



ANNUAL REPORT 2019-20

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ABOUT SASS

HISTORY

In 1984, nine agencies in Saskatchewan who provided support and assistance to victims of sexual assault formed a coalition.

The coalition was named Sexual Assault Services of Saskatchewan (SASS) and registered as a non-profit corporation. The members operated under the philosophy that all people had the right to exercise control over their sexuality and deserved to be treated with dignity and respect. Through the goal of accepting human equality and rejecting violence, SASS members provided community awareness and education, offered support to victims, and lobbied for legislative changes. SASS operated with a part-time staff person located in Saskatoon and was project funded through the Status of Women.

In 1990, SASS officially linked the coalition agencies and became an umbrella organization. This connection created opportunities to share best practices; disseminate information, collect statistics, build capacity for volunteers, and establish working relationships with other provincial organizations.

In 2005 the organization received operational funding from the Saskatchewan Ministry of Justice Interpersonal Violence and Abuse Program. The annual funding allowed for the Coordinator to become full-time, and the office was moved to Yorkton. The name was changed to the Saskatchewan Association of Sexual Assault Services (SASAS).

In the fall of 2011 in conjunction with a new Executive Director, the SASAS office moved to Regina.

At the end of 2012 a Saskatchewan partnership was formed with SASS, STOPS to Violence (STOPS) and the Provincial Association of Transition Houses (PATHS). This partnership hosts events and awareness campaigns that highlight the many supports and services around the province available to individuals and families in need.

In April 2013 the name was returned to Sexual Assault Services of Saskatchewan. Today, the SASS office is located in Regina, Saskatchewan.



MISSION

To coordinate and collaborate with front-line agencies, community partners, and governments to support those affected by sexual violence.

VISION

Every person in Saskatchewan is free from threat, fear, or experience of sexual violence.

BOARD OF DIRECTORS 2019-20

BETTY ANN POTTRUFF, Regina Community Member, Chair

MICHELLE WEBER, West Central Crisis & Family Support Centre, Vice-Chair

DOMINIC POISSANT, Regina Community Member, Treasurer

SHARA MCCORMICK, Regina Community Member, Secretary

CORRINE MCARTHUR, Society for the Involvement of Good Neighbours - Sexual Assault Program, Member at Large

LISA MILLER, Regina Sexual Assault Centre, Member at Large

KAREN SANDERSON, Piwapan Women's Centre, Member at Large

LOUISE SCHWEITZER, North East Outreach & Support Services (NEOSS), Member at Large

AMBER STEWART, Battleford & Area Sexual Assault Counselling (BASAC), Member at Large

IZA PARKER, Regina Community Member, Member at Large

STAFF MEMBERS 2019-20

KERRIE ISAAC, Executive Director

PATIENCE UMEREWENEZA, Project Coordinator

KRISTINA KAMINSKI, Project Coordinator

KELSEY SEMBALIUK, Project Coordinator

KAYLA SCHICK, Administrative Assistant

ASHLEY KILBACK, Communications Specialist

BROOK THALGOTT, Digital Specialist

MEMBERS

2019-20

1. Piwapan Women's Centre, La Ronge
2. Prince Albert Mobile Crisis–Sexual Assault Program, Prince Albert
3. North East Outreach & Support Services, Melfort
4. Battlefords & Area Sexual Assault Centre, The Battlefords
5. PARTNERS Family Services, Humboldt
6. Saskatoon Sexual Assault & Information Centre, Saskatoon
7. Legacy Ridge Foundation, Saskatoon
8. Hope Restored Canada, Saskatoon
9. Southwest Crisis Services, Swift Current
10. West Central Crisis & Family Support Centre, Kindersley
11. Society For the Involvement of Good Neighbours Sexual Assault Counseling Program, Yorkton
12. Regina Sexual Assault Centre, Regina
13. Envision Counselling & Support Centre, Estevan and area

REGINA
SEXUAL
ASSAULT
CENTRE



SOUTHWEST
CRISIS SERVICES 



Prince Albert
MOBILE CRISIS UNIT



Piwapan
Women's Centre




PARTNERS
FAMILY SERVICES




Legacy Ridge
Trauma Recovery & Resource Center

SSAIC
Saskatoon Sexual Assault
& Information Centre



Society for the Involvement of
**Good
Neighbours**

HOPERESTORED



FUNDERS

2019-20



SASS is core funded by the Saskatchewan Ministry of Justice. The Violence Against Women Case Review Pilot Project was funded by the Ministry of Corrections & Policing, Ministry of Justice and Ministry of Advanced Education.



Canada

Saskatchewan Sexual Violence Action Plan is funded by Women and Gender Equality Canada.

The F Division SAIRC File Review is funded by the Royal Canadian Mounted Police.



The First Responders Training Program is funded by the South Saskatchewan Community Foundation and the Fergusson Foundation.



Sexual Assault Awareness Week (May 12 - 18, 2019) was funded by Prairieaction Foundation and SIGA.



BOARD CHAIR REPORT

BETTY ANN POTTRUFF

I undertook the role of Chairing the SASS Board last summer after the previous Acting Chair stepped down. I want to thank my fellow Board members, SASS member agencies and the staff of SASS for their support over the past year. I am still learning the workings of the organization and getting to know the members and staff and, also, still learning the history of this organization.

Since the Sexual Violence Action Plan was released just over a year ago, SASS has, with the commitment of staff and member agencies, made significant progress in implementing the Strategic Plan in ways that support member agencies and survivors of sexual violence. At the end of April, 2020, the research report related to the Action Plan was also released. I believe both documents are important building blocks to provide a foundation for the work of SASS going forward and were well received by the media, the public and stakeholders. Indeed, over the last year, I believe that SASS and member agencies have been increasingly recognized as having expertise in the area of sexual violence and looked to by governments and media for comment on issues that affect survivors of sexual violence and member agencies.

This has been a year of growth for SASS both in terms of the scope of activities and in terms of staff and membership. Growth challenges organizations. To try to address these challenges, the SASS Board and Members met in October, 2019 to discuss how to improve and strengthen organizational capacity to move forward with the strategic plan, including reviewing roles, responsibilities, structure and the purpose of SASS. These discussions are on-going.

