

WOMEN'S INITIATIVES FOR SAFER ENVIRONMENTS: 2017-2018 ANNUAL REPORT

Mission Statement	1
Mandate	1
Operating Principles	1
Organization History	2
Organization Structure	3
Organization Chart	3
Board of Directors	3
Message from the Chair	4
Students & Volunteers	5
Exciting new Programs & Ventures	6
Collaborative Initiatives	8
Programming	10
Community Safety Audits 2017-2018	10
Personal Safety Workshops.....	15
Building women Up	16
Committee Reports	16
Communication Committee	16
Human Resource & Volunteer Management Committee.....	17
Program Committee.....	18
Finance and Fundraising Committee	18
Thank You to Funders	19
Thank You to Partners	20

Welcome and thank you for checking in and sharing our celebration of the 25th anniversary year of Women's Initiatives for Safer Environments. We were glad to have you join us for the various special celebratory events throughout the year. We are very proud of our record of serving the community and promoting safety for all in our 25 years of service to Ottawa.

Mission Statement

- Women's Initiatives for Safer Environments (WISE) is a community based bilingual organization established in 1992.
- We work directly with individuals, diverse communities, local government, and agencies to create safer physical and social environments in our neighborhoods, parks, workplaces, recreational pathways, and schools.
- We believe that if we make the community safer for women and other vulnerable groups, it will be safer for everyone.

Mandate

- To act as a catalyst to foster the creation and sustainability of safe social and physical environments.
- To organize and conduct public safety audits from a feminist perspective, including the perspective of the full diversity of women and other vulnerable people in society.
- A safety audit includes attending a site, assessing safety issues, creating an action plan to address deficiencies, and then follow up with stakeholders to monitor and encourage implementation of recommendations.
- We work to accomplish this mission by working with local government, communities, agencies, and those seeking to create safer environments.

Operating Principles

- We believe that violence against women is linked to women's inequality.
- Solutions to violence against women must be based in women's experience.
- We will work to make our organization and services completely bilingual.
- We recognize and respect the diversity of women's experiences, and will work to make our organization and services reflect this diversity.
- All of our work is developed in consultation with the community.
- We support other women's and anti-violence organizations.
- We will not duplicate the work of other organizations.

Organization History

In May 1990, a group of women met to talk about safety for women in the streets of Ottawa-Carleton. From the work of this small group came the Women and Urban Safety Committee. After a two-year community process, involving more than 200 women and men from across the region, the Women and Urban Safety Committee were granted core funding by the Regional Municipality of Ottawa-Carleton. These funds were to establish and operate a local organization that would work to create a community that was safer for women. The original grant was for an 18-month period. We now receive funding from the City, to be approved periodically, and project funding from other bodies.

Choosing a name under which to incorporate the organization in 1992 was difficult. Our choice, the Women's Action Centre Against Violence (Ottawa-Carleton), named the issue as violence, clearly stated our focus on women's experience and our desire to create change. Keeping with that objective, and evolving with the changing community needs, the organization adopted a new name. This was to allow the community to grasp our mandate and purpose more quickly. We felt that this was best accomplished with a strong focus on the concept of promoting safety for women and everyone in our community. Hence, in 2002, the new name WISE, Women's Initiatives for Safer Environments. Along with the new name came the development of many new initiatives from our organization. This was to provide direct interaction throughout the city on all issues of safety.

Over the past 25 years, WISE has been very creative and productive. Staff, with input from volunteers and a dedicated working Board, has been producing quality work. The WISE organization has been able to give women and communities tangible solutions to combat the problem of violence. It will continue to do so in the years to come as well.

For more information:

