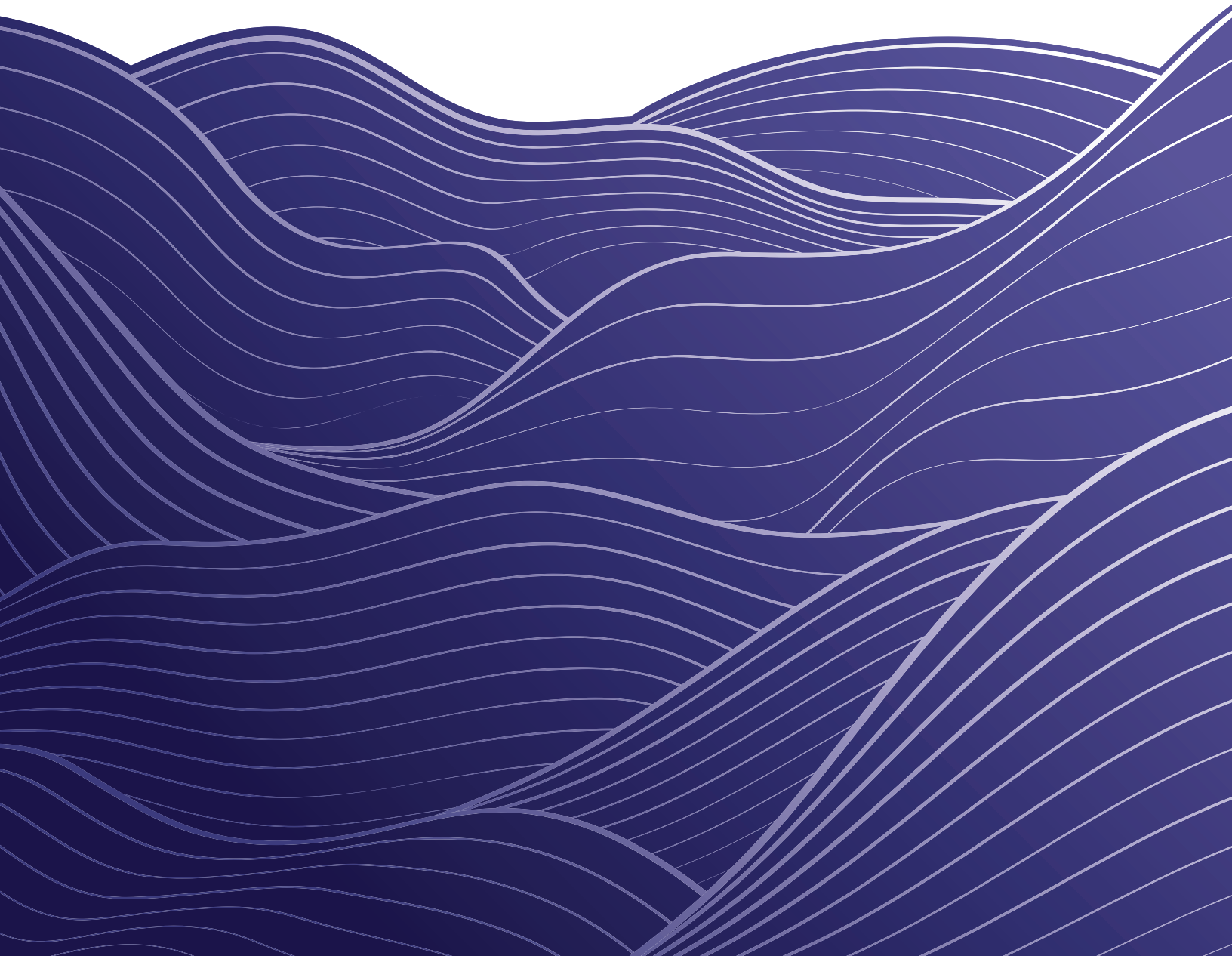
OAITH

Ontario Association of Interval & Transition Houses

2025 IMPACT REPORT

OAITH WORKS TOWARD ENDING ALL FORMS OF GBV AND OPPRESSION THROUGH ADVOCACY, EDUCATION, PREVENTION, RESEARCH, AND TRAINING



EXECUTIVE DIRECTOR'S REPORT



Marlene Ham
Executive Director

To our valued members, ally organizations, partners and supporters:

Thank you for all of the work you're doing in your community and alongside us in our shared vision. One where there is a ***future that is free of gender-based violence services.*** This new vision presented to our members in June 2024 didn't come to the organization in an imaginative way, but rather an intentional one. It came to us easily because the OAITH team captures and educates daily about the worst outcome of men's violence through femicide reporting. Being hopeful towards our vision requires constant movement towards social change because this is the only direction left.

To work towards this vision, we are embarking on different experiences to bring to life our mission, ***where we will work towards ending all forms of gender-based violence and oppression through advocacy, education, prevention, research and training.*** With a new vision and mission in mind, Strategy Day 2024 shaped the year ahead with priorities, themes and actions to work on. Timely it was, with invitations to present to standing committees alongside a busy fall of meetings and events at Queen's Park followed by a provincial and federal election - providing no shortage of moments to educate and advocate!

