



# *ReAct: 10 years of youth preventing violence*

**Spring 2011 Newsletter**



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*Cover: images from ReAct youth workshops*

*Above: images from the Girlz Own Conference in Northern Ontario, facilitated by ReAct Youth Peer Facilitators*

*METRAC* is a community-based, not-for-profit organization that prevents violence against diverse women and youth. Since 1984, this mandate has been undertaken through public education and training, safety initiatives, partnerships, research and policy in three program areas: justice, outreach and education and safety.

## METRAC staff & board

**Staff:** Keli Bellaire, Youth Coordinator | Karen Darricades, Youth Alliance Project Coordinator | Michelle Davis, Safety Director | Andrea Gunraj, Outreach Director | Wendy Komiotis, Executive Director | Jessica Mustachi, Safety Program Coordinator | Estella Muyinda, Interim Legal Director | Jannette Saberon, Administrative Assistant

**ReAct Facilitators:** Asam Ahmad, Najla Edwards, Angela Musceo, Helen Yohannes

**Board of Directors:** Melanie J. Adams | Carole Dahan, Treasurer | Shabnum Durrani, Secretary | Jennifer Fehr | Min Kaur | Sudabeh Mashkuri (on leave) | Nadine Sookermany, Co-Chair | Andrea Wobick, Co-Chair

**METRAC on social media** | Facebook: METRAC, ReAct: Respect in Action, Ontario Women's Justice Network, Thrive: Women's Voices Rising, **What It Is**. A digital game challenging sexual violence | Twitter: METRACorg, OWJN | YouTube channel: metracorg | Megaphone Diaries Blog: metrac.wordpress.com



# Message from the Executive Director

**Wendy Komiotis (Executive Director)**

*“As much as we are confronted with hostility and indifference to our truths as young women of colour, we must widen our circle of love by creating our own support system of mentors and like-minded women who will honour and nurture the strengths we have within.” (Kenya Fairley, Women of Colour Network Mentor)*

Welcome to METRAC’s first newsletter for 2011. With the change of season, METRAC has become a hub of activity in preparation for the release of this issue. In it, we pay tribute to the tenth anniversary of METRAC’s youth program, ReAct (Respect in Action, formerly, the Young Women’s Anti-Violence Speakers Bureau). We are proud of this important milestone for the youth of METRAC and we endeavour to continue working side-by-side with youth to advance safety, equity and justice for women, girls and all young people affected by violence in its many forms.

When I first joined METRAC in August 2003, METRAC’s youth program was a nascent entity. Its survival was tenuous due to a lack of core funding and a general paucity of resources necessary for the program’s true effectiveness. That ReAct has survived to celebrate 10 years of youth leadership is a testament to the resiliency of youth and the tenacity of youth advocates and allies within METRAC who believe in the power and value of engaging youth in anti-violence work.

Over the years, METRAC’s youth violence prevention program has achieved many successes. From designing and delivering workshops on numerous topics by youth, for youth, to publishing innovative, youth-centric educational materials and replicating the ReAct

model in underserved neighbourhoods, we applaud ReAct volunteers, staff and management for working to grow a vibrant, sustainable program.

This year, ReAct has for the first time been granted two-year project funding from Status of Women Canada to expand work with youth across the Greater Toronto Area. We are thankful for the generous funding and expect that this project will produce many tangible outcomes, especially since part of the funding will allow the ReAct Program to undergo rigorous evaluation to demonstrate its impact and effectiveness. We look forward to keeping you informed as the work progresses.

*We commit to building youth communities and leadership across the agency and beyond*

A decade has passed and we have accomplished much. Yet there is still much more to be done to eliminate ageism and fully integrate the voices of youth within our own organization. As METRAC moves forward to implement new strategic directions, we commit to building youth communities and youth leadership across the agency and beyond. In closing, we celebrate the birth and survival of ReAct and all those who, over the years, have contributed to this important program to end gender-based violence. Thank you to our funders, members, directors, staff, volunteers, students, community members, partners, donors and everyone.

*Youth are not the problem. They are the solution.*

# Message from the Board Co-Chairs

**Nadine Sookermany and Andrea Wobick (Co-Chairs, Board of Directors)**

The Board of Directors has been working very hard to support the important work METRAC staff members continue to do. As we operate within the current funding climate, changing governments and, at times, challenging institutions and policies that can present

barriers, we are proud of and committed to supporting the staff and volunteer team we work alongside.