2015-211 Bronson Ave., Ottawa, Ontario K1R 6H5

Telephone: (613)-230-6700

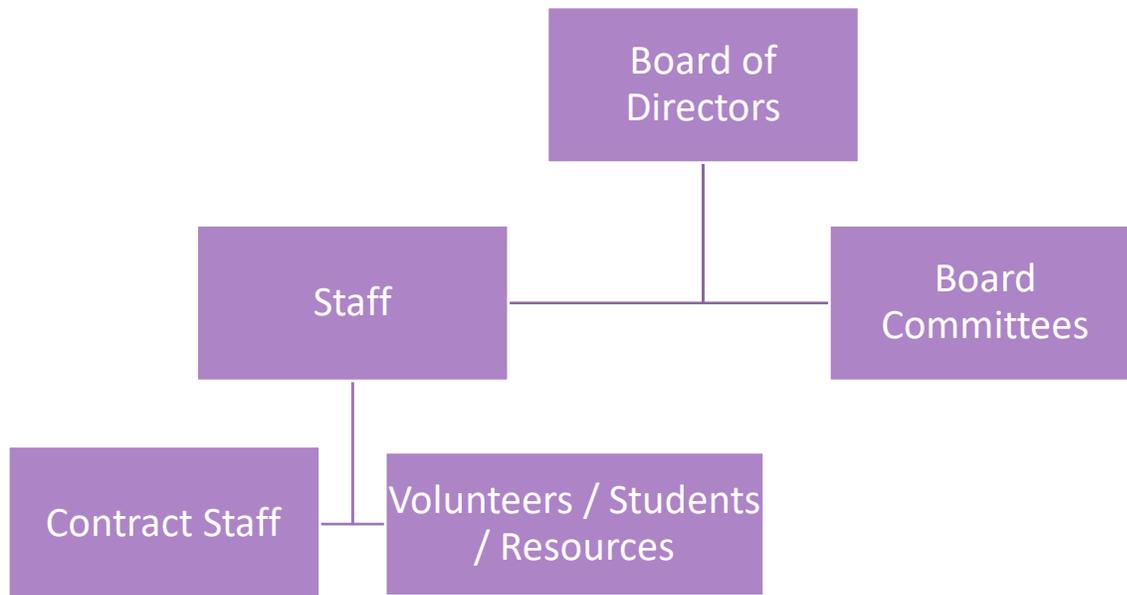
Email: info@wiseottawa.ca

Website: www.wiseottawa.ca

Twitter: [@WISEOttawa](https://twitter.com/WISEOttawa)

Facebook: www.facebook.com/WomensInitiativesForSaferEnvironments

Organization Structure Organization Chart:



Board of Directors

WISE has been fortunate during 2017-2018 to have a wonderful board that has dedicated itself to offering policy direction and focus on celebration. Thank you all for your dedication and effort.

Redhead, Marleen	<i>Chair</i>	Jeddore, Danielle	<i>Treasurer & Chair</i>
Kasamali, Arwa	<i>Vice Chair</i>	Saint-arnaud-Watt, Chloe	<i>Treasurer</i>
Desrosiers, Kristy-Lu	<i>Director</i>	Rajani, Nasreen	<i>Director</i>
Johnson, Christine	<i>Director</i>	Quick, Rachael	<i>Director</i>
Regnier, Jennifer	<i>Director</i>		



Message from the Chair

To our Partners and Supporters;

On behalf of the Board of Directors, I am very pleased to present WISE's annual report for the year 2017-2018. Over the past year, WISE has focused on its governance structure, core programming, as well as the development of new program models, partnerships, and fundraising activities.

WISE programming continues to grow and serves hundreds of clients with free services and educational programs each year. WISE has advocated on behalf of women and children that are at risk of experiencing violence, and has made an impact upon safety throughout the city, generally.



I would like to extend my sincere appreciation to board members and staff for their time, commitment, and sound guidance. WISE plays a vital role in enhancing safety and awareness within the city of Ottawa, and I trust it will continue to do so for years to come.

Sincerely,
Chair, Danielle Jeddore

For more information:

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Email: info@wiseottawa.ca

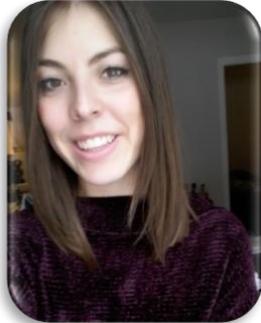
Website: www.wiseottawa.ca

Twitter: [@WISEOttawa](https://twitter.com/WISEOttawa)

Facebook: www.facebook.com/WomensInitiativesForSaferEnvironments

Students & Volunteers

WISE worked with a number of students from both Carleton and Algonquin this year as well as a number of great volunteers:



(Alexandra)



(Jessica)



(Nadia)

