



ANNUAL REPORT

2022-23

LAND, TREATY & TERRITORIAL ACKNOWLEDGMENTS

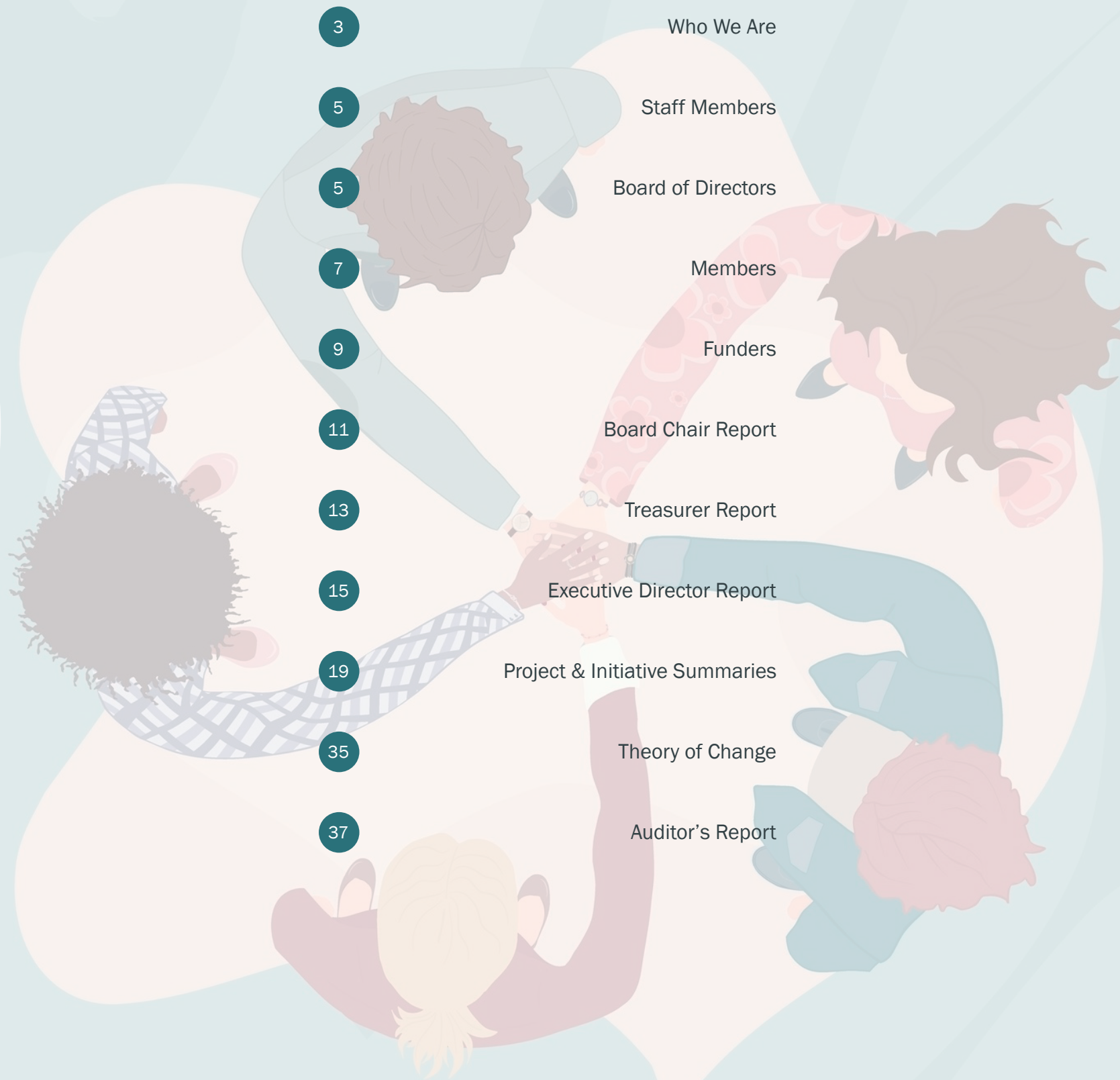
In the spirit of respect and truth, we acknowledge the Communities and Nations in whose territories we live and work in: Treaty 4 territory; the traditional territories of the nêhiyawak, Anihşināpēk, Cree, Saukteaux, Dakota, Lakota, and Nakoda, and the homeland of the Métis/Michif Nation. While SASS is located on Treaty 4 territory, we reaffirm our commitment to serve all the Saskatchewan Treaty Territories including Treaties 2, 4, 5, 6, 8 and 10.

It is critical that our work takes into account the colonialist histories and the cultures of perpetration that have been created as a result. Canada’s long-standing record of systemic, gendered, racialized, ableist, and exclusionary settler-colonial violence continues to impact people’s lives today, particularly for Indigenous women and girls who are disproportionately represented as victims of gendered violence. Similar structures of violence are replicated with targeted impacts affecting other marginalized groups including newcomers, those living with disabilities and members of the queer community, to name a few.

SASS recognizes and honours the enduring presence of Indigenous peoples on this land, their histories, cultures, and contributions to our community. We are committed to learning from and supporting the Indigenous peoples who have been the stewards of this land for generations and continue to care for it today. As treaty people, we work towards systemic change that is centred in decolonizing principles, reconciliation and mutual respect.

We commit to work with Indigenous communities and governments in advancing the implementation of the Truth and Reconciliation Commission’s 94 Calls to Action. We support Indigenous sovereignty and self-determination over child and family services and the implementation of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), and the 231 Calls for Justice from the National Inquiry into Missing and Murdered Indigenous Women and Girls.

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WHO WE ARE

Sexual Assault Services of Saskatchewan (SASS) is a provincial non-profit organization that works collectively with front-line agencies, community partners, and governments that provide support and advocacy for those affected by sexual violence in Saskatchewan.

SASS was established in 1984 as a coalition of ten agencies that supported survivors of sexual assault across the province, and worked together to increase awareness and education aimed at reducing victimization rates. Over the last 25 plus years, SASS has facilitated opportunities to share best practices; collect statistics and disseminate information; build capacity for front-line agencies, and expand intersectoral collaborations.

Today, SASS continues to create opportunities for members and communities to work together by providing a collective voice both provincially and nationally for all front-line agencies working to end sexual violence in Saskatchewan. We provide resources, training, and specialized education to advance public awareness on issues related to sexual violence. We amplify survivors' voices through research, policy development, consultation, and informed advocacy. We work in partnership with provincial and national anti-violence organizations to advance gender equality in Saskatchewan, and across Canada.

Our expertise lies within our specialized understanding of the multifaceted forms of sexual violence, and how it relates with other forms of interpersonal violence and abuse. We are committed to action against sexual violence through initiatives, strategic partnerships, and evidence-informed advocacy that advances systemic change from the front lines to the legislative.

In the past five years, SASS has taken on a leadership role to develop and advance an inclusive and collaborative approach to addressing sexual violence in Saskatchewan. As such, SASS has successfully carried out several multi-sectoral initiatives that are aimed at building a community of practice, strengthening the interpersonal violence sector, and fostering collaborative leadership and accountability. These initiatives include but not limited to:

- The Saskatchewan Sexual Violence Action Plan: Working Together: Your Voice, Your Story, Your Action (2019);
- Sexual Violence in Saskatchewan: Voices, Stories, Insights and Actions from The Front Lines Research Report (2020);
- Violence Against Women Advocate Case Review (VACR) (2019-2021); and
- First Responder to Sexual Assault and Abuse Training (2017-ongoing).
- Learning is Healing "When We Know Better, We Do Better": Saskatchewan Sexual Violence Education Initiative (2023)
- Saskatchewan Sexual Violence Education Framework (2023)

SASS operates with a staffing team of five core employees supporting our various operations including management and human resources, education, awareness and training programs, research and consultations, advocacy, and community capacity building. Our team works closely with contract staff that provide additional expertise as needed in various areas including communications and digital marketing, community outreach, research assistance and governmental relations. Each initiative we embark on is supported by a robust framework that includes a multisectoral advisory network, an evaluation process, and direct engagement from those in the front lines. This provides us with consultation feedback from those with lived experiences, meaningful support for successful implementation, and a process for accountability and sustainability.

MISSION

To foster the coordination and collaboration amongst 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.

GUIDING PRINCIPLES

What guides our work

- Reconciliation as 1st principle
- Meaningful Engagement and Community-Centred Participation
- Data-Informed Advocacy and Accountability
- Equity, Diversity, Inclusion, and Human Rights
- Sustainability and Relevance
- Credible Resources and Intersectoral Relationships
- Proactiveness and Responsiveness
- Influence and Drive Systemic Change

FOUNDATIONAL APPROACHES

What informs our work

- Survivor/Victim-Centred
- Trauma and Violence-Informed
- Harm Reduction-Oriented
- Anti-Colonial and Intersectional Feminism
- Collective Input and Experiences
- Gender Transformative
- Collective Focus on Root Causes
- Cultures of Violence Perpetration
- Systems of Oppression, Structural and Behavioural Power Dynamics

STAFF MEMBERS 2022-23

Kerrie Isaac, Executive Director

Patience Umereweneza, Project Specialist

Kristina Kaminski, Program Lead Justice

Somiya Tabassum, Program Lead SSVE

Harmony Grassing, Program Coordinator FRT

Brook Thalgott, Digital Specialist

Simone Boutin, Project Assistant

BOARD OF DIRECTORS 2022-23

Betty Ann Pottruff, Chair

Hayley Kennedy, Vice Chair

Dominic Poissaint, Treasurer

Dorothea Warren, Secretary

Louise Schweitzer, Member Agency

Karen Sanderson, Member Agency

Michelle Weber, Member Agency

Laura Melle, Member Agency

Joeline Magill, Member Agency

Tracy Archer, Community Member

Corrine McArthur, Community Member

Tamikani Nkhata, Community Member

David Owens, Community Member



MEMBERS 2022-23

- Piwapan Women's Centre - La Ronge
- Prince Albert Mobile Crisis-Sexual Assault Program - Prince Albert
- North East Outreach & Support Services - Melfort
- PARTNERS Family Services - Humboldt
- Heart-Song Complex Trauma Program - Saskatoon
- Hope Restored Canada - Saskatoon
- Southwest Crisis Services - Swift Current
- West Central Crisis & Family Support Centre - Kindersley
- Society For the Involvement of Good Neighbours Sexual Assault Counseling Program - Yorkton
- Envision Counselling & Support Centre - Estevan, Weyburn, Carlyle and Oxbow



FUNDERS 2022-23

CORE FUNDING

Saskatchewan Ministry of Justice and Attorney General.

