

Gender-Based Violence Prevention

A Guide For Working With Newcomers



Funded by:

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Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

The YMCA Immigrant Services Gender-Based Violence Prevention Project began in September 2017 with a review of organizations and programs that work in the sectors of settlement and in gender-based violence prevention (GBVP).

This resource supports work with newcomers about the topic of GBVP and we gratefully acknowledge the dedication and expertise of the many organizations and people that shared information both in person and through their resources. We also want to thank Immigration, Refugees and Citizenship Canada for funding the project.

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Gender-based violence prevention: a guide for settlement & community workers

This manual is part of the YMCA Immigrant Services project for the prevention of gender-based violence (GBV). The purpose is to provide information to people who are supporting newcomers who are experiencing GBV or want to engage newcomers in better understanding the issue. This guide may also be beneficial to other service providers working in the field of gender-based violence to better understand how violence impacts newcomer communities, and how to respond in ways that are culturally aware. We hope it will generate discussion, inform programming, and provide information to prevent violence before it starts.

Section One

About the YMCA

- Individual potential & building healthy communities





About the YMCA

The YMCA: Who we are and what we do

Serving as centres of community across Canada, responding to the needs of newcomers is a key part of the YMCA's purpose.

For generations, Canada's YMCAs have been welcoming newcomers and supporting them in building their new lives with a strong framework of programs and a history of successful partnerships with like-minded agencies and all levels of government. YMCA Immigrant Services provides a variety of programs for children, youth and families. With a focus on successful settlement for the whole family, we are working together to build healthy, inclusive, communities.



Individual potential & building healthy communities

Realizing individual potential is everyone's right. As individuals we contribute to, and benefit from, being part of healthy communities. Achieving individual potential is related to the social determinants of health and can be encouraged by communities that are supportive, informed, and that have accessible resources. Healthy communities are aware of and take an active role in the prevention of gender-based violence (GBV).

Understanding the causes of violence for GBV Prevention

Status of Women Canada defines gender-based violence as violence perpetrated against someone based on their gender, gender expression, gender identity or perceived gender. For a more detailed definition, and some examples, please refer to the section titled "What is GBV?"

SOURCE:

Government of Canada (2017). "It's Time: Canada's Strategy to Prevent and Address Gender Based Violence- Fact Sheets."
URL for hyperlink in electronic document: <http://www.swc-cfc.gc.ca/violence/strategy-strategie/fs-fi-en.html>



To prevent GBV, it is important to understand the social, economic and health stressors that can lead to violence. The social determinants of health (also referred to as the core or key determinants of health) are complex and interconnected factors in an individual or community's identity that contribute to overall health and well-being. Social opportunity, socio-economic status, physical environment, individual circumstances and characteristics all play a part in health and well-being.

It is important to consider that stressors in key health determinants may lead to violence, including family violence and intimate partner violence.

- How can I connect newcomers with the resources that are available?

- What are some of the barriers that newcomers face in accessing the social determinants of health?

- How can I help community partners be more aware of these barriers?

Key determinants of health



Income and social status



Social support networks



Education and literacy



Employment/
working conditions



Social environments



Physical environments



Personal health practices and coping skills



Healthy child development



Biology and genetics



Access to quality health services



Gender



Culture

SOURCES:

Government of Canada (2011). *What Determines Health?*

<https://www.canada.ca/en/public-health/services/health-promotion/population-health/what-determines-health.html#What>

University of New Brunswick (2005). *Connecting Social Determinants of Health and Woman Abuse: A Discussion Paper.*

Atlantic Summer Institute on Healthy and Safe Communities.

https://www.unb.ca/fredericton/arts/centres/mmfc/_resources/pdfs/other2005.pdf

Section Two

What is settlement work?





What is settlement work?

The purpose of settlement work is to support and empower newcomers to fully participate in the economic, social, cultural and political life of Canada.

Some of the things that settlement services aim to provide newcomers with are:

- ✓ Information required to make informed decisions about things like where to live, public transportation, filing taxes, banking, shopping, education and health care.
- ✓ Language skills to live, work and be engaged in society and their new communities.
- ✓ Labour market support to find and retain employment.
- ✓ Community supports to build professional and personal networks.

SOURCE:

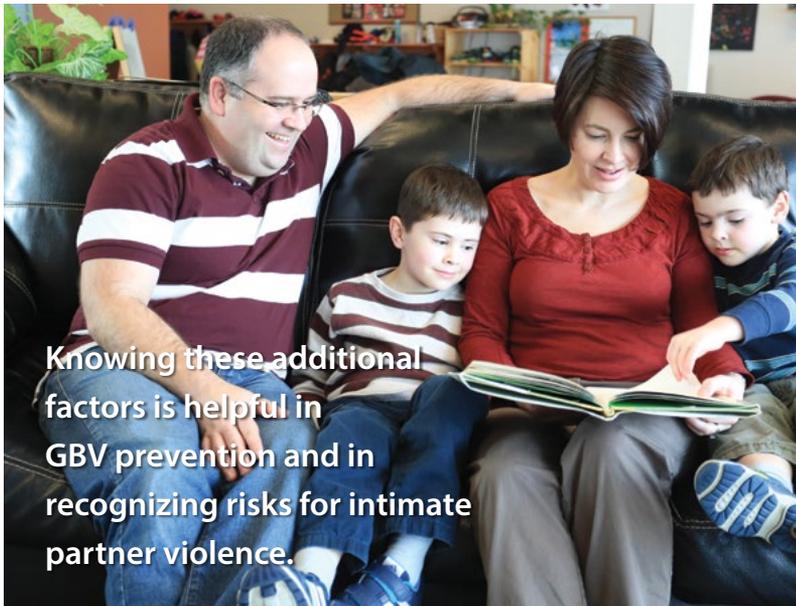
Information for Immigration Levels, Settlement and Integration Consultation (2017). "Immigration, Refugees and Citizenship Canada".

Needs, barriers and challenges

The immigration status of individuals, their life experiences, and their reasons for coming to Canada make each situation and person unique. However, they may experience similar barriers to successful settlement such as language barriers, unemployment/underemployment, loss of status and income, loneliness and isolation, not feeling welcome, adapting to the weather, finding housing, accessing health care, knowing how to access services, lifestyle changes, and no social network.

The graphic to the right shows how additional layers of challenges and barriers are added for different demographic groups. There are general barriers and challenges to settlement that many newcomers face.

Youth have additional and different barriers, specific to their age and stage in life and newcomers living in smaller centres would have others that reflect geographical impacts. Barriers can be layered on top of each other with a compounding effect.



Knowing these additional factors is helpful in GBV prevention and in recognizing risks for intimate partner violence.



Challenges & Barriers



General

- Language
- Under-employment
- Loss of status & income
- Loneliness & isolation
- Racism
- Weather
- Accessing health care
- No social network
- Finding housing



Youth

- GENERAL BARRIERS**
- +
- Doing well in school
- Making friends
- Bullying
- Shifting familial roles
- Parental conflict
- Balancing cultural identities



Smaller Centres

- GENERAL BARRIERS**
- +
- YOUTH BARRIERS**
- +
- Transportation
- Not feeling welcome
- Less diversity
- Fewer multicultural resources (food, print media)
- Less resources and supports
- A smaller newcomer community
- Limited EAL, interpretation and settlement services
- Less labour market access



Challenges and barriers related to gender-based violence prevention and newcomers

There are additional challenges and barriers that connect with GBV. Knowing these additional factors is helpful in GBV prevention and in recognizing risks for intimate partner violence. They are listed below with information about how these areas could impact newcomers, with some ideas about reducing stressors in each.

Isolation

Isolation can be part of the settlement process in general and specifically for women who may be at home taking care of young children.

 Providing information about **family resource centres**, parent-and-tot activities and library programs can be helpful for reducing isolation. There may also be other resources at the client's place of worship and in their cultural community that could be accessed. Settlement agencies could have programs and services, especially for women, that would have access to **child care** and other supports especially around language learning.

Economic issues

Income levels for refugees (government-assisted GARs and privately sponsored) are very low. Families that came to Canada as refugees may be struggling with **food security** and other poverty related issues.



Helping to access food banks and inexpensive clothing options (free winter coat programs for example) may be very helpful and appropriate. Newcomer families could be learning about a new system of banking, currency and costs which may be an area for support and discussion. Additionally, newcomers may have challenges with credential recognition or **access to the labour market** and be under significant financial stress.

Spiritual beliefs

Sometimes people are subjected to abuse and harassment because of their spiritual beliefs. This could be in intimate partner violence where a victim/survivor is accused of not following religion properly or another example is in name-calling or harassment. At the same time, the victim's/survivor's faith could be a protective factor in their life.



Discussing spiritual beliefs and access to supportive and helpful people in different **faith communities** could be a positive direction. There may be a support group, helpful leadership, or other benefits with regards to connections with faith communities.

Fears about children in the family

The settlement process puts significant **strain on the family**. The roles of members of the family may change and children are sometimes asked to provide interpretation and other settlement supports. This **role reversal** can be a burden for the child as it may give them more responsibilities beyond their maturity level. Other family dynamics may be impacted by the move such as fears the child will be negatively influenced by Canadian culture.



If the family is experiencing violence, then they may require legal information about family law and about domestic violence. They may be concerned that their immigration status will affect their family situation. The settlement worker in this case could contact or refer to a legal information organization.

Recognizing and validating experiences of abuse

GBV experts indicate that it is common for people not to recognize their abusive situation. It may have become normalized for them, it may not seem extreme, or they may be hoping for change and improvement. This lack of recognition may be compounded by the stressors of the settlement process. The settlement process can be stressful and overwhelming for families.