METRAC’s board members have partnered with staff to continue the task of developing a multi-year strategic

plan for the organization. This process has been integral and eye-opening as we address all areas of our programs: safety, justice, youth violence prevention and outreach. Our greatest goal is to strengthen METRAC's invaluable work and push ourselves to reflect on how we can build our capacity.

*We hope to grow youth engagement and voice and honour foundational work already achieved*

Each member of the board is supporting the development of enhanced policies and procedures for the organization. This is a daunting task that follows up on incredibly thorough policy work initiated by METRAC staff. The board has also engaged in our own training and development over the past year. We have participated in training on anti-racism/anti-oppression, examining the ways this framework can be further utilized as a lens to impact decision-making, programming and the communities we serve. We look forward to continuing to challenge ourselves and our

colleagues to reflect on the oppression we face and privileges we hold, as well as the ways in which the anti-oppression perspective enters our lives and work.

We would like to take this opportunity to acknowledge the hard work of METRAC's Executive Director and the entire staff and volunteer team. It has been a pleasure to work with you over the past year. We would also like to acknowledge the tenth anniversary of METRAC's ReAct Program and the Youth Peer Facilitators and staff members who contribute to this program. The hard work you have done over this past decade and your ongoing persistence is remarkable and appreciated. With the advent of our new strategic plan, we hope to grow youth engagement and voice across the entire organization and honour foundational work already achieved.

Finally, we would also like to say goodbye to departing staff and volunteers, as well as two departing board members, Sabine Hikel and Keisha Williams. Thank you for your commitment to METRAC. You will be missed and we wish you all the best in your future endeavours.



*Above: images from ReAct youth workshops and presentations*

*Of 896 youth workshop participants surveyed in 2010, 56% said they learned "a lot" of new things and 38% said they learned "some" new things; 87% said ReAct Peer Facilitators did "great" and 12% said ReAct Peer Facilitators did "okay"; and 86% rated the workshop "great" and 12% rated the workshop "okay".*

# Reflections: ReAct's past and present

Shanon Kalra-Ramjoo (METRAC volunteer)

I interviewed ReAct's founding coordinator, Joanna Pawelkiewicz and Keli Bellaire, METRAC's current Youth Coordinator. They both had important insights about the past, present and future of the program

**What were and are some successes of the program?** Joanna Pawelkiewicz believes that “the fact that the program got off the ground in the first place and we were successful in getting funding from both the United Way and City of Toronto” was a great achievement in and of itself. She also mentions that “it was a tremendous coup that we were able to make the program happen and that it was supported by so many of the older women who had been involved.” Keli Bellaire notes that some of the more current ReAct successes include “expanding the scope of ReAct and facilitating workshops outside of Toronto.” This expansion has led to a greater awareness of how violence affects youth in rural communities. She also believes a recent success centres on a new collaboration between ReAct and METRAC's Community Safety Program. The two programs teamed up to develop a Community Safety Audit training specifically to engage and build the voices of youth in local Toronto communities, particularly marginalized youth.

**How is the program effective in reaching targeted individuals?** Joanna says, “Some of the earlier workshops were effective and dealt with the core issues regarding violence against women.” She particularly valued the program's approach to linking gender norms with the proliferation of gender-based violence. Keli says ReAct remains effective because it “creates a space for young people to be honest about their opinions and their experiences.” She adds that it opens a rare opportunity for youth to have real conversations about the violence and oppression they face. ReAct gives youth “a chance to see that we are not alone and that others face similar struggles” and to begin to “understand that these struggles are rooted in systems of injustice.”

**How did the program evolve while you were coordinator?** The program began with just three workshops, says Joanna, one on dating violence, one on

emotional abuse and one on sexual assault. To ensure their content was relevant to and appropriate for the diverse youth being served, these three workshops were constantly customized and this approach contributed to the evolution of ReAct over time. According to Keli, ReAct is now engaging in longer term initiatives with youth. “Through partnerships and grants, work will be done with six schools over the next two years.” This development is exciting not only because it “dives much deeper into the issues of violence”, but also because “it builds skills and tools for young people to take action and challenge violence happening around them.”

**How can the program be enhanced to better prevent and address violence against youth and women?** According to Joanna, ReAct can become more effective and continue to stay effective if it understands the way popular culture, world events and technology frame violence against young women. According to Keli, when people talk about youth violence, they tend to centre on “guns and gangs”. She believes that ReAct can play a key role in raising awareness about rarely-addressed forms of violence youth face, including gender-based violence and sexual violence, police harassment and high rates of criminalization. Keli also notes that, as part of building youth voice, ReAct should seek to increase its presence on youth councils, advisory committees and community boards.