PROJECT FUNDING

The #ASKFORIT Campaign was funded through the Saskatchewan Liquor and Gaming Authority.

Capital equipment and technology is funded through Farm Credit Canada.

Charitable donation allocated for FRT educational materials development is provided by Saskatchewan Union of Nurses.

Printing of the Healing Process Posters was funded by the Saskatchewan Indian Gaming Authority.

The Systemic Change and Increased Access to Justice through Collaborative Community Coordination in Saskatchewan is funded by the Canadian Women’s Foundation.

The Saskatchewan First Responders Training Program is funded by the Department of Justice, Canada, South Saskatchewan Community Foundation.

Saskatchewan Sexual Violence Education Project (SSVE) is funded by the Department of Women and Gender Equality Canada, Department of Justice, Canada, South Saskatchewan Community Foundation (Smart and Caring Fund, Lorne and Evelyn Johnson Foundation, G. Murray and Edna Forbes Foundation).

Increasing SASS Internal Capacity Building to Support Organizational Development is funded by the Department of Women and Gender Equality Canada.

Staff Professional Development funded by the Muttart Foundation.



Femmes et Égalité
des genres Canada Women and Gender
Equality Canada



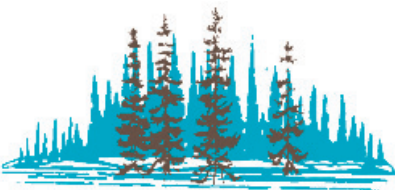
South
Saskatchewan
Community
Foundation



Department of Justice
Canada Ministère de la Justice
Canada



CANADIAN
WOMEN'S
FOUNDATION FONDATION
CANADIENNE
DES FEMMES



The Muttart Foundation



SASKATCHEWAN
UNION OF NURSES



Saskatchewan
Liquor and Gaming Authority

BOARD CHAIR REPORT

BETTY ANN POTTRUFF

As I look back on my time as Chair for SASS since 2018, I want to express my gratitude to my fellow Board members, all the SASS staff and the SASS members for their support throughout my term. SASS continues to evolve in influence and in competency and scope to advocate for those affected by sexual violence and for the SASS members. SASS continues to be involved in reaching out to engage with different organizations and communities and to create new partnerships to advance business through two sessions of Strategic Planning and am pleased that the most recent Strategic Plan built upon the many actions successfully implemented from the previous Strategic Plan.

I believe that SASS benefits from an experienced and committed Executive Director and staff who are key to the progress which the organization has made over the last few years in terms of initiatives and increasing the profile of SASS and of the issues related to sexual violence. They have demonstrated leadership provincially, and, in some cases, nationally in promoting awareness of issues and responses to sexual violence. They have provided strong support to the Board and to the members of SASS.

Over the last year, SASS has continued to implement or support implementation of key actions from the Action Plan and key actions from the SASS Strategic Plan.

A number of operational, policy and Board membership changes were implemented to help move the organization forward as a stable sustainable organization. In particular, I am pleased that SASS has renewed the Strategic Plan to help guide the organization forward for the next few years.

Some specific achievements and changes that I want to highlight for you are the following:

The first Strategic Priority in the Strategic Plan is developing a healthy, sustainable organization. To continue to strengthen and diversify the Board, proposed Board membership for this year includes member organizations and community members who represent diverse backgrounds and experience. I want to express my thanks to departing Board members: Louise Schweitzer, who has been a tireless supporter of SASS and someone always willing to share her knowledge and experience; Dorothea Warren, who often stepped up to provide guidance and support for policy and personnel issues; Tamikani Nkhata, who brought her enthusiasm and perspective to Board discussions; and David Owen, who also brought a new perspective and experience to Board discussions.

This year, you will see that the proposed Board membership provides continuity of longer serving community Board members along with increased diversity through new members invited to join the Board.

The Board has also worked on the proposed amendment to bylaws and policy to allow for a new category of membership-associate member. The purpose of this change is to allow SASS to form a stronger kinship with like minded organizations and individuals who support the work of SASS, who are interested in working more closely with SASS to expand the scope or reach of the work of SASS, and to ensure that SASS is able to benefit from a wider range of perspectives across

the province, to support the work of SASS. Associate members will not be voting members, but will be entitled to some access to training or information provided by SASS as part of their membership.

When I joined the Board of SASS in 2018, the organization and membership were facing a number of challenges and the staff did not always feel supported in their work. I believe the organization is stronger now and more stable due to changes made as a result of the previous Strategic Plan including the updating and simplification of the organization’s policies and governance structure [elimination of the Advisory Committee], and through continued expansion of SASS membership to provide a base for continued growth. I also believe that approaches taken by the Executive Director and staff to regularly engage with members on education and operational policy and to engage with other organizations and funders to advance the work of SASS has resulted in the growth of positive relationships and the recognition that SASS is a competent partner that delivers on projects, etc.

During the past year, the Board has continued to provide oversight to the work of SASS to support the Executive Director and staff, has regularly reviewed the budget and ensured that financial and project requirements for SASS are met, provided guidance as needed to the Executive Director, and conducted an annual structured evaluation of the work of the Executive Director and approved her work objectives for the coming fiscal year. The Board has generally met monthly by video call. The Board has supported and monitored the on-going business of SASS and, as noted above, taken steps to try to strengthen the foundations of the organization going forward. I have appreciated the opportunity to serve as Board Chair during this period of growth. Thank you.

Respectfully,

Betty Ann Pottruff

Board Chair



TREASURER REPORT

DOMINIC POISSANT

Financial Status

The year end audited financials have been prepared by Dudley & Company LLP and are included in the the AGM package.

Results for the year were:

Assets – 148,468

Liabilities – 123,308

Revenues – 617,874 (budget 634,928)

Expenses – 615,191 (budget 634,938)

Surplus – 2,683

The 2023/2024 budget was prepared and approved using the prior years numbers along with other known signed funding agreements:

Revenues – 410,663

Expenses – 410,663

Initiatives

The focus has been supporting Kerrie with the monthly financials and preparing the 2023/2024 budget along with other operational items.

Treasurers Role

My duties to date have included cheque signing, consultations with the Executive Director and reviewing monthly financials, allocations of budgeted funds and support in preparing the 2023/2024 budget.

Dominic Poissant CPA-CMA

June 21, 2023





EXECUTIVE DIRECTOR REPORT

KERRIE ISAAC

As the Executive Director of Sexual Assault Services of Saskatchewan for the past seven years, I have been privileged to work alongside dedicated staff, front-line agencies, community partners, and governments that provide support and advocacy for those affected by sexual violence in Saskatchewan and across Canada.

We celebrated a successful year in 2022-23 and I am thrilled to share the considerable progress we have made in the last year of our three-year strategic cycle.

This year, we worked to achieve our purpose of creating opportunities for members and communities to work together by providing resources, training, and specialized education to advance public awareness on issues related to sexual violence. We continued to amplify survivors’ voices through research, policy development, consultation, and informed advocacy. And together, in partnership with provincial and national anti-violence organizations, we have provided a collective voice for all frontline agencies working to advance gender equality and end sexual violence in Saskatchewan, and across Canada. Whether it has been collaborating with our board, member agencies, partners, or stakeholders, we are fortunate to be in the company of such compassionate and knowledgeable leaders. These growing connections have supported SASS while we have completed several of our strategic goals, and further developed key partnerships and collaborations to support those affected by sexual violence.

2022-2023 has solidified SASS as changemakers and experts in the field of sexual violence. I am incredibly proud of how SASS continues to stand by our Guiding Principles of:

- **Reconciliation**
- **Meaningful Engagement** · **Community-Centred Participation** · **Data-Informed**
- **Advocacy** · **Accountability** · **Equity, Diversity, Inclusion** · **Human Rights**
- **Sustainability & Relevance** · **Credible Resources** · **Intersectoral Relationship**
- **Proactiveness** · **Responsiveness** · **Influence** · **Driving Systemic Change**

I would like to acknowledge each of our ten member agencies, their active involvement and support. Your passion and enthusiasm, fueled by your commitment to collectively work together to end sexual violence in Saskatchewan, is inspirational. Our member agencies continue to provide best practice programs and services for survivors while continuing to be underfunded, operating beyond maximum capacity, and experiencing significant levels of staff burnout and mental health challenges. We see you. We see your devotion to survivors, communities, and our province. Our work would be impossible without you. Thank you for all you do! SASS will continue to do all we can to amplify and support your vital work.

