

Annual Report 2018-2019



Our vision:

A society free of violence.

Our mission:

To collaborate with PATHS members, and to provide research, program development, awareness, and education on interpersonal violence to all.

Our values are:

Peace

Equality

Awareness

Collaboration

Empowerment

2018-2019 Board of Directors Chairperson Report

As Board Chair of PATHS, I would like to thank everyone involved this year for making a difference in people's lives in our communities, province and country.

PATHS Mission to collaborate with PATHS members, to provide research, program development, awareness and education on interpersonal violence to all continues to be the focus of the Association. We are truly living our values of Peace, Equality, Awareness, Collaboration and Empowerment, in this we are a strong united front against abuse.

We have shared in many successes over the past year. Our success would not be possible without Jo-Anne and Crystal who are instrumental in the daily operations of PATHS. Their commitment and dedication for our vision of living in a society free of violence is the reason we're successful.

There have been many memorable moments this past year but the one that stands out to me is that the province is adopting legislation titled: *The Saskatchewan Employment (Support for Survivors of Domestic Violence) Amendment Act* (the "Act"). The Act has passed its third reading in the legislature and is set to be in force later this year, amending Saskatchewan's *Employment Act*. This is a monumental milestone in the future of the individuals we support within the province.

A special thank you to this year's Board of Directors and Staff for all your hard work and dedication. As my Board Chair term comes to an end I want to thank the Board of Directors for giving me the opportunity to lead such a fabulous group of people that make a difference in the lives of the people we serve.

On behalf of the Board of Directors - I extend my heartfelt gratitude to Jo-Anne & Crystal for their continuing outstanding advocacy and support to the victims of violence against women and children. You two are the heart and soul of this association.

The province should be extremely proud of the work done by PATHS. We are truly fortunate to have an association with such a clear and articulate feminist vision and mission in our province.

Thank you for caring to make a difference.
Each day we must be reminded... "If you want to change the world, start with the next person who comes to you in need." -B.D. Schiers


Sandy Bashnick

Executive Director's Report 2018/19

In looking back over the 2018/19 fiscal year, I see a year of changes, a year of challenges, a year of partnerships and a year of successes. In the 2018/19 fiscal year, PATHS' staff gave over 100 media interviews on topics such as workplace leave for survivors of IPV, Clare's Law, the Saskatchewan Domestic Homicide Review Report, naming of domestic homicide victims, the impact of loss of inter-city bus service, Women's Shelters Canada's Building a National Narrative report and the Canadian Femicide Observatory for Justice and Accountability's #Call it Femicide report.

Over the course of the past year, we have developed partnerships, both formal and informal, that have helped us to increase knowledge about the impact of IPV on the workplace. Our partnership with the Saskatchewan Chamber of Commerce to provide Make It Our Business training to their member agencies has increased awareness on how to effectively respond to IPV in the workplace. Our informal partners in the labour movement have continued to support us through donations, bringing us in for presentations and advocating along side PATHS, and others, for legislated paid leave for survivors of IPV. When we began our three-year project on the impact of IPV on the workplace in 2015 there was little awareness of the issue, no legislation to assist survivors in Saskatchewan and no one providing training for employers. It is incredible to see how far we have come in a few short years!

PATHS is also having an impact on government policy and legislation. On December 6th, 2017 the government of Saskatchewan announced 10 days' unpaid leave for survivors of IPV. On May 13th of this year, they announced that five of those days will now be paid leave, easing the transition of survivors who are leaving abusive situations. In November of 2018, the government announced they would be implementing The Interpersonal Violence Disclosure Protocol (Clare's Law). PATHS has been consulted on this legislation and the accompanying procedures and will be part of an inter-sectoral committee that reviews the requests.