 In the case of listening to a disclosure of violence, the victim/survivor may require reassurance about their perspective and experience of abuse if they also have other challenges and problems to cope with.

Language

Interpretation is challenging for highly confidential matters. Service providers can use **interpretation services** to ensure they are receiving accurate information during a disclosure and should ask what the client would prefer with regards to interpretation. There may be limited resources or options around communication.

 Trying to understand the client's needs is the most critical issue. If someone has strong English-speaking skills, however speaks English as another language, they may still prefer interpretation. Even with professionally trained interpreters, the community may be small, and the client may have specific concerns or requests around who they would like to speak with.



Trying to understand
the client's needs is the
most critical issue.

Experiencing intimidation and threats

Lack of knowledge about Canadian law and human rights can be a barrier to accessing support. An abusive partner could threaten to have someone deported even if the person has a legal right to live in Canada.



Provide and refer to clear, accurate information about rights, responsibilities and services.

Smaller centres

In smaller centres, access to resources may be more limited. Another issue in smaller communities is fear of stigma and people finding out that a family is having a problem. Often there is lack of **public transportation** which can increase isolation and decrease accessibility to services. Interpretation services may not be available or limited to a few languages.



Accessing place-based services is a best practice.

Isolation

Economic issues

Spiritual beliefs

Fears about children in the family

Recognizing experiences of abuse

Language

Experiencing intimidation

Smaller centres

Who does settlement work?

Some organizations are specifically funded to provide settlement services, but lots of people and community organizations are involved in settlement and interacting with people new to Canada. All levels of government play a significant role in welcoming newcomers by managing various essential services that newcomers rely on daily and which are shared with other residents including: housing, public transit, child care, recreation, cultural facilities, library, health and education services.

Families, children and youth can access education, employment, housing and health care as well as community programs and services through family resource centres, libraries, and recreation centres. These public resources and organizations also engage in settlement work by offering services to a changing community demographic.



In the case of GBV prevention, initiatives need to focus on helping families maintain healthy relationships – free of violence – within the family, between friends, and in their communities. **Successful settlement requires that Canadian communities are informed, welcoming and inclusive, and that newcomers have the information they need to be engaged and participate in the community.**

Section Three

What is GBV?





What is GBV?

Key concepts, causes, statistics, definitions, and facts related to gender-based violence

Gender-based violence (GBV) is an umbrella term used to describe violence perpetrated against someone because of their gender, gender identity or perceived gender. GBV is a complex social issue with several aspects.

This definition of gender-based violence includes these six significant areas with some key examples for each:

1) VIOLENCE AGAINST WOMEN

Femicide: the murdering of women, or intimate partner violence resulting in homicide

Misogyny: the hatred of women or feminine qualities

Honour killing: when a family member is viewed as bringing shame to a family or person, and their murder is thought to restore honour to that person or family

2) SEXUALIZED VIOLENCE

Sexual assault: any type of unwanted sexual activity or touching through coercion or lack of sexual consent

3) INTIMATE PARTNER VIOLENCE (IPV)/DOMESTIC VIOLENCE (DV)

Intimate partner violence: physical, sexual, or psychological abuse or violence that is occurring during or after intimate relationships that is founded on one partner using power and controlling the other person

Teen dating abuse: physical, sexual, or psychological abuse or violence that is occurring in teen dating relationships

4) FAMILY VIOLENCE

Child abuse: the harming of children through the means of physical abuse, emotional abuse, sexual abuse as well as neglect

Sibling abuse: a sibling physically, emotionally, or sexually abusing another sibling(s)

Senior abuse: a type of abuse that involves family member(s) neglecting and/or physically emotionally, economically, or sexually abusing an elder family member

5) VIOLENCE AGAINST THE LGBTQ2+ COMMUNITY

Homophobia, biphobia, transphobia: negative attitudes and feelings towards LGBTQ2+ individuals, and resulting systemic effects of prejudice, and discrimination

6) HUMAN TRAFFICKING

Human trafficking: the recruitment, transportation, transfer, or harbouring of persons through use or threat of force for the purpose of exploitation. It can happen within a country or across international borders and can happen to any gender at any age. It can involve forced labour, sexual exploitation, forced marriage and organ removal

<https://settlement.org/ontario/employment/my-rights-at-work/if-your-rights-have-been-violated/what-is-human-trafficking/>

GBV acts of violence



1.

Violence against women

Femicide, Misogyny



2.

Sexualized violence

Sexual assault



3.

Intimate partner violence (IPV)/domestic violence (DV)

Teen dating abuse



4.

Family violence

Child abuse, Sibling abuse,
Senior abuse



5.

Violence against the LGBTQ2+ community

Homophobia, Biphobia,
Transphobia



6.

Human trafficking

Forced marriage, Sexual
exploitation, Forced labour

Understanding GBV

GBV affects people of all genders, ages, cultures, ethnicities, geographic locations, and socio-economic backgrounds, however some populations are more at risk of experiencing GBV because Canadian society has inequity. This includes women and girls, Indigenous people, LGBTQ2+ and gender non-conforming people, those living in northern, rural and remote communities, people with disabilities, newcomers, children and youth, and seniors.

SOURCE: Government of Canada, (2017). "It's Time: Canada's Strategy to Prevent and Address Gender Based Violence- Fact Sheets." <http://www.swc-cfc.gc.ca/violence/strategy-strategie/fs-fi-en.html>

Direct & indirect violence

Direct violence includes physical, psychological, and economic violence perpetrated by individuals and often excused or even justified by society.

Indirect violence is a type of structural violence, characterized by the norms, attitudes and stereotypes around gender that operate within a larger social context. In addition, indirect violence creates and perpetuates attitudes and stereotypes that normalize GBV.

SOURCE:

ADD International (2014). "Disability and Gender-Based Violence." https://www.add.org.uk/sites/default/files/Gender_Based_Violence_Learning_Paper.pdf

Intersectionality

To understand the scope of GBV, it is important to recognize individual, direct acts of violence and the sociocultural aspects of GBV which are rooted in patriarchy. GBV is intensified by the intersectional effects of racism, xenophobia, ableism, classism, homophobia, transphobia, and discrimination based on refugee or immigration status. These structural inequalities maintain power imbalances, putting some communities at a greater risk of being victimized and experiencing barriers to accessing supports.

Involving men & boys

GBV is predominantly perpetrated by a male demographic and therefore it is very important to involve men and boys in discussions about violence prevention and engage them in analysis, programming, and activities to recognize and challenge harmful gender norms.

Approaching GBVP with a social justice framework can encourage community awareness and generate support for recognizing the origins of the problem and working together to solve it.

A close-up photograph of a person's hand holding a blue pen and writing on a white notepad. The background is blurred, showing other people in a room, including one in a red and white striped shirt and another in a blue and green striped shirt. The text "GBV cannot be prevented without examining its root causes." is overlaid on the right side of the image in white, bold, sans-serif font.

**GBV cannot be
prevented without
examining its root
causes.**

Statistics of GBV

35%

Globally, one in three (35 per cent) women worldwide have experienced either physical and/or sexual intimate partner violence or non-partner sexual violence in their lifetime (*WHO, 2017*)

6 days

Every six days a woman is killed by her partner in Canada
(*Neighbours, Friends & Families, Immigrant and Refugee Communities, n.d.*)

15-34

Young women aged 15-34 have the highest risk of experiencing violence
(*Government of Canada, 2017*)

70%

At least 70 per cent of men who batter their partners sexually or physically victimize their children as well (*Government of Newfoundland & Labrador, 2015*)

3x

Gay, lesbian or bisexual individuals are three times more likely than heterosexuals to report experiencing violence (*Government of Canada, 2017*)

2x

Transgender people are twice as likely as cisgender women to experience intimate partner violence (IPV) (*Government of Canada, 2017*)

5%

The majority of incidents of GBV are not reported to police. For example, in 2014, just five per cent of sexual assault survivors reported the incident to police (*Government of Canada, 2017*)

3,541

From 2006 to 2010, 3,541 sexual assault victims/survivors reported to police in Nova Scotia. Approximately 85 per cent of victims/survivors were women and 15 per cent were men (*Avalon, 2017*)

Section Four

How does GBV interconnect with settlement work?





How does GBV interconnect with settlement work?

- ⓘ It is important to be clear that there is no evidence that GBV happens more in immigrant communities than elsewhere in society.

Violence occurs in all communities regardless of socioeconomic status, country, culture, age, race, religion, ethnicity, immigration status, sexual orientation, marital status or any other characteristic.