We sincerely thank our funders and donors: Department of Women and Gender Equality Canada; Department of Justice Canada; the Saskatchewan Ministry of Justice, and Attorney General; and the South Saskatchewan Community Foundation; Saskatchewan Liquor and Gaming Authority; Farm Credit Canada; Muttart Foundation; Saskatchewan Indian Gaming Authority; Service Canada; the Saskatchewan Union of Nurses; and Prairieaction Foundation. We commend you for recognizing sexual violence as a crisis in our province. Each of your generous investments in this issue brings hope that one day survivors are not asked what “did they wear” but told “I believe you,” and asked, “how can we support you?” You bring hope for a future where children are not taught to expect that being assaulted is just a normal passage of youth. Prevention and education is the key to this possible future, enabled by you and your ongoing, generous support.

I would also like to thank our dedicated SASS Board of Directors, and their commitment to the issue of sexual violence. Through your governance, you have navigated SASS to become the focused, collective body it is today, overseeing the bigger picture of sexual violence as represented in the strategic plan. I believe this success is owed to the composition of our Board which includes frontline sexual violence expertise (six member agencies), and seven community members with vast knowledge in the areas of finance, law, human resources, management and lived experience. Your thoughtful guidance has helped us accomplish so much this year.

I am grateful for, and wish to recognize the many collaborative relationships SASS has made over the past year, allowing for important dialogue and unity. We are stronger in numbers. There are so many front-line agencies, community partners, sectors, and others who share our commitment to end sexual violence. Sexual violence is everyone’s issue, and we continue to invite new leaders, allies, and accomplices into the conversation. Together, our voices in unison are powerful to effect the changes needed to end sexual violence.

Lastly, I would like to thank our incredible SASS team. SASS operates with a staffing team of five core employees supporting our various operations including management and human resources, education, awareness & training programs, research & consultations, advocacy, and community capacity building. We are a small but mighty team. Each of us is driven and fueled by the notion to do more. We continue to hear the statistics and stories that speak to the severity and complexity of the issue of sexual violence in our province. But, we remain optimistic because our work is making a difference.

SASS has continued our commitment to fulfilling what survivors have asked of us in the 2022-2023 fiscal year. The Saskatchewan Sexual Violence Action Plan titled, Working Together: Your Voice, Your Story, Your Action is a document that outlines 22 actions focusing on prevention and education, support and intervention, responsive legal and justice systems, and collaborative leadership and accountability. The Action Plan serves as a roadmap for ongoing systemic changes and connects to provincial and national initiatives that are working to address interpersonal violence and abuse across Canada. We will continue this grassroots, community driven work that holds to our integrity and supports survivors in the province/ world.

Our three-year strategic plan focused on the following four priorities:

- Developing a healthy sustainable organization
- Advancing and supporting learning opportunities for education and understanding on issues of sexual violence
- Public Awareness and Advocacy for SASS and its members
- Strengthening Member and Stakeholder Engagement

With our three-year strategic plan ending, our board and staff worked with Prairie Wild Consulting to develop our 2023-26 Strategic plan in the latter half of this year. We are excited to get started and work towards our vision of a Saskatchewan free from sexual violence.

As a personal highlight, in 2022-23, SASS hosted three member meetings with the theme of reconnection. As we continue to live through trying times of immense change, we all need moments of connection that help us find the ground beneath our feet, comfort in one another that we are not alone, and a quiet space that brings us back to a sense of peace within ourselves. This allowed all of us to reconnect to the purpose of our collective work and each other. Through shared exercises like meditation, art therapy and cultural instruction lessons including creating dream catchers we were able to connect as humans, share personal and professional successes as well as provide crisis support for an immediate need. We are at our best when we work together, and it was profound to be part of addressing this need in real time.

Saskatchewan has one of the highest rates of sexual violence in Canada. It is an issue that impacts the lives of most people, families, and communities. Taking action to prevent sexual violence means taking better care of each other—especially our most vulnerable communities who are at the greatest risk. We can take better care of each other by holding our systems and institutions accountable; and ensuring every person has equal access and opportunity to safe housing, adequate food, meaningful education, safe transportation, access to justice, and reconciliation. Decolonizing, equity-invested processes, moving toward deeper processes of inclusion, and the enlightened mutual interest that supports sustainable communities is needed in Saskatchewan. Through this, we can create a future where every person in Saskatchewan is free from threat, fear or experience of sexual violence.

“Alone we can do so little, together we can do so much” - Helen Keller.

Kerrie Isaac

Kerrie Isaac
Executive Director, SASS



PROJECT & INITIATIVE SUMMARIES

Our commitment as an organization is to support member agencies and communities in working towards changing the conditions, root causes, and systemic barriers that enable and perpetuate all forms of sexualized violence. Below is a summary of the key projects and initiatives embarked upon in the past fiscal year that represent our commitment to advancing systemic change and fostering enabling conditions to ensure every person in Saskatchewan is able to live free from the threat, fear, or experience of sexual violence.

Our commitment to the organization

Capacity Building

Background

Funded in 2019, this four-year project is aimed at increasing our internal capacity and organizational growth to become an effective provincial leader that advocates and promotes social and systemic change for the elimination of sexualized violence in Saskatchewan. Key areas for organizational growth include enhancement of board and governance structures, human resources capacity and tools; development of communication strategy and resource portal; broadening of strategic partnerships and collaborative networks; and supporting the growth of Saskatchewan’s gender-based violence sector.

In 2020, a third-party Life Cycle was conducted to assess SASS’s overall governance, management, financial resources and administrative systems. The goal is to have all elements of the organization in alignment, and either in the “Maturity” phase or moving toward this phase so the organization can function at its highest level. The Life Cycle Review identified SASS as falling within the early growth stage of development, in which nonprofits’ mission and programs have taken hold in the marketplace, but where service demand exceeds current structural and resource capabilities.

In the growth stage, organizations begin to define their mission and service specialization more carefully. Growth-stagers spend a considerable amount of energy creating and refining a style that distinguishes their service from that of others, and through this refinement they discover their “distinctive competence.”

In the growth stage, boards of directors begin to transition from being a support group for the senior staff person to accepting responsibility for the organization. This often means recruiting additional professional expertise to the board to augment the expertise and personal affiliations of many start-up board members. The opportunities and challenges of the growth stage require board members who are not only committed experts, but also people with the capacity to make informed decisions in an expeditious fashion.

Below are key areas of action that SASS has engaged in to support strategic growth and development:

Project highlights

I. Board Governance

Development of Diversity, Equity and Inclusion Framework

In the past year, our Board of Directors began the process of developing a new strategic plan for fiscal years 2023-26 with the support of PrairieWild Consulting. The Staff Team has supported the revision of our guiding principles and foundational approaches that inform our work. SASS recognizes the need to codify these principles within all facets of our work, and have engaged the Multicultural Council of Saskatchewan and Common Ground Consulting Inc. to support the development a Diversity, Equity, and Inclusion Framework that meaningfully reflects our commitment to inclusion, diversity, anti-racism and decolonizing principles.

Associate Membership Framework

Over the past four years, SASS has been able to raise public awareness on the importance of multi-sectoral action in addressing sexual violence. We have since received an influx of requests from private and community-based agencies seeking to formalize their partnership with SASS through a membership framework. The Board of Directors have identified the importance of strategic membership expansion to increase meaningful engagement in addressing sexual violence. Bylaws that enable new membership categories have been revised and updated, and will be voted upon in the coming AGM in June 2023.

II. Partnership Development and Network Growth

SASS engages with diverse communities, organizations and sectors to advance strategic, transformative partnerships that promote direct participation of those most impacted by sexual violence. To do so, SASS is engaging in advocacy initiatives that engages multiple levels of government and diverse sector leaders to advance initiatives that improve outcomes of survivors of sexual violence. Notable participations developed and sustained this past year include:

Tri-Partnership with Provincial Association of Transition Houses and Services (PATHS), and Saskatchewan Towards Offering Partnership Solutions (STOPS) to Violence

In 2012, a partnership was formed between SASS, PATHS, and STOPS in an effort to collectively work together to address interpersonal violence and abuse in Saskatchewan.

PATHS is a member of Women’s Shelters Canada and was involved in the development of the strategic framework for a national action plan to address GBV, commissioned by the Government of Canada’s Department for Women and Gender Equality (WAGE) in 2020. Following the release of the National Action Plan (NAP) to address GBV in December 2022, the Tri-Partnership hosted a community gathering on December 8, 2020 season to bring awareness about the NAP in Saskatchewan and ensure the implementation reflects local realities and needs. A Backgrounder was developed and disseminated across our collective network.

SASS participates in STOPS to Violence Network Hub and meetings. SASS participated in the STOPS Network Exchange sessions to present recent research findings on Sexual Violence Education program and framework. We are pleased to support STOPS in the launch of the new app, Embracing Life, that provides resources and information on suicide prevention.

Ending Violence Association of Canada (EVA CAN)

SASS is proud to be one of the five founding members of EVA Canada, a current member on the Board of Directors. 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.

In light of the gap in national coordination of sexual violence, EVA Canada has begun the process of realigning internal capacities and priorities. In October 2022, the EVA Canada Board of Directors and staff held a strategic planning session and made a decision to commit to working specifically on sexualized violence, and to exploring how our organization could promote and facilitate national coordination for those committed to ending sexualized violence. As part of this strategic planning session, the EVA Canada Board of Directors found it was necessary to revisit and revise the priorities outlined in our current 5-Year Strategic Plan to better reflect our shift in focus. While further development and updates to the five-year Strategic Plan will occur over the next year, the following chart outlines the (emerging) vision and priorities.

EVA Canada has been instrumental in developing a National Working Group on Sexual Violence with the goal of strengthening the coordination around sexual violence advocacy at the national level. This includes identified provincial/territorial priorities and emerging group priorities, implementing of the National Action Plan, rise of backlash/hate/violence towards feminists, and Criminal Justice system reform.