Alexandra Skutovich	Jessica Skulthorpe
Nadia Awata	Amanda Feige
Nicole Driscoll	Peter Ferri
Devon Rupnarain	Scott May
Sarah Patrick	Julia Fyfe
Steve Fischer	Kim Gagnon-Lalonde
Kimn Callihoo	Valery Mattias
Jennifer O'Malley	Jennifer Gwynne
Tori Semple	Samantha Jotham
Jess Gauthier	Mehdi Jeeroburkhan
Elizabeth David	Ivi Ilriani
Lindsay Gorman	Mol Damiani
Kati Kaubisch	Mathew Lymburner
Megan Ross	Meg Hickey
Jill Collicott	Gisele Jobateh
Andrew Collicott	Lauren Deperron
Yumi Kotani	Helena Escallon
Earl Tawia	Megan Shaw
Caroline Martins	Grace Haddad
Theresa Jamone	Jolly Johnson
Solange Nkitat	Sophie Cousineau
Matt Millard	Eric Poirier
Kenny Bee	Emily Jones
Deborah Clarke	Tariq Anwar

The Tackies	
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Students and volunteers took on various projects and programming responsibilities from conducting Safety Audits, supporting Personal Safety Workshops, researching and designing new exciting interactive workshop modules, redesigning and updating social media platforms, helping to organize community events and fund raisers, performing in WISE videos, and to promoting WISE programming.

Thank you to all these wonderful students and volunteers.

Here are some of the ways you can contribute when you become a WISE volunteer:

- Join our Board of Directors
- Sign up for a Community Safety Audit in your neighborhood
- Sign up for a Personal Safety Workshop
- Help spread the word about booking a Heroes for Tomorrow Workshop for boys
- Help advertise to book a Legal Education workshop for women
- Represent WISE at community meetings, fairs, displays, and public events
- Make a personal financial contribution
- Donate to WISE through the United Way plan as your recipient of choice or on our website through Canada Helps
- Help produce the WISE newsletter
- Perform administrative tasks

Fill out a [volunteer application](#) from our website or call us to arrange YOUR opportunity! Once you sign up as a volunteer, you are eligible to vote at the annual General meeting.

WHAT'S NEW AT WISE?

LEGAL EDUCATION WORKSHOP

One of our latest workshops series offered to partner organizations and women experiencing violence in Ottawa, is the Legal Education Workshop. In 2016, WISE offered the pilot workshop to women from the community and to service providers as a one-day offering. Since then, we've completely revised it and are now offering it to any groups who wish to book with WISE as a stand-alone workshop. The workshop is designed to help women know their rights.

“HEROES FOR TOMORROW”

It is a dynamic interactive workshop designed for boys between 8 – 12. Discussions, interactive games, and exercises teach the boys about violence against women. It's also about how to react as a hero when they recognize forms of violence. The workshops are led by male facilitators and have received rave reviews as the pilot has been rolled out. We are taking bookings at this time and you can learn more on Facebook or wiseottawa.ca

Here are some of the locations at which this workshop has been offered and very well received during this past year:

Russell Heights Community Centre- HFT
Caldwell Community Centre- HFT
Banff Community Centre- HFT
Walkley Community Centre -HFT

WISE worked with the Sexual Assault Network and OCTEVAW on Project Sound Check by conducting safety audits at Westfest and Bluesfest this past festival season. WISE has refined the safety audit tool for this purpose and will be performing audits at festival venues. This is to ensure that the public spaces are safe for women and vulnerable persons and, by extension, for everyone.

WOMEN ON WHEELS

Have you ever had a 2nd-hand vehicle? Not had 100% confidence in its reliability? Been driving around kids to appointments, pets for care, getting yourself to work or school, and not quite sure when and if this thing is going to make it? well, this workshop is for you! It's all about women learning some practical maintenance tips to prevent their vehicles from becoming disabled and stranding you in an isolated area, which would make you vulnerable on your own. Learn some practical tips to help keep your vehicle in working order. Become aware of some of the features that enhance the security for your vehicle. Wouldn't you enjoy picking up some negotiating tips on buying a new car or negotiating a new lease? Many women who have experienced violence will often have reduced confidence and may not make as good a deal as they can. Let's practice together. Let's keep rolling!

We'll be soon registering women for this pilot series. Get some hands-on experience and keep moving!

Maybe you don't have an automobile. Then, get the bike out of the garage and let's tune it up for the season with our partners from Safer Roads Ottawa. You can do this for your

own bike and teach your kids good maintenance tips to keep their bicycles in working order. Workshop dates will be announced in the near future. Happy wheeling.

GARDEN BOX WORKSHOP

On two occasions in 2017, women came together to build garden boxes to put on their balconies. Borrowing tools from the Ottawa Tool Ending Library, WISE provided all of the materials. Through the guidance of an instructor to demonstrate the use of the saw, women sawed and hammed together their own garden box. So exciting! Women used the skills they learned in the Building Women Up workshops.