Challenging negative perceptions

Research demonstrates how front-line workers' negative perceptions of a culture can create barriers to accessing services for immigrant women experiencing intimate partner/domestic violence. Challenges may include the tendency to stereotype intimate partner/domestic violence as part of an ethnic group's culture. **Domestic violence experienced by immigrant women may be downplayed, overlooked, or excused for perceived "cultural reasons."**

While newcomer women and girls do not report higher rates of GBV, they may be more vulnerable and less likely to report violence because of:

- **Isolation**
- **Racism**
- **Language and cultural barriers**
- **Economic dependence**
- **Lack of knowledge about community resources**
- **Immigration status concerns**
- **Fear of stigma from their community**
- **Fear of racism from service providers**
- **Concern for their family in a new community**
- **Lack of awareness and accommodation for religious and cultural differences**

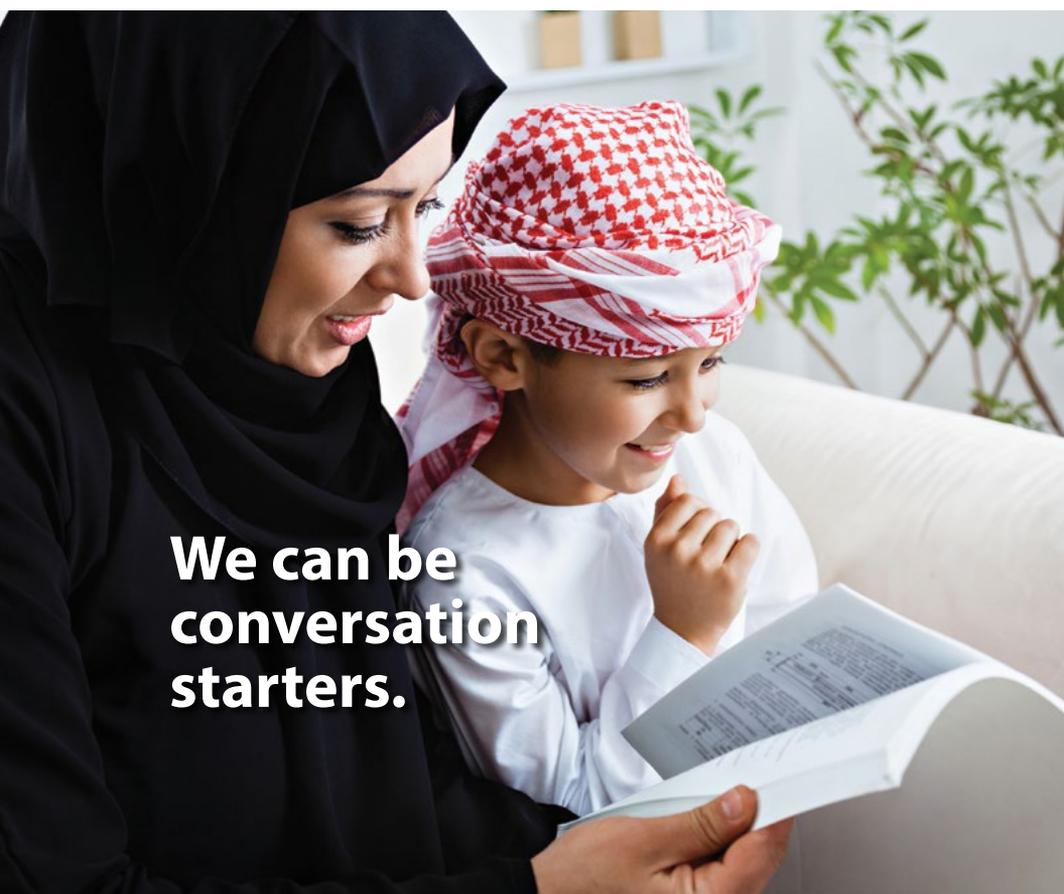
SOURCE:

Neighbours Friends & Families, Immigrant & Refugee Communities (n.d) "Why Focus on Immigrant & Refugee Communities?"
<http://www.immigrantandrefugeenff.ca/violence-against-women>

It is the job of settlement and other relevant social services, to bring attention to the issue of GBV in newcomer communities in ways that work to break down barriers newcomers often face in accessing help.

As settlement workers we:

- ✓ Provide information and orientation as part of settlement
- ✓ Have significant connection to and engagement with newcomer populations
- ✓ Need to be informed of GBV services and resources to help navigate and bridge
- ✓ Can be conversation starters about this subject
- ✓ Interact with multiple sectors in the community (health, housing, education, legal) and, at the same time all these sectors engage with newcomers. We all need to work together and to be aware of each other's resources, expertise, information and services so that newcomers can be part of healthy communities.



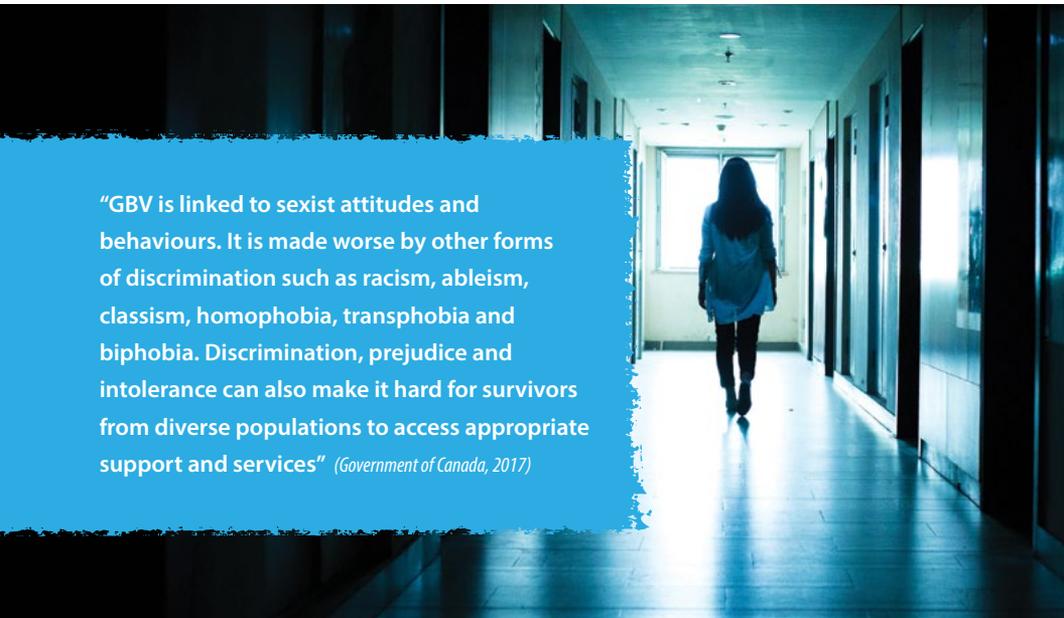
**We can be
conversation
starters.**

Discrimination and gender-based violence

It is a best practice to provide newcomers with an overview of Canadian history that explores the experiences of diverse groups. Settlement workers who are aware of Canada's past with regards to colonialism and racism can help newcomers challenge stereotypes and understand current inequalities. Learning about Canada's diversity and human rights as well as the experiences of Aboriginal populations and people of African descent is important. Another responsibility for intercultural awareness is to connect newcomers with diverse leaders and places so they hear first voice stories and build relationships as well as knowledge about diversity in Canada.

Understanding the impacts of historical discrimination and the increased risk for gender-based violence within the LGBTQ2+ community is important for settlement workers to be able to identify and discuss homophobia and to recognize diverse gender identities.

Another key role for settlement workers is to apply a human-rights lens to other interactions with newcomers related to their settlement process. Newcomers may have questions about issues they see in the media or discriminatory things they may have heard about different places or groups

A photograph of a person walking away from the camera down a long, brightly lit hallway. The person is silhouetted against the light coming from a window at the end of the hallway. The hallway has a polished floor and dark walls with doors on the right side.

“GBV is linked to sexist attitudes and behaviours. It is made worse by other forms of discrimination such as racism, ableism, classism, homophobia, transphobia and biphobia. Discrimination, prejudice and intolerance can also make it hard for survivors from diverse populations to access appropriate support and services” *(Government of Canada, 2017)*

Through the Truth and Reconciliation calls to action, a need was identified for new citizens, and all Canadians, to recognize their responsibility and commitment to respectfully live together with, and become educated about Canada's First Nations, Métis, and Inuit peoples. Other historical information around the civil rights movement in Canada, including LGBTQ2+, women's rights, and rights for persons with disabilities are also important to include in newcomer orientation.

SOURCE: Pathways to Prosperity: Canada (2018). Citizenship and the Truth & Reconciliation Commission. Pathways to Prosperity 2017 National Conference – Canada's Place in the World: Innovation in Immigration Research, Policy, and Practice http://p2pcanada.ca/wp-content/blogs.dir/1/files/2017/11/Session-2_Alec-Attfield-ENGLISH.pdf

of people in their new community. (i.e. "that school is in a bad neighborhood") In answering these questions and discussing Canadian culture, settlement workers need to be open-minded, unbiased and aware. A concept used in this area, especially in the field of GBV, is intersectionality.

Intersectionality

Intersectionality is a theory that explains how multiple forces work together and interact to reinforce conditions of inequality, social exclusion, and the roots of violence. This occurs because individuals experience intersecting types of oppression because of factors such as race, religion, country of origin, sexual orientation, ability, and many other identities alongside gender. Violence against women is not a single-issue struggle. Colonialism, anti-Black racism, xenophobia, racism, Islamophobia, homophobia, transphobia, ableism, and all systemic discrimination impact how women experience violence and their barriers to accessing support.