A year of achieving impact also includes layers of transition and growth. In 2024, Policy & Research Coordinator, Lauren Hancock embarked on a new journey to obtain her Masters Degree, Melissa Medaglia joined our team as Communications Coordinator, and we ended the year in March with Learning and Development Coordinator, Amber Wardell accepting a new and exciting challenge with a return to Haldimand Norfolk Women's Services as their Executive Director. OAITH's successes are a reflection of the commitment, compassion and care you've all put into your work! I would also like to thank the many ED's who retired or moved on from their roles over the last year and the contributions you've made to OAITH.

Looking forward to this year, we're welcoming Lauren Hancock back as Policy & Research Coordinator! We're grateful for the courageous leadership of Board Members Jessie Rodger and Sly Castaldi who've both completed their term. In 2025 we are welcoming Erin Griver, Keri Lewis and Lorris Herenda in 2025 as Board of Directors. I am looking forward to everything that we can achieve together in 2025!

I invite you to read our 2025 Impact Report and learn more about the year we had!

Many thanks!



Marlene Ham
Executive Director

STRATEGIC PLAN

1 Strategic Direction 1: Grow Our Advocacy and Prevention Work

OAITH continued to engage the membership and advocate for transformative change and greater prevention efforts. Through participating in government consultations, including Bill 173 and implementation of the National Action Plan and ongoing advocacy and lobbying related to the Wrapped in Courage campaign, OAITH has continued to advocate for shelters and inform key stakeholders and leaders of key issues and the realities for survivors and those working to end gender-based violence.

2 Strategic Direction 2: Leverage Partnerships

OAITH has continued collaborative relationship building with government ministries, provincial associations, and organizations leading broad-based projects through the National Action Plan, including **Coaching Boys Into Men** and **GBV in The Media**. Further to these projects, OAITH, ASOO, and AOcVF submitted a proposal to continue our work together on the GBV Workforce Study Project with funds flowing in 25/26. As we work closely with our collective members and the government ministry who funds shelters, we're hopeful about Stronger Shelters Together being a force for change.

3 Strategic Direction 3: Empower our Members

Ensuring our members have what they need to succeed drives our day-to-day work at OAITH. In the last year, we expanded our member benefit programs to reduce their costs including health benefits and vendor cost reduction programs for member and ally organizations. Additional training and learning opportunities have also been supported through the Training Hub.

4 Strategic Direction 4: Build OAITH's Capacity

While very advantageous objectives are required to build our capacity, 2024-2025 saw some great success. OAITH successfully diversified its funding, accessing both public and private funds, including partnering with the Ministry of Municipal Affairs and Housing to enhance cross-sectoral training. To enhance our online presence, this year OAITH also developed and launched our new and improved website.

OAITH STRATEGY DAY

In June 2024, OAITH brought together Executive Directors and management staff from member organizations for a Strategy Day in Toronto. As a provincial organization, OAITH members represent GBV organizations in rural, urban, and suburban areas that all have their own unique needs and challenges, and having them together allows them to support each other to develop creative solutions. Throughout the day, round table discussions focused on emerging issues within the sector, Community Safety and Well-Being Plans, and Local IPV Declarations in Ontario.







GOVERNMENT RELATIONS, PUBLIC AWARENESS, AND ADVOCACY

On behalf of our members, OAITH continued to strengthen our relationships with government officials and other stakeholders throughout 2024 - 2025. Below are some examples of this work:

Marlene Ham, OAITH's Executive Director, presented at the 2025 Provincial Budget Consultations, bringing attention to the needs of the sector and our members.





Roundtable Meeting Between MPP's and Ministers of Ministry of Children, Community and Social Services, Associate Ministry of Women's Social and Economic Development and OAITH's Board of Directors, Queen's Park, Toronto

OAITH's Board of Directors met with Hon. Minister Parsa, Minister Williams, and MPP Jess Dixon on the International Day for the Elimination of Violence Against Women (November 25, 2024). OAITH's Board of Directors highlighted OAITH's priorities as the Ontario government continues to move forward with the implementation of Gender Based Violence Strategy and National Action Plan funding investments.



Wrapped in Courage 2024 Campaign Reception, Queen's Park

Each year, OAITH attends Queen's Park on November 25th, the International Day for the Elimination of Violence Against Women, as part of the Wrapped in Courage Campaign. This day allows OAITH's members to directly address Ministers and share concerns unique to their community. This is also when OAITH takes our annual photo on the Grand Staircase at Queen's Park, which had already been decorated for the holiday season. We thank MPP Jess Dixon for sponsoring this important event and for your commitment to ending gender-based violence!



Wrapped in Courage Scarf sales at Queen's Park Reception, 2024



Toronto City Hall Wrapped in Courage Proclamation, 2024

WRAPPED IN COURAGE

The Wrapped in Courage Campaign was created in 2013 as a means of educating the community and elected officials about gender-based violence throughout November. Since its inception, the Wrapped in Courage Campaign has built awareness, connected survivors to services, and called on decision makers to take action toward social change.