Collaborative Initiatives

WISE is involved with the planning for the national conference on Crime Prevention through Environmental Design. WISE will be presenting a workshop on safety for women re transit and in general. The conference will be in Ottawa on May 10 and the overarching theme is transportation, since Ottawa is scheduled to launch its new light rail system in the fall. We're looking at women's safety. If you want to have your say, contact us. We'd love to hear from you.

WISE is collaborating with OCTEVAW, CAWI, IWSO and Because Wilno on the organization of a debate for candidates in the Ontario provincial election on May 16 2018. The topics chosen are gender-based violence and women's poverty. Join us to hear what the Centretown candidates have to offer on a range of topics on GBV and poverty. Come out to Mac Hall at the Bronson Centre between 6:30 and 9:00. One of these folks might represent you.

WISE attended a national conference on violence against women conferring about women's experiences in the justice system. This is in response to the group BELIEVE hosted by Harmony House. It was an opportunity for violence against women groups to articulate challenges, brainstorm on solutions, and motivate and inspire each other to keep the struggle. The message was loud and clear that we need to provoke change in the justice system, while interacting with women who have experienced violence. This also included women who are disadvantaged when trying to maintain custody of children in these difficult circumstances.

Ottawa Community Housing forum: WISE participated in the one-day community forum organize by Ottawa Housing. We shared our mandate, purpose, and how we work with citizens who are not feeling safe. This partnership has been ongoing and we look forward to sharing our expertise with Ottawa Housing personnel and tenants.

WISE worked this past year with Ottawa Community Housing in a new initiative to reach out to seniors to promote programs that enhance their safety and well-being. We participated with a couple of information sessions for seniors.

WISE also has reconnected with City for All Women Initiative as part of the Women Reducing Poverty Together Program. This is a program intended to look at all services for women and address ways to reduce barriers that keep them immersed in poverty. The initiative is designed to promote constructive suggestions to City Council on ways to improve those services, which will reduce poverty and improve access. One example is the suggestion that Council reinstate a \$4 million capital spending in the budget. This was originally committed in 2015 for affordable housing as part of the Housing and Homelessness Plan.

WISE attended a conference entitled Steps to justice organized by CLEO, Community Legal Education Ontario. The conference was designed to engage service providers in obtaining tools on legal information for clients.

Women’s Events Network:

WISE is proud to continue to be part of the public education events organized by Women’s Events Network (WEN) including: The ClothesLine Project, Take Back the Night, and the December 6 Vigil. Each event is designed to heighten public awareness about the issue of violence against women and how we all can work together to stop it.

The ClothesLine Project is carried on during the month of May (Sexual Assault Awareness Month) and is designed to bring attention to the issue of intimate partner violence. Last year you would have found us hanging t-shirts and other items on clotheslines in Minto Park. This was to highlight the fact that violence against women and children is a societal problem, not a private family matter! It was a joy to combine our event with the ever-popular Ravenswing Fair. Stay tuned for more details about the 2018 ClothesLine Project.



Take Back the Night is a long-standing 40 year event in Ottawa, where women raise their voices to demand that they be safe on the streets, at work, in their communities, and in their homes. We invite some inspiring speakers and share information with women where help can be acquired if they are experiencing violence. “I FEEL SO



PUMPED! I FEEL EMPOWERED AND RENEWED; READY TO TAKE THIS ON” says one participant.

The Vigil in December is organized so that we can remember all the women from our communities, who have lost their lives due to senseless violence by the men in their lives. We also remember the women from the *École Polytechnique* – Montreal massacre. December 2017 vigil featured keynote speakers Kira-Lynn Ferderber and Nathalie Vilgrain, who addressed a powerful presentation on violence against women.

Ottawa Coalition to End Violence Against Women (OCTEVAW)

WISE is a member of the Ottawa Coalition to End Violence Against Women (OCTEVAW) and the Public Engagement Committee/Advocacy, while collaborating with other agencies on initiatives to raise awareness on violence against women.

Wise has been party to a number of conferences and presentations throughout the year with Crime Prevention Ottawa at the various Public Speaker Series, and with other women’s agencies to share tips on engaging media.

Programming

Community Safety Audits 2017-2018:

One of our marquis programs at WISE for over 20 years is our Community Safety Audits. We have worked with numerous groups from neighborhoods all across the city and in the rural areas. We addressed safety concerns identified as we go through the walkabout, which is the primary piece of the Safety Audit process.