## METRAC's Annual General Meeting:

Thursday June 23, 6:00-8:30 PM

Friends House (60 Lowther Avenue, Toronto)

*Celebrating the 10th anniversary of ReAct*

Keynote speaker: Julian Falconer, B.A., LL.B., human rights lawyer and Chair of the School Safety Panel inquiry that released “The Road to Health” report on safety in schools

*Featuring speakers, performers and refreshments*

For information, contact METRAC:

416-392-3135 | [info@metrac.org](mailto:info@metrac.org)

# Insights on ReAct's Success

Shanon Kalra-Ramjoo (METRAC volunteer)

Those who run programs such as ReAct know their efforts are effective. But program effectiveness must be measured from the perspective of those on the receiving end. Over the next few years, an evaluation will be done with high school youth participants of ReAct's programming. It's crucial that we pay close attention to our impact on these youth. It's also important that we pay attention to feedback from educators and youth workers who support us to deliver our programming. I interviewed three people who have asked ReAct to do work with youth they serve. We thank them for their feedback and the insight it provides on ReAct's impact in youth communities.

Lisa Brown, community health worker at the Black Creek Community Health Centre, says that ReAct offers participants a chance to self-reflect and examine their social world. She notes that this process helps raise consciousness amongst youth and helps young people identify the root causes of violence, including stereotypes about gender. Lisa notes that "the anti-oppression framework used in the workshops is inclusive, non-judgmental and embraces the true narrative." She also says that the young people she works with have used some of the "deconstructing" strategies they learned in ReAct workshops to engage in conversations with peers and pass on the knowledge. She comments that many participants appreciated the

tone and vibe created by ReAct facilitators during the workshop sessions.

Melanie Wilson, a teacher at York Humber High School, speaks to how ReAct facilitators adapted workshop content to the needs and realities of participants in her school. She believed that workshops created a sense of empowerment and students were better able to connect the dots between violence and marginalization. For increased effectiveness, Melanie stressed the importance of establishing more ongoing relationships with schools, offering frequent programming for youth in school spaces and supporting teachers with more training on how to deal with violence.

Zola Jeffers, Team Lead at JVS Toronto, works with some of the most underserved youth in the city and says it was important to find community allies that "get it". She says that ReAct facilitators were "extremely attuned to the needs, attitudes and preconceived notions exhibited by youth" and believed the workshops to be conversational and interactive. Zola appreciated how media was incorporated in the workshops and believes that ReAct's media literacy work was most effective. In many instances, she found that youth participants became more critical in their analysis of media when it comes to violence.

*"I've learned if I ever go through any violence with anyone, to always know where to get advice from, and how to handle those kinds of situations."*

*- Youth ReAct workshop participant*

*Right: ReAct workshop at Humberwood Downs Junior Middle Academy*





*“My students were very receptive of the information. The students were well engaged ... all of them were having fun!”*

*- Educator feedback about ReAct workshop*

*Left: ReAct workshop at a student-teacher conference at Bathurst Heights Collegiate Institute*

## In the Words of ReAct

**Keli Bellaire (Youth Coordinator)**

The past year and a half of coordinating ReAct has been full of learning, growth, challenge. It has filled me with hope and energy about young people’s brilliance and power to change the world.

I’ve been blessed to work with ReAct’s peer facilitators, those who have been involved for years and others who have been with us for a few months. They are an inspiring, talented, strong group of youth who make the program what it is. They push boundaries and are changing the lives of youth throughout Toronto. Their long-term involvement in the program means that facilitators rock out in every workshop. They know the material inside and out and how to handle challenging situations, including those where participants feel triggered or resistant. It also means that facilitators constantly talk about violence and oppression, which is hard on the heart and soul. In the past year, we’ve learned a lot about vicarious trauma and self-care. We’ve talked about how the work impacts us and what we can do to better support each other and ourselves.

Recent ReAct highlights include facilitating a conference about violence and empowerment in Dryden for young women from all over Northern Ontario; working with youth in Belleville, Norwood, Scugog First Nation, Havelock, Bancroft and other areas outside Toronto; creating new materials and

workshops about self-care and supporting friends through violence; successfully applying for a two-year mentorship project; attending the Daring to be Powerful training by the Audre Lorde Project in New York City; and participating in youth justice initiatives. Here’s what some ReAct Facilitators themselves say about their work.