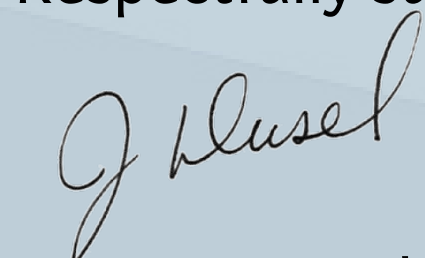
PATHS is supporting survivors through our partnership with SaskTel in the Phones for a Fresh Start program which provides cell phones and prepaid phone cards to our member agencies for distribution. In this fiscal year 448 phones and pre-paid cards were distributed. We are exploring new ways to support Indigenous women who have experienced violence through nato' we ho win, an arts-based group program that combines traditional knowledge with traditional hands-on activities. nato' we ho win, Cree for "the art of self-healing" is a four-year project funded by the Public Health Agency of Canada. Our hope is that the evidence gathered from participants will help to show funders that such programs have a positive impact on the overall health and well-being of participants.

In May of 2018, we hosted a successful conference themed Applying Evidence to Prevent Violence. Thanks to our conference sponsors: The Saskatchewan Federation of Labour (SFL), Retail, Wholesale, & Department Store Union (RWDSU), Independent Financial Services, Canadian Union of Public Employees (CUPE), the Government of Saskatchewan (Office of the Status of Women), and Service Employees International Union (SEIU) West.

Our energies are now focused on a new project, funded by the Law Foundation of Saskatchewan, in which PATHS will collaborate with policy level government representatives and other stakeholders to promote access to justice for victims/survivors of IPV. We are hopeful that this project will be the catalyst for meaningful changes in policies and procedures in Saskatchewan's justice system.

There is much more still to do to reduce the incidence and impact of IPV and family violence in our homes, our communities, our province and our country. By working together, I believe we can one day achieve our vision of a society free from violence. Much thanks to my colleague Crystal Giesbrecht for her diligence, knowledge and dedication, to the Board of Directors for their support in the past, sometimes challenging year, and to our funders and donors for making it possible for PATHS to continue our work assisting individuals and families in building new lives free of violence.

Respectfully submitted by



Jo-Anne Dusel

PATHS IMPACTS

Education and Awareness

102 media interviews



40 presentations to RCMP Cadets



7 workshops



5 conference presentations



6 public speaking engagements



900 followers



Social media

Info-packed website
www.pathssk.org



1 webinar

Collaboration with local, provincial, national and international organizations working to reduce the impact of gender-based violence

- End Homelessness Regina
- Community Partnership Against Violence
- Sexual Assault Services of Saskatchewan (SASS)
- STOPS to Violence
- Saskatchewan SPCA
- Canadian Domestic Homicide Prevention Initiative
- Canadian Femicide Observatory for Justice and Accountability
- Women's Shelters Canada
- Gender Equality Network Canada
- Every Woman Treaty