Building on these discussions and a proposal developed as part of a Communications Strategy for SASS, the Board approved a renewed focus broader for SASS work. The previous purpose was focused on being a member serving organization. That focus is retained, but the scope of purpose is expanded to providing “a collective voice for frontline agencies working to end sexual violence in Saskatchewan through advocacy for and support to member agencies; promoting public awareness, education, research and consultation on issues related to sexual violence; and by working in partnership with other organizations.”



SASS has accomplished many activities to support the Strategic Plan over the past year, including:

- Sexual Assault Awareness Week was proclaimed for Saskatchewan from May 13-17, 2019 and the Saskatchewan Sexual Violence Action Plan was released to start of this week. It received significant public and media attention and stimulated presentations and discussions with the government on key action areas.
- A partnership with the RCMP and member agencies, supported by SASS, developed a Sexual Assault Investigations Review Committee.
- An Advocate Case Review Pilot Project was initiated in May 2019 with the Regina Police Service and the Regina Sexual Assault Centre, supported by SASS.
- New SASS members were accepted: Legacy Ridge Trauma Recovery and Resource Centre, Hope Restored Canada and South West Crisis Services.
- The First Responders Facilitator Re-Certification and licensing agreement was negotiated and signed. Work continues in partnership with the FSIN to ensure this training includes content relevant to Indigenous clients and services. 20 people were trained in February 2020.
- SASS Received Capacity Building funds from the federal government [Department of Women and Gender Equality] for capacity building in the sector and to develop sustainable partnerships.
- SASS submitted a letter to the Ministry of Justice to request a funding increase for member organizations recognizing the rising service demand of member agencies [Action 11].
- SASS has collaborated on other work nationally and provincially with partners to take action to address sexual violence:
 - SASS is a key stakeholder and partner in work being led by the Saskatchewan Human Rights Commission and funded by the federal government. The project titled *Enough Already* is aimed at addressing sexual harassment in Saskatchewan workplaces.
 - SASS and its members, as a key stakeholder, were consulted on the development of the Saskatchewan Health Authority sexual health website – SexLife Sask.
 - PATHS/STOPS to Violence and SASS had full day meetings to discuss our partnership and how we work together to strengthen awareness of issues in the province. This includes discussion of Saskatchewan Violence Prevention Week and possible collaboration moving forward.
 - SASS is a stakeholder in the STOPS Collective Impact approach project.
 - Participated in the EVA CAN in person meetings and organizational development and attended the national meeting to establish a Gender Network on Violence-Based Action Plan.
- As well, SASS moved offices in 2019 to support the increase in staff associated with projects funded.
- SASS worked on developing a Communications Strategy as a task identified in the Strategic Plan.

Finally, I note that SASS like all other agencies and individuals in Saskatchewan has had to develop and implement a pandemic plan to cope with the current circumstances. The plan allows staff to work from home and remotely and has allowed SASS to continue to be a viable entity and responsible employer during this crisis. The work of SASS is still being accomplished, although sometimes in ways different than initially envisioned. I am grateful to the staff, Board and members for their support for the organization at this time.

Respectfully,

Betty Ann Pottruff, Board Chair

ADVISORY COMMITTEE CHAIRPERSON REPORT LOUISE SCHWEITZER

The 2019-2020 year was a year of growth and change for SASS as a whole. Through successful grant applications, SASS expanded both their programming and their staff.

Under the direction of the Executive Director the staff, board and advisory council went through a review of organization and began working on a structure to govern. This has led to some growing pains of which we are still carrying into the new fiscal year.

We currently have 13 member organizations at our advisory table from across the province. The relationship between each is unique, as each member organization represents a diverse set of needs based on the communities they live and work

in. As we move through the growth process, we must all remember to give credit where credit is due, and take responsibility for our own actions as we move forward.

Upon review of being the Advisory Chair and watching the dynamics at the Advisory table and the Board table as we have progressed through the past year, it has become very evident to me that we as a team require some governance training. I have watched conflicts occur due to people not understanding roles, sometimes due to lack of training and understanding, and sometimes due to lack of guidance and/or description of roles. If there is something I would like to see come out of the past year's

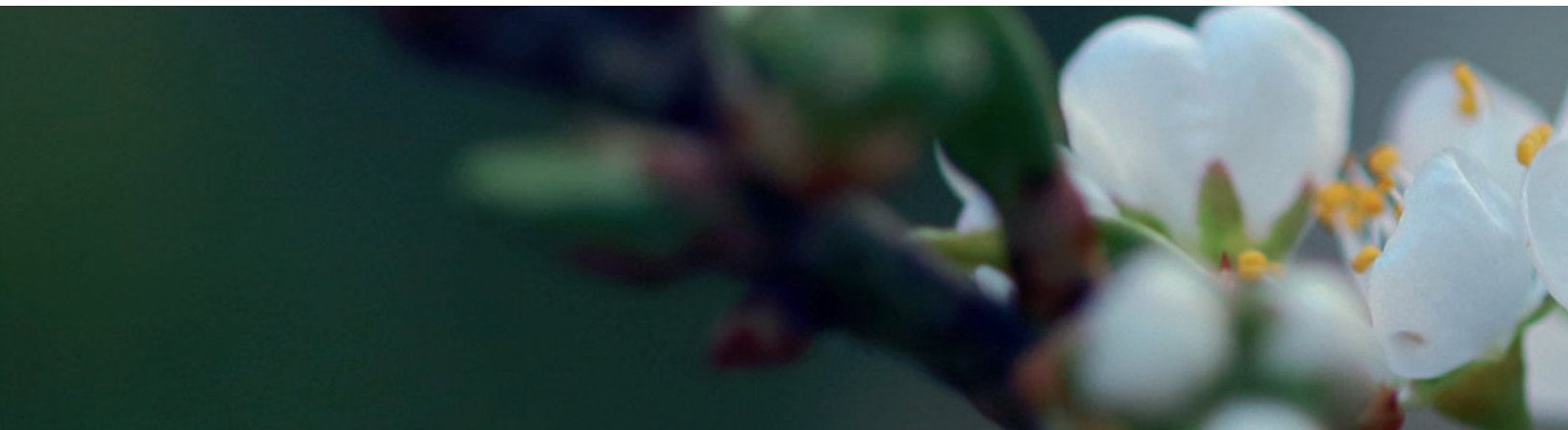
experience and the year to come is a stronger unified team to guide, govern and oversee the work of SASS as a whole.