In 2024, the theme for Wrapped in Courage was #ThreadsofActiontoEndGBV, drawing on the threads needed to create purple scarves and social change. Each November, OAITH calls on all Ontarians to take action to show their support for survivors of gender-based violence by wearing a purple scarf and attending a Wrapped in Courage event in their community.

OAITH was invited to attend the Toronto Flag Raising and Proclamation, organized by OAITH Member Organization Women's Habitat and Ally Organization Aura Freedom, where everyone in the room was asked by Councillor Lily Cheng to stand and hold hands as an expression of unity. This joyful moment resulted in the unintentional re-creation of one of Wrapped in Courage graphics for the 2024 campaign and harks back to the original Wrapped in Courage event in 2013, where scarves were held outside of Queen's Park to create a human chain.



Toronto Wrapped in Courage Flag Raising, Toronto City Hall, 2024



Wrapped in Courage Flag raising in Kapuskasing



Top-performing social media post of the Wrapped in Courage Campaign, with 1,536 views across Facebook, Instagram and LinkedIn.

48 Wrapped in Courage events in Ontario, including Flag Raisings, Proclamations, Illuminations and Virtual Events

23 Unique WIC posts on Social Media

mulberry
Safety Starts Here

MULBERRY FINDER

In December 2022, OAITH launched **MulberryFinder.ca**. This initiative was a direct response to the increasing demand for a centralized platform for all gender-based violence (GBV) services across Ontario. Our vision for this digital platform, developed through extensive engagement with organizations, survivors, and various provincial associations throughout Ontario, was to create a space where all GBV focused services and supports are available to anyone supporting survivors and their safety in Ontario.

7,400 Active users from April 1, 2024 to March 31, 2025

17,859 Views of MulberryFinder home page

150 Gender-based violence services listed at the end of March 2025

GBV organizations, services, and programs that wish to be listed on mulberryfinder.ca can do so through the organizational login portal: **www.mulberryfinder.ca/login** and follow these steps:

1. Create an account by selecting the "Request Access Now" button and creating their account credentials. Account requests are reviewed to confirm eligibility and activated.
2. Once activated an email will be sent with instructions to access the account and create a listing.
3. Access the listing form through the account login and share information regarding the organization and available services.
4. Submitted listings are reviewed for accuracy and once approved will populate on the live mulberry site.
5. Organizations may log in to their account at any time to create and/or edit their organizational listing.

TRAINING HIGHLIGHTS 2024-2025:

Training & Capacity Building Project-MCCSS

With support from MCCSS project funding, OAITH continued to support our members through our annual training project. The project is informed by sector trends and needs and is focused on the development, delivery, and evaluation of training programs, capacity-building initiatives, and resources to improve the quality of services. This year's training project enhanced training opportunities for our membership and the broader GBV sector, increasing the sector's capacity to respond to violence, improving system collaboration, and creating safer outcomes for survivors.

As a part of the project, OAITH provided training to 50 staff on the Brief Spousal Assault Form for the Evaluation of Risk (B-SAFER) and the Stalking Assessment and Management (SAM) risk assessment tools. This training was delivered virtually by Dr. Randy Kropp, over the course of three days. The training included instruction on identifying key risk factors, case formulation, risk scenario planning, addressing issues such as cyberviolence and intimate partner lethality assessment and provided certification on the two tools.

%↑ Post-test score increased by **9.4%** for an average score of **85.7%**

To further training opportunities for GBV organizations OAITH also expanded the Training Hub, increasing free access and promotion of the existing training material to more GBV organizations. A new curriculum is also being released in 2025 to engage new learners requiring an introduction to supporting survivors of gender-based violence, including volunteers, those working outside of the GBV sector, and those supporting survivors. This expansion and ongoing promotion of the Training Hub seeks to enhance training opportunities and increase collaborative system responses to GBV throughout the province.

Within the MCCSS Training Project, OAITH is continuing to support those working in the Transitional and Housing Support Program (THSP) with the development of an online Community of Practice (CoP), which will be live in the fall of 2025. The CoP has been developed in consultation with GBV organizations and THSP workers and will create an online space to increase worker skills/capacity, foster collaboration, and create opportunities or peer-learning.

96% of evaluation respondents reported they had acquired new knowledge and were better equipped to support surviors

50 Attendees for the Brief Spousal Assault Form for the Evaluation of Risk (B-SAFER) and Stalking Assessment and Management (SAM)

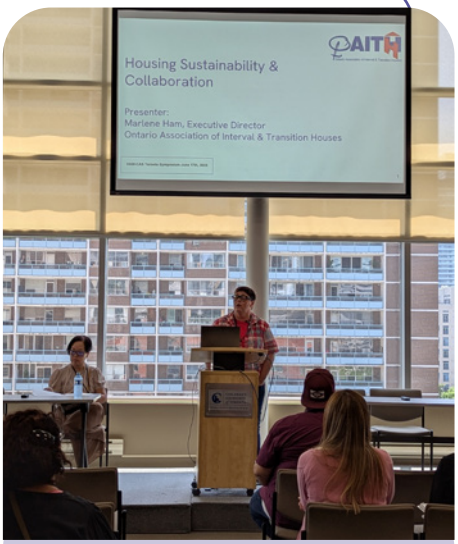
865
New Registered Learners in the Training Hub