CAC Gender-based Violence/Teen Dating Violence in Sport Task Force

SASS is a proud member of the Gender-based Violence (GBV) / Teen Dating Violence (TDV) in Sport Task Force with the Coaching Association of Canada. It is responsible for providing expert advice and feedback on the development and delivery of activities to meet the goals and objectives of the CAC's PHAC-funded project.

As part of its Preventing Gender-Based Violence – The Health Perspective program, which supports Canada's Strategy to Prevent and Address Gender-Based Violence, the Public Health Agency of Canada (PHAC) is providing funding to the Coaching Association of Canada to build the capacity of coaches and other sport system stakeholders to prevent and address gender-based violence in sport. Coaches' influence in the lives of youth is well documented. Coaches are in a unique position to step in and stop parts of sport culture that may contribute to unhealthy relationship behaviour. This project will develop, implement and evaluate an educational program, available in English and French, to assist coaches in recognizing, preventing and addressing gender-based violence and teen dating violence, and to promote healthy relationships in and through sport. Online educational resources and a toolkit will support coaches across Canada to address issues such as bystander empowerment, men and boys as allies in the prevention of violence, and locker room gender-based violence. The resources and tools will be shared with Canada's National Sport and Multisport Service Organizations to complement efforts to address abuse, harassment and discrimination in sport.

Research and Education for Solutions to Violence and Abuse (RESOLVE)

RESOLVE is a prairie-based research network that coordinates and supports research aimed at ending violence, especially violence involving girls and women. It creates partnerships among service agencies, government departments and universities across the prairie provinces.

SASS sits on the RESOLVE Steering Committee as a space to build capacity on GBV research, network with other organizations across the province, and share new initiatives and best practices. In the past year, SASS has supported RESOLVE in revising its Terms of References and its successful application for the SHRF Alignment Grant that aims to build RESOLVE's internal capacity to organize successful, community-engaged applications for research funding on gender-based violence issues in both national and international funding competitions.

RESOLVE has featured SASS's initiatives in their Newsletter, including the *Learning is Healing: Saskatchewan Sexual Violence Education Initiative*.

Enough Already

SASS is a stakeholder coalition member on the Enough Already: Addressing Sexual Harassment in Saskatchewan Workplaces Project since 2019. 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. The coalition members include Saskatchewan Human Rights Commission, the University of Saskatchewan College of Law and the Saskatchewan Education Industry Council.

SASS also supports EA's educational initiatives including the November 2022 Good Business Chapter 2: Addressing Harassment in Saskatchewan Workplaces Conference. SASS was part of the conference planning committee and hosted one panel discussion titled Leading the Way: How the Cities and Independent Businesses are Forging a Path of Equity. In it we led a conversation with the City of Regina and Rebellion Brewing on the roles of leadership in promoting psychological health and safety across both small and large entities. The 2 day conference was well attended across its nine unique panel sessions including keynote presentations from Anna Maria Tremonti and Mia Kirshner.

Tourism Saskatchewan

Through our connection with local community businesses, we become connected to Tourism Saskatchewan. We supported in reviewing and revising the Make it Safe Training, developed to educate workers within the hospital sector on how to prevent and address workplace sexual harassment. The training included the social, psychological, legal, and labour-related implications associated with sexual harassment for both employees and employers. Unfortunately due to a change in Tourism Saskatchewan's leadership, the training was never launched despite being ready for public dissemination. SASS hopes to continue its advocacy for public awareness and education for the hospitality industry through other avenues, including new connections with Service Hospitality Saskatchewan and Regina Hotels Association.

Law Society of Saskatchewan and the Women's Legal Defence Fund (LEAF)

The Law Society regulates the competence and integrity of the practice of law by ensuring the independence of the legal profession and promoting access to justice.

LEAF is a well-established and dedicated advocate for gender equality, and focuses on litigation, law reform, and public education on a national scale. In the past year, SASS has begun to develop relationships with both organizations to collaborate in advancing responsive legal and justice systems both provincially and nationally.

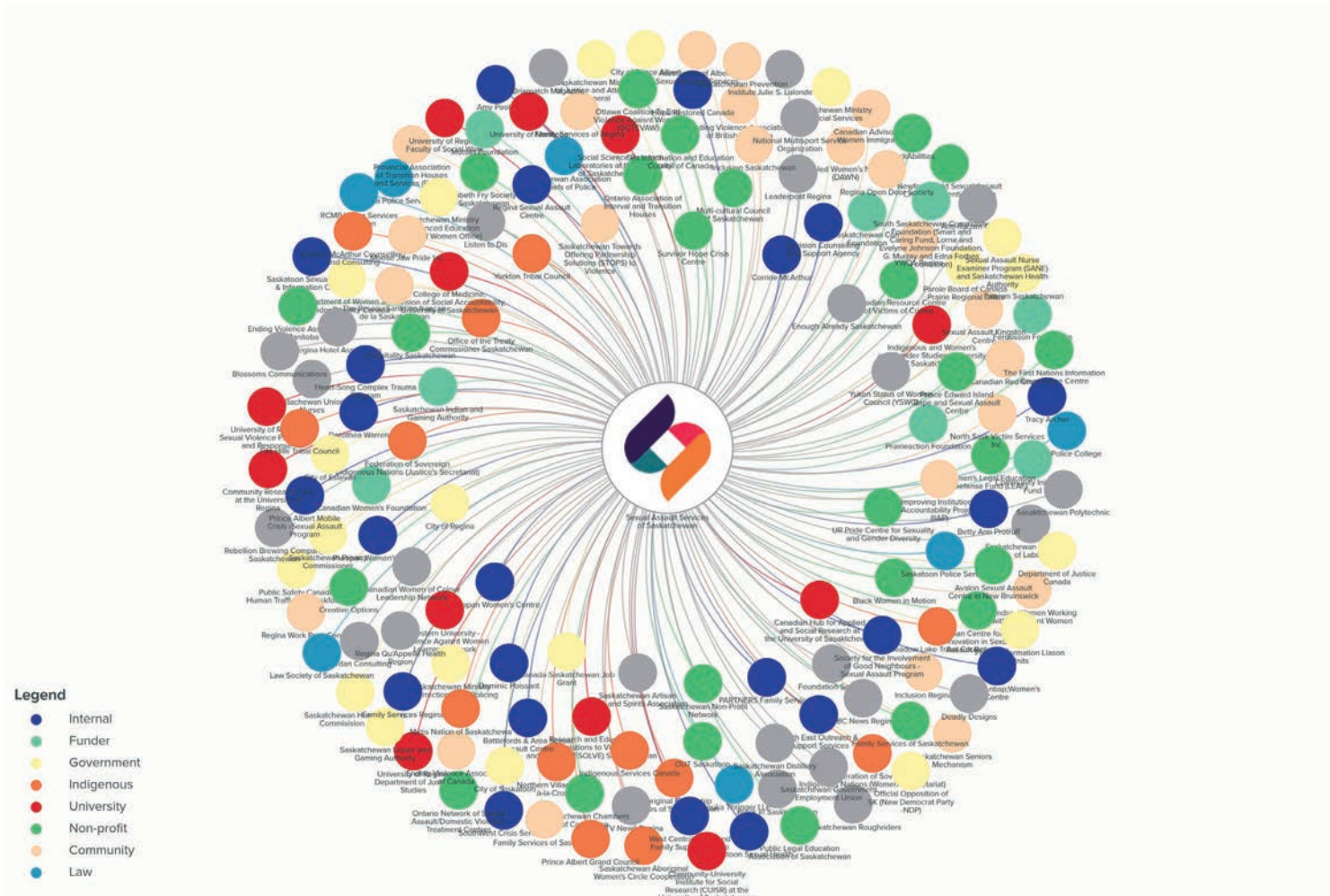
Inclusion Saskatchewan

Inclusion Saskatchewan aims to support individuals with intellectual disabilities. Their mission is to ensure that all Saskatchewan citizens with intellectual disabilities are valued, supported, included members of society and have opportunities and choices in all aspects of life. They provide advocacy, employment support, education and transition support, public education, youth programming, self-advocacy and social activities.

SASS has developed a new partnership with Inclusion SK to advance accessible, inclusive and comprehensive sexual health and sexual violence education in Sasktchewan. SASS was invited in June 2022 to present on the socio-cultural and legal dynamics of sexual violence to their facilities for the Tell It Like It Is Sexual Health Curriculum. In the past year, Inclusion SK has worked closely with the education programs team to revise existing resources, and develop new educational resources (FRT & SSVE) that are disseminated province-wide.

Provincial Network

SASS seeks to promote a community of best practice that supports survivors of sexualized violence, and strengthen the gender-based violence sector both provincially and nationally. SASS has and continues to identify new partners and areas for common collaboration. The Network Map below provides a glimpse of the growth in strategic partnerships that has enabled our work.



III. Community Resource Portal

Launched in February 2022, the Community Resource Portal is an online library designed for service providers and the general public across Saskatchewan. The Resource Portal is accessible at no cost to users and has been developed in response to the community-driven need to establish an access point for credible, accessible and relevant resources on sexual violence. Resources in the Portal include: toolkits, research reports, presentations and a map of services. Over the past year, the Community Resource Portal has been shared across our networks to raise visibility. In addition, more than 120 new resources have been added to enhance content diversity.

IV. Sustainability Framework

SASS engaged Openly Consulting (Sherry Lin) to develop a Sustainability Framework that will support SASS’s internal capacity to sustain long term organizational growth and maintain smoother operational functions beyond the life of the project. The Sustainability Framework provides analyses of current contexts and conditions impacting SASS, and summary of signs and signals for the organization to pay attention to, and recommendations for long term sustainability.