Our audits have been conducted in various kinds of environments from large neighborhood sectors, to small alleys, to apartment building interiors and exteriors, to underground garages or recreational pathways. We've audited the bus stops on local streets, major stations along the transit way, and the O-Train stations. Find the results from these audits in a series of reports on women's safety at transit stations. Call our office to secure copies.

If you're wondering where we do these Safety Audits and how you go about getting one done, it's pretty easy! Anywhere someone may be feeling unsafe in a public area is fair game. Simply call us and we'll work with you and any other residents or stakeholders to make the space feel safer to use. The following are some of the audits that WISE worked on over the past year:

Carlington Community:

Two audits were done in this community over the past year in order to deal with increasing incidences of crime in various areas. Parks in the neighborhood are noted to be areas where residents observe drinking and illicit drug use. Many of the activities that are being observed happen in poorly lit areas of the parks. Residents who use pathways that connect to the park feel afraid and state that they cannot travel comfortably because of these activities.

This community is made up of several sidewalks on main roads that pose accessibility issues. Sidewalks are narrow and rarely allow room for individuals with mobility aids or strollers to use the sidewalks safely. Most pedestrians are forced off the sidewalk and onto busy roads with speeding vehicles. In the winter, these unsafe walking conditions are exacerbated by the presence of snow and ice. At one point, there are hydro poles located in the middle of the sidewalks in the neighborhood, making it extremely difficult to walk safely.

Finally, the local elementary school in this neighborhood presently does not have a school drop off and pick up zone for parents. Children are often crossing the streets alone or with parents who are also having difficulty avoiding traffic in order to get their children to the front doors of the school.

A pick up and drop off location can be created by using part of the school's two parking lots. This would ensure that parents can drop their children off safely, particularly in the winter.

Audit recommendations included:

- Improvements to lighting in the park and the installation of pedestrian lantern fixtures on pathways

- Re-grading of sidewalks
- Retrofitting of sidewalks blocked by hydro poles
- Creation of safe school drop off and pick up zones

Manor Park Community:

Manor Park Community Association approached WISE to conduct a community safety audit in response to two shootings in their neighborhood over the last year. The audit covered an extensive area of the community, which is comprised of single home dwellings, pockets of condominium communities, a few apartments, and parks.

The predominant issue that caused fear and concern in the neighborhood was the extreme lack of lighting. There are two unidentified parks with no lighting. The fields of one of the parks extends far and is bordered by overgrown brush and swamp areas. Currently cars are found parked in these grassy areas and residents observe illicit drug transactions occurring. The entry points and exit points to these parks are narrow and hidden, which make it difficult for someone to escape in an emergency situation. Along main roads in the community, lighting is poor. Existing light standards are blocked by over grown tree branches.

There is also an unofficial NCC pathway that is regularly used by community residents. It is unlit and one section of the path is covered by a wooden tree branch that acts as a bridge over a body of water. This area poses as an extremely dangerous assault site.

Recommendation that were derived from this audit include:

- Trimming back of brush and tree branches to improve visibility, as well as lighting in the parks and the neighborhood
- Signage identifying parks in the neighborhood
- Widening and labeling entrances to the park areas;
- Paving and clearing NCC path; adding lighting, and labelling the path to make allow residents to use it safely.

Montreal Road and Vanier Community Audit:

WISE was consulted on the future rehabilitation plans for Montreal Road in the Vanier district by the Vanier Community Association and the City of Ottawa. To date, a safety audit has been proposed for the coming year to look at community safety in light of the many structural changes planned in the neighborhood. Initial meetings have taken place to coordinate the different proposals for design. WISE will be contributing input in terms of women's safety in relation to the proposed changes and restructuring.

Hunt Club Pathway at Blohm Drive and Johnston Rd:

WISE was asked to conduct an audit of a pedestrian pathway at the junction of Blohm Drive and Johnston Rd. The pathway provides access to a neighborhood bus stop, but it's unlit at night and hidden from street view. The land adjacent to the pathway constitutes a park, which is largely isolated at night. The other side of the path is marked by trees. Men and women have expressed concern using this pathway, though it provides great convenience in terms of linking the neighborhood to transit.