1,488
Total Online Learning Course Completions in the Training Hub

Overall, there were **9,194** course completions from 2020 to 2025 across **18** courses
- April 1, 2024 - March 31, 2025

46% of learners work in a Women's Shelter

On June 16th, 2025, as part of the MCCSS capacity building, OAITH was invited to speak at the CAS/GBV Symposium, entitled “A Roadmap to Collaboration”. During this presentation, Marlene shared information about the Transitional Housing Support Program found in GBV services across the provinces and how CAS workers can use this program to support the families they serve.



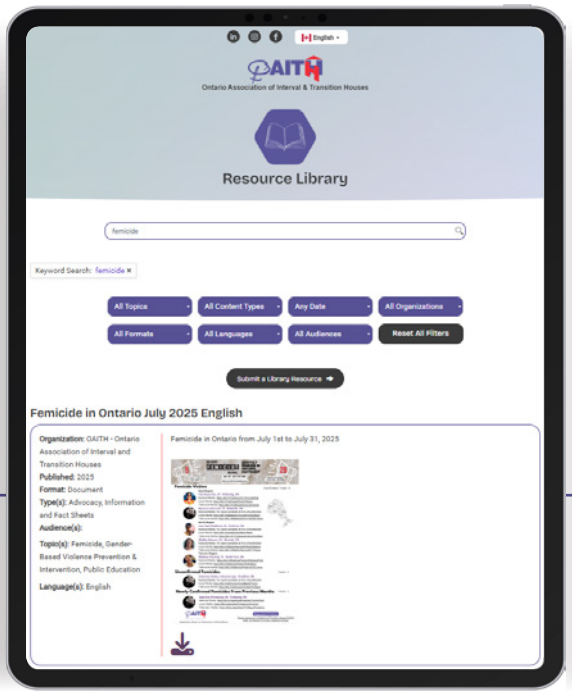
Marlene speaks at the 2025 CAS/GBV Symposium, Toronto

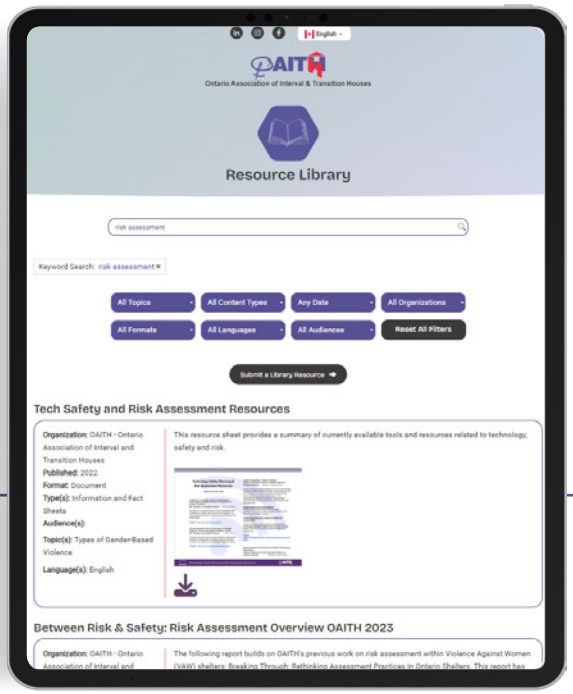


Materials to promote OAITH’s Training Hub funded by the Ministry of Children, Community and Social Services



Digital graphics and promotional materials were created as part of the MCCSS project to promote the OAITH Training Hub and Resource Library.