V. Evaluation

SASS engaged Openly Consulting (Tanya Darisi) to oversee the evaluation of the Capacity Building Project and the impact of the activities embarked upon in improving SASS capacity to meet its mandate. The evaluation will capture lessons learned and surface insights about what it takes to do the work, where the gaps are, what is needed next, and it will connect evaluation findings to design and strategy for 2023 and beyond.

Over the past year, Openly has supported SASS in developing the following:

- A Theory of Change that articulates the role and contribution of SASS, why increased capacity for SASS and across the network makes a difference to the province; and how greater capacity connects to increased likelihood for impact and systems change.
- A Retrospective review that captures data and lessons learned from the last two years of the project. Previous years’ data was aggregated with 2022/2023 data to provide a summative view of project results and outcomes.
- A Network Map to assess the change in the network overtime, emphasizing the role of relationships and influence in systems-change work.
- Sensemaking to create the space for intentional conversations about what SASS is learning, what that means for your theory of change, and where you need to go next.

Future Direction

SASS was approved funding to extend our Capacity Building activities for an additional year(April 01, 2023 - December 31, 2023) to support the development of a Strategic plan and Operational Framework that commits to principles of inclusion, diversity, anti-racism, and decolonization. SASS will continue its efforts in expanding SASS membership categories to increase meaningful engagement in addressing sexual violence, and advancing gender equality across diverse sectors in Saskatchewan. In addition, SASS will continue to develop and implement collective advocacy initiatives including increased participation in intergovernmental policy development. The Evaluation Framework and Report will be finalized in June 2023.

Our commitment to the community and the issue

Working Together: Your Voice, Your Story, Your Action: Saskatchewan Sexual Violence Action Plan Implentation Progress

Background

In May 2019, SASS launched *Working Together: Saskatchewan Sexual Violence Action Plan*. The Action Plan seeks to develop and advance an inclusive and collaborative approach to address sexual violence in Saskatchewan. The Action Plan was informed by research findings outlined in the province-wide study titled *Sexual Violence in Saskatchewan: Voices, Stories, Insights, and Actions from the Front Lines 2020 report*.

Developed in partnership with a multi-sectoral advisory committee, *Working Together, the Saskatchewan Sexual Violence Action Plan* outlines four foundational components that underpin 22 key actions:

- Challenge sexual violence and change societal attitudes through Prevention And Education;
- Improve Support 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.

Development of *Working Together, the Saskatchewan Sexual Violence Action Plan* was funded through the Women and Gender Equality Canada’s Women’s Program as part of the Government of Canada’s response to gender-based violence: *It’s Time: Canada’s Strategy to Prevent and Address Gender-Based Violence June 2017*.

Pillar 1: Increasing Prevention & Education Resources in Saskatchewan

Sexual Violence Awareness Week 2022

SASS and the Government of Saskatchewan proclaimed the third week in May 16-20, 2022 as Sexual Violence Awareness Week. SASS leverages this period to engage new stakeholders and SASS membership in raising awareness and developing new educational resources for public dissemination. This years’ campaign focused on the issue of sexual exploitation & human trafficking in Saskatchewan and had the following goals:

1. Increase public awareness on the issue of Human Trafficking within the province
2. Inform and educate the public on how to recognize the signs of Human Trafficking
3. Highlight the community services available for survivors of Human Trafficking
4. Provide educational resources and information that encourages public to become active bystanders to combat Human Trafficking in communities across the province

The campaign took place online with six speaker events and learning opportunities:

- *Beyond Villains, Victims & Saviours: Human Trafficking on the Prairies* - A discussion on emerging research on Human Trafficking of Women & Girls across the prairies presented by Hope Restored Canada
- *Wolf Woman: A Search for Identity* Keynote - A keynote story by Beatrice Wolfe on searching for identity after experiencing sexual exploitation
- *Tools for Empowerment: Mobilizing Emotional Intelligence for Sexual Health* - A presentation by Natayla Mason on the importance of Emotional Intelligence in Sexual Health Education.
- *Creating Safe Spaces for IWG2S* Panel Discussion* - A changemaking conversation about creating safe spaces for MMIWG2S* with the City of Saskatoon and Community Leaders, based on the Coming Home Report.
- *Human Trafficking in Canada: The National Hotline as a Responsive Tool* - A webinar on how the national hotline for Human Trafficking can be used as a responsive tool for trafficking cases with Ashley Franssen-Tingley from The Canadian Centre to End Human Trafficking.
- *Ambiguous and Missing Persons Loss Training with Care Hearts* - A trauma-informed training session Ambiguous Loss and how to support those who have a missing loved one.

These webinar sessions engaged 220 live participants, and recordings were made available on SASS’s Youtube page. In addition, SASS collaborated with Natalya Mason to develop a practitioner guide to support sexual health educators. This guide was disseminated across all member agencies and was made available for download on our website.



#ASKFORIT Consent Campaign

On November 1, 2022, before Grey Cup, SASS launched #ASKFORIT, a campaign on sexual consent in partnership with Rebellion Brewing. Our partnership began as part of a joint collaboration with Brave Noise beer, a movement within the brewing industry to create safe, inclusive, discrimination-free environments after one woman's social media post about sexual harassment received an overwhelming response by people working within the hospitality sector. The proceeds of Brave Noise beer sales funded initial creative to develop #ASKFORIT.

The goal of Phase One of the campaign is to increase visibility and access to education about sexual consent to businesses and sectors previously left out of the conversation by distributing the materials to bars and restaurants across the province, including rural communities.

#ASKFORIT aims to shift the traditional messaging that has not worked, from the negative finger-wagging "Don't do this!" to a more inclusive, positive, fun, "Do this!" conversation. We want to communicate that it's okay to participate in alcohol consumption, and it's okay to participate in sex. We just want everyone to know that when you choose to engage in these activities, we must do so responsibly, with consent.

Through an animated cartoon, poster, and coaster featuring Canadian Geese promoting the message the campaign communicates the importance of enthusiastic sexual consent in a fun, humorous and light-hearted manner. We engage in consent culture in our daily lives; this campaign encourages us to ask for and receive consent in a dialogue with sexual partners. In addition to the poster and coaster, a website (askingforit.ca) has been created for the campaign to further educate people about sexual consent and how to get support if you have experience sexual violence.

Funding was provided by The Saskatchewan Liquor and Gaming Authority to distribute these materials province-wide.



First Responder to Sexual Assault and Abuse Training™

Background

The First Responder to Sexual Assault and Abuse Training (FRT) is a Saskatchewan-wide comprehensive education initiative that aims to build capacity for professionals and community members to effectively respond to disclosures of sexual assault and sexual abuse. The FRT program was developed by the Alberta Association of Sexual Assault Services (AASAS) and delivered in Saskatchewan through an interprovincial partnership licensing agreement. Since 2017, FRT has been delivered to 800 participants in communities all across Saskatchewan. In 2021, AASAS and SASS renewed the FRT licensing agreement, allowing us to continue delivering the program for 2 years and make amendments to the training to make it more Saskatchewan based. We continue to engage in ongoing dialogue and knowledge sharing with AASAS to support each others efforts to delivering practical and relevant sexual violence education.

Project Highlights

SASS revised the existing First Responder to Sexual Assault and Abuse Training to be more inclusive and representative of the communities that make up Saskatchewan. We were able to collaborate with various community organizations and our SASS member agencies to identify areas of improvement within the content and make changes accordingly. Organisations SASS worked with include: UR Pride Centre for Sexuality and Gender Diversity, Listen to Dis Community Arts Organization, Inclusion Regina, Aboriginal Friendship Centres, Federation of Sovereign Indigenous Nations, SASS member agencies (12).

We piloted the revised content to Aboriginal Friendship Centres and trained 16 facilitators in February 2023 who will be able to deliver the program to rural and Indigenous communities. The training was well received during the pilot and participants were eager to deliver the content, in a culturally sensitive way, to their communities.

"Being able to offer this training to our communities is so important and I am happy we are able to have facilitators in each community who understand the issues their people are facing and are able to provide support along the way." -Aboriginal Friendship Centres Staff

"Since taking the training I have been able to use it at my job on a daily basis. We used to automatically refer people to the RCMP if they disclosed but now I know to listen and let people choose which path they want to go. I feel more comfortable responding to disclosures and providing support to others." - Aboriginal Friendship Centres Training Participant

Future Direction

Upon release of the 2023 FRT revision, SASS was asked by AASAS to use our revised materials and credit SASS. This reciprocal knowledge sharing enriches the content and benefits each of our communities. The needs, environment , and experiences of each community greatly impact their experience learning about sexual violence. Finding ways to be mindful of every person's context can be challenging, but this is the way forward to enact systemic change that is anti-oppressive, intersectional, and adaptable to specific community needs.

SASS will engage in continuous evaluation of the program and improvement of existing FRT evaluation metrics. In 2021, we had a comprehensive evaluation report conducted outlining the strengths and areas of improvement of FRT. Following this report, we amended our training feedback forms to assess the effectiveness of the improved training. Going forward, we will continue to do yearly evaluations of the program and make revisions to the material on an ongoing basis. Some areas identified by AFC are the need for Dene language adaptations for the North.

FIRST RESPONDER TO SEXUAL ASSAULT AND ABUSE TRAINING

Name: _____
Training Date: _____
Facilitators: _____



Saskatchewan Sexual Violence Education (SSVE) Initiative

The Saskatchewan Sexual Violence Education (SSVE) initiative's purpose was to research and address the gaps in sexual violence education within Saskatchewan. Through a reparative education approach centering community collaboration, the project focused on developing culturally responsive models for sexual violence education to meet the diverse needs of the province.