Recommendation that were derived from this audit include:

- Pathway be lit using pedestrian lanterns
- Tree branches should be cut back to enhance visibility
- The installation of an emergency call box located along the path, which would help make residents feel safer in accessing aid should an emergency arise

Emily Murphy Non-Profit Housing:

Emily Murphy Non-Profit Housing provides supportive housing to young women and children. The safety audit of this location indicated the need for security patrols in light of break ins and a shooting that occurred in the recent past. Follow up regarding the audit of this location involved advocacy for increased security on the premises, enhanced play structures for children in the neighborhood, regrading of sidewalks and roads for safer walking conditions, and improved accessibility features such as ramps and widened doorways.

Lebreton Transit Station:

WISE is in the planning phases of an audit of a pathway leading from Lebreton Transit Station to neighboring apartment buildings. During the night, this path is the only means of accessing the domiciles located near the transit station. The pathway is extremely isolated and unlit. Both sides of the pathway are abandoned areas marked by bushes, stones, and gravel. Visibility is poor and there are currently no emergency provisions along this path.

WISE will be conducting an audit of this location in the next month to develop recommendations for improving safety.

Carleton University:

WISE has been employed to conduct a campus wide safety audit at Carleton University. WISE, Carleton University administration, and Campus Security Offices have been in meetings over the past months to plan this extensive audit. It's designed to reassess students', faculty, and staff's perceived sense and experience of safety while on campus. We will be exploring the tunnel systems, outdoor pathways, parking lots, and transit stops on campus.

WISE is building a team of trained facilitators to conduct the audit, while Carleton University is advertising and recruiting audit participants from a diverse array of groups, clubs, faculties, and departments. We are looking forward to continuing to work together to improve the safety of students and staff on campus.

St. Laurent Pedestrian Pathway at O-Train Station:

WISE was pleased to provide a women's lens on the design of the new pedestrian pathway that's under construction, which leads transit users from the St. Laurent O-Train platform to Tremblay Road.

As a result of the audit, several safety improvements were discussed and considered for approval.

- 1) Enhanced lighting for increased visibility
- 2) Ensured camera coverage of the entire walkway
- 3) Increased number of ETELS from 2 to 5 and ensure that they are in line of sight from each other
- 4) Provide a ribbing in the concrete floor to ensure a visually impaired person can detect the areas where ETELS are located
- 5) Apply anti-graffiti paint to a height of 2 meters on the walls to reduce the impact of tagging
- 6) Add art work to make the walk more pleasing to the eye
- 7) Include AODA approved signage as discussed
- 8) Install a public address system for security/safety announcements
- 9) Apply reflective coating/surface treatments to the areas at the curves for better visibility around the curves.

Centre 454:

WISE asked to perform a community safety audit of centre 454 - a Drop-in centre for people at risk of homelessness. This centre experiences high risk for violence, mental health crises, and drug related theft.

The centre currently has cameras to monitor the comings and goings of the centre premises. However, WISE recommended in our audit that the installation of cameras be re-examined. The current cameras do not adequately capture the entirety of the areas that require monitoring; particularly certain hidden alcoves and peripheral entry points.

WISE also expressed concern over the location of staff counselling offices which pose an entrapment site. They are hidden in a hallway behind open view where a person would not be

seen or heard if a crisis occurred. While agreeing with the need for client privacy, in an environment which services high risk clients and possible offenders, it is imperative that staff safety takes precedence. WISE recommends that the wall that separates this area from the general entrance should be removed to create more open space.

The third more imminent safety concern that was identified involved the female washroom and showers which pose a serious assault risk. WISE recommends that the motion sensor lights in the washroom be replaced with regular lights. The women's washroom location should also be switched for the men's washrooms to reduce isolation and risk of assault.

If your neighborhood requires a Safety Audit, contact the WISE office.

Personal Safety Workshops

WISE offers an interactive workshop on personal safety that is tailored to the specific group accessing our service. In the workshop, you will learn about safety awareness, assertiveness, strategies about safety at home, on the street, and while using public transit. We offer workshops to groups of all ages from youth to seniors.