TOP 5 COURSES IN 5 YEARS (2020-2025) GENERATED 2,064 COURSE COMPLETIONS

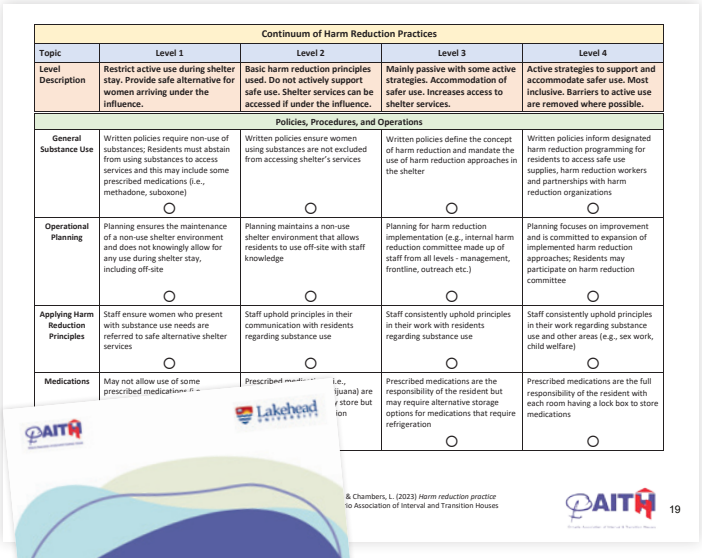
579 Foundations of VAW Practice

542 Harm Reduction for VAW Counsellors and Advocates

461 Risk Assessment and Safety Planning

251 Feminist Analysis of Mental Health

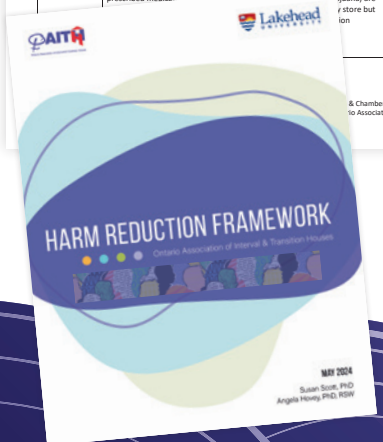
231 Addressing Violence Against Indigenous Women in Ontario Through an Indigenous Perspective



Continuum of Harm Reduction Practices				
Topic	**Level 1**	**Level 2**	**Level 3**	**Level 4**
Level Description	**Restrict active use during shelter stay. Provide safe alternative for women arriving under the influence.**	**Basic harm reduction principles used. Do not actively support safe use. Shelter services can be accessed if under the influence.**	**Mainly passive with some active strategies. Accommodation of safer use. Increases access to shelter services.**	**Active strategies to support and accommodate safer use. Most inclusive. Barriers to active use are removed where possible.**
Policies, Procedures, and Operations				
General Substance Use	Written policies require non-use of substances; Residents must abstain from using substances to access services and this may include some prescribed medications (i.e., methadone, suboxone) ○	Written policies ensure women using substances are not excluded from accessing shelter's services ○	Written policies define the concept of harm reduction and mandate the use of harm reduction approaches in the shelter ○	Written policies inform designated harm reduction programming for residents to access safe use supplies, harm reduction workers and partnerships with harm reduction organizations ○
Operational Planning	Planning ensures the maintenance of a non-use shelter environment and does not knowingly allow for any use during shelter stay, including off-site ○	Planning maintains a non-use shelter environment that allows residents to use off-site with staff knowledge ○	Planning for harm reduction implementation (e.g., internal harm reduction committee made up of staff from all levels - management, frontline, outreach etc.) ○	Planning focuses on improvement and is committed to expansion of implemented harm reduction approaches; Residents may participate on harm reduction committee ○
Applying Harm Reduction Principles	Staff ensure women who present with substance use needs are referred to safe alternative shelter services ○	Staff uphold principles in their communication with residents regarding substance use ○	Staff consistently uphold principles in their work with residents regarding substance use ○	Staff consistently uphold principles in their work regarding substance use and other areas (e.g., sex work, child welfare) ○
Medications	May not allow use of some prescribed medications (i.e., ijuana) are ion	Prescribed medications (i.e., ijuana) are store but	Prescribed medications are the responsibility of the resident but may require alternative storage options for medications that require refrigeration ○	Prescribed medications are the full responsibility of the resident with each room having a lock box to store medications ○

& Chambers, L. (2023) *Harm reduction practice*
Association of Interval and Transition Houses

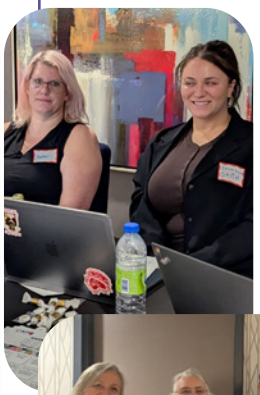
19

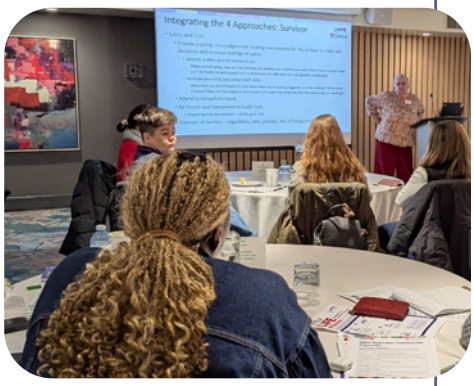


HARM REDUCTION TRAINING PROJECT

36 Staff from **12** shelters in Toronto attended this one-day in-person training

OAITH had the opportunity to extend the online Harm Reduction Training, developed in partnership with Lakehead University, into a one-day in-person training with VAW shelters in Toronto through a Health Canada Project guided by Nellie's. This one-day training gave 36 staff at 12 Violence Against Women (VAW) Shelters across Toronto the opportunity to increase their knowledge of current harm reduction practices and the best ways to support survivors of GBV who use substances.