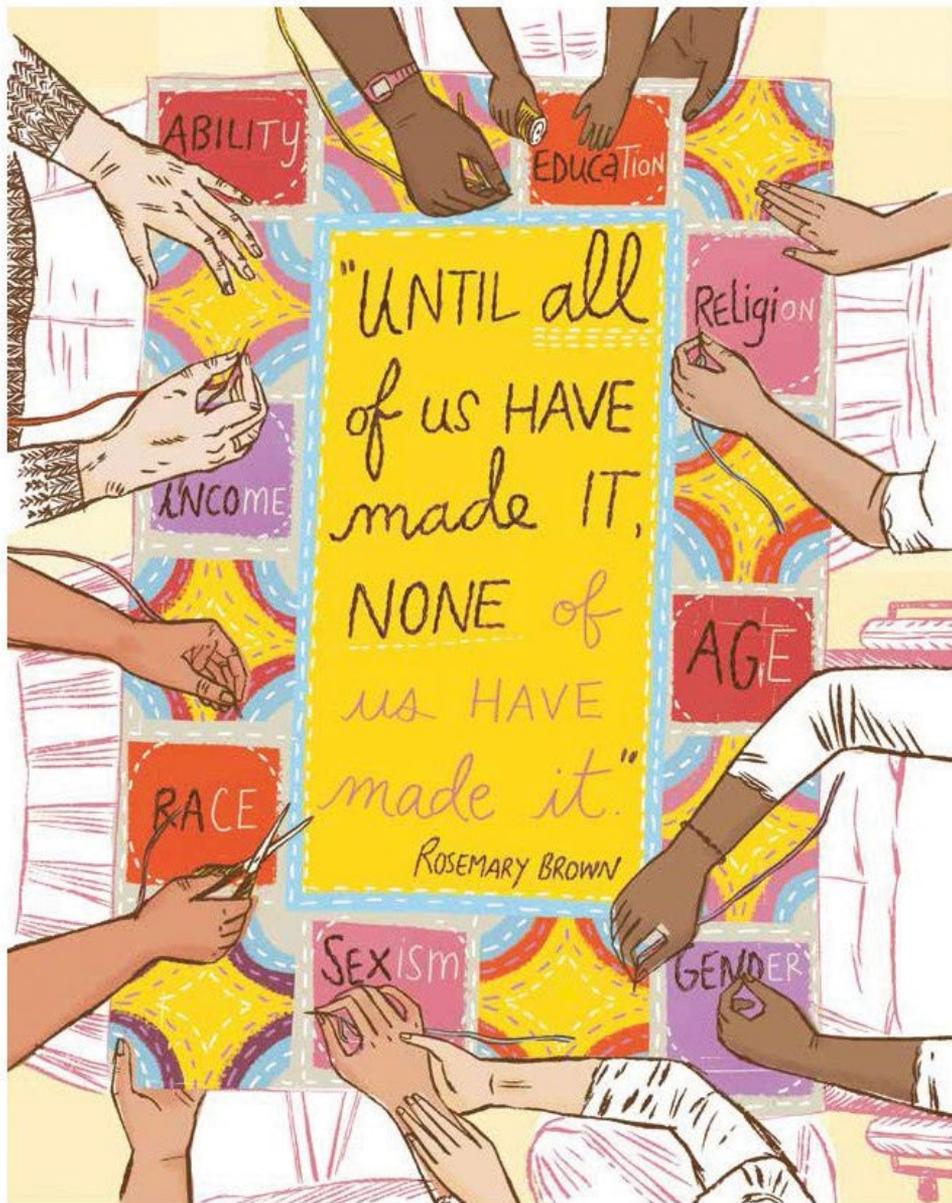
SOURCES:

Western University Center for Research and Education on Violence Against Women and Children (2017). "Intersectionality." <http://www.vawlearningnetwork.ca/focus-areas/intersectionality> Neighbours, Friends, and Families: Immigrant and Refugee Communities (n.d) "But this is how we do it in Canada." Discrimination as a Barrier to Seeking Help with Domestic Violence. <http://www.immigrantandrefugeeniff.ca/blog/but-this-is-how-we-do-it-canada>

To help understand intersectionality and how gender impacts safety, health, and economic wellness, Status of Women Canada has developed a Gender-Based Analysis Plus (GBA⁺) training tool.

The tool is available to everyone at no cost, and will help service providers better understand intersectionality, in particular in relation to gender. To learn more about gender-based analysis, and to take the GBA⁺ training module, visit the Status of Women website.

SOURCE: Status of Women Canada (2017). "What is GBA+." <http://www.swc-cfc.gc.ca/gba-acg/index-en.html>



ROSEMARY BROWN WAS THE FIRST AFRICAN CANADIAN WOMAN TO BE ELECTED TO A PROVINCIAL LEGISLATURE. ANDNOW'S A FOUNDED MOTHER OF THE CANADIAN WOMEN'S FOUNDATION. ILLUSTRATION: KATY DOORSHILL



According to Status of Women Canada:

“Violence can affect everyone. However, women and girls, Indigenous People, LGBTQ2+ and gender non-conforming people, those living in rural, and remote communities, people with disabilities, newcomers, children and youth, and seniors are at higher risk for violence.”

SOURCE: Government of Canada (2017). *It's time to acknowledge: Who is affected by gender-based violence? fact sheet 2.*
Retrieved from: http://www.swc-cfc.gc.ca/violence/strategy-strategie/GBV_Fact_sheets_2.pdf

Section Five

How do I recognize GBV?





How do I recognize GBV?

GBV warning signs and symptoms

Identifying the warning signs and symptoms of GBV is an important step in early intervention and crisis intervention.

The different types of GBV have different warning signs and symptoms, however there are some similarities between them. Some of the different types of GBV are **intimate partner violence (IPV)**, **family violence**, and **human trafficking**.

Settlement workers and other service providers can utilize the **following checklists** to determine if a client or family is experiencing the distinct types of GBV.



Checklists for intimate partner violence and family violence

DOES THE CLIENT:

- Seem sad, withdrawn or socially isolated?
- Seem afraid to speak when their partner or ex-partner is around?
- Cancel plans with friends and family and avoid appointments with social services?
- Apologize on behalf of their partner or ex-partner's behaviour?
- Call in sick from work or other appointments?
- Cover up bruises or other injuries?
- Use drugs or alcohol to cope?

DOES THE CLIENT'S PARTNER OR EX-PARTNER:

- Act as if they own, or speak for them?
- Withhold education attainment or employment?
- Claim they are the victim and act depressed?
- Act superior to others and put them down?
- Lie to make them self appear good and act charming?
- Keep them away from social services, family, or friends?
- Use the children to relay messages such as insults/disrespect toward them?
- Use the children to make them feel guilty?
- Threaten to take the children away or take them overseas?
- Deny the abuse by claiming it is "discipline" ?
- Use visitation with the children as an opportunity for harassment?
- Monitor their online activity?
- Claim that they are ashamed by their partner or ex-partner's improper behaviour?

SOURCE FOR BOTH PAGES: Adapted from: *Neighbours, Friends and Families* (2006). "Helping Abused Women."

<https://www.neighboursfriendsandfamilies.ca/how-to-help/helping-abused-women>



Checklists for high-risk intimate partner violence (IPV) or family violence

Over time IPV and family violence can escalate and become more severe, with higher risk for extreme forms of violence. To help determine if your client is a victim/survivor of high risk IPV or family violence, or is at an elevated risk for it, ask the following questions:

- Have they just separated or are planning to leave?
 - Do they fear for their life and for the children's safety?
 - Are they involved in a high-conflict child custody battle?
 - Are they involved in another relationship or is their partner convinced they are seeing someone else?
 - Do they have injuries from violent incidents?
 - Are they without access to a phone or transportation?
 - Do they not speak English?
 - Are they not a legal resident of Canada?
 - Have they completed a danger assessment which shows high-risk?
- DOES YOUR CLIENT'S PARTNER OR EX-PARTNER:**
- Have access to weapons?
 - Have they made threats to die by suicide or harm others?
 - Have they threatened to harm the children, pets or property?
 - Do they claim to beat the children to prevent them from becoming too "Canadian"?
 - Statements have been made such as "If I can't have them, no one will"?
 - Have they used force such as hitting or strangling?
 - Are they going through major life changes such as job loss, separation or depression?
 - Do they blame their partner or ex-partner for ruining their life?
 - Are they using substances or drinking alcohol daily?



Checklist for intimate partner violence and LGBTQ2+ relationships

Many of the warning signs of intimate partner violence or family violence are consistent in LGBTQ2+ newcomer relationships and in same-sex relationships. However, some aspects of the violence and the methods of control are distinct. Below is a checklist to help settlement workers support LGBTQ2+ newcomers who may be experiencing these types of GBV.

DOES THE CLIENT'S PARTNER:

- Throw out or hide items a trans woman needs (e.g. hormones, clothes, ID, binder)?
- Try to prevent or control the gender expression of the person they are abusing?
- Threaten to "out" or expose someone's gender or sexual identity to their children, friends, neighbours, or employers?
- Threaten to report the victim/survivors gender or sexual orientation to immigration authorities?
- Restrict them from connecting to the LGBTQ2+ community?
- Refuse to use the correct pronouns?
- Ridicule the body of the victim/survivor?
- Sexually harass or sexually assault the victim/survivor and claim they did it to cure or to change their sexual orientation or gender identity?
- Refer to the victim/survivor by the name they used before they transitioned known as "dead naming."



Checklists for warnings signs of human trafficking

Human trafficking involves the recruitment, transportation, or harbouring of persons, through use of threat for the purpose of exploitation. Exploitation can include forced sexual exploitation, forced labour, slavery, or practices similar to slavery, or the removal of organs without someone's consent. Identifying the warning signs and symptoms of human trafficking is an important step in intervention. Do you think your client might be a victim of human trafficking? If so, ask the following questions to help determine if this might be the case:

DOES THE PERSON:

- Allow others to speak for them when addressed directly?
- Not have possession of their passports, travel documents or identity documents, because they are being held by someone else?
- Have injuries that appear to be the result of the application of control measures?

IF THE VICTIM/SURVIVOR IS A CHILD ARE THEY:

- Behaving in a way that does not correspond with behaviour typical of children their age and do they look intimidated?
- Dressed in child size clothing worn for doing manual labor or sex work?
- Are they unaccompanied children carrying telephone numbers for calling taxis?
- Have they been promised love, money or a better life by a "boyfriend?"