Project Highlights

Learning is Healing: “When we know better, we do better” Research Reports

In partnership with the Federation of Sovereign Indigenous Nations and the Community-University Institute for Social Research at the University of Saskatchewan, SASS embarked on a province-wide research initiative that examined existing resources, defined the gaps, and gathered insight to inform the development of educational programming that responds to the diverse needs of Saskatchewan's communities. The final report released in March 2023 is titled *Learning is Healing, “When we know better, we do better.”* The report includes a comprehensive Literature Review, an Environmental Scan of existing sexual violence programming in Saskatchewan, and feedback from advocates and educators on how education can be used a protective tool to shockproof communities from the gendered impacts of large-scale stressors such as the pandemic. The mixed-methods research study engaged 143 survey participants, 21 key-informant interviews, and 64 focus group participants across 18 communities representing all four corners of the province.

Development of a Comprehensive Saskatchewan Sexual Violence Education (SSVE) Framework

Informed by research data and analysis developed within the Learning is Healing research study, the SSVE framework offers evidence-based, trauma and violence-informed, intersectional, age-appropriate, and culturally responsive workshops that are supported by a collaborative community preparation approach that seek to tailor sexual violence education to the specific needs of diverse communities in Saskatchewan.

Establishment of Inclusive and Representative Advisory and Development Teams

To ensure equity and representation, SASS formed an Indigenous Advisory and an Education Development Team consisting of subject matter experts from various intersectional groups. This approach guarantees that the content developed is sensitive to the perspectives and experiences of marginalized communities, including Indigenous communities, 2SLGBTQIA+ individuals, newcomers, and those living with disabilities.

Successful Pilot Training and Dissemination

Workshop one from the SSVE Framework, *Beyond Yes and No*, was collaboratively developed by the Indigenous Advisory and the Education Development Team. The training guidelines, including facilitator and participant guides, were disseminated through a pilot training session involving 10 facilitators from a member agency (Envision Counselling & Support Centre). This pilot testing ensures the effectiveness and relevance of the workshop content.

The annual Leadership Forum showcased the SSVE initiative's reparative education approach. The forum had 41 attendees and provided a platform to share new sexual violence education resources developed, report on the research findings conducted by SASS, lessons learned during the COVID-19 pandemic to improve the capacity for organizations supporting survivors of sexual violence and advance collaborative leadership and network development for service providers and community members.

Community Resources Shared

Three educational resources were developed for community dissemination:

- An infographic illustrating the impact of COVID-19 on sexual violence education and services were shared to communities and service providers across Saskatchewan
- An infographic on topic of consent and coercive control.
- An infographic on the topic of technology facilitated coercive control.

Furthermore, the SSVE Workshop Catalogue showcasing various landmarks, points of interest, and natural elements in Saskatchewan that contribute to the province's unique geography and diverse experiences of its population. Local artists have created illustrations that embody the spirit of the SSVE initiative - to center the voices of marginalized individuals that are typically left in the margins around conversations of sexual violence education. The catalogue features a multicoloured ribbon representing the Red Road, an Indigenous teaching symbolizing the path to a good, balanced life. The ribbon signifies the healing journey and importance of community, collaboration and reconciliation.

Future Direction

The SSVE Framework provides opportunities for inter-sectoral engagement, collaboration, and investment. Stakeholders are encouraged to take ownership of the issue and become champions by funding the development of individual workshops. SASS's intention is to ensure wide accessibility of facilitator trainings and workshops through cost-recovery, and where possible no-cost delivery model. In order to do so, SASS will continue to leverage partnerships with funders and explore opportunities for ongoing program development. The project has gained a tremendous amount of interest from various agencies, and ongoing conversations are being held to support and fund specific workshops.

SSVE Initiatives also represents our commitment to the implementation of *Working Together, Saskatchewan Sexual Violence Action Plan (2019)*:

- Action #1: Develop and deliver wide-ranging and public awareness initiatives that encourage people in Saskatchewan to challenge the attitudes and norms that perpetuate sexual violence.
- Action #2: Engage with individuals and communities in the development and delivery of culturally affirming training for bystanders that builds confidence in their knowledge and enhances their skills to intervene and prevent sexual violence.
- Action #4: Develop and deliver comprehensive healthy relationships programming that includes clarification on what constitutes sexual consent.
- Action #6: Explore and modify existing multi-media capacity to improve access to educational information and support services for all people who experience sexual violence (inclusive of all intersecting identities).
- Action #22: Identify new and emerging Champions to support and advance sexual violence education, public awareness, existing services and the development of new sustainable programs and services.

LEARNING IS HEALING

“When we know better, we do better.”

The SSVE initiative has had a significant impact in the growth of SASS’s internal capacity by amplifying our core mandate and enhancing our ability to effectively support member agencies and communities across Saskatchewan. It has allowed us to expand our expertise for education-based measures to violence prevention and contributed to our ongoing efforts to build a community of practice and advance sexual violence expertise that reflect communities’ diverse needs. Overall, the initiative has increased our provincial network reach bringing together communities, governments and private sectors to work collaboratively to address sexual violence in Saskatchewan.

Pillar 2: Enhancing Supports & Interventions for Survivors

SANE Program

SASS has been engaged in various conversations with key stakeholders and the Sexual Assault Nurse Examiner Program in Regina to explore models for expansion in rural and remote communities. The COVID-19 pandemic had added significant pressures to the healthcare system, resulting in decreased engagement on this issue.

However significant gains have been made over the past fiscal year. The Saskatchewan Health Authority has funded three Coordinator positions in Regina, Saskatoon, and Prince Albert to support the operations of the SANE program within their cities and surrounding communities. A hub and spoke model is being developed to support smaller communities with hospitals that service rural and remote communities. SASS is supporting the SANE expansion process by collecting data from member agencies on client rates, victimization patterns that informs patient care, and recommendations for location of SANE services in rural communities. The SANE Coordinator was invited to the SASS member meeting to present their plans, and gather feedback on unique conditions and contexts across the province. We have provided feedback on SANE information and teaching documents that are being disseminated province-wide by the Saskatchewan Health Authority.

Pillar 3: Strengthening a Responsive Legal & Justice System

Collaborative Community Justice

Funding was received by the Canadian Women’s Foundation for SASS to continue its work to address systemic barriers in the justice system for survivors of sexual violence. To bring transparency to our member agencies, and to the Saskatchewan community, SASS is collecting police-reported sexual violence statistics for most of the communities in the province to publish on our website.

Highlights

SASS currently has access to data from 2010-2014 and is in the process of collecting data for 2015-2019. This will provide SASS, its members, and the public with 10 years of searchable data on communities, police services, and charge rates. The goal is to maintain this data in real-time every year to enhance transparency in law enforcement. This also allows SASS to monitor trends and observations in the province. For example, in response to a member agency’s request, the next data set (2015-2019) will include human trafficking related charge codes. This type of longitudinal survey has never been done in Canada before.

SASS is collaborating with Data For Good, a national non-profit organization that connects volunteer data science experts with NGOs to address community challenges. Data For Good operates in several cities, and the Regina Chapter, together with SASS, are developing a provincial heat map that visually represents police-reported incidents of sexual violence for 113 communities in Saskatchewan. The heat map will include information such as report numbers, charge rates, and unfounded rates. While the work is ongoing, a draft interactive heat map is expected to be completed in Q2 of the 2023 fiscal year.

Future Direction

SASS is in discussions with national partner, the Yukon Status of Women Council (YSWC), who is embarking on a parallel project. This collaboration presents an opportunity to include additional data fields in the future, such as information on the availability of evidence kits, forensic nurses, or police officers in each community; and ultimately demonstrates a risk index for GBV. The Saskatchewan Sexual Violence Action Plan will be reviewed to ensure that the collected metrics contribute to Phase 2 implementation and provide value to SASS members and the broader Saskatchewan community. As a result of this collaboration, SASS has been invited to participate in a Federal Data Governance Committee initiated by YSWC, along with other pan-Canadian sexual violence agencies. Variations exist between Statistics Canada data, police data in yearly community charge reports, and other reporting methods, particularly within the RCMP. Monitoring these variations is crucial to understanding case attrition in Saskatchewan and positioning SASS as a reliable source of accurate sexual violence data.

Violence Against Women Advocate Case Review (VACR)

The Violence Against Women Advocate Case Review (first operationalized in Philadelphia in 2001 and colloquially known as the “Philly Model”) was developed by the Improving Institutional Accountability Project (IIAP) and seeks to increase equitable access to the justice system for survivors of sexual violence through objectively measurable improvement in policing violence against women.

VACR is an external file review process which seeks to address case attrition and provide oversight in sexual assault cases through the knowledge of subject matter experts sourced directly from the community. VACR adds a best practise link to the policing investigative chain:

Report → Investigation → Clearance → REVIEW

Highlights

VACR was brought to Saskatchewan in 2018 by SASS and IIAP. Through sustained advocacy from SASS, Saskatchewan is the first province in Canada to provide funding to the agencies and advocates reviewing police files. Expansion of VACR reviews to Moose Jaw and Prince Albert was announced by the Ministry Corrections, Policing and Public Safety March 2023. To date VACR Reviews are active in: Regina, Saskatoon, Moose Jaw, and Prince Albert.

Future Direction

SASS hopes the remaining communities with their own municipal policing agencies will be onboarded to the VACR process in 2023-2024. The communities include: Weyburn and Estevan. SASS is hopeful that the success of VACR in our provincial communities, and across Canada will elicit further, and ongoing investment from the provincial government in the creation of measurable systemic change.