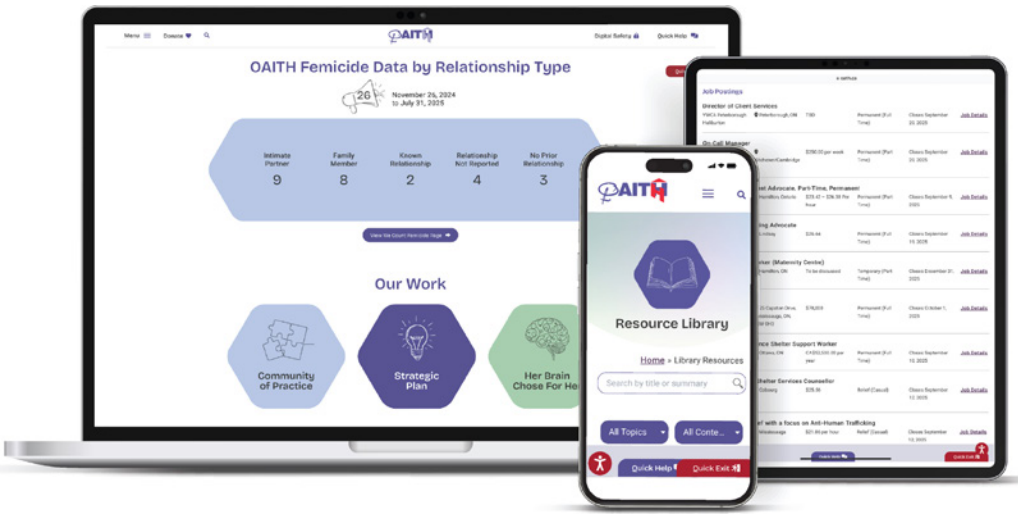




Harm Reduction Training with Dr. Angela Hovey and Dr. Susan Scott in Toronto

RESOURCE DEVELOPMENT HIGHLIGHTS INCLUDE:

Throughout 2024 and 2025, OAITH developed our new website with a focus on accessibility, functionality, and automation. This new website is intended to allow leaders and learners from across the sector to access the vital information they need quickly and easily, including submitting their own resources, events, and job postings relating to GBV directly on the website.



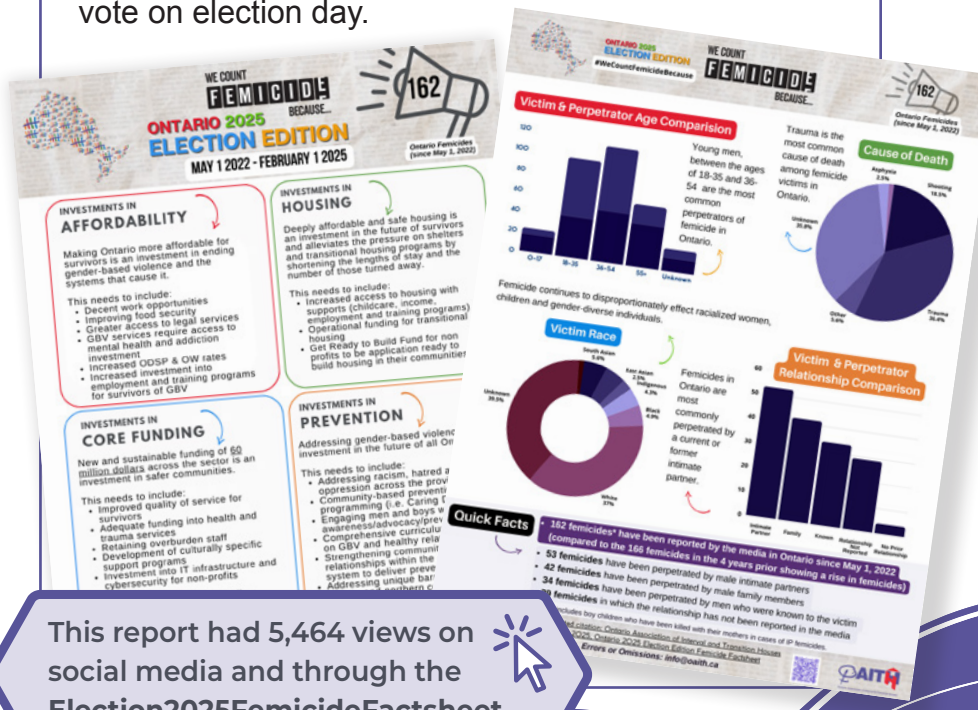
OAITH's new website includes:

Accessibility & Translation features to customize your browsing experience.

- Quick Help to GBV services found on mulberryfinder.ca.
- Stay informed with readily available content on the homepage, including Femicide Statistics, GBV Events, Job Postings, and recently added Library Resources.
- Streamlined functionality allowing users to submit Membership Applications, Library Resources, Community Events, Job Postings, and Donations directly on the website.
- A Community of Practice for Transitional and Housing Support Program (THSP) to come together to share knowledge, build skills, and support one another through collaboration, information sharing, and peer learning will be launched in Fall 2025.

ELECTION RESOURCES

When the Provincial Election was called for February 2025, OAITH took the opportunity to create an Election Edition Femicide Report to educate the public about key investment areas, femicide statistics since the last election, workforce impacts, and questions to ask candidates. Graphics were also created and shared on social media to educate community members about how to vote and encourage them to vote on election day.