In closing, I wish to encourage all members of SASS to come to the table and work towards a unified team of agencies whom I feel can truly change the face of Sexual Violence in our province.

As I resign from my position as Advisory Chair to allow another the opportunity, I hope that the work that we have started will continue to build a provincial organization we can all be proud of.

Respectfully,

Louise Schweitzer, Advisory Chair



TREASURER REPORT

DOMINIC POISSANT





EXECUTIVE DIRECTOR REPORT KERRIE ISAAC

Sexual Assault Services of Saskatchewan has had an exciting and productive year. The 2019/20 year has been filled with tremendous growth in the awareness of SASS, its member agencies and the issue of sexual violence in Saskatchewan.

The impact of our efforts was made possible because of the collaborative effort between our member agencies, community and government partnerships, and our front-line workers. I would like to acknowledge each of you for your work and contributions towards creating a province that is free of sexual violence.

Thank you, SASS members. Your passion and enthusiasm, fueled by your commitment to collectively work together to end sexual violence in Saskatchewan is inspirational.

Thank you, community and government partners. Your role in initiating important dialogue and willingness to work together to implement solutions regarding the issue of sexual violence shows what we can do with strength in numbers.

Thank you, front line workers for your service to individuals who have been affected by sexual violence and for creating safe environments for survivors to get the help and support they need for their healing journeys.

Based on our research findings and data from Statistics Canada, it is clear that one in three women and one in six men are victims of sexual violence in Saskatchewan. These statistics speak to the severity of the issue of sexual violence in our province and the urgency for subject matter experts, community leaders, anti-violence organizations, government officials, front-line workers, and advocates to work collaboratively together to create solutions that lessen the impacts of sexual violence on individuals, families, and communities in our province.

Survivors in our province may be your family member, friend, co-worker, or neighbor. It is an issue that affects us personally, therefore, we must all recognize the responsibility each of us holds to raise awareness, provide opportunities for education, and be leaders for change.

The change starts with us. We must unite through a shared vision to create a province that is free of sexual violence for all human beings.

This is an overview of some of the highlights from SASS's 2019-20 fiscal year in connection to the five priorities identified in our five-year strategic plan: (A) Development of Effective Governance Structure and Processes, (B) Enhancing Services to Members, (C) Organizational Leadership, (D) Building Organizational Capacity and (E) Enhancing Public Awareness and Branding of SASS.

Strategic Priority A: Development of Effective Governance Structure and Processes

- Refined Organization Description, Mission and Vision
- Two-member communication meetings supported by Wayne Hellquist.

Strategic Priority B: Enhancing Services to Members

- SAAW 2019: May 13-17, 2019
- Submitted a letter to the Ministry of Justice (Minister Morgan) requesting funding increase to respond to the rising service demand of our member agencies. (Action 11)
- FRT Facilitator Re-Certification and resigning of licensing agreement
- Advocate Case Review Pilot Project
- RCMP partnership with Sexual Assault Investigations Review Committee

Strategic Priority C:

Organizational Leadership

- Advocate Case Review Pilot Project
- Saskatchewan Sexual Violence Action plan release on May 13, 2019
- Presentation of Action plan to Government, partners and stakeholders
- RCMP partnership with Sexual Assault Investigations Review Committee
- EVA CAN in person meetings and organizational development
- Attended GNEC meetings in Montreal
- The grant proposal (re: sexual harassment) of December 2018 to the federal government has been approved for the sexual harassment project titled, *"Enough Already: Addressing Sexual Harassment in Saskatchewan Workplaces"*
- Key stakeholder on the Saskatchewan Health Authority sexual health website, SexLifeSask.
- Quarterly PATH/STOPS to Violence/SASS partnership held meetings to discuss collaborative partnership work to strengthen awareness of SV in the province and to start exploring opportunities to collaborate on Sask Violence Prevention Week (October 21-25)
- Became a stakeholder on STOPS Collective Impact project
- Partnered with FSIN to create Indigenous content for FRT
- Started Advocate Case Review Pilot Project

- Developed RCMP partnership with Sexual Assault Investigations Review Committee

Strategic Priority D: Building Organizational Capacity

- Moved into new office and increased staffing roles
- Legacy Ridge Trauma Recovery and Resource Center, Hope Restored Canada and South West Crisis Services became SASS members
- Received Capacity Building from the Department of Women and Gender Equality to provide leadership in capacity building of the sector, and develop sustainable partnerships.

Strategic Priority E: Enhancing Public Awareness and Branding of SASS

- Began development of communications strategy and plan
- Refined Organization Description, Mission and Vision
- Began work on rebranding SASS to enhance SASS's logo, internal documents, and marketing/communications materials.

PROJECT & INITIATIVE SUMMARIES

Saskatchewan Sexual Violence Action Plan

By Patience Umereweneza

In 2017, SASS received funding from the Department of Women and Gender Equality (formerly Status of Women Canada) to support a Saskatchewan-based research initiative and establish a collaborative process to develop a provincial action plan. In addition, SASS identified three women leaders to represent Saskatchewan in a pan-Canadian network of 150 Women Leaders across the country. These women are tasked to work with the Canadian Women's Foundation to support feminist action for gender equality at a national level.

Project Highlights for Fiscal Year 2019-2020

I. Launch and Dissemination of the Provincial Action Plan

Over a period of 18 months, SASS worked alongside a multi-sectoral Provincial Advisory Committee in developing the Action Plan. The committee was composed of community service providers, law enforcement, justice, health services, provincial violence prevention organizations, and provincial, federal, and Indigenous government representatives. The Saskatchewan Sexual Violence Action Plan outlined four foundational components with 22 Actions required to challenge sexual violence, change societal attitudes through prevention and education, improve supports and intervention services for people who experience sexual violence, strengthen a responsive legal and justice system, and build collaborative leadership and accountability for each step of the plan.