**How do you describe what you do?** I work with youth to provide workshops on bullying, homophobia and violence against women within an anti-oppressive framework ... [it’s] based in empowerment and peer mentorship, providing spaces where meaningful learning and discussions take place. **Why do you think the peer-to-peer model is effective?** It encourages the notion that youth are able to be in our position or a teacher’s position because they have a lot of the same tools (for example, shared opinions and the ability to teach and learn). They can continue work within their own communities and lives. It’s also effective because youth are more open to learning from peers ... it doesn’t feel like a top-down relationship. **What do you see as the biggest issues facing young people in Toronto today?** Ageism, stereotypes of gang culture, alienation, bullying, homophobia, pressure to conform, following the system no matter how oppressive, lack of access to resources and the effects of poverty for kids of low-income households. Violence and ageism; even

*“This reality remains: there’s no end to what dynamic, dedicated youth can do and are doing to make a difference.”*

*- Statement on ReAct’s 10th anniversary (Wendy Komiotis, Executive Director)*



*What It Is. digital game media launch at Bloor Collegiate Institute, November 2010 (Top: Youth Advisory Team and METRAC staff; METRAC’s Executive Director and Maria Rodrigues, school board trustee; students at Bloor Collegiate; Laurel Broten, Minister of Children and Youth Services and Minister Responsible for Women’s Issues)*

when youth are included in discussions, which they are often not, their opinion is seen only as a youth perspective and not taken as seriously as an adult’s. **What are pros and cons of working in the public school system?** Pros: we get taken more seriously, the youth are often more responsive, they have to stay and listen (ha!), we can reach large numbers, access many different neighborhoods and offer youth a space to be themselves during school hours. Cons: the school system can be resistant, dismissive and/or ignorant of our alternative messages and education styles because they’re different from the mainstream. We hope that by working within these systems we can change them from the inside so they are more supportive of all young people. **What are the most radical learnings**

**you see youth take away from ReAct workshops?** That their opinions and experiences are valid, especially for youth who experience police brutality and racism. That violence is a cycle and it’s learned behaviour. That there are different ways to think about and live out their identities. That they can make a difference in their own lives and community. **What are the biggest learnings you’ve taken from working with ReAct?** Reaching so many youth from all walks of life and seeing how they respond to the workshop. I’ve learned how to facilitate calmly and effectively; how to be supportive in the moment to youth who approach me about violence in their lives. I’ve learned that there are issues and concerns that need to be confronted in every system and organization. **How**



**does ReAct contribute to the fight for youth justice?** ReAct helps youth to attain tools and knowledge to think critically and understand and use language to name all the injustice and “isms” they face on a daily basis. We recognize the intersecting nature of the fight for youth justice and work with an eye

towards disrupting all systems that are involved, while motivating and empowering youth to join us in the fight.

*Many thanks to our team of ReAct facilitators for sharing their insights.*

## Community Safety Program Update

**Michelle Davis (Safety Director)**



*Image from community Safety Audit where residents erected a park bench in honour of women facing domestic violence*

April showers bring May showers, or at least that is the familiar saying. It feels as though we have had a long winter but thankfully spring has finally arrived! We look forward to a season of renewal, hope and new opportunities. The Safety Program has just said goodbye to Merona Abbas, who completed her field placement with us. Merona provided invaluable support to our youth safety work over the eight months she worked with us. She helped develop activities, revise our youth safety zine and co-facilitate trainings. We wish her all the best as she graduates from the Social Work program at York University and looks forward to new possibilities.

The Safety Program has been training and supporting school-aged youth in Toronto to audit their neighbourhoods and/or schools. Jessica Mustachi, Keli Bellaire and Merona Abbas completed leading training and Safety Audits with youth who are a part of the San Romanoway Revitalization Association’s Achievers Project. In April, Jessica, Keli and Merona started working with another group of youth in the project. They’ve also been facilitating weekly sessions with a group of young women at a secondary school in Toronto. Both projects have been going very well and

we hope to offer these trainings to other youth around the city. We believe that engaging youth to address their unique safety concerns is an important means to build community and ensure their safety. We also continue our work with Girl Guides of Canada-Guides du Canada. In the Girls for Safer Communities Challenge, developed by METRAC, older girl members are trained and supported to lead Safety Audits with younger girls in their neighbourhoods and identify ways to improve girls’ safety. To date, just over 150 girls across Canada have been trained as Safety Audit Leaders. We eagerly await feedback from their walkabout activities.