PATHS Impacts

Legislation

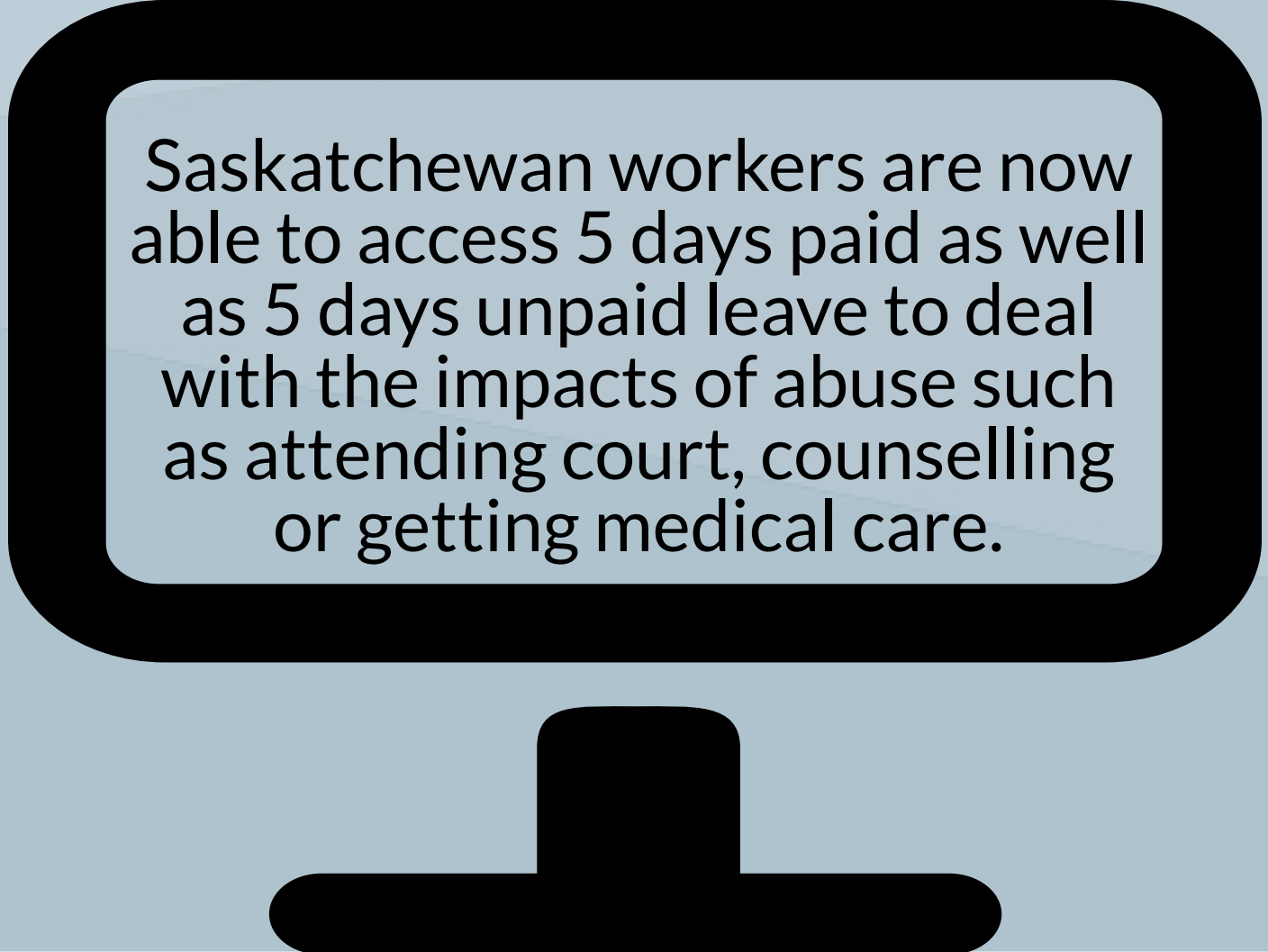


Clare's Law

Representatives from PATHS will be part of the multi-agency panel that reviews requests for disclosures under Clare's Law.

This legislation will allow for an individual's right to ask police about their partner's history of violent behaviour and give police the right to tell when they know that someone is becoming involved with a dangerous person.

The Saskatchewan Employment (Support for Survivors of Domestic Violence) Amendment Act



Saskatchewan workers are now able to access 5 days paid as well as 5 days unpaid leave to deal with the impacts of abuse such as attending court, counselling or getting medical care.