These actions were guided by the findings of the research study and thus reflect the needs of survivors in Saskatchewan, and are inclusive of strategies to support strong community and government leadership, prevention, outreach and intervention. Working Together, the Saskatchewan Sexual Violence Action Plan (SASS, 2019), was released on May 13, 2019, 9:00 am, at the RCMP Heritage Center. This day kicked-off the Saskatchewan Sexual Assault Awareness Week declared for May 13-17, 2019.

Helium Communications was hired to manage communications for the media release event, and Deadly Designs was hired to do the design work for all press materials including the Action Plan document. The event was a success with approximately 30 people in attendance. During the event, remarks were made from the Minister of Women and Gender Equality, Federation of Sovereign Indigenous Nations, and SASS. We received coverage on all major media outlets in Regina including CTV, Global, CBC, The Leader-Post, CKRM (Havard), and CJME.

Reference: Sexual Assault Services of Saskatchewan. (2019). Working Together, Your Voice, Your Story, Your Action; The Saskatchewan Sexual Violence Action Plan. Retrieved from: <http://sassk.ca/wp-content/uploads/2020/04/SK-SEXUAL-VIOLENCE-ACTION-PLAN-Updated-APR-2020-1.pdf>



II. Develop a Sustainable Strategy for the Working Together, Saskatchewan Sexual Violence Action Plan

After the launch of the provincial action plan, the following four actions have been identified to begin the implementation of a sustainability strategy; under each action are key points that speak to the work in progress of each action detailed in the following projects: First Responder to Sexual Assault and Abuse Training, Violence Against Women Advocate Case Review, and Capacity Building.

Action #1

Develop and deliver wide-ranging education and public awareness initiatives that encourage people in Saskatchewan to challenge the attitudes and norms that perpetuate sexual violence.

- In April 2020, SASS translated the findings from the sexual violence research report into communication materials for the Sexual Assault Awareness campaign, “No Story Left Untold”. The work done from this campaign will continue to be used to raise public awareness and educate individuals and communities on how to address the issue of sexual violence.

Action #8

Expand Sexual Violence First Responder training to include individuals, community leaders, employers, faculty and staff in post-secondary institutions and all human services sectors.

- For more detail on work related to this action item, see page 20.

Action #14

Explore methods to expand Sexual Assault Nurse Examiner (SANE) training to nurses working in urban, rural and remote emergency health facilities

- Consultations have been made with the Provincial Coordinator of the Regina SANE program and the Director of Emergency Services for Regina Hospital to explore models to propose to funders to expand the program in rural communities. This work is still in progress.
- The RCMP has requested a briefing note to be developed by SASS to explore how the RCMP can establish pilot sites to introduce Third Option Reporting, by which forensic kits are stored at the hospitals for up to six months to give survivors time to decide on whether to proceed with a formal report. This work is still in progress.

Action #19

Conduct integrated victim advocate case reviews of police services sexual violence files to determine the systemic challenges in investigating gender-based and improve investigation outcomes.

- For more detail on work related to this action item, see page 20.

Sexual Violence in Saskatchewan: Voices, Stories, Insights, and Actions from The Front Lines Report

By Patience Umereweneza

In partnership with the Community-University Institute for Social Research at the University of Saskatchewan, SASS engaged in a province-wide research study to gain a more comprehensive understanding of sexual violence in Saskatchewan. The research examined sexual assault experiences of survivors and their families, the existing strengths and the potential gaps in service providers across the province.

Project Highlights for Fiscal Year 2019-2020

1. Finalized and Publicly Released the Research Report on Sexual Violence in Saskatchewan

The data gathering process for the research began in November 2017 and ended in July 2018. During this timeframe, we engaged with 1065 participants in over 22 communities across the province and spoke with survivors, their families, service providers and community leaders. This process consisted of multiple methods of collecting data including surveys, interviews, and focus groups.

The report titled *Sexual Violence in Saskatchewan: Voices, Stories, Insights, and Actions from the Front Lines* (Umereweneza & Lovrod et al., 2020) was finalized and released online via Zoom during a media event on April 29, 2020. The final report and the Executive Summary was submitted to the Department of Women and Gender Equality Canada, Regina Office.

In addition, early notification of the release of the report was made to previous members of the Action Plan Advisory Committee, the Government of Saskatchewan, the Saskatchewan Opposition Party (New Democrat Party), and SASS member agencies.

The media event was held in partnership with the Federation of Sovereign Indigenous Nations of Saskatchewan. During this project, the Women's Secretariat and the First Nations Women's Commission Advisory Circle provided guidance to SASS and the research team in the development of the methodology to reflect trauma and violence-informed practices when conducting research in Indigenous communities.

We were also pleased to work with the Prince Albert Grand Council Women's Commission in engaging northern communities and contributing to the development of the Provincial Action Plan.



The media event had over thirty participants in attendance and received media attention from multiple news agencies including CBC Saskatchewan, CTV News Regina, Global News Regina, Briarpatch Magazine and the Regina Leader Post. Visit our website to view media coverage of the research report: <http://sassk.ca/our-initiatives-copy/#top>

Since the official release of the research, presentations on the research findings have been made to the Saskatchewan Human Rights Stakeholder Coalition Committee, the Saskatchewan Aboriginal Women's Council, and the Tri-Provincial Human Trafficking in the Prairies Research Committee.