In a case of suspected child abuse the Department of Community Services must be contacted.

Why do people hesitate to help?

Once you have identified the warning signs, the next step is to approach the victim/survivor when it is safe to do so and identify your concerns and offer support. There are many reasons why people hesitate to help but recognizing and overcoming these hesitations is important in moving forward for interventions.

Reasons why people hesitate to help:

- Unaware of the warning signs and symptoms of IPV
- Do not know what to do
- Do not know how to discuss the violence with the victim/survivor or abuser/perpetrator
- Fear of making the situation worse
- Feel it is not their business
- Uncertain if it is serious enough to involve the police
- Fear of getting the abuser or victim/survivor in trouble
- Fear that the violence will affect them or their family
- Feel like both partners are their friend and do not want to take sides
- Feel the victim/survivor doesn't want to leave because they continue to be in the relationship
- Believe that if the victim/survivor wanted help they would ask for it

Violence typically escalates over time and usually does not resolve on its own.



Things to consider in helping to overcome these hesitations

- Violence typically escalates over time and usually does not resolve on its own. The violence could result in serious harm or even death. Intervention could prevent further violence.

- Violence is everyone's issue. Protecting children from abuse is everyone's role in society.

- Inaction could worsen the situation, as opposed to an action making it worse.

- Violence is complex and there are many reasons the victim/survivor may stay with the abuser. They still may want help.

- The victim/survivor is living in fear and that stopping the violence will benefit both partners.

- Approaching the victim/survivor and asking if they are being abused could be the first support they have been offered. Social stigma often prevents people from asking for help.

SOURCE:

Neighbours, Friends & Families (2006). "Helping Abused Women."

URL for hyperlink in electronic document: <http://www.neighboursfriendsandfamilies.ca/how-to-help/helping-abused-women>

Self-identifying GBV

In many instances of GBV the victim/survivor may not recognize their situation as abuse. Processing this information takes time and it is vital that support is consistent. There are tools that service providers can access to aid the victim/survivor in identifying an abusive relationship. It is important to always remain client-centred and support the victim/survivor to make their own choices. Pushing services, supports, or advice can increase the sense of powerlessness a victim/survivor may be experiencing.

For more information on tools to self-identify abuse: https://novascotia.ca/just/victim_services/

SOURCE: Nova Scotia Victims Services (n.d). *Do you Need a Safety Plan? Guidelines for Persons in Abusive Relationships.* https://novascotia.ca/just/victim_Services/_docs/NSPersonalSafetyPlanBook_EN.pdf

It is important that settlement workers:

- Provide information about how to identify abuse
- Are informed about GBV and can offer resources when providing orientation
- Access training and practice counselling skills
- Have knowledge about places for referrals, crisis response and child protection

Active listening is a central skill

- ✓ The victim/survivor may minimize the sexual assault or abuse and think it is their fault. By listening, you can help them identify more clearly what is happening and the impact it is having on them and their children.
-
- ✓ Avoid interrupting the person while they are disclosing or speaking.
-
- ✓ Mirroring shows you are listening and gives victims/survivors the chance to describe their experience and how it is impacting them. For example, if they say, “I’m thinking of leaving,” you could respond, “You’re thinking of leaving, tell me a bit more about that?”

Communication strategies

- In the case of adults try asking open-ended questions to get more information
-
- A good communication rule is to use “I” statements as they are less blaming.
 - **Avoid saying** “You should ...”
 - **Try saying** “I have some information that may be helpful ...”
 - **Ask**, “How can I help?”

Encouragement

- It is important to remember that every person’s situation is unique and that the support person can’t know exactly what someone is experiencing.
-
- It is important to support the victim/survivor of any form of GBV using a non-judgemental approach to foster a supportive, trusting relationship.
-
- Patience is essential when supporting a person who is being abused. Leaving an abusive partner is a process, not a single act, and it may take months, or even years.



Try saying
“I have some
information that
may be helpful.”



Section Six

What if a newcomer needs support around a GBV issue?

- Handling a disclosure and making a referral plan





What if a newcomer needs support around a GBV issue?

We do not have to be, and we may not be experts on GBV, but we do have a role to play:

- We may be recipients of a disclosure.
- We may see signs and symptoms of GBV and need to know how to respond.
- We can be proactive healthy community builders by sharing information and orientation about GBV.

Note: There are already helpful and specific resources developed by experts in the field that you can access. (i.e. Victim Services, Department of Community Services, sexual assault centres, and transition houses.)

“Culturally safe approaches are those that recognize and challenge unequal power relations between service providers and survivors by building equitable, two-way relationships characterized by respect, shared responsibility, and cultural exchange. Survivors must have their culture, values and preferences taken into account in the provision of services”

SOURCE: Government of Canada (2017). *“It’s Time: Canada’s Strategy to Prevent and Address Gender Based Violence- Fact Sheets.”* <http://www.swc-cfc.gc.ca/violence/strategy-strategie/fs-fi-en.html>

Barriers to leaving abusive relationships for newcomers

Newcomers often face other challenges and barriers to leaving

- They may be afraid if they do not have status and the services they are accessing require identification.

Fear of deportation may occur even if the person has full legal rights to live in Canada because:

- The abuser may provide misinformation about laws as a means for control
- The victim/survivor may have a lack of knowledge about Canadian laws and rights

Additional barriers include:

- Language barriers such as translation not being available
- Racism, discrimination, and xenophobia
- Experiences of stigma
- There may be beliefs or traditions that say the person must stay at home with the family
- Newcomers may be experiencing social isolation and economic exclusion as their work skills and education may not be recognized in Canada
- Immigrant and refugee victim/survivors may be working during service hours
- Newcomers experiencing abuse may be disabled, and services aren't accessible
- Services may not be culturally competent, and newcomers may have had traumatic experiences with the law, the medical profession, the court system, or other government agencies

SOURCES:

<http://www.familyabusedvd.ca/facilitator.php?dlang=ENG> Neighbours, Friends and Families: Immigrant and Refugee Communities. "Violence Against Women". <http://www.immigrantandrefugeenff.ca/want-change/about-nff-projects>



Disclosure and referral plan

Procedures following a disclosure of gender-based violence or intimate partner violence

It is important for service providers to know about and follow disclosure and reporting procedures to appropriately intervene. Being familiar with the many available tools and resources about GBV is also recommended.

A newcomer told me they are being abused **What should I do?**

When a client has been abused, it is a time of crisis for them and responding to it requires care as well as attention to procedural and legal considerations.

- Service providers should be prepared for disclosures in all areas of practice, including facilitating workshops, on the topic of GBV.
- Service providers should look for warning signs and symptoms and approach someone when it is safe to do so and ask if they need to talk.

The definition of a child in Nova Scotia:

**“As of March 1, 2017,
child welfare laws cover any
individual under the age
of 19.”**

While any child under 16 years of age may be taken into care, a child who is over 16 years of age can only be taken into care if there is an ongoing child protection proceeding.

SOURCE: *Family Law Nova Scotia (2018). “Frequently Asked Questions about Child Protection.”*
<https://www.nsfamilylaw.ca/child-protection/faqs#23746>

- Showing you care, and are there for support, can lead to a disclosure and steps to make changes.
- Staff should be clear with the disclosing person that there are limits to confidentiality (*i.e. if a child is being abused, neglected, or if there is intimate partner violence in the home and children are present*).

Child protection

Each province or territory in Canada has specific laws and acts that govern child protection. It is important that settlement staff and other service providers familiarize themselves with their jurisdiction’s laws concerning child protection and family violence. Despite the differences in child protection policies across Canada, understanding child abuse and neglect is important for service providers in helping families remain healthy and strong and to support families experiencing violence or conflict.

Child disclosure

With children, the person hearing the disclosure needs to follow the specific steps of their jurisdiction's child protection legislation.

These key steps involve:

- Hearing the disclosure
- Listening actively and empathetically
- Not interrupting or asking a lot of questions
- Remembering what the child has said
- Making them feel comfortable
- Offering them emotional and practical support
- Documenting it and writing down notes after the meeting
- Ensuring that the document includes only facts, not feelings or thoughts
- **The next step is to report the information to Child Protection Services. Do not investigate it yourself.**

**It is important to communicate to the child that you cannot commit to keeping a secret and you must report the disclosure to the Department of Community Services. Suspected or disclosed child abuse must be reported by law.*

If an intake officer at Child Protection Services comes to your location, provide them with a quiet confidential space to meet with the child. You may stay only if requested to do so and, if you do, you should not speak unless asked to. Staff must abide by the decisions of the child-welfare agency worker.

Types of child abuse

PHYSICAL ABUSE: may consist of just one incident or it may happen repeatedly. It may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating or otherwise causing physical harm to a child or young person including deliberately causing ill health to a child or young person.

EMOTIONAL ABUSE: involves harming a child's sense of self. It includes acts (or omissions) that result in, or place a child at risk of, serious behavioral, cognitive, emotional or mental health problems. For example, emotional abuse may include verbal threats, social isolation, intimidation, exploitation, or routinely making unreasonable demands. It also includes terrorizing a child or exposing them to family violence. Some level of emotional abuse is present in all forms of abuse.

SEXUAL ABUSE: involves forcing or enticing a child or young person to take part in sexual activities, whether or not the child or young person is aware of what is happening. The activities may involve physical contact, including penetrative or non-penetrative acts. This may also include involving children and young people in prostitution or pornography.

NEGLECT: the persistent failure to meet a child's or young person's basic needs for their physical, psychological or emotional development and well-being such as failing to provide adequate food, shelter and clothing, or being responsive to a child's or young person's basic emotional needs.