This report had 5,464 views on social media and through the **Election2025FemicideFactsheet**

SOCIAL MEDIA REACH

Sharing on social media gives OAITH a platform to reach those working within the GBV sector and those supporting survivors in their lives. The following is a demonstration of this reach:

STATS

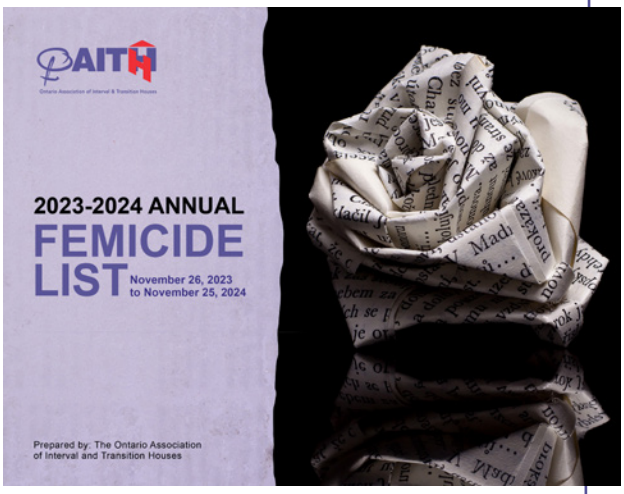
87,373
Total Reach on Social Media Platforms

3,238
Total Interactions on Social Media Platforms

336
NEW followers on Social Media from Sept 2024 to March 2025

76
unique posts/ content - a **10%** increase over the previous year

TOP 3
SOCIAL MEDIA POSTS



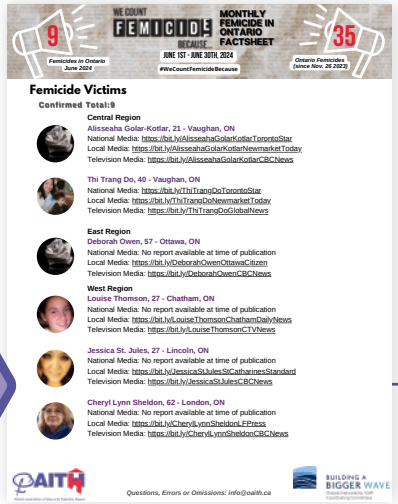
9,531 VIEWS

November 25, 2024 - Annual Femicide Report



February 16, 2024 - Election Edition Femicide Report

4,790 VIEWS



5,196 VIEWS

July 9, 2024 - June Femicide Report

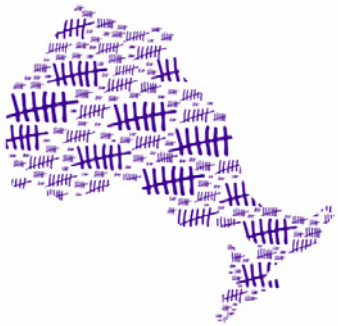


FEMICIDE RESEARCH

Since 1990, OAITH has been tracking femicide cases across Ontario. Within this research, OAITH reviews media reports of femicides involving those identified as women, children, trans women, 2-Spirited Peoples and gender non-conforming individuals.

Evolving definitions of femicide seek to include and represent the diversity of gender identities, relationships between victims and perpetrators, and motives for the killings. **Within our femicide reporting, OAITH defines femicide as the gender-related killing of women, children, and gender-diverse individuals by men that occur in Ontario.** Our reports include only those femicides where men have been charged with a criminal offence or deemed responsible (murder-suicide). Due to the reliance on media-reported cases, there may be errors, gaps, or omissions within OAITH's femicide data.

On November 25, The International Day for the Elimination of Gender-Based Violence, OAITH publishes an annual list of women and children in Ontario who have been killed in femicides. The list serves to honour and memorialize the lives of those lost in preventable femicide deaths. An analysis of media reporting on femicide is also conducted each year to better understand how media framing is situating the issues of gender-based violence and femicide. This research plays an integral role in legislative and funding-based advocacy as well as increasing public awareness and action related to gender-based violence. To learn more about OAITH's femicide work visit: **www.oaith.ca/campaigns/femicide-reports/**





Since March of 2021, OAITH has published monthly Femicide Reports sharing Quick Facts, Confirmed, Unconfirmed, and Newly Confirmed Femicide Victims and an analysis of current trends in the data that OAITH is collecting. These reports and the corresponding posts on social media outlets, continue to be OAITH's most accessed resources we create.

8,988 Annual Report views on Social Media

Femicide Reports accessed 8,618 times in both French and English

22% increase over the previous year



Click here to sign up for OAITH's Monthly Femicide Newsletter

ACADEMIC PARTNERSHIPS

Over the past year, OAITH has continued to strengthen academic partnerships and expand its research on GBV. By connecting community-based insight and lived experiences with academic research, we are able to amplify the voices of survivors and help to inform advocacy and widespread system change. These partnerships allow us to bridge practice and academic research, ensuring research is credible and relevant to the practical realities of those working to end gender-based violence.

UNIVERSITY OF GUELPH

In the fall of 2024, OAITH expanded its research with the University of Guelph, partnering with Dr. Mavis Morton and two fourth-year undergraduate sociology classes to conduct community-based research on gender-based violence.