Reference:

Umereweneza, P., Lovrod., M. Findlay, I., Giesbrecht, C., Valle-Castro, M., Anaquod, J. & Hoffart, R. (2020). Sexual Violence in Saskatchewan: Voices, Stories, Insights, and Actions from the Front Lines. Saskatoon: Community-University Institute for Social Research. Retrieved from: <http://sassk.ca/wp-content/uploads/2020/04/SASS-CUIISR-Sexual-Violence-Final-Report-April-30.pdf>

First Responder To Sexual Assault & Abuse

Training

By Kelsey Sembaliuk

The First Responder to Sexual Assault and Abuse Training is a Saskatchewan-wide prevention education initiative that's vision is to serve our communities by building capacity for professionals, volunteers and community members throughout Saskatchewan to assess and respond effectively to disclosures of sexual assault and sexual abuse.

Project Highlights for Fiscal Year 2019-2020

1. Increase in Funding and Capacity for Training

In August 2019, SASS submitted a business case proposal to the Government of Saskatchewan (Ministry of Advanced Education – Status of Women

Portfolio) for the expansion of the FRT training program. This Ministry was selected due to the expression of interest by Minister Beaudry-Mellor and her senior staff, however the request did not proceed due to budget constraints.

We applied and received funding from Ministry of Justice Canada to expand the First Responder to Sexual Assault and Abuse Training program. This two-year funding will allow current facilitators to be recertified, and add 20 new facilitators to be trained. In addition, we have been able to hire a project coordinator to coordinate the training and build the program.

We also received funding from the Ferguson Foundation (\$5,000) and the South Saskatchewan Community Foundation – G Murray & Edna Forbes Foundation Grant (23,000) to host a 5-day Train-the-Facilitator workshop. This workshop was facilitated in February 2020. 13 of the 21 new trainees were from First Nations Tribal Councils as part of our ongoing project with the Federation of Sovereign Indigenous Nations to train Indigenous facilitators to deliver the workshops on reserves and remote indigenous communities.

SASS submitted a joint application with the Federation of Sovereign Indigenous Nations to the RCMP Division F Unit to train RCMP Community Program Officers and Community Constables. However, this application was denied due to funding constraints.

In November 2019, SASS applied for a funding extension to fund the increase in hours necessary to maintain the project and its increasing demands, hire a contracted evaluator and curriculum developer to find gaps in the training, and fund the development of an Indigenous content module to accompany the current curriculum. The Interim Funding Report was submitted to the Ministry of Justice Canada in early June 2020 that covered project activity between July 2019 and March 2020.

II. Developed partnership with FSIN to create Indigenous content module for FRT Training

In November 2019, Kelsey and Patience attended a meeting with FSIN in Saskatoon and presented on FRT. The purpose of this meeting was to establish a partnership with FSIN, invite individuals within Indigenous communities to receive FRT training and work collaboratively over the next three years to provide expertise and feedback on how to improve FRT so that it can be more inclusive and representative of the experiences of First Nations communities.

This partnership provided opportunities to train community justice workers in remote and reserve communities enabling us to reach areas we previously struggled to, as well as provide a culturally conscious approach by having individuals with lived and work-related experience in these communities.

III. Enhancements to FRT Facilitator Recertification process and FRT Curriculum

When the FRT program first launched in 2018, the recertification process required an interview with the existing facilitator as well as an observation component where the facilitator was evaluated by the Provincial Coordinator.

Since then, the recertification process has been streamlined allowing us to recertify facilitators using a phone interview, and only performing an observation if deemed necessary. As of November 2019, all the facilitators who had reached their two-year expiration have been recertified except for one.

In June 2019, the licensing agreement between SASS and AASAS was resigned for an additional two years. AASAS also updated the curriculum in early 2020 and presented the new curriculum at the Train-the-Facilitator workshop in February 2020, certifying 20 new facilitators in the new material.

SASS is currently working on a plan to introduce the new curriculum to the existing facilitators, including updating and streamlining the organization of the Google Drive used to provide facilitators with online,

connected access to training materials updates and resources.

IV. Exploration of Opportunity for Online FRT Training

SASS has been in correspondence with AASAS to discuss modifying the delivery of FRT to be accessible via online facilitation during the COVID-19 pandemic. AASAS is working to identify areas of concern in delivering this content online, and developing safeguards to address these concerns.

In the event that AASAS is able to successfully implement strategies that enable facilitators to deliver FRT workshops online, we will take their recommendations and consider allowing Saskatchewan facilitators to follow those guidelines.

V. Developed New Connections with National Organizations

SASS has corresponded with the Durham Rape Crisis Centre as they explore educational avenues for supporting those affected by sexual violence.

In March 2020, Kelsey introduced the Executive Director of Durham Rape Crisis Centre to Deb and Katie with AASAS in order to move forward and obtain more specific information about the project, specifically pertaining to the prospect of implementing First Responder Training in Ontario.

Violence Against Women Advocate Case

Review (VACR) Pilot Project

By Kristina Kaminski

The VACR Pilot Project is a collaborative review process and oversight mechanism that allows outside subject matter experts to work with policing agencies to review sexual assault cases to collaboratively address investigative gaps and systemic barriers to justice.

This project is unique in Canada, acting as an encouraging exemplar for other provinces, as it is the only VACR implementation where the subject matter experts reviewing files are being compensated for their knowledge and expertise by the province.

On May 6, 2019 the Government of Saskatchewan (Ministry of Corrections and Policing, Ministry of Justice, and Ministry of Advanced Education –Status of Women portfolio) provided funding in the total sum of \$122,000 to conduct an 18-month pilot project on integrated victim advocate case reviews of sexual assault cases not cleared by charge in the Regina Municipality. The funding covers the cost of the training of advocates, the coordinator position based at SASS, the evaluation of the project and other administration fees including compensation for subject matter expert, Sunny Mariner. The project is facilitated by SASS, and operationalized by the Regina Sexual Assault Centre (RSAC) and the Regina Police Service (RPS).

Project Highlights for Fiscal Year 2019-2020

I. Implementation and Completion of Two VACR File Reviews

In May 2019, Regina was selected to become the first city in Saskatchewan to implement the Violence Against Women Advocate Case Review (VACR) Model. The first Regina case review was conducted October 15-19, 2019.

VACR Model expert Sunny Marriner was in attendance for both reviews offering training, coaching, and expertise to enable the Review Team to coalesce and share knowledge to build their own internal capacity. During the two review cycles cumulatively lasting 8 days, the Review Team was able to thoroughly review 77 files.

