
more than 1500 volunteer hours to the Community Justice Program*

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*The newly re-launched Ontario Women's Justice Network (OWJN)  
website received nearly two million hits in 2009*

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*“I feel this will be very helpful as I do prevention education ...  
thank you for your terrific resources.”*

(Feedback about METRAC's written resources on violence)

# METRAC Thanks Our 2009 Supporters

## *Our Funders*



**Department of Justice Canada - Victims Fund**

## *Our Donors*



**Silver Tree Foundation**

**Ben and Hilda Katz Charitable Foundation**

**Women Read 2009 silent auction donors:**

Friend of METRAC, Irish Embassy Pub, Mad Kilner Fused Glass Creations,  
Random House of Canada Ltd., Toronto Women's Bookstore

## *Other Donors & Supporters*

METRAC extends its deepest thanks to all of our donors and supporters, including: anonymous donors, those who purchased tickets and attended events, those who have contributed volunteer hours, those who have given gifts in-kind and our many community partners.



- ★ Join METRAC and ReAct groups on Facebook
- ★ Read METRAC's blog, Megaphone Diaries ([metrac.wordpress.com](http://metrac.wordpress.com))
- ★ Follow OWJN on Twitter (@OWJN or <https://twitter.com/OWJN>)