RCMP Divisional SAIRC Committee

RCMP Divisional SAIRC Committees are part of the December 2017, commitments published in *The Way Forward, The RCMP’s sexual assault review and victim support action plan*. SASS has been involved in the Saskatchewan “F” Division Sexual Assault Investigation Review Committee (SAIRC) process since 2019, and is one of the only fully-functioning SAIRCs regularly meeting quarterly to review sexual assault files not cleared by charges. SASS is involved with national partners to monitor the implementation of SAIRC processes across Canada. This includes regular meetings with EVA CAN, its members, and other stakeholders. Most recently, EVA CAN provided SASS the opportunity to deliver “F” Division’s advocate feedback about the SARIC process to the SART Team at RCMP National Headquarters (NHQ) during their annual meeting May 2023. This work offers insight to frontline service providers into the realities of rural, remote, and Northern policing as well as a view into how meaningful change can be operationalized through intersectoral collaboration.

Anonymous Reporting and Third-Party Reporting RCMP

After RCMP staff turnover and COVID-19 protocols, SASS resumed conversations with “F” Division and their Interpersonal Violence Unit to explore the implementation of the Third Option Program and Anonymous Reporting in rural communities. The Third Option Program offers adult victims of sexual assault the opportunity to have forensic evidence (Sexual Assault Examination Kit) collected at hospital emergency departments for storage, but defer the decision to report to law enforcement. Anonymous reporting (or Third-Party Reporting) is a program providing an alternative option for adult survivors of sexual to make a statement about incident(s) of sexual assault through third-party community-based organizations.

Pillar 4: Building Collaborative Leadership & Accountability

Anti-Racism Network “Justice League”

The Anti-racism Network Justice Committee is committed to creating an environment of respect and inclusion, recognizing the importance of all voices at the table. The Anti-Racism Network and its “Justice League” are responding by building relationships and promoting change within the system. Comprised of members of justice organizations and people with lived experience with the system, the League meets with system stakeholders to resource their efforts to dismantle systemic racism and walks alongside them as change occurs and is evaluated. Currently, the League is making progress on these issues:

- Thin Blue Line Patch discussions with Saskatoon Police Service
- Street checks/carding policies
- Glaude reports
- Emergency Wellness Centre in Fairhaven with Chief Mark Arcand
- MMIWG2S
- Saskatchewan Human Rights Commission forthcoming Street Checks Report
- Vatican repudiation of the Doctrine of Discovery; what does this mean for Indigenous people in Saskatchewan
- Transparency and community access to system-based data (corrections, policing, etc.)

STOPS/PATHS/SASS Partnership for NAP implementation in Saskatchewan

Following the release of the National Action Plan (NAP) to address GBV in December 2022, the Tri-Partnership hosted a community gathering on December 8, 2020 season to bring awareness about the NAP in Saskatchewan and ensure the implementation reflects local realities and needs. A Backgrounder was developed and disseminated across our collective network.

Since then, SASS and PATHS have taken the lead on collaborating to advance Saskatchewan’s front-line priorities to policy makers as the provincial/territorial agreements are being negotiated with the Government of Canada. SASS and PATHS attended the Canadian Women’s Foundation Shockproofing Communities National Summit in March 2023 that sought to build capacity on GBV emergency recover and support work. This was followed by a NAP on the Hill day to discuss tactics for lobbying policy makers to support meaningful implementation of the NAP.

PATHS and SASS have defined key action priorities for Saskatchewan, and will be looking to develop communication materials to support awareness-raising and strategic advocacy.

Our commitment to our members

Provincial coordination

Member agencies have greater access to information and support to improve practice and coordination in their service delivery. SASS has greater opportunities to influence and coordinate messaging to the public with respect to sexual violence.

Member agency coordination

Member agency meetings were held in the Fall 2022 and Spring 2023. The gatherings focus on self-care and well-being while providing an opportunity for members to connect and share with each other about the work they are doing in their communities.

Informed advocacy for Hope Restored

SASS member agency, Hope Restored Canada (HRC) was at risk for agency closure due to lack of sustainable funding in December 2022. HRC provides education to the community, outreach to those who are actively a part of the sex trade, and residential and day programming support for those who wish to exit the sex trade industry. Currently, HRC is the only agency providing residential services and specialized programming for victims of sexual exploitation and human trafficking in Saskatchewan. They work collaboratively with agencies across Saskatchewan to ensure victims and survivors can access their services in a meaningful and timely manner. In addition, HRC has been instrumental in expanding the body of research that informs evidence-based strategies in addressing human trafficking, and sexual exploitation in the prairie provinces. SASS supported HRC’s efforts to acquire provincial funding through support letters, interministerial communications, and legislative advocacy. The Ministry of Justice and Attorney General allocated \$150,000 toward HRC operations in the 2023 fiscal year budget, and their work was recognized in the Legislative Assembly of Saskatchewan on May 17, 2023.

Critical Media Engagements

SASS worked with Saskatchewan-based brewery, Rebellion Brewing, on their Brave Noise beer initiative. Rebellion Brewing produced the beer for sale, and proceeds from the sale were donated to SASS to help support the launch of the #ASKFORIT campaign. SASS also partnered with Hospitality Saskatchewan and member agency Hope Restored to create awareness in the media about the issue of human trafficking in Saskatchewan. SASS was also interviewed in the media about Saskatchewan legislation around non-consensual image distribution.

IF WE... *(our Role and Contribution)*

- Provide high-quality, thought-provoking **education, training, and resources**
- Research and **share new insights and solutions** to sexual violence
- Create space** for honest, open and difficult conversations, bringing in the voices of survivors
- Build trusting, mutually-beneficial relationships** and partnerships within our membership and beyond - across sectors and systems (public, private, nonprofit)
- Leverage our network**, relationships to advocate for our members and survivors

WE EXPECT... *(short-term outcomes)*

- Members are connected**, supported and have greater access to resources which amplify their work
- New understanding**, attitudes and commitment across multi-sector stakeholders to shift practice and decision-making
- Collaborative, cross-sector projects** and initiatives that advance mission
- Stronger, more coordinated, and **influential network** advocating for change

SO THAT... *(longer-term outcomes)*

- We influence change** across systems (community, organizations, government):
 - ◆ New policies & practices
 - ◆ New funding & investment
 - ◆ More strategic, collaborative relationships aligned on values and goals
 - ◆ Change in power dynamics

We lead with Integrity Transparency Accountability
We recognize the dignity of all people, Intersectionality and the need to work from Anti-Racist Anti-Oppressive principles
We centre trust and authenticity

VALUES & PRINCIPLES THAT GUIDE OUR WORK

Capacities: Communications, engagement, government relations
Social Capital: Recognition and respected position (awareness/brand identity)
Work environment: Adaptive, resourced, promotes staff well-being
Governance: Policy & strategy, influential

ENABLING CONDITIONS

AUDITOR’S REPORT

AUDITOR’S REPORT

SEXUAL ASSAULT SERVICES
OF SASKATCHEWAN INC.
Financial Statements
Year Ended March 31, 2023

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AUDITOR'S REPORT

AUDITOR'S REPORT

DUDLEY & COMPANY LLP
Chartered Professional Accountants

INDEPENDENT AUDITOR'S REPORT

To The Board of Directors of Sexual Assault Services of Saskatchewan Inc.

Opinion

We have audited the financial statements of Sexual Assault Services of Saskatchewan Inc. (the organization), which comprise the statement of financial position as at March 31, 2023, and the statements of operations, changes in net assets and cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the organization as at March 31, 2023, and the results of its operations and cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the organization in accordance with ethical requirements that are relevant to our audit of the financial statements in Canada, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with ASNPO, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the organization's financial reporting process.

(continues)

Independent Auditor's Report to the Board of Directors of Sexual Assault Services of Saskatchewan Inc.
(continued)

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organization's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the organization to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Regina, Saskatchewan
June 20, 2023

Dudley & Company LLP
Dudley & Company LLP
Chartered Professional Accountants

AUDITOR'S REPORT

AUDITOR'S REPORT

SEXUAL ASSAULT SERVICES OF SASKATCHEWAN INC.
Statement of Financial Position
March 31, 2023

| | Total 2023 | Total 2022 |
|--|-------------------|-------------------|
| ASSETS | | |
| CURRENT | | |
| Cash | \$ 52,397 | \$ 52,971 |
| Term deposits (Note 5) | 10,155 | 10,040 |
| Accounts receivable | 17,104 | 32,728 |
| Goods and services tax recoverable | 7,268 | 2,934 |
| Prepaid expenses | 53,374 | 3,032 |
| | 140,298 | 101,705 |
| PROPERTY, PLANT AND EQUIPMENT (Note 6) | 8,170 | - |
| | <u>\$ 148,468</u> | <u>\$ 101,705</u> |
| LIABILITIES AND NET ASSETS | | |
| CURRENT | | |
| Accounts payable | \$ 17,015 | \$ 9,474 |
| Deferred income (Note 7) | 106,293 | 69,754 |
| | 123,308 | 79,228 |
| NET ASSETS | | |
| Net assets | 25,160 | 22,477 |
| | <u>\$ 148,468</u> | <u>\$ 101,705</u> |