WISE has conducted the following list of Personal Safety Workshops (PSWs) over the past year:

- 4 workshops - Self-defense, General, Fraud, Assertiveness – Immigrant Women Services Ottawa
- 3 Workshops – Personal Safety Empowerment Program (PSEP) – Interval House
- 2 Workshops – (PSEP) Western Ottawa Resource Centre
- Personal Safety Workshop (PSW) for youth – Youville Centre
- 3 Personal Safety workshops - Walkley Road, Jessica Private, Bank St. – Ottawa Community Housing
- Trans Gender PSW – Youth Services Bureau
- Trans Gender PSW – MacNabb Centre
- Personal Safety Workshop – Canadian Food Inspection Agency (CFIA)
- 2 PSWs – Emily Murphy Non-Profit Housing

1 Legal education Workshop - Emily Murphy Non-Profit Housing
 Personal safety workshop for Seniors – Ottawa Community Housing (Walkley)

To book a Personal Safety Workshop please call us (613) 230-6700 or check our website: www.wiseottawa.ca. Our workshops are comprehensive and adaptable in delivery. We would be pleased to work with you and your group.

BUILDING WOMEN UP

The home renovation workshop series entitled BUILDING WOMEN UP, was run again this year through our partnership with Home Depot. We saw workshops series taking place at Baseline, South Keys, and Gloucester. Women learned renovation skills with a focus on safety items such as installation of deadbolt locks, peepholes, etc. They also learned hands-on plumbing tips, technique to repair drywall, security systems, and about different types of lighting and motion sensors etc. At the end of each workshop, a draw was held to win a fabulous toolbox for women to continue using the skills they learned in the workshops. Congratulations to the winners.



WISE Committees:

Communications Committee

Committee Mandate:

To raise awareness of WISE with community and partners; work on communication tools such as: WISE Brochure, logo, foundation documents, and website and social media platforms. It also aims to establish effective connections with community and Institutional partners such as Ottawa Police.

In the past year, the Communications Committee has

- Increased WISE's online presence via multiple social media channels, which include Facebook and Twitter.
- Revised WISE's website to engage more content for our customers and supporters
- Streamlined our monthly newsletter to keep our supporters and volunteers engaged with the latest updates, upcoming events, and recognitions
- Addition of a search button on our website.
- Revised templates for advertisements to build consistency in program and event delivery

The Communications committee is dedicated to helping WISE achieve and share its brand awareness. It's also pushing to increase website visitors, volunteers, further engage the customers and other program partners. The committee continues to build and share WISE experience and messages.

Nasreen Rajani, Committee Chair

Human Resource & Volunteer Management Committee

The mandate of the Human Resource and Volunteer Management Committee is to ensure appropriate human resources (both paid and volunteer, along with supporting structure) for the successful continuity of WISE. In doing so, the committee is engaged in a continuous recruitment of volunteers and Board members. It is also engaged in staying compliant with relevant legislation that guide human resource policies.

In the past year, the Human Resource and Volunteer Management Committee has recruited high-caliber volunteers and Board members who bring quality and value to the organization. It looks into establishing partnerships with similar organizations with a purpose of increased visibility and revenue accrual. After some hard work by the board, WISE now has a strategic plan to assist the organization with its direction, priorities, and achieving its objectives. As a result of this committee's work, we also have a new set of By-Laws, which will help guide WISE in the next few years.

For the upcoming year, the Human Resource and Volunteer Management Committee is looking into ways in increasing and retaining volunteers and Board members. This is to have the required amount of human resources to aid in the provision of programming and services With this added assistance. WISE will also be able to undertake all the fundraising ventures the organization wishes to partake in such as the Ottawa Race Weekend again in May.

The Human Resource and Volunteer Management Committee is dedicated to helping WISE achieve its vision and mission. This is by following a standard and proper directive, which can only be accomplished by employing devoted individuals who are aligned with WISE's mandate.

Kristy-Lu Desrosiers, Committee Chair

Program Development Committee

The Program Development Committee provides program support and advice to WISE by:

- Recommending innovative and sustainable programs to the Board that are in line with the strategic direction of WISE
- Aiming to increase the public profile of WISE by strengthening and creating sustainable partnerships
- Developing monitoring and performance indicators for programs to ensure efficient and effective program delivery
- Supporting the Communications Committee with regard to program outreach and advocacy.

During the 2017-18 financial year, the Program Development Committee focused its effort on maintaining current programs and services, while developing new and innovative programs. Thanks to the dedication of WISE staff and the strength of our partnerships, WISE was able to continue to advertise and provide Personal Safety Workshops, Community Safety Audits, and Workplace Bullying Workshops. WISE also developed a highly-interactive VAW program for young boys, entitled "Heroes for Tomorrow", which teaches basic gender stereotypes and serves to prevent violence against women. WISE has developed a Women's Legal Education Workshop, which introduces participants to basic tenants of family, assault, and harassment law. It also helps women to understand and know their rights.