I’ve also been working to develop METRAC’s social enterprise work - namely, our institutional Safety Audits and trainings. In the current economic and political climate, it is imperative that not-for-profit agencies do work in new ways to build capacity and impact, and our large-scale audits present that opportunity. For the past 20 years, METRAC has been a leader in auditing transit systems, university and college campuses, hospitals, community agencies, parks and commercial developments to make them safer for everyone. Please stay tuned for the launch of a new website and marketing tools designed to support employers and businesses as they address violence and harassment as a result of Bill 168, the *Occupational Health and Safety Amendment Act (Violence and Harassment in the Workplace)*. The bill requires employers to train and educate their employees, create policies and conduct risk assessments to prevent violence, including domestic violence, from occurring in Ontario workplaces.

Thank you for your continued support of and interest in our work. Please feel free to contact me at [safety@metrac.org](mailto:safety@metrac.org) or 416-392-3137 with your questions or comments. Happy spring!

# Community Justice Program Update



*METRAC volunteer and staff providing information at an anti-violence community event at Osgoode Hall Law School*

METRAC's Community Justice Program has developed a new strategy to strengthen its provision of legal education and information for women affected by violence. The shift towards optimizing resources to address disparities in access to justice is timely. Ontario is beginning to reform its legal system and we must ensure our services evolve with needs and circumstances. We have taken steps to enhance our role and will continue to be a vital source of legal information, particularly for women who are vulnerable and isolated. New approaches to providing legal services are being tested in Ontario to reduce barriers and demonstrate cost effectiveness, program efficiency and accountability. These external realities, internal reflections, stakeholder consultations and evaluations have all been taken into account to plan for a rejuvenation of the Justice Program over the next three years. We look forward to rolling out a new mission, vision, principles and priority communities.

In the meantime, we've continued with core work. To build upon a pilot project with Community Legal Education of Ontario, we led new webinars, one of which addresses sexual assault and harassment. While it was originally attended by 10 participants, it has since received 277 unique visits and has been played 52 times as of the end of last year. The second webinar focused on child protection in the *Ontario Child and Family Services Act*, including rights of children in care and the role of child protection agencies. It was originally attended by 12 participants, has since received 538 unique visits and has been played 119 times as of the end of last year. We also held a legal information training on changes to family law covered by Bill 133,

custody and access and the Shelter Sanctuary Status campaign at the Toronto Hostels Training Centre. Another training on sexual assault, consent and legal options was held at York University for the on-campus Sexual Assault Survivors' Support Line.

In collaboration with the Institute for Feminist Legal Studies (IFLS) at Osgoode Hall, the Justice Program coordinated its fourth annual What's New in the Law Forum. Entitled "After Bedford: Off the Streets?", it explored the Ontario Superior Court of Justice decision to strike down Canada's legal provisions on solicitation and what it might mean for sex workers. Speakers included Alan Young, professor and lawyer; Christa Big Canoe, feminist lawyer promoting access to justice for Aboriginal women and people; and Emily van der Meulen, community-based researcher and post-doctoral fellow. The panel was moderated by Sonia Lawrence, Director of IFLS, and attended by 70 participants. Clips can be accessed on IFLS's website ([ifls.osgoode.yorku.ca/2010/12/sex-workworkers-in-canada-after-bedford-watch-our-nov-24-event](http://ifls.osgoode.yorku.ca/2010/12/sex-workworkers-in-canada-after-bedford-watch-our-nov-24-event)).

While we look forward to exciting changes, we've experienced transitions in staffing and feel the loss. Zahra Dhanani, former Legal Director, has moved on to other opportunities. We appreciate her significant contributions and wish her the best in her future endeavours. We'd also like to acknowledge other staff who have moved on: Mergitu Ebba, Mary Auxi Guiao and Jae Thuo. Their hard work and dedication will not be forgotten and we wish them the best. We welcome Estella Muyinda as interim Legal Director and thank the many Pro Bono Students of Canada volunteers who contributed to our Ontario Women's Justice Network (OWJN) website ([www.owjn.org](http://www.owjn.org)).

**Host a house party:** house parties are a new way to support a charity's visibility, impact and support. If you love hosting get-togethers and would like to support METRAC, consider having us come by to greet your guests. They'll learn about the issue, what we're doing and have an opportunity to donate or volunteer. For more information about hosting a house party in support of METRAC, contact us at [info@metrac.org](mailto:info@metrac.org) or at 416-392-3135.