Some level of emotional abuse is present in all forms of abuse.

Adult disclosure

When an adult discloses they are a victim/survivor, responding in a caring and empathetic way by using active listening and other counselling skills are the steps that should be followed.

- Some words, concepts and ways of approaching the counselling would be based on the terms and words that the client is expressing.
- The meeting should be client-focused.
- Not interrupting so the person can get their story out is important.
- For adults, the reporting procedure is different in terms of the victim/survivor having more input into the services that they want to engage with. Some options are: the police, victim services, transition houses, and other victim/survivor supports.



**Let the person speak
without interruption.**

1. Let the person speak without interruption. You should also listen attentively and compassionately and maintain eye contact with the disclosing participant as opposed to the interpreter, if there is one.
2. When the disclosing person is finished speaking, you should respond.
 - a) Assure them that they are believed, and you are here to listen.
 - b) Ask about immigration status to get more information about other supports that might be required.
 - c) Avoid making assumptions based on identity and stereotypes based on race, ethnicity, religion, sexual orientation, gender identity, language, culture, or ability. Ask how the person identifies in terms of gender and sexuality.
 - d) Mirror their language. Remember that people who have experienced violence or abuse may identify as “victims,” “survivors,” or something else altogether. Create space for the person to self-identify.
3. You may need to evaluate safety and help develop a safety plan.
4. You can recommend the disclosing participant meet with a crisis intervention worker, or other relevant staff if they need additional levels of support.
5. You can refer the client to another community-based service providing agency.
 - a) Research resources prior to recommending or facilitating a referral.
 - b) The client may need support in navigating the referral process and understanding what to expect and prepare as well as on-going support and regular check ins.

For more information about disclosures and sexualized violence:

<http://www.breakthesilencens.ca/>

Training about supporting survivors is available at: nscs.learnridge.com

Newcomers and disclosures

Research shows that women in abusive relationships often do not leave immediately for many reasons and may require support and assistance over a period of time as they make decisions about their situation. However, if there are children in the home where abuse is occurring, the child protection protocol must be followed.

In the case of newcomer women, they may be experiencing additional barriers to accessing support for GBV:

- **Isolation**
- **Racism**
- **Language and cultural barriers**
- **Economic dependence**
- **Lack of knowledge about community resources**
- **Immigration status concerns**
- **Fear of stigma from their community**
- **Fear of discrimination from service providers**
- **Concern for their family in a new community**
- **Lack of awareness and accommodation for religious and cultural differences**
- **In the case of a disclosure, language and communication have significant impacts on the interaction**



There may be limited resources or options around communication in smaller centres.

Overcoming language barriers

Service providers can locate interpretation services to ensure they are receiving accurate information during a disclosure. The service provider can ask what the client would prefer with regards to interpretation. There may be limited resources or options around communication. Trying to understand the client's needs is the most critical issue. Some things to keep in mind are:

- ✓ If someone has strong English-speaking skills, however speaks English as another language, they may still prefer interpretation.
- ✓ Family members providing interpretation in the event of a disclosure could present a conflict of interest and increase safety risks. A family member (a child or relative who is more fluent in English for example) could provide translation services and communicate the content of the disclosure to other family members putting the disclosing person's safety in jeopardy.
- ✓ Even with professionally trained interpreters, the community may be small, and the client may have specific concerns or requests around who they would like to speak with.

Discussing legal rights during a disclosure

It is important that settlement staff and other service providers have a clear understanding of provincial and federal laws on family violence, intimate partner violence (IPV) and child protection both to inform clients and to appropriately intervene when necessary.

Research demonstrates that many newcomer women are unaware of their rights to live free from abuse or entitlement to be in Canada, and do not know where to go for supports. Compounding this problem is a need for cultural competency in service delivery of their needs. This can lead to isolation and increase the effects of gender-based violence (GBV).

In Canada, it is against the law to assault, threaten, or harass another person, including family members. The laws apply to everyone living in Canada. It is important that newcomers are given orientation about Canadian laws regarding gender-based violence as a means for prevention. This manual provides introductory information with regards to Canadian laws, but it is important that service providers recommend that clients consult with a lawyer when necessary, as this manual is not a substitute for legal advice.

Legal Information Society of Nova Scotia. Abuse is wrong in any family-know the law. www.legalinfo.org



Things to avoid during a disclosure

- ✓ **Don't blame** the victim/survivor. Many victims/survivors of abuse say friends or relatives offered practical support, but it came with blaming messages that made them feel worse.
- ✓ **Don't try** to rescue the victim/survivor or change the abuser.
- ✓ **You may think** you know what is best for the victim/survivor and their children, but it is up to that person to decide for themselves what they want to do.
- ✓ **Don't make** judgmental statements.

Many victims/survivors say that they didn't tell someone about the abuse because they heard that person make statements such as:

"I think some women like being controlled by a strong man."

"No man would ever get away with abusing me!"

Don't say, "I told you so."

Don't say, "I knew this would happen."

Victims/survivors often stay in abusive relationships longer than is necessary because they feel that family members and others will state these messages.

Information on counselling skills sourced from: Nova Scotia Advisory Council on the Status of Women (2012). Making Changes 8th Edition: A Book for Women in Abusive Relationships.

https://women.gov.ns.ca/sites/default/files/documents/MakingChanges_8th-ed_2012_WEB.pdf

The purpose of a safety plan is to map out the steps a person should take to ensure their safety during a violent situation.



Safety planning

Supporting a person who is disclosing violence and evaluating their safety is an important step in the intervention process. Many key stakeholders in the field of GBV have developed safety-plan tools for victims/survivors of IPV/DV. The purpose of a safety plan is to map out the steps a person should take to ensure their safety during a violent situation.

Recognizing danger

Some common elements in a safety plan are designed for the victim/survivor to recognize the danger they may be in. The checklist has questions around isolation, economic abuse, physical abuse, spiritual abuse, sexual abuse, whether children are being used against them, minimizing, denying and blaming behaviours. The victim/survivor may need to make sense of the situation and develop their thoughts around safety planning.

Community Resources

Department of Justice Victim Services in Nova Scotia has developed a checklist resource for victims/survivors to help them determine whether they need a safety plan. If you live in a province other than Nova Scotia, you can help the person by accessing a locally sourced tool before developing the personalized safety plan. Using a locally produced and relevant resource to review safety planning with clients is recommended.



The Nova Scotia Victim Services safety plan checklist is available on their website.

https://novascotia.ca/just/victim_Services/

SOURCE:

Nova Scotia Victims Services (n.d). Do you Need a Safety Plan? Guidelines for Persons in Abusive Relationships.
https://novascotia.ca/just/victim_Services/_docs/NSPersonalSafetyPlanBook_EN.pdf

Developing a plan

You may need to work with the victim/survivor to help them develop a safety plan, regardless of culture or language. Transition house staff are also available to help someone develop a safety plan even if they are not considering accessing a shelter. You may need to consider where the safety plan should be kept, and if it is safe for the victim/survivor to take the document home. If they cannot take the safety plan home, the victim/survivor can be encouraged to memorize the plan, or an emergency number to contact during an unsafe or violent situation. The safety plan should be developed in a private location without interruptions.

If the victim/survivor of violence is planning to leave, you can inform the person of the following steps:

1. If you are injured, go to a doctor or emergency room and tell them what happened. Ask them to put this in your record.
2. Do not tell your partner that you are thinking of leaving. This can be a very dangerous time and the violence may escalate as a result.
3. If necessary, talk to a lawyer, especially if you have children. Make sure you inform the lawyer not to phone home or share legal information with your partner and develop a mechanism for communication.
4. Consider opening a savings account in your name so that you can maintain financial security if you decide to leave. Make sure you inform the bank not to phone or send mail to your home or to share information with your partner and develop a mechanism for communication.
5. If the victim/survivor is thinking of leaving, they can gather important documents/items (in a safe place).

SOURCE:

Nova Scotia Department of Victims Services (n.d.) *Personalized Safety Plan*. https://novascotia.ca/just/victim_Services/_docs/VSPersonalSafetyPlanBook_EN.pdf

If the victim/survivor of violence has decided to leave the abusive situation, the settlement worker can suggest the following options:

1. Ask for a police escort or ask a friend, neighbour or family member to accompany you when you leave if necessary.
2. Contact your local transition house or shelter for abused women. It may be a safer temporary place to stay than going to a place your partner knows.
3. Do not communicate with your partner in person or through friends, family or social media (like Twitter or Facebook, for example).
4. Have a backup plan if your partner finds out where you are going.
5. Do not return to the home to collect important items. This can pose a large safety risk.



The victim/survivor of violence may require an emergency protection order to ensure their safety. For more information:

https://novascotia.ca/just/victim_Services/



How to talk to a person who is abusive

The need to talk to an abusive person might occur because someone discloses that they have been abusive or because the victim/survivor asks for support in approaching the abuser. It could be that a newcomer family discloses together and asks for information.

Before talking to a partner who is abusive, call a transition house or other GBV expert to identify the best and safest approach.