We're on the verge of launching the auto-mechanic workshop. Which will help women learn some basic maintenance to prevent themselves from becoming stranded in a disabled automobile.

Looking ahead, WISE will progress along the continuum of empowering and preventing violence against women, and set its sights on new initiatives to meet women's needs.

Danielle Jeddore –Committee Chair

Finance and Fund raising Committee

This committee is focused on ensuring that all the financial regulatory commitments are met, that budgets are prepared and aligned, and that the annual independent audit takes place. This committee also oversees the fund raising ventures of WISE. Some of the initiatives carried out for fund raising this past year were:

- A dedicated team for WISE in the Tamarack Ottawa Race Weekend – running for WISE, raising money, and showing the flag!

- Safe-TEA event at the local Tea Store, where we enjoyed a gathering and received a portion of the sales that evening in support of WISE.
- A fund raiser at Bar Robo in September, where the proceeds were directed to WISE. Thanks to the musicians who entertained us: Deborah Clarke with Aydin and the Brewmasters, The Tackies and Taraq Anwar. Special thanks goes to Scott May who helped bring it to fruition.
- We've been very fortunate to receive a sizable donation from a local company Goss Gilroy Inc., who has provided a generous donation to WISE for its Heroes for Tomorrow Program 🖱
- WISE also received direct donations from Canada Helps through our website. We also received donations from generous public servants, who chose us as their designated charity through the United Way workplace contributions campaign.
- In addition, we recognize the generosity of those who have made private donations directly written to us at WISE.

We wish to thank all of our donors in whatever way you support us.

Valerie Collicott- Finance Committee

Mr. Daniel Jeddore	Ms. Mary Macies	Mayor Jim Watson
Ms. Victoria Guerra	Mr. Jules Sigler	Mr. William Wong
Ms. Erin Berry		

Thank You to Our Funders

WISE is fortunate to have some core funding from the City of Ottawa. We are very pleased to work with all councilors and the Mayor to assist with anyone in the city who is feeling unsafe in public areas. We count on Councilors to spread the word that WISE is here and ready to assist. We thank as well our funding consultant Colleen Jones who has given us some valuable advice and is ready to answer our questions.

Other sources of funding came from:

- Generous private donation from a local management company Goss Gilroy Inc.
- Donors through the Tamarack Ottawa Race Weekend
- Supporters who came out to our fund raiser at Bar Robo (tune into WISE);
- All those who donated through Canada Helps and designated WISE through the workplace campaign for United Way

Interval House Women's Shelter	AIDS Committee of Ottawa	CALAC-Service for Francophone women
Sexual Assault Network (SAN)	The Sexual Assault Support Center (SASC)	Eastern Ottawa Woman Abuse Program
Harmony House - Women's Second-Stage Shelter	Harmony House - Women's Second-Stage Shelter	Ottawa Coalition to End Violence Against Women (OCTEVAW)
Fem'aide	Maison D'Amitié shelter	Nelson House Women's Shelter, Individual women from the community
Immigrant Women Services Ottawa (IWSO)	Catholic Family Services Ottawa (CFSO)	Eastern Ottawa Resource Center (EORC), Children Who Witness Violence Program
Ottawa-Carleton Separate School Board	Support Link	Minwaashin Lodge
Wabano Community Center	ODAWA Friendship Center	Blair Court Community House
Crime Prevention Ottawa	City for All Women Initiative (CAWI)	In Love and in Danger Youth Forum
The Youville Center	Youth Network on Safety with Youth Services Bureau (YSB)	CHEO YouthNet
City of Ottawa employees: Parks, Lighting, TUPW	Ottawa Police	Caldwell Banker Real Estate Offices
Ottawa University Women's Center	Carleton University Women's Center	Ottawa Fire Department
Safer Roads Ottawa Program, City of Ottawa	City of Ottawa Mayor	Southeast Ottawa Healthier Communities
Canadian Hearing Society	Canadian National Institute for the Blind	City of Ottawa Councillors
Various Community Resource and Health Centers	Carty House	Girl Guides Public Service Alliance of Canada (PSAC)
Interval House	MacNabb centre	Ottawa Tool Lending Library Netroots
Home Depot Stores		

Thank You to Our Partners

WISE is fortunate to work with many partners in the community. Partners range from interested individuals, to institutions such as the Police, OC Transpo, Ottawa Housing, etc.