Due to the COVID-19 pandemic, the review plans were paused for a third review in April 2020; however, June 2020 will see the third review, putting us on track for another quarterly review October 2020, and seeing four Review Cycles for the completion of the pilot project December 2020.

It is the hope of SASS, and in accordance with SASS' Action Plan, that VACR implementations become standard operating procedure for all municipal policing agencies across Saskatchewan. Following delivery of the external Evaluation Report and its findings December 2020, SASS will determine the next steps for VACR implementations in Saskatchewan.

II. Development of the SAIRC – RCMP Sexual Assault Investigations Review Committee

SASS was contacted by RCMP's "F" Division in Saskatchewan to assist with the composition of their sexual assault file review process as directed by National Headquarters in Ottawa in light of the "Unfounded" Globe and Mail series questioning police handling of sexual assault investigations.

SASS was the only sexual assault organization in Canada who was asked to design the composition of the SAIRC; finding professionals who: work with survivors of sexual violence, and/or subject matter experts who have experiential expertise directly with communities and persons impacted disproportionately by sexual violence, colonialism, patriarchy, homophobia, etc.

Further, to our knowledge, Saskatchewan is the only province/ Division where the review committee is comprised solely of expert advocates, and advocates were being compensated in some manner - accommodations and meals.

The SAIRC review committee consists of experts from diverse organizations such as Elizabeth Fry Society, Federation of Sovereign Indigenous Nations Women's Secretariat, SASS member agencies and crisis centres, ensuring that intersectional lenses of the manifestation of sexual violence in society were included to review RCMP files.

Thus far, two reviews have taken place: November 2019 and February 2020. The health situation of Covid has hindered the operationalization of a Spring 2020 review; however, communication to the SAIRC Team as of June 2020 has indicated that "F" Division is in the initial stages of planning for the resumption of quarterly reviews as early as Fall 2020, depending on the health situation.

Going forward, the RCMP and the SAIRC itself, will establish and administer the review process via their decided upon internal organization and election of a committee chairperson. SASS will

not formally be involved in the SAIRC process moving forward, but looks forward to aggregated and informal information which assist with understanding sexual violence across Saskatchewan.

Fund Development Summary

By Kristina Kaminski

Currently, SASS' revenue is comprised of government funding. The Government of Saskatchewan's Ministry of Justice provides funding for one 0.75 time Executive Director. The remaining budget consists of finite project specific funding by both federal and provincial agencies.

SASS has decided to employ the services of fundraising software Foundation Search in order to diversify the organization's revenue streams and ensure the financial stability of the organization.

Foundation Search provides one-to-one coaching and personal assistance with a dedicated Funding Specialist who is aiding SASS in the fine tuning and editing of our letters of inquiry, while connecting SASS to donors from pan-Canadian foundations whose interests align with SASS' work. Invaluable templates of award winning letters of inquiry, checklists, scripts, and educational tools have been shared with SASS, and SASS has learned: our previous financial asks are too low based on Foundation Search's recommendations and research into foundation's historical giving; 261 Canadian foundations can fit SASS within their donor mandate(s). SASS looks forward to creating relationships and a knowledge base of verified and known donors who will take up the cause of sexual violence and become our community champion(s).

Capacity Building Project

By Ashley Kilback

In 2019, SASS received funding from the Department for Women and Gender Equality to increase SASS's internal capacity to support the organizational

development. This funding provided an opportunity for SASS to hire additional staff for Marketing and Communications. In September 2019, two new positions were created, a Communications Specialist and a Digital Strategist. Ashley Kilback was hired as the Communications Specialist and Brook Thalgott was contracted as the Digital Strategist.

Project Highlights for Fiscal Year 2019-2020

I. Sexual Assault Awareness Week, May 13-17, 2019
The Government of Saskatchewan proclaimed May 13-17, 2019 as Saskatchewan Sexual Assault Awareness Week. The Sexual Assault Services of Saskatchewan (SASS) along with our member agencies and many communities around the province recognized this week by hosting events to create awareness of sexual violence and support female, male and child survivors.

SASS received funding to provide educational material and promotional items for the week, through the Praireaction Foundation and the Saskatchewan Indian Gaming Authority. Thank you for their generous contribution towards providing awareness and education for the 2019 Saskatchewan Sexual Assault Awareness Week.

II. Refined SASS's Mission, Vision and Organizational Description

In October 2019, the communications team updated SASS's mission, vision and organizational description to reflect the growth of the organization and emphasize on the collaborative nature of the work between SASS, front-line agencies, community partners, and governments. This work was approved by the Advisory Committee and the Board.

III. Organized internal communications through online project management software.

In efforts to streamline communications for the SASS team, Basecamp was purchased to house internal documents, organize projects, and manage tasks and deadlines across multiple working groups.

IV. Initiated phase one of the SASS Rebrand Project

In November 2019, the communications team connected with Jess Paul of Blossom Communications to discuss bringing her expertise on to help with the SASS Rebrand. In January 2020, Jess was officially hired and facilitated multiple planning sessions to create (1) A brand voice document that will serve as a comprehensive marketing and communications guide for SASS and (2) A refreshed brand identity to enhance SASS's logo, internal documents, and marketing/communications materials.

As of June 2020, we are entering into the final approval and presentation phases for the brand voice document and refreshed brand identity. After this work has been approved, the communications team will begin developing the following:

- A rebrand launch strategy that will be communicated with members, community partners, government and the general public across SASS's social media platforms
- Development and launch of SASS's new website
- Development of the communications plan that will encompass key components such as a marketing strategy, media plan, and member handbook.