# Community Outreach Program Update

Andrea Gunraj (Outreach Director)



*Youth Alliance retreat with young women sharing ideas to improve police policies and practices*

A decade ago, I was a summer student acting as co-coordinator of Respect in Action (ReAct). We were known as the “Young Women’s Anti-Violence Speakers Bureau” - it was a pretty clunky program title even back then. But we knew we were doing something unique by supporting youth to challenge other young people to end violence against women and youth.

Ever since, ReAct has delivered hundreds of workshops, presentations and trainings with thousands of youth and people who work with youth. It has initiated several projects including Many Paths to Healing, funded by Department of Justice Canada for the 2011 National Victims of Crime Awareness Week. ReAct led focus groups with nearly 100 youth to develop workshops and materials on healing after violence. This year, ReAct also partnered with the Liaison of Independent Filmmakers of Toronto to mentor media students at Bloor Collegiate Institute and help them create violence prevention films of their own. Now, supported by two-year funding from Status of Women Canada, we’re looking forward to running mentorship programs for students in six high schools across the Greater Toronto Area. We’ll help youth learn about violence, lead anti-violence actions and share violence prevention recommendations with decision-makers. For the first time, we’ll be able to formally evaluate ReAct’s long-term impact on youth participants.

But don’t get the impression that it’s been easy to arrive at our tenth year. ReAct has never had ongoing funding and, frankly, there have been bumps and spills along

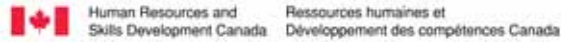
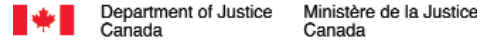
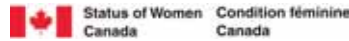
the way. We have lots to learn and lots to do to develop the program, better support youth involved in it and demonstrate the impact of our work on this city.

I want to acknowledge current and former Peer Facilitators, staff and volunteers in the program. Honestly, I can’t find words to thank them the way I should. It can be hard to do this work on many levels. I want to honour what they’ve done and hold onto how they inspire everyone around them. And I hope that you, METRAC supporters, will become champions for ReAct. There are many worthy causes out there but I encourage you to understand why ReAct is special. Despite the challenges, ReAct truly understands power and oppression and cares about building youth voice to end violence - not only “rockstar” youth who get on the six o’clock news. All young people. Youth whose voices are regularly ignored and quashed. This is how ReAct makes a difference. Attending to perspectives and issues deemed too taboo, scary and uncomfortable to properly discuss at home and school, in the community and in faith circles. And ReAct doesn’t focus on violence halfway around the world. It focusses on the violence in our own backyard, sometimes facing those who would deny its prevalence, who would claim it doesn’t happen here. We must support ReAct and all youth who are committed and courageous enough to do what we as a society and individuals haven’t always done. We must support them for our own future.

**More in Outreach and Education:** the Youth Alliance is working on a report to strengthen police policy and practices to support youth experiencing sexual assault. It’s hard to do justice to it here but the project is as exciting and unique as it seems. Many thanks to the Youth Alliance for its work and stay tuned for the report’s release. In November 2010, we released **What It Is.**, a digital game challenging sexual violence. We’re working on promotion and releasing new versions for smartphones. Speaking of smartphones, we’ve conducted surveys to inform the development of a free iPhone app to challenge sexual harassment and help people deal with it. We hope to release it in the fall. Finally, I’d like to extend my thanks to our hardworking staff, volunteers and partners.

# Thank you to METRAC's supporters

## Our Funders and Donors:



Gift of Gertrude Milrod Gotlib

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## Staff, Board, Volunteers, Students, Donors, & Partners:

We extend our thanks to METRAC's team of dedicated staff, board, volunteers and placement students. Your hard work is appreciated and makes a difference. Thank you to departing staff, Zarha Dhanani, Mergitu Ebba, Mary Auxi Guiao and Jae Thuo, as well as departing board members, Sabine Hikel and Keisha Williams. We also thank our departing placement students and ReAct Youth Peer Facilitators. METRAC would like to thank our community partners, including organizations and individuals dedicated to ending violence against women and youth. Finally, we extend sincere thanks to individual and anonymous donors who have contributed to METRAC since fall 2011 - we could not survive without your support.

**Yes!** I would like to support METRAC's work to end violence against women, youth, and children. Enclosed is my gift of:

- \$25    \$50    \$100    Other \$ \_\_\_\_\_
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