Community and Safety Well Being Plans

This ongoing research project, conducted by Dr. Mavis Morton and her fourth-year Violence and Society course, explored the implementation of recent femicide inquest recommendations through an environmental scan on Community Safety and Wellbeing Plans and municipal declarations of IPV/GBV as an epidemic. This collaboration cultivated valuable data that helps to examine the implementation of femicide inquest recommendations and can help to inform ongoing policy/advocacy efforts.

Femicide Report

OAITH also partnered with Dr. Mavis Morton and her fourth-year Women and the Criminal Justice System course. These students worked to analyze trends in femicide cases and media reporting on femicide in Ontario over the previous five years. This partnership provided valuable data that can inform ongoing femicide prevention and advocacy, while also offering the students the opportunity to engage in community-based research with real-world practical impacts.





UNIVERSITY OF OTTAWA

OAITH continued its partnership with the University of Ottawa. In collaboration with Dina Idriss-Wheeler, a PhD candidate in Population Health at the University of Ottawa, OAITH supported research on the impacts of the COVID-19 pandemic and focused on the experiences of survivors throughout COVID-19, namely as it relates to their experiences of violence and accessing supports and services. The journal article is currently in its final stages of revision and will be published in the coming months. Data emerging from this research study will help to inform community-based and provincial advocacy, while also helping to inform recommendations for future responses and emergency preparedness. To learn more about Dina and her ongoing GBV research, visit her website: **www.di-w.com/portfolio**



Dina Idriss-Wheeler presenting at the 2024 Canadian Conference on Global Health

COMMITTEES, ADVISORIES, AND AFFILIATIONS

- Stop Gender-Based Violence (GBV) 55+ Project *(National)*
- Awareness, Collaboration, Tools (ACT) Project for Women with Animals Experiencing Gender-Based Violence *(National)*
- Provincial - Feminist Brain Drain Advisory *(National)*
- GBV in the Media - Aura Freedom *(National)*
- Women's Shelters Canada Board of Directors *(National)*
- Women's Shelters Canada Advisory Council *(National)*
- Learning Network Advisory *(Provincial)*
- Domestic Violence Death Review Committee *(Provincial)*
- Ontario Human Rights Coalition Community Advisory *(Provincial)*
- SIU Resource Group *(Provincial)*
- Trans-Link Canada Network Research Group *(National)*

OAITH 2024 - 2025 REVENUES

Donations & Fundraising	$ 876,175
Membership Fees	232,000
MCCSS	134,845
Purple Scarf Revenue	15,196
Interest Income	5,209
Other Income	54,969
Special Project Funding	13,255
Total Revenue	**$ 1,331,649**

OAITH 2024 - 2025 EXPENSES

MCCSS	$ 134,845
Special Projects	13,255
Staff and Operations	340,124
Purchased Services	101,977
Governance (AGM & Board)	37,991
Total Expenses	**$ 480,092**
Excess of Revenues over Expenditure	**$ 851,557**

DONATIONS

Towards the end March 2025, OAITH learned that many had been thinking of our work and supported us with generous donations received from AMAPCEO and Unifor. It was a great surprise to learn that a remarkable woman, deeply committed to OAITH's mission and social justice, believed in the possibilities we can create and provided OAITH with our first legacy gift. This donation helps to plant seeds of inspiration, actionable change, and hope for our members and the important work we do together. The timing couldn't be more perfect as we look towards OAITH's 50th Anniversary in 2027 and an ambitious 5-year strategic plan! With deep appreciation and gratitude, we thank the following donors to OAITH in 2024 - 2025:

LEGACY GIFT

$ 859,160.25

AMAPCEO
ONTARIO'S PROFESSIONAL EMPLOYEES

$ 15,000.00

UNIFOR

$ 2,015.00

2024 - 2025 FUNDER PROFILE

- Ministry of Municipal Affairs and Housing
- Ministry of Children, Community and Social Services

ACKNOWLEDGING THE OAITH TEAM AND BOARD OF DIRECTORS

OAITH TEAM 2024 - 2025



Marlene Ham
Executive Director



Amber Wardell
Learning & Development Coordinator



Lauren Hancock
Policy & Research Coordinator



Melissa Medaglia
Communications Coordinator

BOARD OF DIRECTORS 2024 - 2025



Abi Ajibolade
President, Toronto Region,
The Redwood



Jyoti Singh
Vice-President, Toronto Region,
Nellie's



Sly Castaldi
Interim Vice President, Central Region,
Guelph Wellington Women in Crisis



Melanie Ducharme
Treasurer, North Region,
Pavilion Women's Centre



Jessie Rodger
Secretary, West Region,
Anova



Jeanine George
Aboriginal Shelters of Ontario



Kendall Trembath
North Region Representative,
Saakaate House



Erin Baydak
East Region Representative,
Chrysalis House



Carla Neto
Toronto Region Representative,
Women's Habitat



Tessa McFadzean
West Region Representative,
Good Shepherd Centre Hamilton



Christy Savage
General Director, East Region,
Nelson House

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