National and Provincial Community Initiatives

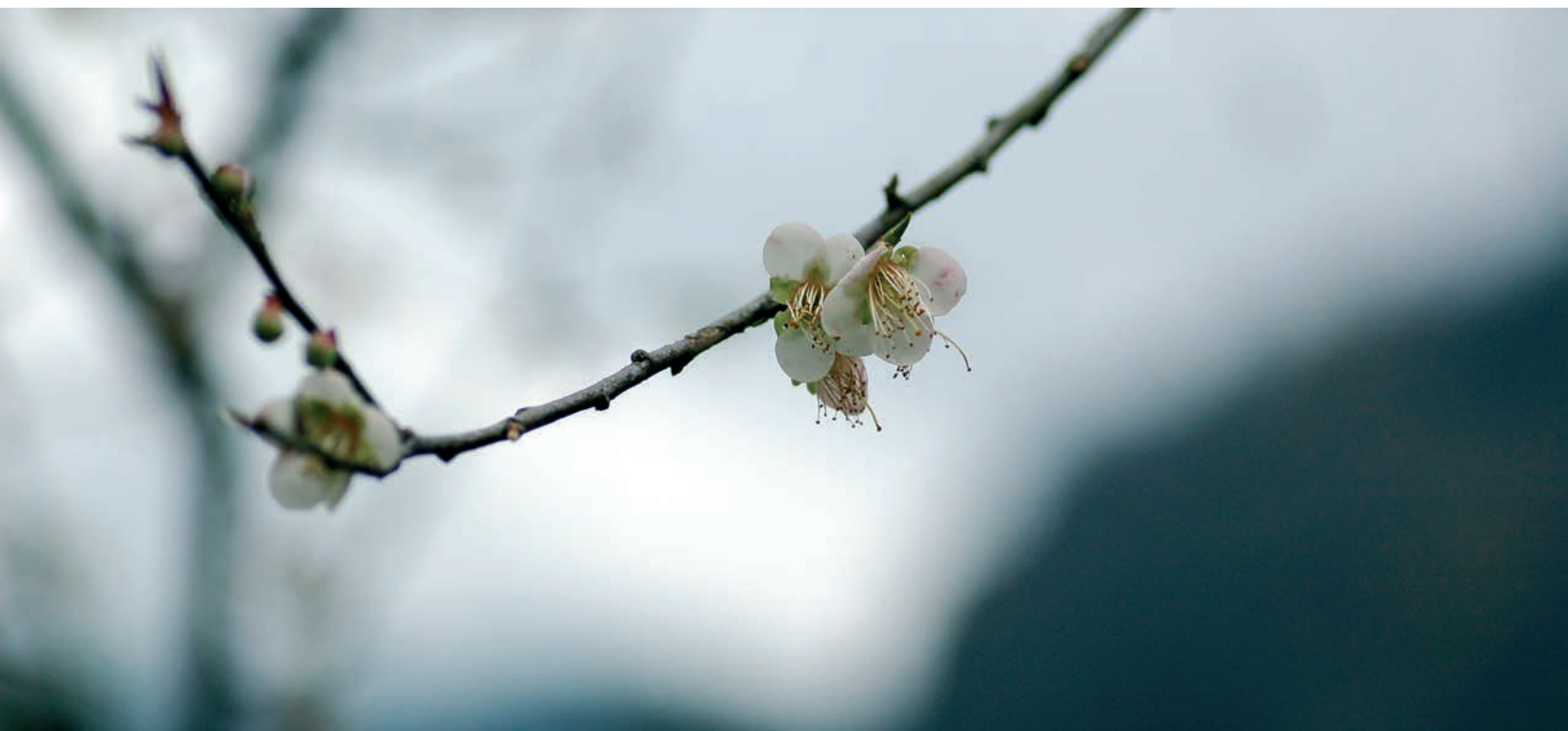
By Patience Umereweneza

In response to the growth and expansion of SASS's work over the past few years, SASS has received recognition as a subject matter expert on the issue of sexual violence and has been invited to participate and develop community initiatives on a national and provincial level.

I. National Sexual Violence Action Plan

Following the resignation of one of our women leaders, SASS's project coordinator applied for this project and was approved to become a replacement in August 2019. The last national GENC meeting was held on November 12-14, 2019 in Montreal to present the fifth draft of the National Action Plan to women leaders for revision and refinement. The final outline was disseminated to the group in February 2020.

The Women Leaders were organized into working Groups based on issues of interest and expertise to develop policy recommendations. The Saskatchewan women leadership provided expertise in the policy issues of Justice System Response to Sexual Assault, and Sexual Exploitation and Human Trafficking.



II. Human Trafficking Research Project

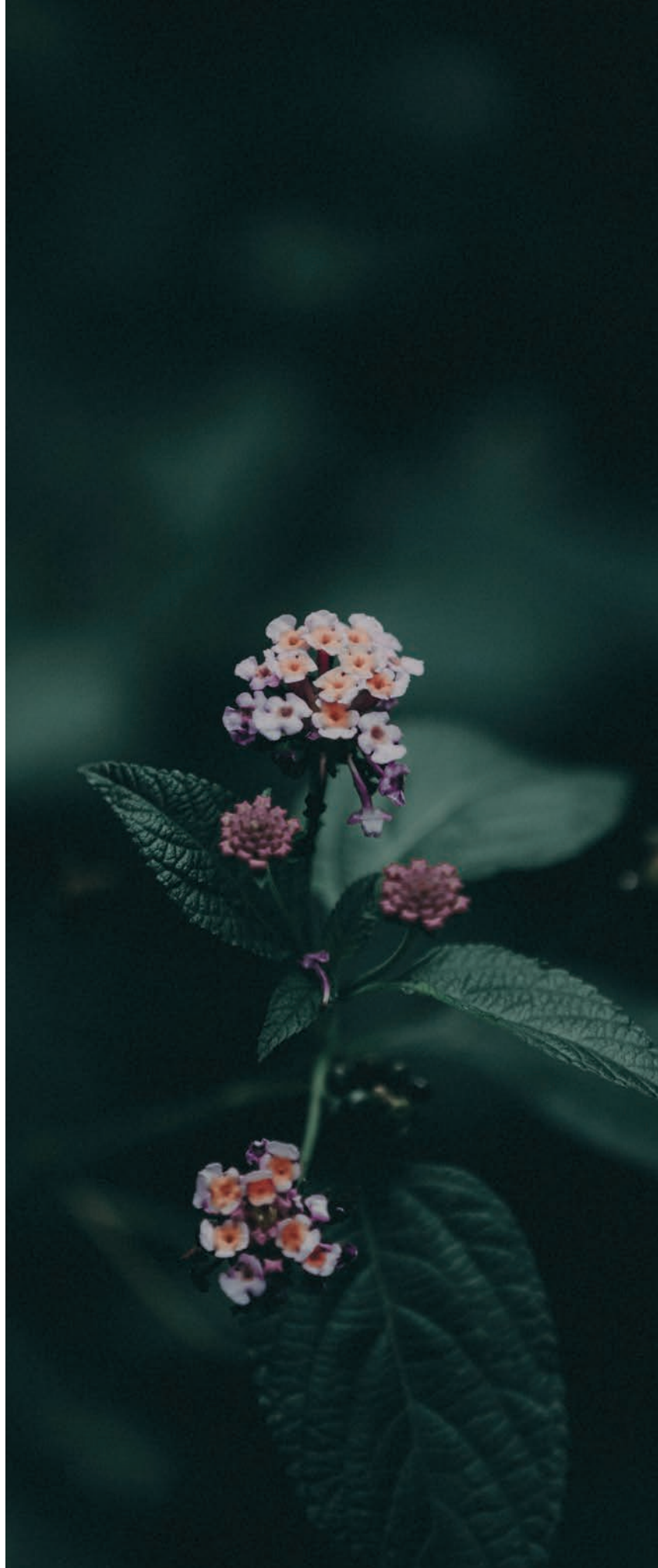
SASS was invited to be a member of the Research Committee for a tri-provincial study titled Human Trafficking in the Prairie Provinces: System Responses to Domestic Human Trafficking of Youth, Girls and Women within and across Alberta, Saskatchewan, and Manitoba.