Some approaches to talking with a person who is abusive and directing them to get the help they need are:

- sharing information about programs and services for anger management
- providing orientation about support services around the social determinants of health
- connecting the stress of settlement with physical and mental health and suggesting supports
- discussing the effects of pre-arrival experiences and changes in the new community





Things to say/do if talking to an abusive partner

- Be direct and clear about the warning signs you have seen and your concerns about the violence.
- Inform them that the violence needs to stop.
- Reassure them that you are concerned and be non-judgmental.
- Inform them that the violence and control does not make their family safe.
- Explain that their behaviour is their responsibility (and avoid conversations surrounding blaming the victim/survivor).
- Say that you are willing to talk and keep the lines of communication open.
- Point out that there are community supports available and recommend them.
- If you are able, offer to support the abuser by going with them to access services or additional information.
- If they have children, you can remind them that you are concerned about the children's safety and acknowledge that being a good parent is a positive reason for change.
- Tell them about child abuse laws.
- If a child is witnessing abuse or violence, it is imperative that you call child protection services.
- Do not inform the abuser that you are reporting the disclosure to child protection services.

Things to never do

1. Do not get in the middle of an assault. It is important to call the police during an emergency or violent situation. If you have received threats from the abuser, it is important to inform the police.
2. Never argue with the abuser about their violent behaviour, as this can lead to increased safety risks.
3. Do not fight with the abuser or force them to do anything as this can lead to increased safety risks.
4. Do not confront the abuser with a hostile or argumentative tone. A solution-focused, planning approach could be tried.
5. It is important to be clear about what you offer as a service provider, family member or friend and set boundaries (what extent of counselling is available and whether support and chaperoning to appointments is available etc.).

SOURCES:

Neighbours, Friends & Families (2006). Helping Abused Women.

<http://www.neighboursfriendsandfamilies.ca/how-to-help/helping-abused-women>

Nova Scotia Advisory Council on the Status of Women (2012). Making Changes 8th Edition: A Book for Women in Abusive Relationships. https://women.gov.ns.ca/sites/default/files/documents/MakingChanges_8th-ed_2012_WEB.pdf

Section Seven

How do I incorporate GBV prevention into my programming and interactions with newcomer clients?





How do I incorporate GBV prevention into my programming and interactions with newcomer clients?

Prevention programming: approaches/strategies

Incorporating GBV prevention into programming with clients is a key step.

In all GBV prevention efforts that engage with newcomers, it is important to be mindful that many families have fled violence. Be aware that they may have experienced trauma in a conflict zone before coming to Canada.

General steps for GBV prevention

- Staff should educate themselves on the types of GBV and available community resources. It is important to build up your organization's capacity around GBV even in social services contexts that do not traditionally focus on GBV.
- Staff should internally reflect and consider their own behaviours, attitudes and biases regarding GBV and different cultures.
- GBV is made worse by discrimination. It is important that service providers commit to challenging racism and sexism.

What we know – things to consider:

- Newcomers need more information about services and resources in Canada (laws, rights, responsibilities, services, resources, and systems).
- Newcomers might need language support.
- They might need step-by-step or more detailed explanation through an intercultural lens (*i.e. what is it like at a shelter-accommodation, food, a place to pray etc.*)
- Neighbours, friends, and support people do not know what to do when they suspect GBV is happening or how to intervene.
- Men and boys need to be part of the solution.
- Young people need to continue talking about consent and healthy relationships.
- Gender-based programming is needed in settlement services.
- Understand that settlement is important in GBV services.
- Isolation is a problem, so having place-based resources, programming, and support is important especially in smaller centres.

It is important that service providers commit to challenging racism and sexism.





Promote family activities including local recreational services and family resource centres to keep families healthy and strong.

Prevention for adults

- It is recommended that you provide **orientation sessions** for newcomers on the topic of domestic violence and family-violence laws, including information on child abuse and neglect in Canada, and information on community resources that help intervene in situations of violence or during a crisis.
- Information sessions and discussions about **rights and responsibilities** of parenting in Canada are also helpful.
- Offer resources about where to get help if a family is experiencing challenges or difficulties for **early intervention**.
- Promote **family activities** including local recreational services and family resource centres to keep families healthy and strong.
- Provide orientation sessions and workshops on **healthy relationships**, conflict resolution and, **stress management**.
- Explain information on the warning signs and symptoms of the many types of GBV and how to intervene and offer help to others in the community.

Prevention for children and youth

Important things to consider when leading GBV prevention programming or discussions especially with youth:

GBV Prevention programming for children and youth

1. Youth, including **male youth**, should be encouraged to discuss the topics of consent, healthy relationships, and boundaries.
2. Organize opportunities for separate **gender-based programming**.
3. It is also important to be educated about, and aware of, other gender identities.
4. Inform children and youth that they have a **right to say no** to someone who is touching, hugging, or coming into contact with their body.
5. Inform young people that if they are being mistreated that they should tell a trusted adult.
6. Demonstrate to children and youth, by **modelling** positive behaviours on how to treat everyone with fairness, equality and respect.
7. Discuss safety, including **cybersafety**, with children and youth.
8. Teach children and youth how to solve problems and **express anger without harming others**. Inform children that all violence in relationships is not acceptable. This can be done through family meetings, one-on-one sessions and with using a variety of peace education activities.
9. If conflict occurs during programming, follow up with the people involved to get more information about the cause or nature of the conflict and what is needed to **make amends**.
10. Let youth know that they can **make a difference** by learning more about, and in speaking up against, teen dating abuse, intimate partner violence and sexual assault.

Introduction to GBV programming

Ensuring adequate preparation for teaching or facilitating a workshop, discussion or class on this topic will increase the likelihood of success. Discussing challenging social issues with youth, such as GBV, could require parent or guardian notification depending on their age. Being well-informed yourself about the issues and calling on experts in the field of GBV are best practices.

Engaging in GBV subject matter could potentially be difficult and challenging.



When planning group sessions, engaging in GBV subject matter could potentially be difficult and challenging.

1. Be aware of the potential impact of GBV content on audiences and structure programming and sessions so adequate support for participants can be maintained. *(i.e. advance notice of the topics to be discussed; calling on GBV experts to co-facilitate or do a presentation and making counselling or referrals available.)*
2. Facilitators should assess the emotions of participants throughout the workshop, offer breaks and refreshments if possible. If someone becomes upset or wants to have a confidential meeting this is when a referral could be made to professionals. *(i.e. guidance counsellor, crisis worker, or your co-facilitator.)*
3. Be prepared for a disclosure and have a policy or procedure in accordance with provincial child protection laws in place. *(i.e. facilitators should have discussed beforehand whether they can or cannot offer counselling following a disclosure of violence during the workshop or meeting.)*
4. Have a referral and a safety plan in place in case of a disclosure. Local victim's services and sexual assault centres are a valuable resource with helpful tools.
5. Comments or inappropriate jokes need to be reframed and addressed during programming. Encouraging listening to each other, setting up a safe space, and setting ground rules in group sessions, including self-care recommendations, are important steps.
6. Have a child protection plan according to provincial laws. This is particularly important if the workshop or activity is being facilitated with children, youth or families who may need additional support.

Women & girls

Gender specific settlement programming for women and girls creates the opportunity for sharing together in a comfortable space.

SOME GOALS ARE TO:



Reducing isolation



Creating networks



Learning English or French together and practicing



Decreasing stress



Engaging in the community



Participating in family activities



Having women only opportunities for being healthy and active



Building strong self-esteem



Practicing leadership



Having fun



Sharing and building skills



Discussing issues and concerns that effect them



For moms, offering parenting information and childcare support

Section Eight

How do I take care of myself if exposed to traumatic information?



Gender-based
Violence
Prevention
project





How do I take care of myself if exposed to traumatic information?

Why is self-care important?

Self-care is imperative when exploring sensitive topics such as GBVP and intervention.

- You can practice self-care when discussing the topic with clients
- You can also promote self-care to clients when leading a workshop or exploring GBV in programming

Some general strategies for self-care include:

- ✓ Having someone to debrief and talk with
- ✓ Connecting with others and relying on others for resources and support
- ✓ Deep breathing or meditation practices
- ✓ Establishing an exercise routine, healthy eating, and obtaining a healthy amount of sleep
- ✓ Receiving counselling when necessary

It is important to establish boundaries with clients and other staff members we work with to achieve self-care. This can include taking a break when overwhelmed by engaging in the topic of gender-based violence.

It is also important that workshop facilitators reach out to staff or clients who are receiving information on the topic and appear to need additional supports.



It is important to establish boundaries with the clients and other staff members we work with to achieve self-care.

Self-care for service providers

Being a service provider can be emotionally demanding and hearing details about abuse can be upsetting. It's important to be calm when supporting someone discussing emotionally impactful information so that you can respond appropriately and effectively.



Self-care can be used as a preventative measure to avoid burnout and compassion fatigue.



Compassion fatigue is a sense of hopelessness about the possibilities to make change for an individual or communities.



Burnout results from stresses in the work environment. The impacts of burnout include health challenges and a decreased capacity within the organization and community to support people.



Section Nine

Why are place-based services so important?





Why are place-based services so important?

Place-based services are focused on solving complex social issues that are occurring in a specific geographic location within a community or population.

Typically, place-based services seek to provide support for people experiencing vulnerability. This support can be for overcoming social and economic disadvantages, but it is also strengths-based and inclusive of people of a variety of backgrounds who share their experiences and talents with each other.

Place-based services involve community outreach and meeting clients and groups “where they are,” both geographically and socially. Place-based services function best with community partnerships that create a network of programming, activities and events that work together to support individuals and communities.

- Agencies that work within and across sectors coming together to form committees or councils are some of the ways that effective partnerships can be formed and maintained. Understanding referral processes, sharing resources, and participating in networking events are all ways community partnerships can be fostered.
- Recognizing the scope of a particular agency and understanding and maintaining relationships with complementary services can lead to a cohesive network of services that meet the needs of individuals and communities.
- Building organizations' knowledge and sharing information within communities that are served maximizes resources. **The work of preventing GBV in newcomer communities is advanced by building bridges between GBV service providers and settlement organizations that work from a place-based model.**
- Place-based involves staff having the flexibility to go where clients gather as well as programming sites that are set up in places that are familiar and close to where clients live or spend time daily and are more accessible.