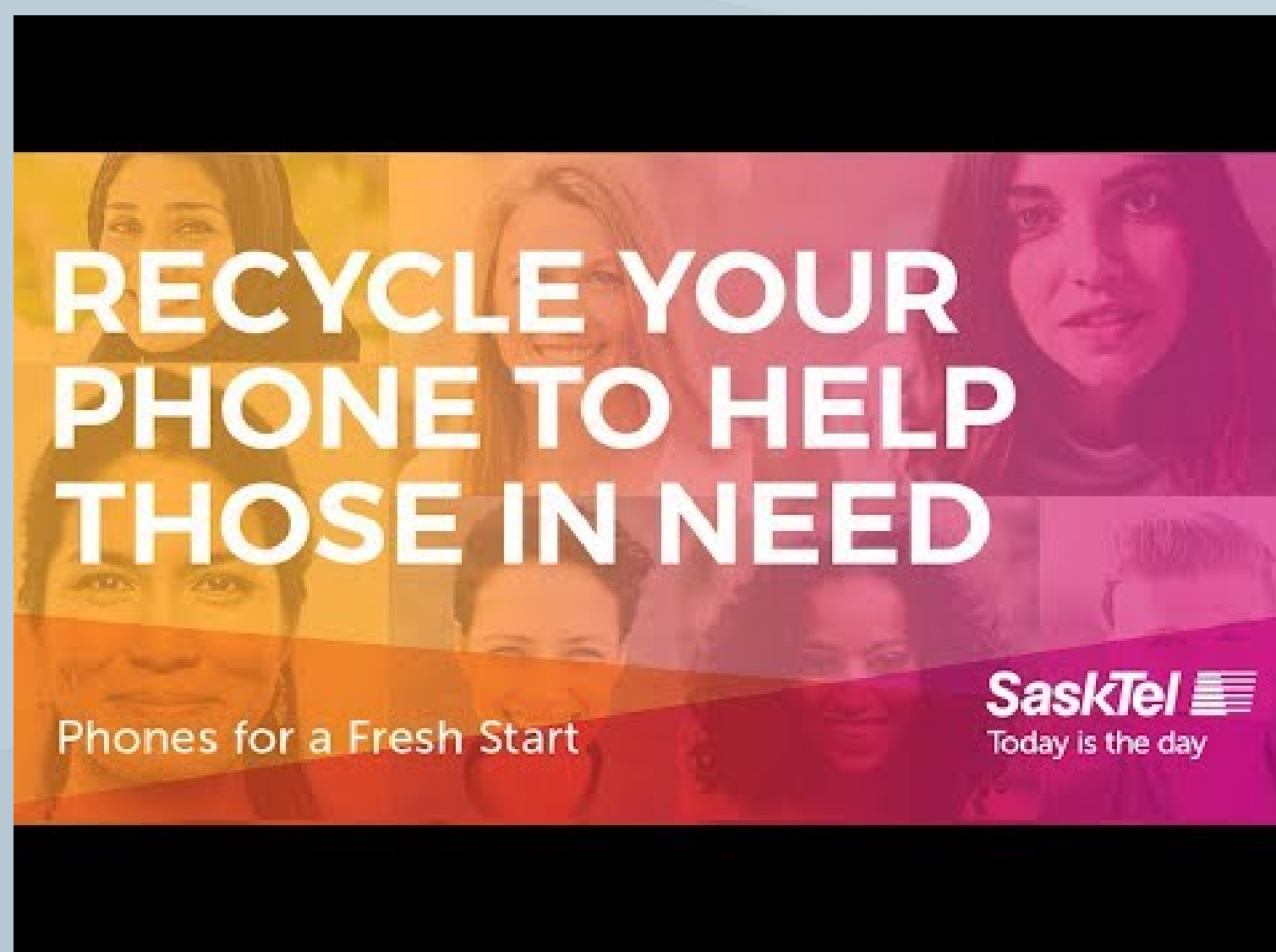
PATHS' latest project is collaborating with the Ministry of Justice in address barriers and promoting access to justice for victims and survivors of intimate partner and family violence.

PATHS IMPACTS

Survivors

Phones for a Fresh Start

PATHS' partnership with SaskTel in the Phones For a Fresh Start program means that individuals seeking service at our member agencies may be eligible to receive a new cell phone and pre-paid phone card to help them stay safe, keep in contact with family and friends, make appointments and look for housing and work. Check out the video below for more on this program.