This research aims to gain a comprehensive understanding of the service responses toward the issue of human trafficking in the Prairie Provinces, including the understanding of the experiences of those affected by human trafficking, the barriers that prevent them from coming forward to speak out, current services available, and recommendations for programming. The project is funded by Prairieaction Foundation and is being led by Hope Restored Canada and the Indigenous and Women's and Gender Studies at the University of Saskatchewan.

III. Sexual Harassment in the Workplace Project

SASS was invited to be a stakeholder coalition member on the *Enough Already: Addressing Sexual Harassment in Saskatchewan Workplaces Project*. This is a five-year project funded by the Government of Canada and is aimed at developing a multi-tiered strategy to address and prevent harassment in workplaces through multi-stakeholder partnerships. This project is done in coordination with service providers who are supporting survivors in accessing legal, counselling, and employment services.

SASS's role in the coalition includes providing project oversight and providing expertise on sexual violence related subject matter.



PARTNERSHIPS & MEMBERSHIPS

Community University Institute for Social Research and the Saskatchewan Sexual Violence Research partnership

CUI SR facilitates partnerships between the university and the larger community in order to engage in relevant social research that supports a deeper understanding of our communities and reveals opportunities for improving our quality of life. CUI SR is committed to collaborative research and to accurate, objective reporting of research results in the public domain, taking into account the needs for confidentiality in gathering, disseminating, and storing information.

SASS partnered with the Community-University Institute for Social Research (CUI SR) at the University of Saskatchewan in conducting our province-wide research on sexual violence. The purpose of the research was to gain a more comprehensive understanding of sexual violence in Saskatchewan. Findings of the report, and the recommendations provided by research participants contributed in the development of the Five Year Saskatchewan Sexual Violence Action Plan.



Federation of Sovereign Indigenous Nations (FSIN), First Responder to Sexual Assault and Abuse Community Outreach Project

The FSIN Indian Justice Commission will work in partnership with SASS to increase the capacity to provide education and supports for sexual violence on reserves with in Saskatchewan. First Responder to Sexual Assault and Abuse Training Community Outreach Project will provide FRT certification to 10 of our Justice Coordinators and establish an FSIN Advisory Committee. An FSIN Advisory Committee will guide and provide the content required for Indigenous based education regarding sexual violence within the training. We are currently seeking funding to implement this initiative.

Federation of Sovereign Indigenous Nations (FSIN) to bring training to rural and remote southern Saskatchewan communities. The training Justice Coordinator for FSIN will increase the capacity to provide education and support on reserves in the province. In addition, the Justice Coordinators from FSIN will lead and develop the content that is required for Indigenous-based education within the training. This project will leverage the partnership that SASS is solidifying with FSIN.

PARTNERSHIPS & MEMBERSHIPS

Tri-partnership with STOPS to Violence and PATHS continues to strengthen as we meet to share resources and strategize on awareness campaigns.

In 2012, a formal partnership was formed between SASS, Saskatchewan Towards Offering Partnership Solutions (STOPS) to Violence and the Provincial Association of Transition Houses and Services of Saskatchewan (PATHS) in an effort to collectively address interpersonal violence and abuse in Saskatchewan.

Over the last year we have represented Saskatchewan in a pan-Canadian network of 150 Women Leaders to advance gender equality on a national platform and develop a national strategy addressing gender-based violence. This network is organized through the leadership of the Canadian Women's Foundation as part of the Government of Canada's commitment to address gender-based violence across the country.



Ending Violence Association of Canada (EVA CAN)

SASS is proud to be one of the five founding members of EVA CAN. The Ending Violence Association of Canada (EVA CAN) incorporated in January 2015 and is a national organization that unites all provincial and territorial organizations in educating and responding to gender-based violence at the national level.

As per the Canadian Football League and EVA CAN contract, SASS has facilitated the CFL Violence Against Women training to the Saskatchewan Roughriders and the Roughriders football club.

Please visit the website endingviolencecanada.org

ENDING  VIOLENCE
Association of Canada

Research and Education for Solutions to Violence and Abuse (RESOLVE) Saskatchewan Steering Committee

RESOLVE Saskatchewan is part of a tri-prairie research network that coordinates and supports research aimed at ending gendered violence in Saskatchewan.





AUDITOR'S REPORT



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