There is a willingness
by staff to learn about
community issues.



Some characteristics of a place-based approach in building healthy communities are:

- ✓ Staff and programs are available in the community to help overcome transportation barriers
- ✓ Are designed (or adapted) locally to meet unique conditions
- ✓ Participants are from a cross-section of the target group
- ✓ The programs are open to achieve more benefits in the community
- ✓ Sites serve as information hubs
- ✓ The space is welcoming with images and items that reflect the diversity of the community
- ✓ Engage participants from a broad range of sectors and jurisdictions in collaborative decision-making processes
- ✓ Provide leadership opportunities for community members and volunteers so that they can take a more active role in programming
- ✓ Encourage participants to share their knowledge and skills with each other to increase the positive outcomes from programming

A photograph showing two individuals, a man and a woman, sitting at a small table in a brightly lit room with yellow blinds in the background. They are engaged in a conversation. The man on the left is wearing a white hoodie and light-colored pants, and the woman on the right is wearing a purple hoodie and dark pants. An open book is on the table between them. A backpack is on the floor under the man's chair, and a bag is under the woman's chair.

Participants are from a cross-section of the target group.

- ✓ Relationships between participants, staff and other volunteers are built on trust

- ✓ There is a willingness by staff to learn about community issues

- ✓ People do positive activities in the space

- ✓ Client feedback is collected to help improve services and accountability

- ✓ Are opportunity-driven, dependent on local talent, resources, and constraints

- ✓ There are policies and procedures for safety, child protection and operations

- ✓ Have an evolving process due to adaptive learning and stakeholder interests

SOURCE:

Bellefontaine, Policy Horizons Canada, Robin Wisener, Myro & Partners (2011). "The Evaluation of Place-Based Approaches".
<http://www.horizons.gc.ca/en/content/evaluation-place-based-approaches>

“Place-based,” involves staff having the flexibility to go where clients gather and programming is set up in places where clients live or spend time.

Section Ten

Glossary Terms **Bibliography**





Glossary

CISGENDER: a person whose gender identity is associated with their biological sex assigned at birth (*Government of Canada, 2017*).

CHILD ABUSE: physical abuse, emotional abuse, sexual abuse as well as neglect. Child abuse can have long lasting impacts into adulthood. It is everyone's duty to work together to protect children from abuse.

COLONIALISM: the policy or practice of acquiring full or partial political control through force over another country, occupying it with settlers, and exploiting it economically.

CONSENT: a voluntary agreement to engage in an activity. Consent should be freely given without coercion (or as a result of a person being in a position of power over others). Consent should also be reversible, informed, enthusiastic and specific (*Planned Parenthood, 2016*).

FAMILY VIOLENCE/ FAMILY ABUSE: a type of GBV and is any form of abuse or neglect that a child or adult experiences from a family member, or from someone with whom they have an intimate relationship. It is an abuse of power by one person to hurt and control someone who trusts and depends on them (*Government of Canada, 2017*).

FEMICIDE/DOMESTIC HOMICIDE: intimate partner violence resulting in homicide, or the murdering of women for being a woman and other intersectional identities. Understanding femicide, the murdering of women requires knowledge of the broader contextual and underlying causes of female victimization.

GENDER: culturally defined identities and roles associated with masculinity and femininity. A person's gender identity, presentation, and gender expression are separate from their biological sex. How a person understands and expresses themselves in relation to these differences exists on a spectrum of gender identification.

HONOUR KILLINGS: the killing usually of a woman or girl or other family member(s) to restore "honour" to a particular person or family. The victim(s) of the murder is viewed as having brought shame to their family because they have engaged in particular behaviours, and their murder is thought to restore honour.



HUMAN TRAFFICKING: the recruitment, transportation, transfer, or harbouring of persons, through use or threat of force for the purpose of exploitation. Human trafficking can involve coercion, abduction, fraud, or deception. Human trafficking can also include the abuse of power or of a position of vulnerability, or offering payment or benefits, to achieve a person having control over another person, for the purpose of exploitation. Exploitation can include forced sex work, forced sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs without someone's consent (*United Nations Office on Drugs and Crime, 2018*).

INTERSECTIONALITY: a theory developed by Kimberlé Crenshaw that explains how multiple forces work together to reinforce conditions of inequality and social exclusion, the roots of violence. This occurs because there are intersecting types of oppression such as race, religion, country of origin, sexual orientation and gender identity, socio-economic status, ability, and many other identities. Violence against women is not a single-issue struggle. Colonialism, anti-Black racism, xenophobia, racism, Islamophobia, homophobia, transphobia, ableism and all systemic discrimination impact how women experience violence and their barriers to accessing support. (*Western University, 2017*).

INTIMATE PARTNER VIOLENCE (IPV)/ DOMESTIC VIOLENCE (DV): a type of GBV that involves physical, sexual, or psychological harm that happens during or after intimate relationships, including marriages, common-law partnerships, or dating relationships. Neglect and harassment are also forms of intimate partner violence (*Government of Canada, 2017*).

- IPV/DV is about power and control. There is a myth that IPV is a fight between a couple, where one person gets angry and loses control. This is not true: IPV includes being held captive by someone who is dictating the other partner's life. It is about one person exerting power and control over the other, using a wide range of tactics to control, hurt, and humiliate them (*Neighbours, Friends & Families, Immigrant and Refugee Communities, n.d*).

LGBTQ2+: an acronym referring to lesbian, gay, bisexual, transgender, queer, questioning, intersex and two-spirit people and plus (there are many more identities on the sexual orientation and gender spectrums).

MISOGYNY: the hatred of women and its associated qualities of femininity. Misogyny is also structural inequalities such as the patriarchal structure that leads to the hatred and social exclusion of those who identify as a woman or those with feminized qualities. Misogyny includes a lack of response to violence against those with qualities of femininity (*Western University, 2017*).

PATRIARCHY: a social system in which males hold primary power and predominate in roles of political leadership, moral authority, social privilege and control of property. In the domain of the family, fathers or father-figures hold authority over women and children.

PERPETRATORS OF GBV: a person(s) who commits an act of abuse, sexualized violence, or any other type of GBV. In most instances of GBV the perpetrator has a relationship with and is known to the victim/survivor.

RACISM/XENOPHOBIA: the systemic subordination, oppression, and exploitation of specific groups of people based on nationality, and perceived physical and cultural characteristics. Racism is rooted in assumptions of biological and cultural superiority of one racial group over others, resulting in power and privilege for the dominant groups and unequal treatment and limited opportunities for oppressed groups.

TEEN DATING ABUSE: violence that is occurring in teen dating relationships. Teen dating abuse is a serious and common type of IPV/DV that can go unrecognized because of the age of the victim/survivor and perpetrator.

TRANSGENDER: a broad term that encompasses a community of people who may have a gender identity or expression (in some people expression includes behaviour and appearance) that is not associated with the sex they were assigned at birth. Some people feel that their gender is a mix of male and female, and others feel that they do not have a gender identity. A range of other terms have been used to describe various positions on the gender spectrum—non-binary gender, gender-queer, gender variant, gender non-conforming, gender neutral, agender, etc. (*Government of Canada, 2017*).

TRANSPHOBIA/HOMOPHOBIA: are types of GBV. This includes negative attitudes and feelings towards LGBTQ2+ individuals, and resulting systemic effects of prejudice, and discrimination.

RAPE CULTURE: the dominant social attitudes and discourses that tolerate, and normalize, sexual assault and rape, while denying or minimizing its impact or existence from victims/survivors. Rape culture is rooted in narratives, myths and stereotypes, many of which blame the victim/survivor for the violence.

SEXISM: the systemic unequal treatment, prejudice, and discrimination of individuals or groups of people on the basis of their sex or gender. Sexism can be individual actions such as a personal attack on women, however it also includes structural and systemic disadvantage, inequity and exclusion.

SEXUAL ASSAULT: any type of unwanted sexual touching or activity through coercion or lack of sexual consent. Sexual assault can also include if the victim/survivor does not have the capacity to give consent due to physical or mental state, because the perpetrator utilizes their position of power, or the age of the victim/survivor. Sexual assault is never the victim/survivor's fault.

SEXUALIZED VIOLENCE: a multi-layered oppression that occurs at the societal and individual level and is connected to and influenced by other forms of oppression, in particular, sexism, racism, and heterosexism. On the societal level, it is the preponderance of attitudes, actions, social norms that perpetuate and sustain environments and behaviors that promote a cultural tolerance, acceptance, and denial of sexual assault and abuse. On an individual level, sexual violence is a wide range of sexual acts and behaviors that are unwanted, coerced, committed without consent, or forced either by physical means or through threats. Sexual violence is commonly motivated by a desire for power and control of the victim and is perpetrated through the use of sexual means (*Jane Doe, 2018*).

SIBLING VIOLENCE: a sibling physically, emotionally, or sexually abusing another sibling(s).

ELDER/SENIOR ABUSE: a type of abuse that involves neglect as well as physical, emotional, economic, or sexual abuse of an elder person. In some instances elder/senior abuse is a type of family abuse.

XENOPHOBIA: an unjust hatred and fear of newcomers, including their cultures and customs, resulting in systemic discrimination, prejudice and unequal opportunities.





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YMCA of Greater Halifax/Dartmouth

104-7071 Bayers Road

Halifax, Nova Scotia B3L 2C2

902-457-9622

ymcahfx.ca



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