ON BEHALF OF THE BOARD

 Director
 Director

SEXUAL ASSAULT SERVICES OF SASKATCHEWAN INC.
Statement of Operations
Year Ended March 31, 2023

| | Total 2023 | Total 2022 |
|--|-----------------|-------------------|
| REVENUES | | |
| Grant revenue (Note 8) | \$ 586,955 | \$ 496,963 |
| Donations | 11,962 | 5,924 |
| Interest and other income | 4,275 | 4,285 |
| Summer student income | 3,391 | 3,236 |
| Muttart bursary | 2,890 | 1,290 |
| Memberships | 1,425 | 1,025 |
| Annual leadership forum | - | 882 |
| PrairieAction income | 6,226 | 541 |
| Sponsorships | 750 | - |
| | 617,874 | 514,146 |
| EXPENSES | | |
| Advertising and promotion | 6,654 | 3,931 |
| Amortization | 2,043 | - |
| Insurance | 2,082 | 1,803 |
| Interest and bank charges | 2,110 | 1,755 |
| Miscellaneous | 3,534 | 4,131 |
| Office supplies and equipment | 29,755 | 15,822 |
| Professional fees | 130,026 | 141,634 |
| Rent | 19,618 | 18,108 |
| Salaries and wages | 392,000 | 315,128 |
| Telephone | 2,550 | 4,306 |
| Training | 6,833 | 9,084 |
| Travel | 17,986 | 2,341 |
| | 615,191 | 518,043 |
| EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES | <u>\$ 2,683</u> | <u>\$ (3,897)</u> |

AUDITOR'S REPORT

AUDITOR'S REPORT

SEXUAL ASSAULT SERVICES OF SASKATCHEWAN INC.
Statement of Changes in Net Assets
Year Ended March 31, 2023

| | 2023 | 2022 |
|---|-----------|-----------|
| NET ASSETS - BEGINNING OF YEAR | \$ 22,477 | \$ 26,374 |
| EXCESS (DEFICIENCY) OF REVENUES OVER EXPENSES | 2,683 | (3,897) |
| NET ASSETS - END OF YEAR | \$ 25,160 | \$ 22,477 |

SEXUAL ASSAULT SERVICES OF SASKATCHEWAN INC.
Statement of Cash Flows
Year Ended March 31, 2023

| | 2023 | 2022 |
|--|------------|------------|
| CASH FLOWS FROM (FOR) OPERATING ACTIVITIES | | |
| Cash receipts from customers | \$ 669,922 | \$ 308,279 |
| Cash paid to suppliers and employees | (655,949) | (515,540) |
| Interest received | 115 | 40 |
| Goods and services tax | (4,334) | (1,379) |
| Cash Flows From (For) Operating Activities | 9,754 | (208,600) |
| CASH FLOWS FROM (FOR) INVESTING ACTIVITY | | |
| Purchase of property, plant and equipment | (10,213) | - |
| Purchase of term deposit | (115) | (40) |
| Cash Flows From (For) Investing Activity | (10,328) | (40) |
| DECREASE IN CASH FLOWS | (574) | (208,640) |
| Cash - beginning of year | 52,971 | 261,611 |
| CASH - END OF YEAR | \$ 52,397 | \$ 52,971 |

AUDITOR'S REPORT

SEXUAL ASSAULT SERVICES OF SASKATCHEWAN INC.
Notes to Financial Statements
Year Ended March 31, 2023

1. PURPOSE OF THE ORGANIZATION

Sexual Assault Services of Saskatchewan Inc. (the "organization") is a not-for-profit organization incorporated provincially under the Non-profit Corporations Act of Saskatchewan. The organization is a non-profit organization within the meaning of the Income Tax Act, effective May 8, 1998, and is therefore exempt from income taxes.

The organization's mission is to foster the coordination and collaboration amongst front-line agencies and with community partners, and governments that support individuals affected by sexual violence. The organization strives to fulfil its mission by providing a forum for awareness, discussion and information sharing to support sexual assault staff and volunteers.

2. BASIS OF PRESENTATION

The financial statements were prepared in accordance with Canadian accounting standards for not-for-profit organizations (ASNPO).

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Cash and cash equivalents

The organization's policy is to disclose bank balances under cash and cash equivalents, including bank overdrafts with balances that fluctuate frequently from being positive to overdrawn and term deposits with a maturity of three months or less from the date of acquisition. Term deposits that the entity cannot use for current transactions because they are pledged as security are also excluded from cash and cash equivalents.

Property, plant and equipment

Property, plant, and equipment is stated at cost or deemed cost less accumulated amortization and is amortized over its estimated useful life on a straight-line basis at the following rates:

| | |
|------------------------|----------|
| Equipment | 5 years |
| Furniture and fixtures | 10 years |

Property, plant, and equipment acquired during the year are amortized for a full year in the year.

Revenue recognition

Sexual Assault Services of Saskatchewan Inc. follows the deferral method of accounting for contributions.

Restricted contributions are recognized as revenue in the year the related expenses are incurred.

Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonably assured.

Investment income and self-generated income are recognized as revenue when earned.

(continues)

AUDITOR'S REPORT

SEXUAL ASSAULT SERVICES OF SASKATCHEWAN INC.
Notes to Financial Statements
Year Ended March 31, 2023

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Measurement uncertainty

The preparation of financial statements in conformity with Canadian accounting standards for not-for-profit organizations requires management to make estimates and assumptions that affect the reported amount of assets and liabilities, disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the period. The amortization rates and residual value provisions for capital assets and the doubtful accounts receivable allowance are the areas in which estimates and assumptions have been used. Such estimates are periodically reviewed and any adjustments necessary are reported in earnings in the period in which they become known. Actual results could differ from these estimates.

4. ECONOMIC DEPENDENCE

The organization currently receives significant revenue in the form of grants from the Government of Canada, Women and Gender Equality and from the Provincial and Federal, Department of Justice. As a result, the organization is dependent upon the continuance of these grants to maintain operations at their current levels.

5. TERM DEPOSITS

Term deposits mature in February 2024 (2022 - February 2023) and bear interest at 3.250% (2022 - 0.800%).

6. PROPERTY, PLANT AND EQUIPMENT

| | Cost | Accumulated amortization | 2023 Net book value | 2022 Net book value |
|-----------|-----------|-----------------------------|---------------------------|---------------------------|
| Equipment | \$ 10,213 | \$ 2,043 | \$ 8,170 | \$ - |

AUDITOR'S REPORT

AUDITOR'S REPORT

SEXUAL ASSAULT SERVICES OF SASKATCHEWAN INC.
Notes to Financial Statements
Year Ended March 31, 2023

7. DEFERRED REVENUE

Monies received that have been externally restricted for a specific project have been deferred and will be recognized as revenue in the year the related project or event occurs.

| | 2023 | 2022 |
|---|------------|-----------|
| SSCF, Murray & Edna Forbes - First Responder Training | \$ 44,196 | \$ 14,196 |
| SLGA - Ask For It Campaign | 39,677 | - |
| Canadian Women's Foundation - COVID-19 | 12,446 | 14,558 |
| SSCF, Smart and Caring - First Responder Training | 1,804 | 5,000 |
| Government of Canada - Women and Gender Equality (First Responder Training) | 570 | 12,369 |
| Government of Canada - Women and Gender Equality (Capacity) | - | 16,181 |
| SSCF, Lorne & Evelyn Johnson - First Responder Training | - | 6,524 |
| PrairieAction Foundation | - | 926 |
| Subtotal | 98,693 | 69,754 |
| Farm Credit Canada - capital grant | 7,600 | - |
| Total Deferred Revenue | \$ 106,293 | \$ 69,754 |

8. GRANT REVENUES

| | 2023 | 2022 |
|---|------------|------------|
| Government of Canada - Women and Gender Equality (Capacity) | \$ 133,229 | \$ 172,293 |
| Canadian Women's Foundation - COVID-19 | 128,828 | 23,340 |
| Government of Canada, Department of Justice - First Responder Training | 98,689 | 100,067 |
| Government of Canada - Women and Gender Equality (First Responder Training) | 97,699 | 62,681 |
| Government of Saskatchewan, Ministry of Justice | 89,127 | 89,419 |
| Canadian Women's Foundation - other | 22,440 | - |
| SSCF, Lorne & Evelyn Johnson - First Responder Training | 6,524 | 4,476 |
| SLGA - Ask For It Campaign | 5,323 | - |
| South Sask Community Foundation - other | 3,196 | - |
| Community Initiatives Fund - First Responder Training | - | 25,000 |
| Saskatchewan Industry Education Council - Enough Already SK | - | 11,411 |
| RCMP Grant | - | 3,147 |
| Other - First Responder Training | - | 2,871 |
| Canada Saskatchewan Job Grant | - | 2,258 |
| Subtotal | 585,055 | 496,963 |
| Farm Credit Canada - capital grant | 1,900 | - |
| Total Grant Revenue | \$ 586,955 | \$ 496,963 |

SEXUAL ASSAULT SERVICES OF SASKATCHEWAN INC.
Notes to Financial Statements
Year Ended March 31, 2023

9. FINANCIAL INSTRUMENTS

The organization is exposed to various risks through its financial instruments. The following analysis provides information about the organization's risk exposure and concentration as of March 31, 2023.

Credit risk

Credit risk arises from the potential that a counter party will fail to perform its obligations. The organization is exposed to credit risk from accounts receivable but this risk is mitigated by high credit quality funders and by creating an allowance for doubtful accounts where applicable.

Liquidity risk

Liquidity risk is the risk that an entity will encounter difficulty in meeting obligations associated with financial liabilities. The organization is exposed to this risk mainly in respect of its receipt of funds from its customers and other related sources and accounts payable. The organization manages its liquidity by holding assets that can readily be converted into cash.

Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. Market risk comprises three types of risk: currency rate risk, interest rate risk and other price risk. The organization is not exposed to market risk.

Unless otherwise noted, it is management's opinion that the organization is not exposed to significant other price risks arising from these financial instruments. The organization's risk exposure has not changed from the prior year.

10. COMPARATIVE FIGURES

Some of the comparative figures have been reclassified to conform to the current year's presentation.



BELONGING

DIVERSITY

INCLUSION

TOLERANCE

EQUITY

ACCEPTANCE

IDENTITY



SASS

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