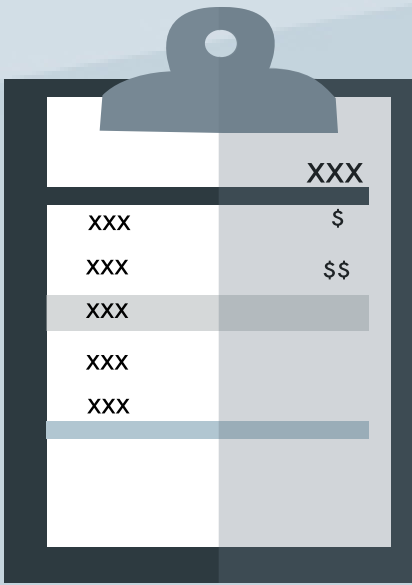


nato' we ho win

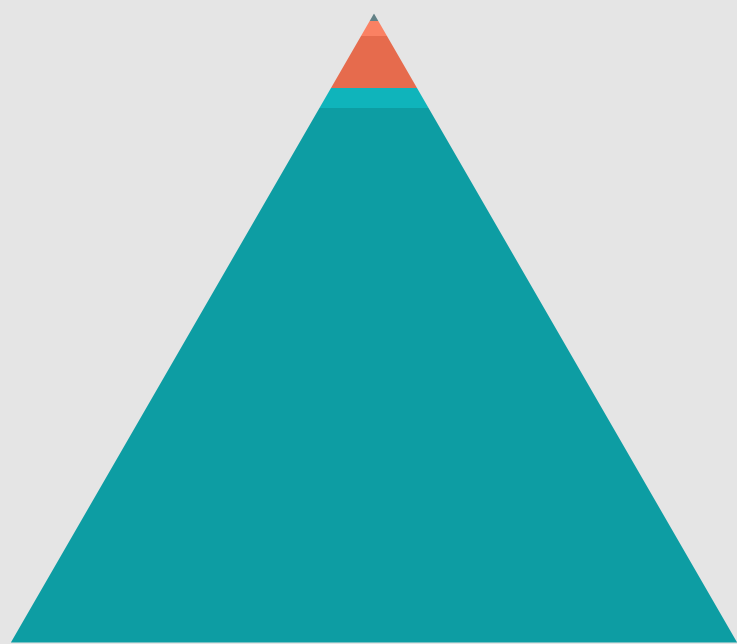
Cree for "the art of self-healing", nato' we ho win is an arts-based intervention that connects Indigenous women who have experienced violence with traditional teachings and activities. This project is funded by the Public Health Agency of Canada, it's goal is to determine if community-based programs like nato' we ho win have a beneficial impact on physical and mental well-being. Watch the video to see how this programs has impacted participants.



Financial Position



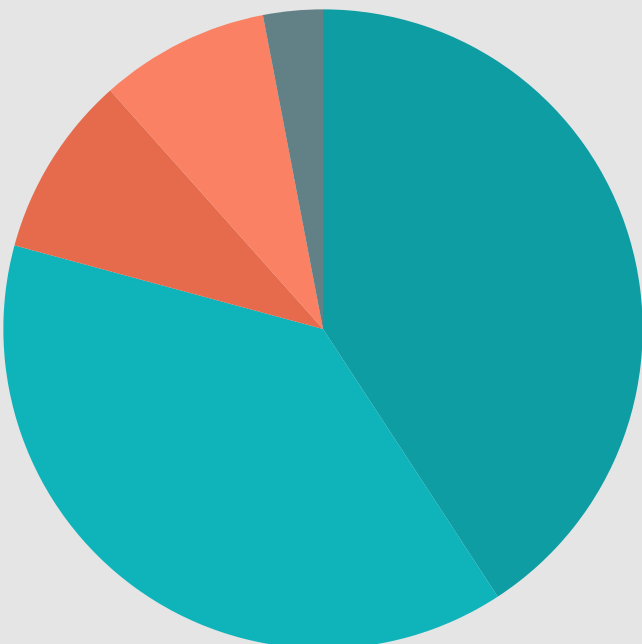
Revenue



Grants (84.68%) Membership Fees (3.16%)
Conference (8.04%) Training (2.27%)
Donations (1.12%) Other (0.72%)

Revenue
Grants \$296,084
Membership Fees \$11,050
Conference \$28,113
Training \$7,926
Donations \$3,931
Other \$2,530
Total Revenue \$349,634

Expenses



Program Expense (40.79%) Salary and Benefits (38.42%)
Conference (9.20%) Occupancy Costs (8.58%)
Administration (3.01%)

Expenses:
Program Expense \$138,002
Salary and Benefits \$129,966
Conference \$31,111
Occupancy Costs \$29,021
Administration \$10,191
Total Expenses \$338,291



Donors

Saskatchewan Federation of Labour (SFL)
Retail Wholesale Department Store Union (RWDSU)
Service Employees International Union (SEIU)
Saskatchewan Government and General Employees Union (SGEU)
Grain and General Services Union (GSU)
Canadian Union of Public Employees (CUPE)
SK Office of the Status of Women
Elizabeth Quinlan - Law Society of Saskatchewan
Barb Byers
Clark Pelat
United Way of Regina

Contact us: 306-522-3515, paths@sasktel.net, www.pathssk.org